

#VIKA



3525+

JOBS SAVED

DITIRO TSE DI BABALESEGILENG
IMISEBENZI ESINDISWEYO



MORALE

ESITHETHE
BOITSHEPO



SAFETY

PABALESEGO
UKHUSELO

PRODUCTIVITY

DIKUNO
IMVELISO

332

FAMILIES BENEFITING CARE-GIVING

MALAPA A UNGELWANG GO TSWA MO LENANEO LA TLHOKOMELO
AMAKHAYA AFUMENE UNCEDO



161

FINANCIAL SUPPORT & COUNSELLING

THUSO LE KGAKOLOLO YA DITSHELETE
UNCEDO NOFUNDISWA KWEZEMALI

CONFIDENTIALITY

Is it confidential? Am I protected?

Yes. No employee specific information is shared with employer.

Do I have to pay?

No, EHP counseling and referrals are free services to the employee.

What about my family?

The EHP is here to help you and your family

How do I know it's confidential?

By law, counselors are required to protect employee information therefore privacy and confidentiality are extremely high. No names are shared with the employer.

If my manager recommends I use the EHP, do I have to use it?

No, but since managers don't have a counseling background, they might encourage you to seek the help of an expert.

Can I help my co-worker?

Yes. That is ubuntu. You can help your co-worker by referring them to the EHP. You are not allowed to disclose any information.



SUPPORT BENEFITS

dealing with stressors — so that they don't affect how
you support your family

Workplace personality conflicts - advice and suggestions on how to work with a difficult manager or co-workers

Psychological issues - depression, anxiety, anger management or other needs an employee or their family members may be dealing with.

Health and care-giving issues - how best to manage return to work issues after a worker's comp claim, or how to manage a disability or medical issue at work, or how to obtain help for an ill or elderly loved one.

Financial counseling - how to avoid financial delinquency, how to pay down credit & debt, or create a budget.

Grief assistance - Support for employees who have lost a loved one as well as for employees experiencing the loss of a co-worker, or a significant event such as a shooting at work.

Substance Abuse - advice on how to deal with the employee's addiction, or how to deal with a family member's addiction, including teen drug use prevention

Legal and family advice - marriage counseling, divorce, or child custody issues.

SEPHIRI

A ke sephiri? A ke sireletsegile?

Eya, ga go kgang epe ya modiri e tla abelwang le mothapi.



A ke tshwanetse go duela?

Nyaa, ditirelo tsa EHP tsa go thusa badiri, ga di duelelwe.

Go diragalang ka ba lelapa la me?

Ditirelo tseno di teng go thusa wena le ba lelapa la gago.

Ke tla itse jang gore kgang ya me e sireletsegile?

Ka molao, badiredi ba EHP ba tshwanetse go sireletsa dikgang tsa baridi. Ke ka moo go legeng botlhokwa gore gonne le sephiri le tshireletsego. Ga gona maina a badiri a tla neelwang go mothapi.

A ke tshwanetse go dirisa EHP fa mothapi a re ke e dirise?

Eya gore a kgone go go thusa le go go rotloetsa go bona thuso kwa baitseanapeng.

Nka thusa modiri ka nna?

Eya, ke botho. O ka thusa modiri ka wena ka go romela kwa EHP. Mme ga o tshwanela go ntsa sephiri.



THUSO

O dira jang ka mathata a dirang gore o retelelwe ke go tlamela le go ema nokeng ba lelapa la gago?

Diphapang tsa badiri - kwa tirong go thusa ka maele le ditshitsinyo tsa go dira le motsamaisi le badiri ka wena ba ba senang kutlwisiso

Mathata a tsamaisanang le tlhaloganyo – Kgatello ya tlhaloganyo, Ketsaetsego, Taolo ya kgalefo le ditlhokego tse dingwe tse o ba lelapa kgotsa badiri ba ka kopanang le tsona.

Boitekanelo le tlhokomelo – O dira jang ka modiri yo o boelang tirong morago go kgobalo le tsela ya go thusa ba nang le bogole le bao ba nang le mathata a boitekanelo mo tirong, le gona go bona thuso ya bao ba lwalang le bagodi.

Thuso/Kgakololo ya ditshelete – Tsela ya go efoga tiriso e bo tlaswa ya madi. Tsela ya go duela disuga, dikoloto le go dirisa madi sentle.

Thuso ya go tlhokafalelwa – Tshegetso ya badiri ba ba latlhegetsweng ke ba losika, le badira mmogo le bana, gongwe tiragalo e masisi jaaka go tlhokafala, go gobala kwa tirong.

Tiriso e botlhatswa ya diritibatsi – Kgakololo go badirisi ba diritifatsi gongwe go thusa le ba losika ba ba dirisang diritifatsi, le thibelo ya basha go dirisa diritibatsi.

Kgakololo ya semolao mo go tsa lelapa – Kgakololo ka tsa lenyalo, tlhalano, thebolo ya ngwana.

MFIHLELO

Yimfihlo nha? Ukhuselekile nha ?

Ewe, Akhukho mfihlo ekungabelwana nayo nomqhashi.



Ndifanele ukubhatala nha?

Hayi. Inkonzo eziziswa ebasenbenzini azibhatalwa.

Abekhaya lam?

Inkono ezilapha zezokuceda wena nekhayalakho

Ndizakukwazi njani ukuba imfihlo yam ikhuselekile?

Ukulandela umthetho abasebenzi be EHP ba fanele ukukhusela indaba zabasebenzi. Kubalulekile ukuba imfihlo yakho ihlale ikhuselekile. Akuna magama abasebenzi ekuzakunikezelwa ngowo kumqhashi.

Ndifanele ukusebenzisa le-EHP xa umqhashi esithi ndiyisebenzise?

Hai, Abanalwazi olupheleleyo nge counselling bangakuthumela kwabanalwazi.

Ungamceda na umsebenzi osebenzanaye?

Ewe, Ubuntu ungamceda ukumthumela kwi EHP kodwa akufuneki uveze imfihlo yakhe.



UNCEDO

Yantlukano phakathi kwa basebenzi

nokunceda ngemibono na ngezimvo zaku sebenza naku bantu a bangavisisiyo.

Ingxaki e zi hambisana nenqondo

– no ku gcindezeleka nge ngqondo no lawula umsindo ne zinye e zinto ezindingegayo e khaya u kanye e basebenzini.

Ukukhathalela impilo

– Wenzanjani ngomsebenzi obuyela emsebenzini e mva ko ku limala ne ndlela yo ku nceda a bantu a bakhubazekileyo, na bantu a bane ngxaki e mpilweni ya bo, no ku ncedwa kwa bantu a ba gulayo, na bantu a sele be khulile.

Uncedo / Ufundisa nge mali

– Indlela yo ku sebenzisa imali ngendlela engeyiyo, indlela yoku bhatala izikweleti zakho nokusebenzisa imali kakuhle

Uncedo nxa ushiywe sisihlobo sakho

– Ukuncedwa kwabantu abashiywe zizihlobo zabo na ba sebenza nabo okanye ukulimala noba kukufa.

Ukusebenzisa utjwala kakubi neziyobiso

– Ukucetyiswa kwabantu abasebenzisa iziyobiso nokucetyiswa kwezihlobo zabo.

Ukucetyiswa abekhaya lakho ngomthetho nokucetyiswa ngokwasemtshatweni

– Ukucetyiswa ngokwasemtshatweni nokwa hlukana nokwabiwa kwabantwana

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