

Physical Disability Case Studies

All names have been changed to protect confidentiality

- A. Simon had an operation due to a long-standing condition causing him ongoing pain. Prior to the operation he saw the occupational health advisor who advised Treloar's to restrict the weight of any manual handling he could carry out, this was put in place to help reduce any pain. Simon then had an operation, had a month recovery time then came back and gradually increased his hours. Some pain remained and was expected to last for around 12 months and it would be controlled with medication. Simon saw the occupational health advisor again and we supported adjustments to change his shift times and risk assess specific tasks depending on his drowsiness in response to his medication. With our support he went on to return to full duties in due course.
-
- B. Susan had an accident when she was horse-riding one day and after being absence from work for a period of recovery time, she came back to work on reduced hours to help her familiarise with working again and to ease her back in to her role slowly. We also made sure Susan had a day off in between working to allow time to rest. Susan had neurological concerns who she had seen a consultant for, she saw occupational health and we agreed to amend her duties so she wouldn't need to solely make responsible decisions or be too involved in complicated work. Susan still had problems with her health and was unable to increase her hours so Treloar's agreed to permanently reduce her hours and in time Susan has increased the amount of responsibility and decision making she is capable of.
-
- C. Patrick had worked in catering for many years; he developed a back condition causing quite a lot of pain. Patrick went to the doctor and was attending physiotherapy but his job role involved a lot of manual handling and he wasn't able to continue with the majority of tasks his role required. We were able to offer Patrick another role within the same department but with substantially less manual handling. Patrick was delighted and although he has some occasional manageable back pain he is carrying out his new role without problems. Patrick also finds working term time only is beneficial because he had regular holidays giving substantial rest period.
-
- D. Faith was diagnosed with breast cancer and had to have chemotherapy and radiotherapy over a period of 6 months. Faith wasn't in a student-facing role so her consultant felt that if she was feeling well enough she could attend work. Faith was able to come in on reduced hours in between treatments and

she felt it helped her feel normal. If someone else in the office wasn't feeling 100% Faith worked from home to prevent the risk of getting ill herself since she had a low immune system due to her cancer treatment. When Faith was told she was in remission, she went to see the occupational health advisor and they recommended she come back on a phased return, which her manager supported. Faith is now back to full fitness and working full time. Faith still needs to have regular check-ups and her manager supports her attending these medical appointments.

E. Jenny was diagnosed with epilepsy when she was a child and carries an EpiPen in case she has a fit, which is a rare occasion. Jenny always worked in an office with many staff which was perfect because she couldn't be left alone for a sustained period of time. Jenny's manager and the staff in her team spoke to Jenny about what to do if she has a fit and how to use the EpiPen so everyone feels confident about it.

F. Jamie had a stroke and while he wasn't left with any lasting mobility issues, he did have ongoing difficulties with processing information and giving direction. Jamie was in a senior role and after some time and support from his manager and occupational health he realised that he couldn't carry out that role effectively. Jamie moved into a less senior role within the same team, he has also permanently reduced his hours and ensures he has enough rest between shifts as well as only working with experience staff.

G. Jane is in a wheelchair and has always had difficulty finding employment accessible to her. Jane applied for a Student Support Assistant role at Treloar's but was worried she wouldn't be successful because she was unable to undertake the personal care of our students. Jane really impressed the interview panel and she was offered a role purely supporting students in the classroom which she happily accepted.

H. Antonia declined to specify what her disability is but was able to identify several ways Treloar's could support her to fulfil the role she was employed to do. Antonia has difficulties with her eyesight and therefore her manager ensured written work was enlarged for her. Antonia found IT systems hard to use so was given extra training and support on Caresys (an internal system notes are recorded on). Antonia also found manual-handling tasks difficult to carry out alone so she was always paired with senior team members to give her extra support and guidance.