

FAMSA : EMPLOYEE ASSISTANCE PROGRAMME -OFFER TO COMPANIES AND ORGANIZATIONS

■ HISTORICAL BACKGROUND OF THE FAMSA MOVEMENT

For over 55 years FAMSA has been developing human potential by:

- (i) Providing counselling
- (ii) Community development
- (iii) Education and training

HISTORICAL BACKGROUND OF THE FAMSA MOVEMENT (continued)

FOCUS IS ON AREAS SUCH AS:

- (i) **Violence and Trauma**
- (ii) **HIV/Aids**
- (iii) **Abusive Relationships**
- (iv) **Poverty and Relationship Building**

**FAMSA's Mission is to preserve the
Family with preventive and remedial
services**

HISTORICAL BACKGROUND (continued)

- Social Welfare services are presently rendered by 28 FAMSA Affiliates to families from all walks of life.

2. THE FAMSA PHILOSOPHY

- **FAMSA philosophy is:**

- = Personal problems affect work performance
- = Without intervention the situation is likely to worsen
- = Treatment is more cost effective than replacement
- = Financial loss and loss of wellbeing are of equal importance

BLACK ECONOMIC EMPOWERMENT PRINCIPLES

- To ensure accessibility of services to underserved and unserved areas
- To ensure demographic representivity in all our Management Boards and staff components
- To increase the extent to which communities, workers, community based organisations, the private sector and other collectives manage their own existing and new programmes
- To promote sustainable programmes to alleviate poverty and to build healthy functional relationships in families and communities for meaningful participation in the country.
- To develop rural communities and empower local communities by enabling access to community developmental activities.

3. THE EMOTIONAL HEALTH OF YOUR BUSINESS

- The emotional health of any business is like the emotional health of a family. The people that live and work in it often have different levels of emotional health.
- Hence it is important that the employer be concerned about the workers' emotional health issues.
- **Some indicators of an emotional temperature:**
 - Stress
 - Burnout
 - Trauma
 - Post Traumatic Stress
 - Post Traumatic Stress Disorder

4. COMPANY PROFILE: FAMSA SERVICES

COMMUNITY DEVELOPMENT

- In all nine provinces FAMSA works in both urban and rural areas.
- FAMSA has 28 reputable affiliates (with satellite offices close to them, for easy reach by clients).

Areas of focus:

- (i) Preservation and restoration of families,
- (ii) Assist in the building of emotionally stable/healthy employees and communities.

Projects through which FAMSA addresses particular needs of communities are as follows:

COMMUNITY DEVELOPMENT (continued)

- Domestic violence eradication and victim empowerment projects
- Perpetrator projects
- Youth development projects
- Women upliftment initiatives
- HIV/Aids awareness, prevention, management and home base caregiving projects
- Unemployment and poverty alleviation programmes
- Setting up of community projects

COUNSELLING

***FAMSA specializes in counselling services,
which
cater for:***

- *Individuals*
- *Couples*
- *Families*
- *Groups*

COUNSELLING

Our counselling involves:

- *Adolescent Groups*
- *Marriage Preparation*
- *Marital Counselling*
- *Divorce Counselling*
- *Divorce Mediation*
- *Custody Mediation*
- *Grief Counselling*
- *Trauma Counselling*
- *Personal Development and Management*
- *Conflict Management*
- *Stress Management*
- *Family Therapy*
- *Parenting*
- *Remarried Couples and Families*

EMPLOYEE SUPPORT SERVICES

- ***FAMSA, in addition to the above, provides supportive services to companies and employees to counsel people in the corporate arena.***

- ***In this regard FAMSA offers:***
 - *Cross cultural programmes*
 - *Group interaction therapy*
 - *Change management*
 - *Trauma counselling*

TRAINING

● ***The training programmes are presented to:***

- *Professionals*
- *Lay Counsellors*
- *Schools*
- *Common Interest Groups*
- *Support Groups*
- *Members of the public*

Training is customized to suit the needs of the participants.

TRAINING

- ***The topics include:***

- *Basic and Advance Counselling*
- *Marital and Divorce Counselling*
- *Divorce Mediation*
- *Personal Growth, Assertiveness and Stress Management*
- *Community*
- *Trauma Counselling*
- *Grief Counselling*
- *Conflict resolution and Management*
- *Diversity Training*
- *Parenting for teens and the younger ones*

EDUCATION

Education programmes are offered in:

- (i) Communities
- (ii) Schools
- (iii) Churches
- (iv) Anywhere where community people can be able to meet.

The programmes include:

- Life skills for teenagers
- Marriage preparation
- HIV/Aids Awareness and Management
- Parenting Skills
- Talks, seminars and workshops
- Marriage and Family Enrichment

FAMSA SOCIETIES

- FAMSA National Directorate - Kempton Park
- **Gauteng:**
 - *FAMSA East Rand (Boksburg)*
 - *Family Life Centre (Parkwood-Johannesburg & Soweto)*
 - *FAMSA Pretoria*
 - *FAMSA West Rand*
 - *FAMSA Vaal Triangle*

FAMSA SOCIETIES (continued)

- **Northern Cape**

- *FAMSA Kimberley*
- *FAMSA Upington*

- **Western Cape**

- *FAMSA Western Cape (Cape Town)*
- *Creating Effective Families*
- *FAMSA Boland/Overberg (Worcester)*
- *FAMSA Outeniqua (George)*
- *FAMSA Knysna*
- *FAMSA Karoo (Oudtshoorn)*
- *FAMSA Boland/Drakenstein (Wellington)*

FAMSA SOCIETIES (continued)

- **Eastern Cape**
- *FAMSA Border (East London)*
- *FAMSA Grahamstown*
- *FAMSA Port Elizabeth*
- *FAMSA Stutterheim*

- **KwaZulu/Natal**
- *FAMSA Durban*
- *FAMSA Pietermaritzburg*

FAMSA SOCIETIES (continued)

- **Free State**

- *FAMSA Bloemfontein*

- *FAMSA Welkom*

- **Limpopo**

- *FAMSA Limpopo (Tzaneen)*

- *FAMSA Vhembe*

- **Northwest**

- *FAMSA Potchefstroom*

FAMSA SOCIETIES (continued)

- ***Mpumalanga***
- *FAMSA Highveld Ridge (Secunda)*
- *FAMSA Northern Mpumalanga (Dullstroom)*

METHODOLOGY PRINCIPLES

The training involves:

1. Experiential and interactive processes
2. Learning through participation
3. Focus on both process and content
4. Encouragement of voluntariness, initiative and venturing into the unknown
5. Learner centredness
6. Adult-to-adult relationships
7. Direct communication: use of “I” messages

METHODOLOGY PRINCIPLES (continued)

8. Multilingualism
9. The course is a training event and not a therapeutic experience although it may well provide a growth opportunity for trainees
10. The style will be more interpretive and facilitative than a question and answer format
11. Learning addresses acquisition of knowledge and skills, desire to grow and change of attitudes.

CONTENT

● **BASIC COUNSELLING SKILLS TRAINING COURSE FOR CAREGIVERS**

Duration : 40 hours

- *Self Awareness*
- *Pre-Helping Stage*
- *Role of a Counsellor*
- *Communication and Effective Listening*
- *Primary and Secondary Needs*
- *Empathy* (Empathy is the communication to another person of your understanding of his/her experiences, behaviour and feelings from his/her point of view.)

CONTENT (continued)

- The development of accurate empathy
- Problems in communicating accurate empathy
- Human Development
- Family, parenting, step parenting and single parenting
- Caring for the Caregiver
- Death, loss and termination

CONTENT (continued)

● **TRAUMA COUNSELLING** **DURATION : 20 HOURS**

- *Introduction*
- *Self Awareness*
- *Awareness of the other*
- *Primary and secondary needs and stressors*
- *Understanding the stress response*
- *Symptoms of post traumatic stress*
- *The trauma counselling process*

CONTENT (continued)

- *Risk Factors*
- *Armed robbery – effects and interventions*
- *Caring for the Caregiver*

CUSTOMIZATION OF TRAINING

Every training situation is tailor-made according to the needs of the participants.

7. PAST ACHIEVEMENTS

FAMSA has well-trained Trauma Counsellors and Trainers who were able to cope with the influx of requests for counselling during the times of unrests and violence in the country - corporate world, schools, churches and communities. FAMSA continues to render this service in response to trauma incidence resulting from:

- Cash in transit heists
- Bank robberies
- Hijackings
- Road accidents
- House and shop break-ins
- Violence
- Rape/ Gang rapes and other catastrophic events

8. MONITORING, SUPERVISION AND EVALUATION

Monitoring, supervision and evaluation will, amongst others, consider the following aspects:

- ◆ Compliance with the principles of counselling, norms and standards of procedures
- ◆ Ensuring that every reported case that needs Trauma Counselling is attended to within a week after the initial support is given
- ◆ Monitoring the companies' management of Trauma Counselling programme in different local offices
- ◆ Evaluating the impact of the training offered

MONITORING, SUPERVISION AND EVALUATION (continued)

- ◆ Evaluating the extent of empowerment of the employees (through random surveys)
- ◆ Review sessions/ meetings with management committee.

9. COSTS

REGION	BASIC COUNSELLING SKILLS : DURATION 40 HOURS	TRAUMA DEBRIEFING : DURATION 20 HOURS	MONITORING AND EVALUATION
JOHANNESBURG METRO , EKURHULENI AND SURROUNDINGS	R1230,00 PER PERSON	R615,00 PER PERSON	CONSULTATION FEES PER HOUR = R385,00
EASTERN CAPE	R1200,00 PER PERSON	R600,00 PER PERSON	CONSULTATION FEES PER HOUR =R275,00
PRETORIA, LIMPOPO AND NORTH WEST	R1210,00 PER PERSON R1210,00 PER PERSON	R605,00 PER PERSON R605,00 PER PERSON	CONSULTATION FEES PER HOUR = R385,00
WESTERN CAPE	R1220,00 PER PERSON	R610,00 PER PERSON	CONSULTATION FEES PER HOUR =R330,00 PER HOUR
KWAZULU- NATAL	R1210,00 PER PERSON	R605,00 PER PERSON	CONSULTATION FEES PER HOUR =R330,00 PER HOUR
FREE STATE (BLOEMFONTEIN & WELKOM)	R800,00 PER PERSON	R400,00 PER PERSON	CONSULTATION FEES PER HOUR =R220,00 PER HOUR
NORTHERN CAPE (KIMBERLEY AND UPINGTON)			