

2012

Supervisor Newsletter



Well Connect

Life and Workplace Solutions

1600 N. Lee Trevino, Ste. C7
El Paso, TX 79936

Ph. (915) 593-5676
F (915) 593-1199

<http://www.wellconnectep.com/>



A: Assuming you

are correct, and your employee is off work fishing without calling in or caring about what you think, a personal problem does exist. His behavior is unacceptable. This makes

an EAP referral appropriate. Your supervisor referral should be based upon the documented evidence of the attendance issues and his not following proper procedures when taking leave. You must communicate with your employee that you will not accept his behavior, and back it up with consequences you believe are appropriate. A supervisor referral to the EAP prior to taking disciplinary action may permit the EA professional to discover and help him deal with any personal problems that help perpetuate this behavior. The value of the EAP is in helping this employee to change so you don't have to lose him as a result of his absenteeism.

Every summer my employee skips out of work to go fishing. He doesn't call in; he just doesn't show up. Trust me, there is no personal problem. He just doesn't care about what I think. Should I just deal with this as a disciplinary matter?

Supervisors:

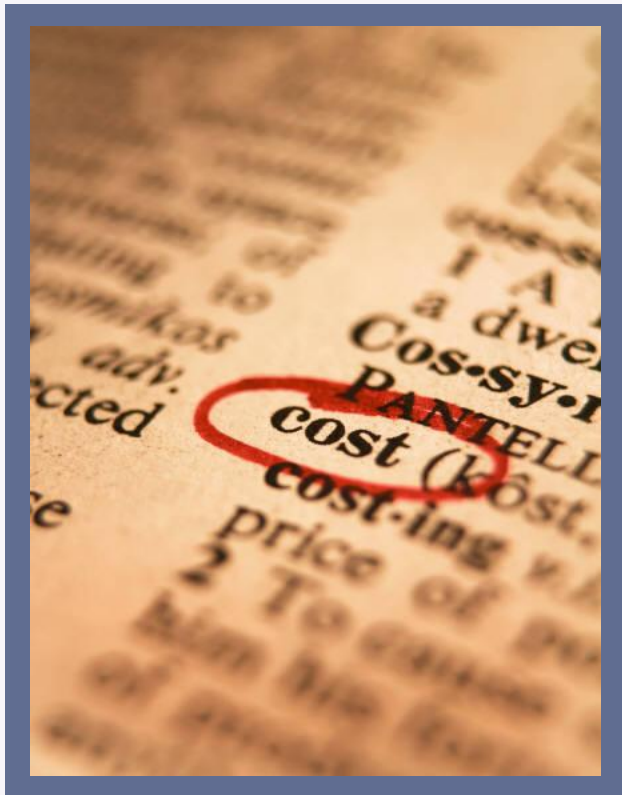
Please remember to recommend employees contact the EAP as soon as you become aware they may have a counseling issue. We are here to serve you!



What are some of the most important ways EAPs are cost-beneficial to organizations?

A: Considerable research

exists to demonstrate the cost-benefit of EAPs in reducing absenteeism and employee turnover, improving morale, and saving on healthcare costs. However, many other areas remain under researched, particularly workers compensation and



property casualty loss prevention. Perhaps one of the most financially rewarding benefits of EAPs is their role in helping troubled employees resolve personal problems that contribute to volatile and problematic relationships with management. To the extent that troubled employees can identify and resolve personal problems that affect the quality of their relationships with management, the risks of lawsuits and other employment claims are reduced.

Undoubtedly, this EAP work saves employers millions of dollars. EAPs help employees get their needs met in the most effective ways while steering them toward practical solutions and away from options that will contribute to loss of employment and financial loss to the organization.

Monthly Quote for the Workplace

"Nothing worthwhile comes easily. Work, continuous work and hard work, is the only way to accomplish results that last."

-Hamilton Holt