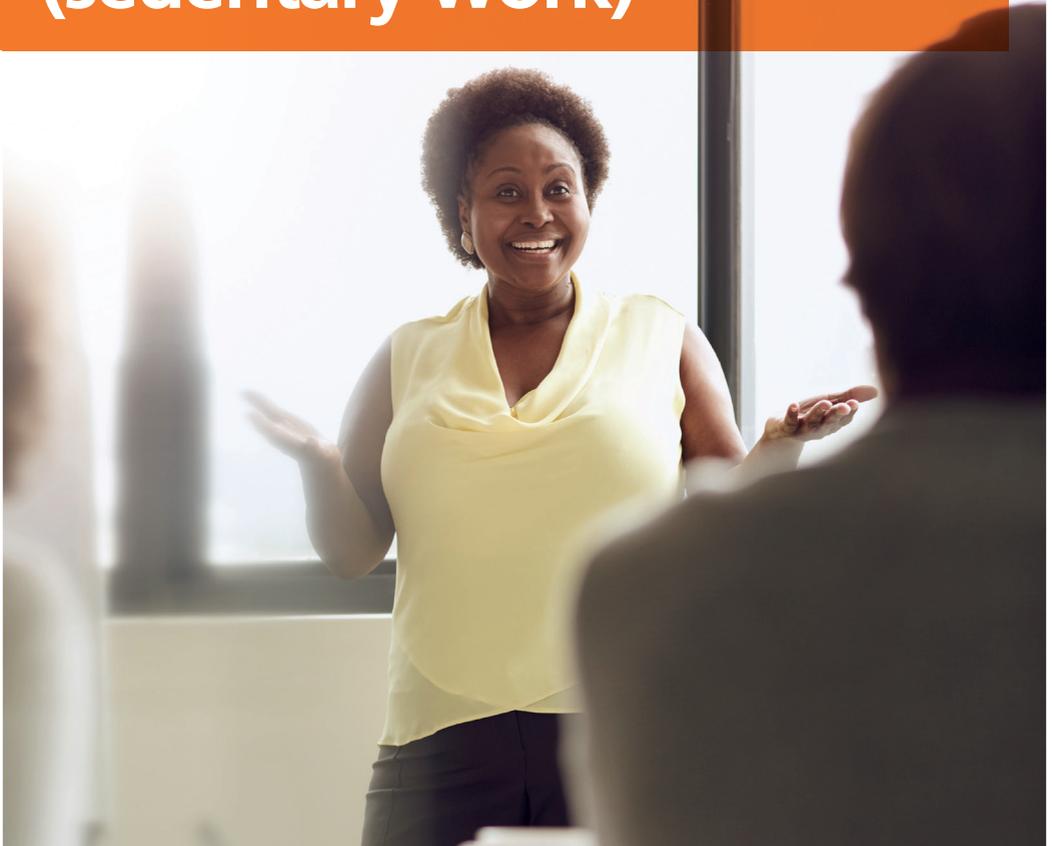


Case Study 5

House manager in a private medium sized organisation in the healthcare sector (sedentary work)



House manager in a private medium sized organisation in the healthcare sector (sedentary work)

This 58-year-old female employee was diagnosed with breast cancer and took six months' leave of absence before returning to work.

Following treatment, she reported having a number of issues including anxiety, infection concerns, depression, fatigue, hot flushes, pain, personal stress, poorer memory and concentration, reduced energy, reduced physical ability, shortness of breath and sleep problems.

Returning-to-work process

Contact was maintained before the employee returned to work via email, phone calls and visits. Discussions took place between the employee, the line manager, HR and the EHS manager. A formal plan was put in place for the return-to-work process including a phased return to work. On return to work, weekly meetings were convened with the line manager, HR and EHS in attendance, and where advice from the general practitioner or consultant is implemented. HR and EHS in this case also took the time to research the specific cancer, treatment and medication in relation to any possible impacts on work.

A risk assessment was carried out which covered:

- encouragement to take breaks when and if needed
- removal of furniture-moving tasks from the job role to reduce physical work load
- reducing stress on return to work, tidying of email inbox by ICT
- consideration of medication and the potential impact on work
- staying in one area of work to reduce infection risk
- flexibility in relation to the timing of work tasks and work
- discussions around the care environment and the emotional demands of the work

At the time of the interview the employee had been back at work for ten weeks.