

South Coast Fatigue



Assessment
Rehabilitation
Return to work



Assess

Manage

Improve

OUR CHANGING WORLD

Our world is changing and we're being stretched as individuals and organisations, often to points beyond our ability to cope. An epidemic of the modern workplace, it's a crisis which is spiraling, having an impact on our mental and physical health, organisational performance, finances, productivity and attention.

At South Coast Fatigue we work with you to help you understand these pressures and work towards a stronger, healthier and thriving workforce.

We understand the link between employee health, wellbeing, productivity and overall organisational success.

Mental Health UK warned that the UK was on the verge of becoming a "burnt-out nation" as 9 in 10 adults (91 %) said they experienced high or extreme levels of pressure and stress at some point in the past year.

Challenges

- Poor productivity and performance
- High absenteeism and staff turnover
- Low morale
- Poor job satisfaction
- Financial challenges
- Insufficient resources
- Line manager squeeze
- Burnout

Outcomes

- Improved productivity
- Improved physical and mental health
- Creative and motivated workforce
- Positive organisation and team
- Cost savings
- Improved staff retention
- Greater resilience of line managers and leadership teams



About Us

South Coast Fatigue partners with corporate organisations, private health practitioners, individuals and the NHS to provide assessment and rehabilitation programmes for people with long term conditions, low energy, fatigue, long COVID and burnout, to remain well at work, return to work and improve their health and wellbeing.

Established in 2009 by Fran Hill, Director and Advanced Practitioner Occupational Therapist. Our clinicians are specialists in their field, employed directly by South Coast Fatigue to ensure consistent, personalised and recovery focused programmes every time. We are HCPC registered and Certified Disability Management Professionals (CDMP), who have also completed the Sleep Unlimited REST© CBTi training.

Our goal is to help people manage their energy as soon as they need it, but ideally before it becomes a problem. We have a flexible approach and our remote model of bespoke functional rehabilitation programmes have been accessed by employees and organisations across the UK. We work with a wide range of referrers, including employers both private and public sector, occupational health providers, occupational health teams, nurses, doctors, insurance companies and private individuals.

At South Coast Fatigue we provide a highly responsive and professional service, with a proven track record of demonstrating effective, evidence-based and client centred return to work programmes with sustainable and measurable outcomes.

Vision

The trusted provider for fatigue and energy management.

Partnering with you to bring our expertise in burnout, long term conditions and wellbeing.

Mission

Our mission is to help people with low energy, fatigue, long COVID or burnout return to work, remain well at work and improve their health and wellbeing.

80%

Complete their rehabilitation programmes.

90%

See an improvement in their physical and mental health and wellbeing.

94%

Report increased confidence in managing their energy once the programme is completed.

What is Fatigue?

Fatigue is a common symptom present in around 50% of physical and mental health conditions. It significantly affects physical and cognitive function, mood and wellbeing and can lead to extended periods of sickness absence in some individuals.

In a recent survey of employees using the Champion Health wellbeing platform (championhealth.co.uk), 43% of respondents report being fatigued or extremely fatigued and over 60% report that tiredness affects their performance at work.

Symptoms of fatigue can include:

- Poor short-term memory
- Poor concentration
- Low motivation
- Stress, anxiety, low mood
- Chronic exhaustion and unrefreshing sleep
- Headaches and/or dizziness
- Impaired decision-making and judgement
- Irritability, frustration, emotional lability
- Painful or aching muscles and joints, muscle weakness
- Appetite loss, nausea, IBS type symptoms
- Sensitivity to noise, light, chemicals, smells
- Brain fog
- Difficulty regulating body temperature.

The importance of energy in maximising productivity and wellbeing.

In our world of high stress and increasing workloads, it's not surprising that energy is affected and employees can experience fatigue and burnout. Providing proactive and effective support for these staff members can lower the financial burden of expensive recruitment costs, rising sick pay expenses and foster a more stable and productive workforce.

The Impact of Fatigue

Fatigue is one of the most commonly reported symptoms and trying to manage energy levels whilst maintaining usual work and life can in itself be exhausting.

Fatigue is more than just being tired. It's a state of physical, cognitive, emotional and social exhaustion which impacts a person across their whole life. The Sleep Charities Charter for Sleep Equality reports over 50% of British workers regularly take time off due to fatigue or not having enough sleep and 25% of 45-55 year olds come to work tired most days.

Around 1 in 4 employees in the UK have a long-term physical health condition and of those 1 in 5 also have a mental health condition.

In 2022/23 17.1 million working days were lost to stress, depression and anxiety and 6.6 million to musculoskeletal disorders.

There are more than 2.6 million working age people out of work due to long term sickness with 53% of those reporting conditions such as anxiety or depression.



In the Workplace

Our aim is to support your company's most valuable asset - your staff by assisting them to balance their energy throughout their day, improve their focus and cognitive performance and achieve a greater sense of wellbeing across their whole lives.

In the case of work-related injuries or illnesses, occupational therapists excel in facilitating efficient and successful return-to-work programs. Our CDMP qualified therapists understand the relationships between all key stakeholders and can develop tailored plans that safely and sustainably allow an employee with fatigue or low energy to return to work or remain well at work.

Fatigue management offers benefits contributing to a safer and more productive workforce and environment. Putting in place effective strategies can help reduce the risk of accidents and improve overall workplace safety. Well rested employees are more alert, attentive and better equipped to handle potentially hazardous tasks, minimising the likelihood of workplace accidents.

Often the simplest of strategies can be the most effective.

All our programmes have workplace adjustment elements to them, invaluable to Human Resources and Occupational Health Teams, Employers and Line Managers tasked with supporting employees to ensure a sustainable return to work. However, consideration of the whole life is vital to ensure any workplace adjustments are effective, achievable and sustainable. For more **complex** cases we also include employer liaison to ensure that both the employee and employer have the support they need.

Our support concentrates on the individual to ensure the programme matches their individual needs, whatever their condition.

- Long COVID
- Cancer
- Chronic Pain
- Stroke
- Mild/moderate anxiety & depression
- Long term conditions such as MS and Fibromyalgia
- Musculoskeletal injury
- Neurodiversity
- Burnout
- Menopause



Our Approach to Rehabilitation

Person, Environment and Occupation Model

We use the Person, Environment and Occupation (PEO) Model (Law et al 1996), which helps us determine the relationship between a person's health and their work activities. Our clinicians assess the impact of fatigue and low energy across all areas of work and life and develop bespoke programmes which support the goals of both the employer and employee. Our comprehensive programmes look at the following:

- Work role, responsibilities and requirements
- Sleep
- Movement and Exercise
- Activities of Daily Living
- Mood
- Beliefs and Anxieties
- Social and Relational
- Hobbies and Leisure
- Environmental
- Nutrition

Work is integral to the ethos of occupational therapy and we're fortunate as a profession to have trained across both physical and mental health focusing on occupation.

Having a Whole Life approach for identifying and managing low energy and fatigue can make the difference with engagement and sustainability when we're helping organisations maintain a healthy and thriving workforce and achieve long term success.

At South Coast Fatigue we use a Whole Life approach and a framework of

Assess Manage Improve

What We Offer

South Coast Fatigue offers functional rehabilitation programmes which are designed to give flexibility and cater for the varied needs of clients. Many factors contribute to, or cause fatigue including long term conditions, injury, post viral, Long COVID, medical treatments, menopause, insomnia, anxiety and depression, as well as lifestyle, social and environmental factors. Fatigue can make staying or returning to work more difficult. This is especially true if symptoms are not well controlled or if roles and responsibilities involve long hours and excessive workloads.

Each of our programmes promote rehabilitation at an early stage with return-to-work strategies and a whole life approach.

Assessment

Before we begin any of our rehabilitation programmes it's important to understand how someone with low energy or fatigue is affected across all areas of their life. A biopsychosocial assessment specifically looking at energy expenditure over a 24-hour period provides a foundation that looks at:

- Current symptoms
- Onset and history including occupational history
- Sleep
- Work including role and responsibilities, hours and adjustments
- Pain
- Mobility
- Domestic Situation and all activities of daily living
- Exercise (current and previous)
- Social Situation.

A comprehensive report is written which includes workplace adjustments and recommendations. We then begin devising a rehabilitation programme focused on stabilisation of energy, routines, sleep and activity with the goals of both the employee and the employer at the core.



Our Functional Rehabilitation Programmes

All our programmes are based on sound clinical evidence, and we are experts at providing light touch interventions through to more complex programmes where more support is required. We prefer to get involved at the early stages, so please do call us if you have concerns about low energy levels within your teams.

1

Management Referral produces a simple report and workplace recommendations.

2

Workplace assesses existing energy levels and introduces techniques for energy optimisation including suggestions for workplace adjustments.

3

Whole Life includes everything in Workplace, plus an integrated personalised energy goal setting programme for work and home life, stabilising energy, sleep, routines, building activity and improving outcomes across the whole life.

4

Complex provides additional support including living with a long-term condition, looking at barriers to change, managing setbacks, building tolerance to activity and overall lifestyle management, employer liaison and updated work adjustments.

WORKPLACE

At the end of the 3 month programme, the employee reported a better understanding of their neurodiversity; was able to self manage their energy and had optimised their performance at work.

WHOLE LIFE

At the end of the 6 month programme, the employee had returned to full time hours, resumed all management responsibilities, achieving a balance across all areas of occupational performance.

COMPLEX

At the end of the 8 month programme, the employee remained in post and could perform at the level required. They used their leadership position to promote the techniques of good energy management and burnout avoidance across their own organisation.

Functional Rehabilitation Programmes

Choose the remote solution that best suits your employee	1 MANAGEMENT REFERRAL	2 WORKPLACE	3 WHOLE LIFE (WORK AND LIFESTYLE)	4 COMPLEX
Assessment & Report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Workplace Adjustment Recommendations	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Initial Consultation (1 hr) Cognitive Ergonomics & Burnout Resting Programme Tailored Sleep Advice Handbook		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Session 1 (1 hr) Workplace Management & Goal Setting		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Sessions 2-4 (3 x 30 mins) Lifestyle Management Barriers to Change Thoughts, Feelings & Behaviours Building Tolerance to Activity			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employer Liaison (1hr)				<input checked="" type="checkbox"/>
Sessions 5-6 (2 x 30 mins) Living with a Long Term Condition How to Manage Setbacks				<input checked="" type="checkbox"/>
Updated Workplace Adjustment Recommendations				<input checked="" type="checkbox"/>
Discharge Consultation & Report (1hr)		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Our Outcomes

At South Coast Fatigue we provide a highly responsive and professional service, with a proven track record of demonstrating effective, evidence-based and client centred return to work programmes with sustainable and measurable outcomes.



94% report an increased confidence in managing their energy once their rehabilitation programme has ended.

80% of our clients complete their rehabilitation programmes.

94% of clients who completed our Long COVID programme reported improvements in their physical and cognitive functioning.

90% show an improvement in their physical, mental health and wellbeing scores.

92% of clients rated their experience with South Coast Fatigue as excellent or very good.

- All our Functional Rehabilitation Programmes are offered remotely giving UK wide coverage.
- Our secure electronic healthcare management software ensures quick and easy referrals.
- Our flexible, personalised support costs on average just 3% of the UK average full-time salary.
- South Coast Fatigue has to date supported over 400 clients with Long COVID.

Who We Work With

We work with:

- Employers in the public and private sectors
- Occupational health providers
- Human resources teams
- EAP providers
- Insurance companies
- Private GPs and Consultants
- Individuals (privately funding)
- NHS

How To Make A Referral

Making a referral is simple and can be done directly by contacting fran@southcoastfatigue.co.uk

If you want to know more about our day to day support please get in touch.

Our secure healthcare management software provides a seamless referral platform, secure video conferencing, occupational health and patient portals, auditing and reporting.

South Coast Fatigue has been working with the NHS and meeting their data security needs since 2015. Our customers can rest assured that we provide a secure and confidential service.



Get In Touch

If you would like further information or would like to discuss specific requirements, please contact Fran Hill, Director.



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