

Specialist Work Assessment

vitality360
Specialist Pain & Fatigue Rehabilitation Provider

Do you have an employee with persistent pain, fatigue, or post-viral syndromes, including Post Covid-19 Syndrome (Long Covid), who is struggling to sustain work?

Would you like some tailored support about how to best support this employee?

Are you wondering what adjustments are realistic and of most benefit?

Would you like support to be able to retain this person's valuable skills?

Do you need some guidance around your responsibilities under the Equality Act 2010 and need an expert opinion regarding fitness for work?



To make a referral:
email info@vitality360.co.uk
or call 020 7263 5026

If you have questions on this proposal, feel free to contact Executive Manager & Specialist Occupational Therapist Beverly Knops by email on beverly@vitality360.co.uk or phone on 07842 197205

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★ **COVER** EXCELLENCE AWARDS 2022

vra Vocational Rehabilitation Association
2020 WINNER

vra Vocational Rehabilitation Association
2022 FINALIST

Utilise our expertise in this field delivered through our Specialist Occupational Health Assessment Service

Who we are:

We are an experienced multi-disciplinary team with over 200 years' combined experience in persistent pain and fatigue management. Within this team Amanda, our Career & Employment Consultant brings her expertise from more than 20 years working in the Career industry.

Our expertise:

We help people with persistent, pain, fatigue, and post-viral syndromes, including Post Covid-19 Syndrome (Long Covid), to optimise their recovery and manage their symptoms so they can remain in work or return to work, after a period of sickness absence.

We are an employer of people with long term health conditions.

The scale of the issue:

2.5 million work age people are inactive because of long term sickness. 26 million people in UK with long term conditions.¹

Persistent pain: 45% of population with 25% losing their jobs, 41% of those at pain clinics report that pain has prevented them from working.²

Persistent fatigue: 35%-69% not working due to their illness with 45% reporting temporary or permanently interrupted employment.³

Self reported long covid 1.97 million people.⁴

81% of UK workers do not feel as they they achieve enough sleep⁵ - which is costing the UK economy £11.5 bn per annum solely in absenteeism and presentism.⁶

Potential financial costs of long-term sickness absence example:

Absence costs can be an unexpected expense for a business in terms of the payment of any statutory and company sick pay. With longer term absence, there could be health redundancies costs.

HR Sources⁷ estimate that it costs an employer about **£50K** to recruit someone new.

1. <https://www.england.nhs.uk/blog/making-the-case-for-the-personalised-approach/#:~:text=There%20are%20over%2026%20million,health%20and%20social%20care%20system> 2. <https://www.britishpainsociety.org/mediacentre/news/the-silent-epidemic-chronic-pain-in-the-uk/> 3. <https://academic.oup.com/occmed/article/69/6/453/5543260?login=false> 4. <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/conditionsanddiseases/bulletins/prevalenceofongoingsymptomsfollowingcoronaviruscovid19infectionintheuk/2february2023> 5. <https://www.shponline.co.uk/transport-safety/sleep-and-fatigue-in-uk-working-populations/> 6. https://www.rand.org/pubs/research_briefs/RB9962.html 7. <https://theundercoverrecruiter.com/true-costs-hiring-uk/>

How we can help

A short term, solution focused vocational intervention that supports employers and employees with pain/fatigue in employment to improve capacity to sustain work.

Assessment: 3x60-minute assessments £590 - Report & Recommendations

- Specialist support provided to employee in self-management vocational skills
- Clinical opinion on fitness for work
- Clear advice on reasonable adjustments

Next steps - Bespoke Rehab Package

- Following assessment possible recommendation for a rehabilitation programme £118* per clinical hour
- Tailor made training (separately costed) to support employers with managing employees with long terms conditions delivered in consultation with our HR specialist

Expected results:



Client feedback



"The discussions during the assessment were compassionate and reassuring. I found the advice offered empowered me to set and maintain better boundaries. The report recommendations gave a formalised and structured way to agree workplace adjustments."



"The assessment has helped me to make reasonable adjustments at work so that I can continue to do my role well. It was helpful to be signposted to further resources such as Access to Work. I really benefited from having someone objective to discuss work with."

"These assessments helped us as an employer work collaboratively to put together a realistic plan with our employees to ensure that they are protecting their health at work. We were provided with the recommendations we needed to be able to support our employees well with persistent pain and fatigue so that they could sustain work."



Results

74%

of return-to-work goals achieved through our rehabilitation programmes

95%

improvement in client clinical wellbeing scores

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