

Returned to work in same / similar job with a new employer

Case Study Mr. A - Maintenance Electrician

Mr. A. - maintenance electrician, large furniture manufacturer received a large electrical shock resulting in burns to his palms, face and the back of his forearms which required skin grafting. He lost his sight for 3 days after the accident and suffered some corneal damage to his eyes. He was referred to ICMC some 10 months after the accident.

Following an initial telephone assessment, involving both employee and employer, it was agreed with the Insurer that a face-to-face meeting with MR A and his employer would be beneficial.

It was immediately apparent that there had been a breakdown in communication between Mr A and his employer. His medical care was progressing well, albeit slowly, he was awaiting further appointments with an ophthalmologist and a plastic surgeon on the NHS to consider further treatment.

Mr A had tried returning to work for a few days after being prescribed anti-depressants by his GP, but he had not been able to cope and had gone off sick again. At this point he stopped taking his medication. He said he was keen to go back to work however, was very concerned because it hadn't worked out the first time round. We took a detailed history of what had happened and the reasons why he felt it had not worked. It turned out that Mr A's concerns were more focused on his workplace rather than his actual about his job. Prior to our meeting, he had not discussed this with anyone other than his wife.

We contacted Mr A's GP to get an update on his medical position and to discuss whether he thought a counselling assessment would be appropriate. Mr A's ophthalmology and plastic surgery appointments had been arranged within the following weeks on the NHS, so we didn't feel the need to intervene, just monitor the outcomes. Whilst an assessment for counselling could be arranged within 4 weeks, any recommended treatment was likely to take a minimum of 18 weeks after that.

We arranged an assessment with a psychologist privately within 2 weeks and the report identified that Mr A was suffering from PTSD which was as a result of his accident and his work environment. Due to potential delays for NHS treatment, the Insurer agreed to fund a course of CBT with the Counsellor. This was arranged twice weekly. After 8 sessions the treatment was reviewed with the counsellor, who reported that Mr A's problems were very deep seated, and although progress had been made on his job itself, there were still severe doubts about him being able to return to the workplace.

A case conference was held and it was agreed that best course of action may be to terminate Mr A's employment and assist him to move to a new employer. The VC suggested that Mr A receive funding for a Portable Appliance Testing training course which Insurer agreed to. The VC began helping Mr A to look and apply for other jobs. The employer supported these efforts and as a result Mr A was successful in obtaining a job with a company that supplied materials to his employer.

Mr. A started back to his job almost exactly 14 months after his accident, 19 weeks after the case was referred to ICMC.