

Employee Assistance Program: SUPERVISORS AND THE TROUBLED EMPLOYEE

The supervisor of a troubled employee is also a troubled employee. If you've ever supervised someone experiencing personal problems you know about the stress such situations can create. Unacceptable and unreliable performance are two common features of the troubled employee's work. As the supervisor you may experience anger at the employee, and self-doubt or guilt about your own role in the unacceptable performance. Finally, you may fear that by raising the issue you will aggravate the problem, provoke retaliation, or jeopardize the employee's career. It is tempting to avoid addressing the problem in the hope that it will disappear or that a rotational employee will move on. The more appropriate response, however, is to deal with the problem head on.

How can the EAP help the supervisor of a troubled employee?

The EAP helps by providing advice on how to handle work performance problems which stem from personal difficulties such as marital breakdown.

How does the EAP support the supervisor?

We will offer suggestions on how to constructively approach the troubled employee. As well, we provide support to help you cope with this stressful situation.

For confidential services call:

Brenda Abud-Lapierre, EAP Coordinator, 992-6167 or Marjorie Caverly, EAP Counsellor, 992-1641

Send your questions to EAP Liaison. Brenda Abud-Lapierre will answer them in this column.

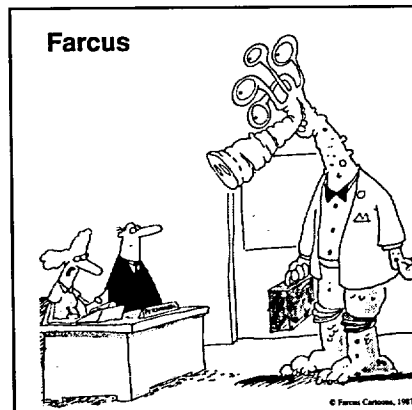
Please note that we have moved from the 2nd floor of Tower D to Tower B, rooms B1-108 and B1-106, located behind the Crush Lobby.

SPOUSAL RELATIONSHIP RE-DEFINED

To be entitled to FSDs and benefits, an employee must make a declaration that "our relationship has been demonstrated by our cohabitation as husband and wife and/or by mutual assumption of marital duties and obligations. We have been recognized as husband and wife and have presented each other as such for a period of at least one year in the communities in which we have lived."

The declaration goes on to state that should a false declaration be made the partners forfeit the benefits and must repay any moneys received by making a false declaration. The signing of this declaration thus serves to designate an individual as a spouse for purposes of the FSDs and subsequent benefits.

Effective September 22, 1988, these Treasury Board changes can be referred to in External Affairs' FSDs appendix 2.01(x).



He says he likes to work with people.