



Rehab Jigsaw
Piecing Lives Back Together

Head Office Address:

Rehab Jigsaw Limited, 4th Floor, Clayton House, 59 Piccadilly, Manchester, M1 2AQ

Telephone: 03333 440783 **Email:** info@rehabjigsaw.co.uk

Web: www.rehabjigsaw.co.uk

OCCUPATIONAL THERAPISTS IN THE WORKPLACE

Occupational Therapists (OT's) offer a vital contribution to helping those experiencing reduced function due to health to return to, or remain in work. OT's have a comprehensive training covering both physical and psychological health conditions and the impact of ill-health upon many areas of life including personal and domestic daily living tasks, work, leisure and social activities.

In addition, they are experienced in analysing the job demands of a persons' work role and can undertake a detailed assessment of individual capacity and workplace requirements and recommend potential solutions.

The importance of participating in a working role is increasingly being recognised. An independent review of scientific evidence found that work is generally good for physical and mental health and well-being, and that it can help to promote independence and full participation in society (Waddell and Burton 2006). Conversely, it has been identified that absence from work can have adverse effects on the individual and their family, employers and wider society (Black and Frost 2011).

Occupational Therapists can work alongside other occupational health service providers. We can use our specialist skills to help individual to 'stay at, return to and remain in work' (Waddell et al 2013) and play a vital role in improving outcomes at individual and societal levels. Our key skills can help those with developmental, physical or mental health conditions to overcome barriers to engage in meaningful occupation (activity) and commence, resume or retain employment.

Occupational Therapists assess the complex interplay between the person's skills and limitations, the social and physical environment and the demands of the task. Assessment can be undertaken through telephone assessment, face to face interview and / or practical assessment of the employee's functional abilities. Through assessment, the OT gains detailed knowledge of the person, the effects of their condition / illness on their functioning plus information about the demands of their work role.

Assessment may include the following:

- A meeting with the employee to assess the difficulties experienced which may include:
 - Physical – range of movement, strength, tolerances.
 - Functional tolerances – sitting, standing, walking, lifting and carrying, working at low or high levels, squatting, bending, climbing.
 - Psychological and emotional – mood, motivation, managing stress.
 - Cognitive – memory, planning and organising skills,
 - Social factors – pressures of external factors influencing work
 - Analysis of essential job demands
 - Ergonomic factors

Regional offices: Co Durham, Gloucestershire, Staffordshire

Registered company No: 09401836: Registered company address: 54 St. John Street Ashbourne DE6 1GH

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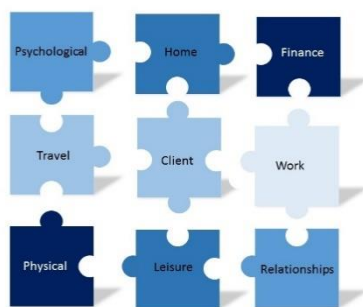
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Outcome of assessment

Barriers to the person remaining in or returning to work are identified and the Occupational Therapist can work with both the employer and the employee to identify potential solutions to enable the employee's full participation in work activities. Solutions may include:

- Negotiating reasonable adjustments such as graded hours, amended/adjusted duties and timescales with clinical reasoning.
- Signposting to local services to optimise rehabilitation or information, additional treatments or support.
- Providing the employee with advice and information on condition management.
- Assisting the employee to develop strategies to optimise their functioning for work.
- Advising employers on modifications to the work environment.
- Giving information on assistive and specialist equipment that may enable the employee to complete their work role
- Formulating a return to work plan including any suggested modifications to the work role, work environment or the hours worked
- Completing an AHP Fitness Report. This provides the employer, employee and their GP with information on the practical modifications to help a person remain engaged with or return to work.

When a return to work is not feasible the OT provides information from which the employer is able to make informed decisions to manage the employee.



When a plan is agreed with the employer and employee the OT will be able to assist with its implementation. The OT will also be able to provide ongoing review as the return to work plan or work place adjustments are implemented, providing additional advice as required.

Contact us

If you are an employer and would like to discuss our services with us, or an employee experiencing difficulties at work due to a health condition please contact us. We would be happy to talk through how Rehab Jigsaw Ltd can help you.

Rehab Jigsaw Ltd was established by Occupational Therapists and is managed by Occupational Therapists. We understand your needs and have a team of experienced, skilled and professional Occupational Therapists to offer services across the UK. We are more than happy to discuss your specific needs – contact us for further details.