

## Vocational Rehabilitation - Return to Work Case Study

While early intervention is invariably best to securing a person's return to work it is inevitable that some people are not identified in the litigation process early.

In this instance the client lost his job almost immediately after his accident and spent 2 years going through various Government programmes without success.

This case highlights how targeted vocational rehabilitation support can still achieve a positive outcome even 6 years after an accident.



### Background:

- *Road Traffic Accident September 2006 - Instruction July 2010*
- *39 year old Ducting Specialist and Construction contractor*
- *Compound Fracture lower leg and compartment syndrome*
- *Client lost his job immediately after the accident and was still unemployed at time of instruction*

Initial assessment highlighted serious gaps in medical treatment requiring intervention with the client's NHS orthopaedic consultant and GP to facilitate:-

- *Provision of orthotics*
- *Removal of staple and Plastic surgery review*
- *CBT intervention*
- *Physiotherapy rehabilitation regime organised to rebuild the clients declining stamina due to inactivity*

State vocational intervention via Job Centre Plus had previously been ineffective. The client had attended numerous courses but these were not been targeted to his experience, qualifications and level of function offering only basic IT, retail skills and fork lift truck driving training.

## Outcome

Significant physical and psychological improvement was achieved over 12 months enabling the client to be fit enough to effectively enhance his skills and qualifications. He undertook a private Electrical Equipment Testing course in 2011 with our support but even then Job Centre Plus was unable to assist him with employment opportunities.

The Case Manager therefore secured authorisation to proceed with a Vocational Evaluation to overcome barriers to return to work. This identified that to be competitive in the job market he needed further support in the form of:-

- *One to one job searching support*
- *Weekly reviews with the vocational specialist*
- *CV preparation*
- *Interview coaching*
- *Sourcing vacancies not advertised publicly*
- *Confidence building techniques*

Over a 4 month period of Vocational Rehabilitation support the client was able to develop enhanced techniques to overcome the barriers of being out of the workplace. He successfully secured a permanent fulltime post as an Electrical Maintenance Technician on a salary of £29k pa with a global car manufacturer, where competition for jobs is extremely fierce. After 6 years unemployed the client has secured a rewarding job at a salary equal to that of his pre-accident role and with good long term prospects.

At the conclusion of our involvement the client said

***“I wanted to say thank you very much for all the help you have given me, it really gave me a big boost and much more in thinking to myself I will be working again very soon. I am really over the moon as I have finally got a permanent job after all this time. “***

His Solicitor said

***“I was very happy with your performance and you don’t often find people back to work after so long”***

In this case we made a significant difference to the outcome. Faced with a client unemployed for 4 years at instruction who lived in an area of economic decline he had the support to get back into work. This enabled him to move on with his life and ultimately progressed towards settling his claim.

## Costs

- Total Case Management, treatment, training courses and Vocational Rehabilitation costs **£12,200** or less than six months loss of earnings