

BACK TO REHAB- WORKPLACE ADVICE FOR CLINICIANS

Josh Bell
Advanced Physiotherapist

NewcastleOHs

Intro- Key issues

01

Work is good for your physical, mental and emotional health.

You don't have to be 100% to return to work.

02

Not all employers have HR or OHS

03

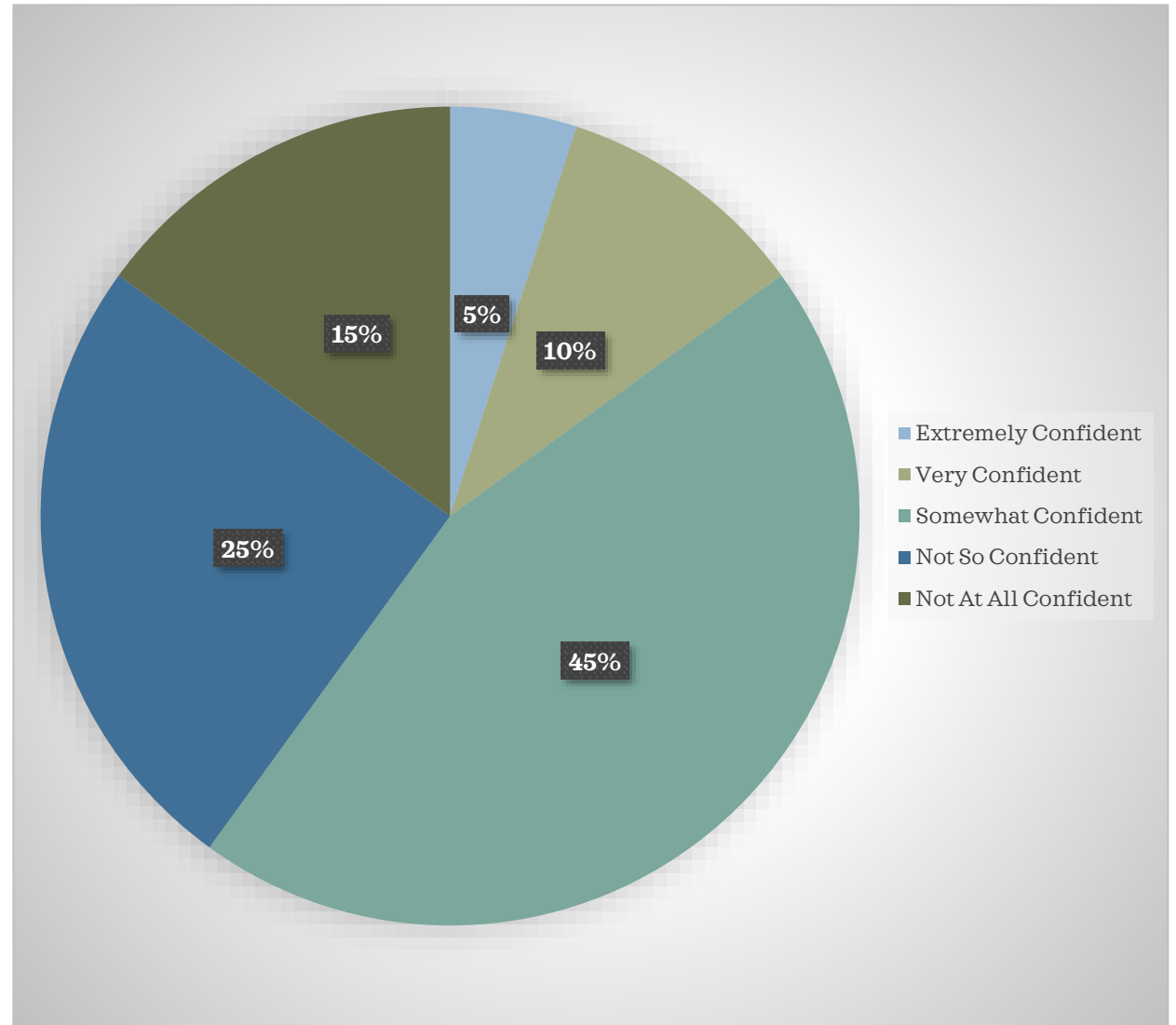
Physio's lack confidence making workplace recommendations

04

Increased need for supporting individuals returning to work.

- Back pain pathway -
- Post-COVID-19 Syndrome

Rate your confidence to discuss employment support?





WHY DON'T PHYSIOTHERAPISTS
FEEL COMFORTABLE GIVING
WORKPLACE ADVICE?

Potential pitfalls

Practicality:

- Lack of knowledge of workplace and cultures
- Impractical workplace adjustments
- Breaking down relationship between employer and employee

Legality:

- Fitness to work/Employment status
- Equality Act (2010)
- Confidentiality



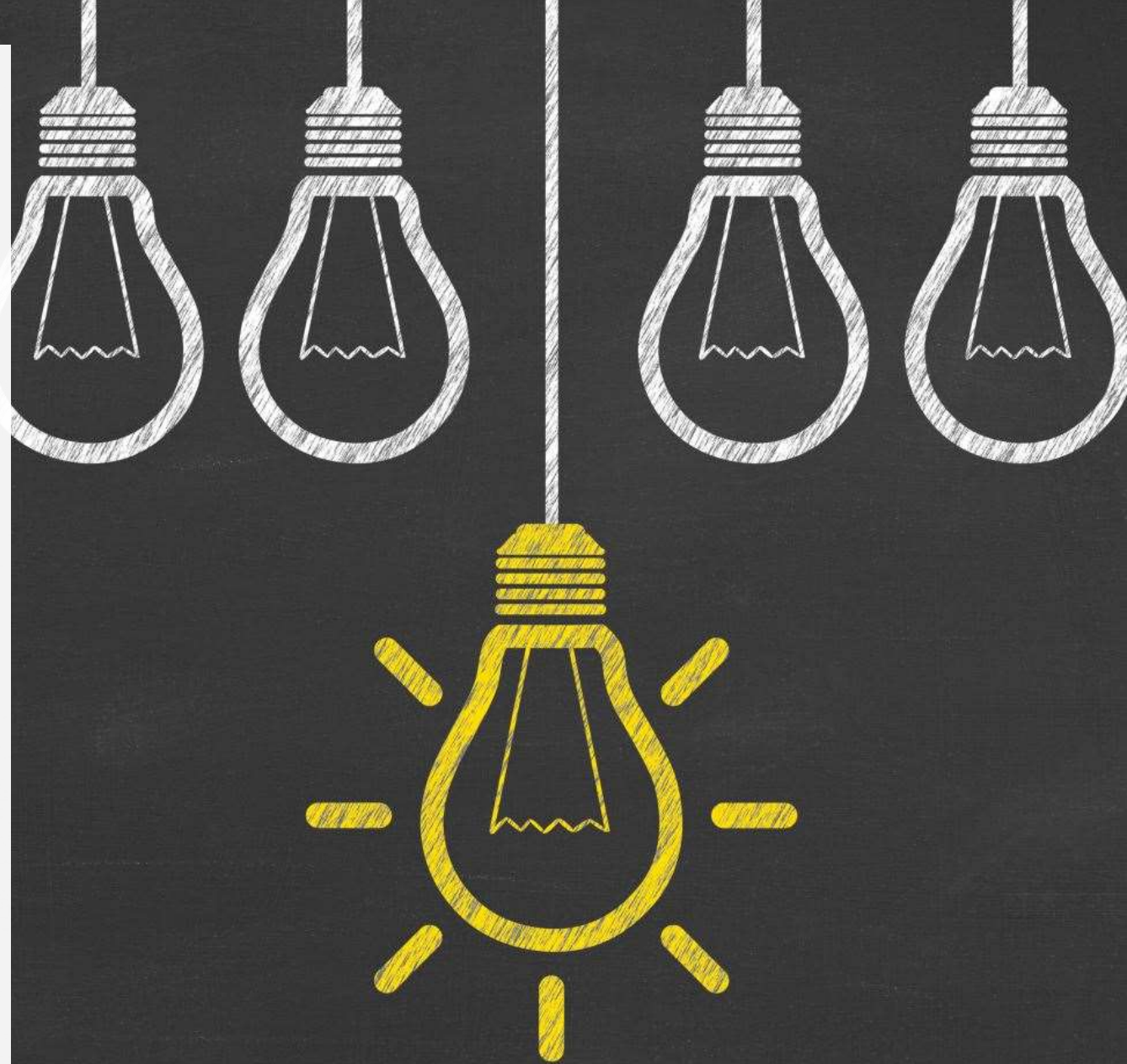


Top tips

- Utilise OHS and HR
- Encourage engagement with employers
- Be mindful of confidentiality
- Make recommendations- not demands
- Recommendations should be flexible
- Consider using AHP Work and Health Report

Potential areas for development

- Further work around the “AHP Work and Health Report”
- Education of employees/patients of the role and importance of OHS and HR
- Work with employers to encourage OHS and HR
- For smaller businesses consider “Ad Hoc” OHS/HR referrals



Additional info

- <https://www.csp.org.uk/publications/allied-health-professions-advisory-fitness-work-report>
- <https://acpohe.csp.org.uk/content/useful-resources>



Better Health at Work Award

The Recovery Position:
A workplace 'prescription' for rehab

Susanne Nichol

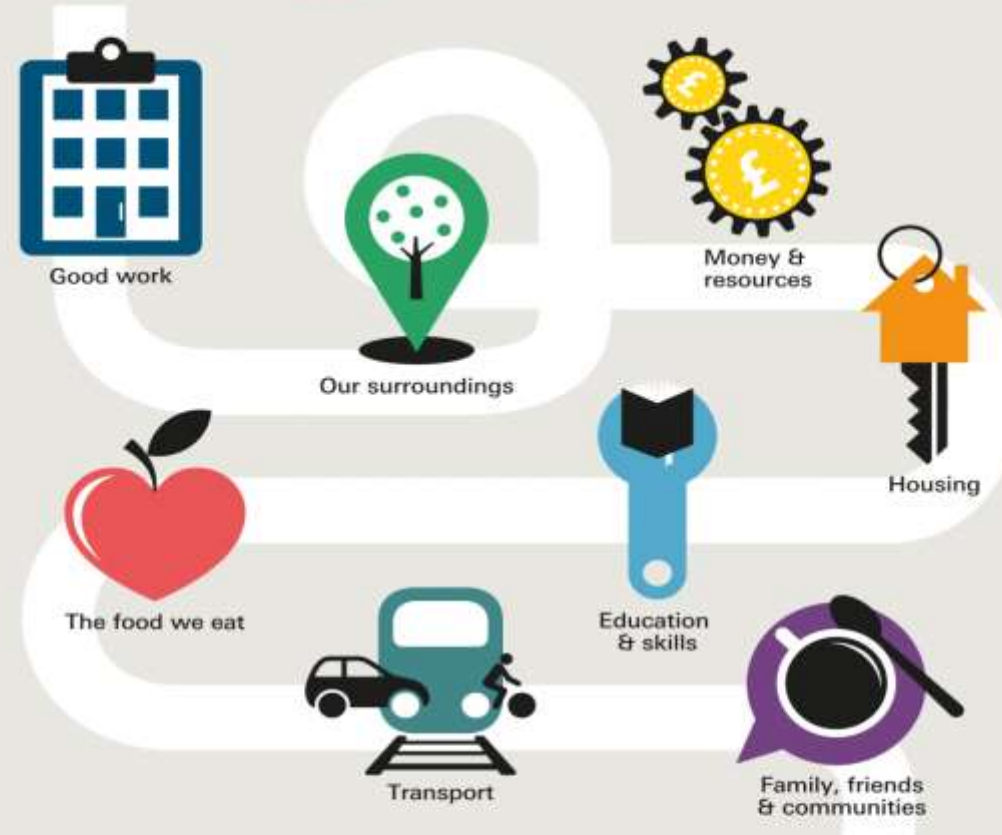
Better Health at Work Award, Programme Coordinator

What makes us healthy?

AS LITTLE AS

10% of a population's health and wellbeing is linked to access to health care.

We need to look at the bigger picture:



But the picture isn't the same for everyone.

The healthy life expectancy gap between the most and least deprived areas in the UK is: **19** YEARS



Better Health
at Work Award

Taking a whole organisation approach to embedding wellbeing into an organisational culture is key to achieving maximum impact.



Wellbeing should be positioned as a strategic boardroom issue supporting thriving people, thriving business and thriving communities.

WHOLE ORGANISATION



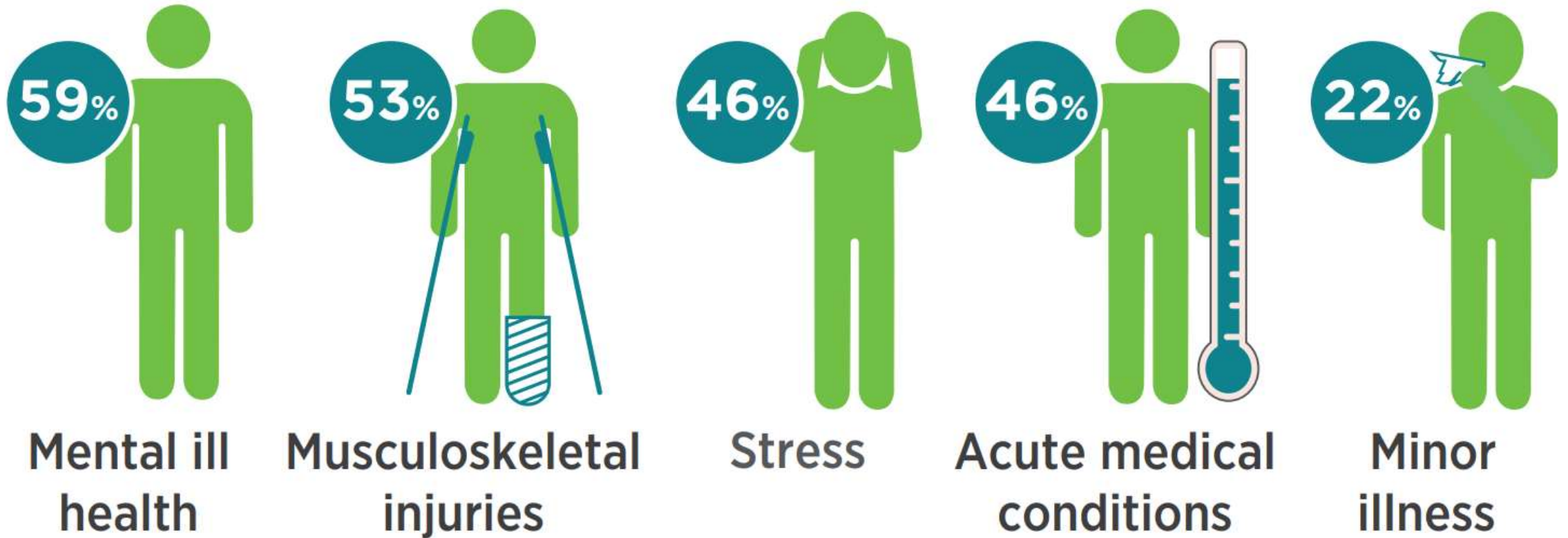
WHOLE WORKFORCE



WHOLE PERSON

Long-term absence

The most common causes are:



The Magic Window

There is a strong imperative for early intervention to get people who are off sick back into work within

4 weeks

This this is the tipping point into long-term absence and can ultimately mean a permanent dropping out of the labour market.



A Holistic Workplace Approach

Preventive

Proactive

Policy

Procedure

Practise

People

Reasonable adjustments in the Workplace – HR perspective

Joanne Famelton
HR Manager
AHSN NENC

Aims

- Why do we need to focus on this?
- Support employees to continue to work whilst managing long term conditions
- Reduce absence levels
- Recognise everyone's role

The Role of HR

- Understanding the situation
- Nature and details of the condition
- Is it related to Work?
- Is it physical and or/mental?
- What does the employee think they need?
- Keep in touch
- What medical information can be provided?
- Medical report from GP, Consultant or Specialist

The Role of HR

- Support employee at Work
- Understand any needs from both employee and operational perspective
- Consider reasonable adjustments and any Equality Act implications for the business
- Relevant support at work and signposting
- Manage any absences

What constitutes a reasonable adjustment?

- Practical changes – offer flexibility
- Alterations in role for an agreed period
- Change of duties or work methods
- Flexible working pattern/working from home
- Regular breaks, change position, walk outside
- Create space to do recommended exercise
- Look at ergonomic set up – DSE Assessments

Post Report

- Prognosis
- Whether employee is likely to be considered disabled
- Temporary or permanent (Equality Act 2010)
- Impact on day-to-day activities
- If absent, return to work indicators
- Details of ongoing medication and impact
- Consideration of reasonable adjustments
- Regular welfare meetings and communications

E.N.G.A.G.E

- Educate – raise self-awareness/resilience/satisfaction
- Name – syndrome/symptoms/triggers
- Goals
- Attend
- Groups
- Environment

Key Takeaways

- One size does not fit all!
- Ensure employees know where to go for support
- Use policies as a guide
- Apply procedures consistently but avoid being process focussed
- Speak to HR or your equivalent point of contact

What do we all need?

HR	Patient	Medical/Clinical Liaison
The practicalities	Need to know their limitations	?
The negotiables	Need to know who to talk to and where to go	?
To help and promote recovery	Need to know what is available	?



Academic Health
Science Network
North East and North Cumbria

www.ahsn-nenc.org.uk
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