

CASE STUDY**Serious Injury at Work****Injury**

A male employee was hurt in an accident at work.

Rehabilitation

Our Vocational Consultant contacted the employee and the employer to arrange a vocational assessment and the employer to arrange a date to visit, in order to complete a job analysis.

After meeting the employee, the vocational consultant ascertained that the employee:

- Appeared extremely motivated to return to work.
- Doubted that he would be able to work in a physically demanding capacity again, due to his perception of the injury.
- Said that the employee had previously attempted to return to work (prior to our involvement), but had gone off sick again.
- Was awaiting a follow up appointment, to check the injury progress.
- Had previously worked in many roles, and had excellent 'people skills'.

After analysing the employee's job it was discovered that the role was very labour intensive and there were very little opportunities to adjust or alter the role. The Vocational Consultant concluded that the employer would either need to find an alternative, lighter position or alternatively, the employee would need to be considered medically fit for their original role, or seek work elsewhere. Further medical report would be needed to guide the Vocational Consultant.

We received a report from the employee's specialist recommending that the employee only perform non-physically demanding roles in the future, and avoid excessive standing for long periods. This was not possible in the employee's current role.

As there were only manual roles available, our Vocational Consultant discussed the matter with the employer and it seemed that the employee would need to leave and

secure employment elsewhere. The employer terminated the employee's contact on health grounds and our Vocational Consultant was now considering the employee's future employment outlook.

During the earlier vocational assessment, employee advised the Vocational Consultant that he wanted to enter the health profession. This was clearly a big change from the employee's original manual role, although the Vocational Consultant concluded that the employee may have the potential to do this. A course at a local College was highlighted – it was an eight week course which covered the basic areas of the area of work that interested the individual and, if the employee attended and passed this, would allow the employee to enrol on a Diploma course.

The Vocational Consultant arranged for the employee to do the eight week course, as well as helping him to find suitable, part time non-physically demanding employment nearby.

The Benefits

THE EMPLOYEE completed the eight-week course and passed the examination. The employee now wanted to enrol on the Diploma course and funded this himself.

Our Vocational Consultant had supported the individual throughout their injury and assisted them in securing work elsewhere, while training opportunities were considered for the individual's career. We provided the individual with ongoing support during the transition, and ensured that any employment opportunities were appropriate with medical recommendations.

Contact Us

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

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