

Employee Counseling Form

| Basic Information | | | | | | | | | | | |
|--|---|---|--|---|---------------------------|---|---------------------------|--|---------------------------|-------------------------|---------------------------|
| Employee Name Jen Doe | Job Title/Department Call centre operator | Employer Multi Banks inc. | Manager/Supervisor Name Alice Strong | | | | | | | | |
| Incident Date/Time 11.02.2022 | Date of Counseling 11.04.2022 | Names of Others Present at Session Jane White, employee relations counselor | | | | | | | | | |
| Counseling Information | | | | | | | | | | | |
| <p>Reason for Counseling</p> <p><input checked="" type="checkbox"/> Tardiness or Absences <input type="checkbox"/> Behaviour <input type="checkbox"/> Inappropriate Conduct</p> <p><input type="checkbox"/> Job Performance <input type="checkbox"/> Safety Violation <input type="checkbox"/> Violence</p> <p><input type="checkbox"/> Failed to Report to Work <input type="checkbox"/> Other:</p> | | | | | | | | | | | |
| <p>Description of Workplace Issue</p> <p>11.02.2022- Jen got to work at 9.30am, meaning other staff members had to try to cover her station as well as their own, and an urgent phone call was missed as a result. Her manager states this has been a recurring problem for which she has been repeatedly verbally cautioned on.</p> | | | | | | | | | | | |
| <p>Summary of Corrective Plan of Action</p> <p>Jen has already taken the initiative and apologized to the staff member and their team who missed an urgent call as a result of trying to cover her shift.</p> <p>We will assess Jen's progress with arriving at work on time for the next two weeks and evaluate whether further corrective action is required.</p> | | | | | | | | | | | |
| <p>Employee Statement</p> <p>I had thought being a bit late wouldn't cause any bad effects for the company, but I can now see how others were impacted.</p> <p>I feel confident I can resolve this issue and be on-time for my shifts in future without any further action needing to be taken.</p> | | | | | | | | | | | |
| <p>Follow-Up Date: 12/6/22</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%; padding: 5px;">Employee Signature </td> <td style="width: 25%; padding: 5px;">Date 11/04/2022</td> <td style="width: 25%; padding: 5px;">Manager/Supervisor Signature </td> <td style="width: 25%; padding: 5px;">Date 11/04/2022</td> </tr> <tr> <td style="padding: 5px;">Witness Signature </td> <td style="padding: 5px;">Date 11/04/2022</td> <td style="padding: 5px;">HR Received ✓</td> <td style="padding: 5px;">Date 11/11/2022</td> </tr> </table> | | | | Employee Signature  | Date 11/04/2022 | Manager/Supervisor Signature  | Date 11/04/2022 | Witness Signature  | Date 11/04/2022 | HR Received ✓ | Date 11/11/2022 |
| Employee Signature  | Date 11/04/2022 | Manager/Supervisor Signature  | Date 11/04/2022 | | | | | | | | |
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Table of Contents Sample Template Employee Counseling

1. Understanding the eBook Sample Template Employee Counseling
 - The Rise of Digital Reading Sample Template Employee Counseling
 - Advantages of eBooks Over Traditional Books
2. Identifying Sample Template Employee Counseling
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sample Template Employee Counseling
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Template Employee Counseling
 - Personalized Recommendations

- Sample Template Employee Counseling User Reviews and Ratings
- Sample Template Employee Counseling and Bestseller Lists

5. Accessing Sample Template Employee Counseling Free and Paid eBooks

- Sample Template Employee Counseling Public Domain eBooks
- Sample Template Employee Counseling eBook Subscription Services
- Sample Template Employee Counseling Budget-Friendly Options

6. Navigating Sample Template Employee Counseling eBook Formats

- ePUB, PDF, MOBI, and More
- Sample Template Employee Counseling Compatibility with Devices
- Sample Template Employee Counseling Enhanced eBook Features

7. Enhancing Your Reading Experience

- Adjustable Fonts and Text Sizes of Sample Template Employee Counseling
- Highlighting and Note-Taking Sample Template Employee Counseling
- Interactive Elements Sample Template Employee Counseling

8. Staying Engaged with Sample Template Employee Counseling

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Sample Template Employee Counseling

9. Balancing eBooks and Physical Books Sample Template Employee Counseling

- Benefits of a Digital Library
- Creating a Diverse Reading Collection Sample Template Employee Counseling

10. Overcoming Reading Challenges

- Dealing with Digital Eye Strain
- Minimizing Distractions
- Managing Screen Time

11. Cultivating a Reading Routine Sample Template Employee Counseling

- Setting Reading Goals Sample Template Employee Counseling
- Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Sample Template Employee Counseling

- Fact-Checking eBook Content of Sample Template Employee Counseling

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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