
Practical Rehabilitation

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Rehabilitation - definition

Re-education, particularly of one who has been ill or injured, so that he/she may become capable of useful activity.

Bailliere's Nurses Dictionary. 1997

Rehabilitate – why?

- *Why not.*
- *Ciba announcement 23/12/04*
 - *“committed to rehabilitation of all employees”*
- *To keep experienced trained staff.*
- *To aid and maintain health and attendance after planned/unplanned sickness absence.*
- *To facilitate an earlier return to work.*
- *To prevent worsening of a medical condition/improve health.*
- *To avoid absence.*
- *DDA*

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Ciba – Sharing my experiences.

- ***Aim***

To return the individual to his/her job with reasonable adjustments where necessary.

- ***Example case study:***



A lady, absent from work for 10 weeks in total, following a car accident that resulted in neck & back injuries.

Referral to OH was through the Attendance Policy.

Rehabilitation- Case study

- **Make contact with the individual.**
- **Introduce myself and what Ciba can offer to help a timely return to work.**
- **Arrangements to meet and conduct a capability/health assessment**

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Rehabilitation- Case study cont...

- **Possible workplace assessment.**

Workplace Assessment

Requested by:

Individuals Name:

Work place:

Date:

Present: Individual
Safety Rep
Shift manager
OH Adviser

To send report to:

Job Role:

History:

Capabilities

Due to capabilities, when observing tasks to consider the following:

- Reduce time spent on the task.
- To remove the task.
- Alternative ways.
- Equipment adequate.
- Assistance for the task.
- Weight
- Posture/positioning of body.

Workplace Assessment.

Tasks Observed

Opinion of assessment team:

Further Comments:

Report compiled by:

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Rehabilitation- Case study cont...

- **Write rehab plan.**

Proposed Rehabilitation plan for

Lynda DOB: 22/11/1973

After taking a work and medical history I would like to propose the following rehabilitation plan to support Lynda's return and attendance at work.

There is a section for manager's comments, please complete and return the plan to OH.

Lynda will collect a copy and take to her GP and physio for their advice and comments. The plan may help facilitate a return to work date.

Expected return to work date – Date not set, to be advised by Lynda's GP. GP visit next week.

Hours of work - Normal – 7 1/2 hour days Monday, Tuesday and Thursday each week.

Due to Lynda's health concerns, length of absence from work and her medical problem I suggest the following hours:

Week one – 4 hours per day.

Week two – 6 hours per day

Week three – 7 1/2 hours per day.

I have explained that she will feel tired both mentally and physically on her return to work.

Capabilities.

The following advice may be altered after Lynda's GP and physio have given their advice and comments.

Without restrictions:

- Can work with foot pedals, skin irritants and colour.
- Can work in dust & fumes, heat & cold, noise and in changing temperatures.
- To use manual handling equipment after training.
- Can wear PPE.
- Fine optical work, hand & eye co-ordination work.

With restriction:

- Able to bend & twist without weights,
- To stretch to arms length only without weights.
- Restricted when working with arms/shoulders. Difficulty reaching above shoulders.

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Rehabilitation- Case study cont...

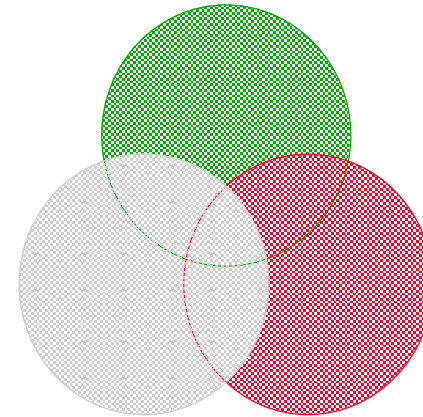
- *Copy to the manager for approval. Returned to OH.*
- *Working as a team possibly a copy to HR, GP/consultant/ physio/medic for their comments.*

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Rehabilitation- Summary...

- *Make contact with the individual.*
- *Introduce myself and what Ciba can offer to help a timely return to work.*
- *Make Arrangements to meet and conduct a capability/health assessment*
- *Possible workplace assessment.*
- *Write rehab plan.*
- *Copy to the manager for approval. Returned to OH.*
- *Working as a team possibly a copy to HR, GP/consultant/ physio/medic for their comments.*
- *Reviews by manager & OH.*



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Contact details



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