

Rehabilitation support for employees

Daniel's story



Our in-house team of fully qualified rehabilitation experts are always on hand to support employees as they return to work.

Here's the story of one employee who we helped to resume his full-time role following treatment for a cardiac condition.

In the interests of anonymity, all names have been changed.

Daniel had been absent for two months after receiving medical treatment for a cardiac condition when he told his employer that he would soon be ready to come back to work. The HR manager contacted us to support Daniel's return and his ongoing rehabilitation.

After speaking to Daniel, his line manager and the HR manager, we designed a phased return to work plan that considered Daniel's diagnosed condition and ongoing symptoms, his continued attendance at cardiac rehabilitation sessions, and the responsibilities of his contracted role.

We then held a conference call with everyone involved to ensure they had a shared understanding of what was expected in terms of hours and duties, and the plan for ongoing support as Daniel's return to work progressed.

One week after we received the referral, Daniel started his phased return to work, gradually increasing his hours, duties and responsibilities, including a gradual reintroduction of travel requirements.

Regular review calls to Daniel and updates to his employer throughout the phased return period, ensured support was available and everyone was fully informed of progress. A further conference call, as full-time hours approached, gave everyone the opportunity to raise any concerns, explore potential solutions and ensure both Daniel and his employer were satisfied with how things were going.

Four months after his initial absence, Daniel was back working full-time.

Helping you to support employees with a cardiac condition

Here are some points to consider when an employee returns to work following a cardiac condition.



Is the employee required to drive to undertake their role?

The DVLA have specific guidance dependent on the type of driving licence required, the medical treatment received and the outcome of this treatment.



Does the employee carry out a sedentary desk-based office role or predominantly heavy, manual tasks? We

recommend discussing occupational health assessment for fitness to undertake the role or any suitable adjustments needed to participate in a physically demanding role, such as where heavy lifting is required, with the employee's GP, cardiologist or cardiac rehabilitation team.



It is natural for an employee to feel apprehensive about returning to work following any significant medical diagnosis. However, most people can return to work following myocardial infarction. A supported, phased return to work can help relieve concerns and make the process easier for the individual, increasing success and sustainability.

Useful resources

Here are some links to other useful sources of information on supporting employees who have suffered a cardiac condition.

<https://www.gov.uk/cardiac-problems-driving>

<https://www.nhs.uk/conditions/coronary-heart-disease/>

<https://www.bhf.org.uk/informationsupport/publications/heart-conditions/returning-to-work-with-a-heart-condition>

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