

### CASE STUDY

## Mental Ill Health

### Injury

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A 36 year old departmental supervisor, had been experiencing difficulties with his role for some time, and eventually reported sick because of what he described as stress related issues.

### Rehabilitation

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After meeting with him and his human resources manager separately, Chartis MR's vocational consultant then organised a round table meeting with him, his line manager, the human resources manager and the senior depot manager. It was clear from the meeting that he had lost faith and trust in his employer. He reported into 2 different managers,

He was unsure what was expected from him in his job and felt he often received ambiguous and contradictory instructions. He feared that if he were to return to work, he would only be subjected to more of the same.

Chartis MR was able to facilitate an agreement of what would be expected of him in his role as a departmental supervisor, his responsibilities and what support would be given to him.

The company agreed that going forward he should have a single and clear reporting line to avoid conflict and ambiguity backed up by consistency of support and guidance. This provided the framework to allow him to make a gradual return to work. On his initial return, he was given reduced responsibilities, which were gradually reinstated and carefully monitored over a 6 week period.

### The Benefits

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Thanks to Chartis MR's early and constructive intervention **THE EMPLOYEE** made a successful return to work in his original role, but one that had better definition, clearer reporting and greater support. He was able to manage his department more effectively and efficiently, with greatly increased confidence.

**THE EMPLOYER** was able to avoid the costs, disruption and reputational damage of a stress related claim, and also

### Contact Us

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For further details about Chartis MR's services, contact us via the offices listed below.

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