

ORDER NO. 3181

SIGNATURE DATE: April 28, 1994

**Subject:** Realignment and Reassignment of Counseling Functions and Responsibilities

Sec. 1 **Purpose.** This Order provides for the transfer of functions of the employee counseling program from the Office of Occupational Safety and Health to the Office of Personnel.

Sec. 2 **Authority.** This Order is issued under the authority of Section 2 of Reorganization Plan No. 3 of 1950 (64 Stat. 1262).

Sec. 3 **Transfer of Function.** Responsibility and authority to provide assistance to employees who need and seek help with problems such as alcohol abuse, drug dependency, substance abuse, domestic problems and traumatic incidents, and other illnesses or health problems that impair work performance are hereby transferred from the Office of Occupational Safety and Health to the Division of Employee Relations within the Office of Personnel.

Sec. 4 **Administrative Provisions.** The Assistant Secretary - Policy, Management and Budget will take appropriate actions to transfer the resources necessary to implement this Order.

Sec. 5 **Effective Date.** This Order is effective immediately. The provisions of the Order will remain in effect until converted to the Departmental Manual or until the Order is amended, superseded or revoked, whichever comes first. In the absence of the foregoing action, the provisions of this Order will terminate and be considered obsolete on April 30, 1995.

/s/ Bruce Babbitt  
Secretary of the Interior

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