

Sample Return to Work Plan – Supporting Case Study

Mr Sample DOB: 14/04/1992

Address: 25 Sample Towers, Sample, S00 0AM

Occupation: Apprentice Joiner – Job involves learning all aspects of joinery manufacture, including using manual tools such as hand planers and saws as well as large machinery such as routers, band saws, thicknessers and tenoners. There will also be a requirement to attend college one day per week and this is due to start in September.

The job can be quite heavy as the uncut and unprocessed timber can be very large and awkward to move around, although there is lifting equipment for the heavier pieces. He is working with a time served joiner, who is his team leader, as well as another apprentice.

As part of his training, he will need to start measuring and setting out, requiring careful attention to detail to ensure that the finished windows, doors, staircases and items of furniture are as ordered by the customer.

There is a high level of safety awareness required both in the workshop and outside in the yard. The job is worked over six days per week.

Employer: Dobbin Woodcraft

Current fit note: 04/02/2015 for 4 weeks with anxiety

Background:

Started at Dobbin Woodcraft as an apprentice in December. This is Mr Sample's first job. He didn't do very well at school and found it hard to get a job or onto any courses when he left.

The job at the joinery is very interesting and the rest of the team are great. The reason that Mr Sample didn't do well at school is that he doesn't read very well. He also gets numbers and times mixed up so is beginning to have some problems at work.

As a lot of the processes are safety critical, his team leader needs him to read the safety information and sign a form to say he's read it and understood it. There are written questions to answer on the form based on the information and Mr Sample hasn't been able to read it. His team leader was asking him to do it at the beginning of every shift and Mr Sample couldn't tell him he couldn't read it. He feels so ashamed and he's afraid that he will get the sack if they know he can't read. He's worked himself into a state and couldn't face going in for his last run of shifts.

Although he's always been a social drinker, mainly a few pints at the weekend with his mates, Mr Sample has been drinking more at home during the week to help him to sleep, and he sometimes loses track of how much he has drunk in an evening. He used to keep himself fairly fit, going to the gym and also playing football at the weekend, but he just can't get around to it.