



Job retention

Mrs A was referred by her employer via an Employee Assistance Program (EAP). She acknowledged that she was not functioning well at work due to a family bereavement and had requested assistance. Mrs A worked at a senior level for an international organisation and at the time was second in charge of her professional organisation. After rehabilitation assessment the case manager liaised with his EAP to provide a co-ordinated program of assistance. This included mentoring, attendance on a work/life balance course, psychological counselling and a cognitive assessment to provide the basis for a graded return to work plan. With rehabilitation assistance over a period of 4 months Mrs A regained her work stamina, motivation and creative approach to her work and re-established her formerly excellent relationships with work colleagues. She has since been promoted.

Workplace modifications

Mr G was referred by his employer to provide on-site assistance at his place of work. He was experiencing significant problems with concentration, understanding instructions and completing tasks. He was also lacking in confidence and finding inter-personal relationships problematic. A rehabilitation case manager worked alongside Mr G to analyse the tasks he was having difficulties with and provide on the job support. A new structure for his work was trialled which included a work flow chart and memory cues. The case manager also attended work meetings with him as an advocate and for de-briefing purposes and with his permission presented an educational session to his colleagues. As a result of the trial a number of permanent workplace modifications were negotiated with Mr G's employer including extra feedback sessions, a work 'buddy', revised job description, clear format and process for introducing instructions for new tasks and negotiation to use 'white noise' whilst working.

Job maintenance

Ms B was referred by an income protection insurer for assistance with returning to work. Although she was motivated to return to work her history of depression and work related stress had caused her difficulties maintaining a position for any length of time. After rehabilitation assessment the case manager liaised with his GP and a local organisation providing counselling support to review his treatment. Ms B also embarked on a vocational counselling process to assist her to locate suitable work. Ms B was offered and accepted an administration position with a local firm. She chose to start in a part time capacity and with rehabilitation support to introduce and monitor pacing and stress management strategies. Ms B gradually built up her hours to full time and was offered a promotion. Unfortunately approximately 1 year after her program was completed Ms B re-referred herself having begun to experience difficulties in the workplace. A second program of support was put in place and she is again happily functioning in the workplace.

Return to work same employer / different job

Mr F was referred to assess if he could return to his work as a Pilot. At the rehabilitation assessment it became clear that he would be required to pass a strict medical to resume his work and after liaison with his treating therapists it was established this would be very unlikely. Negotiations were started with Mr F's employer resulting in an offer of land based work which utilised his considerable transferable skills.

(Although typical of our work these case studies are not based on any particular individuals)