

Questions to occupational physicians and employability coaches

The absence support & supervision process to be applied at UT with effect from 1 January 2018 has been designed with the intention that managers compile a clearly-formulated line of questioning for the employability coach or the occupational physician in advance of a scheduled consultation. This enables the employability coaches and occupational physicians to provide more targeted and specific advice on the possibilities for resuming work and devise measures that can help facilitate a permanent return to work. This calls for an active contribution on the part of managers. Included below are various examples of the type of questions that managers may ask.

Background to absence

Is my employee's absence fully explained by illness or do other factors play a role? If so, what are they?

Employability

When can I expect my employee to be able to resume his/her own work (at least partially)?

What are the specific non-medical factors inhibiting my employee from doing his/her own work and are these temporary or permanent?

Based on the possibilities and inhibiting factors outlined by my employee, I would like to have my employee do the following work:

In this context, what advice do you have for me?

What time schedule (build-up and spread of hours) would be most advisable for the gradual resumption of work?

How do I prevent my employee from relapsing with the same symptoms?

What work will my employee be temporarily unable to do as a result of the inhibiting factors identified?

What work/activities will my employee be able to do?

Interventions

Is the treatment/support & supervision of my employee sufficient or are additional or alternative interventions necessary in order to promote a return to work?

Are personal problems playing a role in delaying the process of returning to work and if so what can I do to support my employee in this situation?

Are there any adjustments or measures that could help my employee to do (more) work and maintain it?

Work relationship

How can I effectively reinstate/maintain/improve the connection with work?

Contacts with my employee are proving difficult. How can I re-establish communication or improve it?

How can I encourage my employee to focus more on returning to work?

What is preventing my employee from permanently resuming his/her work?