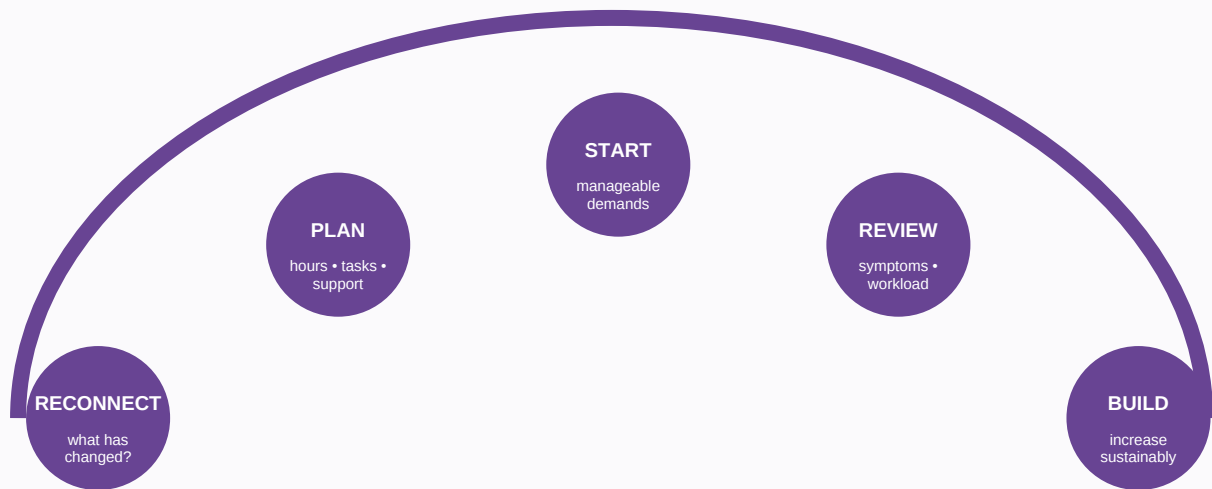


Returning to Work After Absence

A good return is a bridge back into sustainable work - not a test of whether somebody can immediately perform at full pace.



PHASED RETURN

Hours, duties or location may need to build gradually rather than all at once.

COMMUNICATION

Agree who will check in, what needs reviewing and how the employee can flag difficulties.

EXPECT CHANGE

Recovery is rarely perfectly linear. A difficult day does not automatically mean the return has failed.

THE AIM

Build a pattern that can be maintained, not a short burst of performance followed by another period of absence.