

RETURN TO WORK PROGRAMMES

Since the publication of the AoMRC and RCoA guidance, many regions have now introduced return to work programmes. The idea of a programme is that it provides structure to the return to work process, and enables development of a mutually agreeable plan for both the individual and the department. Programmes are usually divided into several stages, each involving a meeting between the person returning and their supervisor. For anticipated leave, a pre-leave planning meeting should occur, to discuss ways of keeping in touch. For all periods of leave a meeting should occur at least a month before the return date to discuss what preparation will be needed and confirm the arrangements for the return to work period and then finally there should be a record of the re-introduction period. A good example of a return to work programme is the one used by the Wessex School of Anaesthesia which is used for anaesthetists with no on-going health, conduct or capability issues who expect to return to practice in a short period of time. You can read about it in *Anaesthesia News*ⁱ and access examples of the paperwork (flowchart, pre-absence and return to work forms) used to support a successful return to work on the AAGBI website. The West Midlands have a return to training policy with a similar structureⁱⁱ, and the London LTFT Forum also have information about how they manage a return to work on their websiteⁱⁱⁱ.

ⁱ King W, Haigh F, Aarvold A, Hopkins D, Smith I. Returning to work the Wessex way, *Anaesthesia News* June 2012: 299; 18-19. http://www.aagbi.org/sites/default/files/JuneAnaesthesiaNews_Web_0.pdf .

ⁱⁱ http://www.westmidlandsdeanery.nhs.uk/Portals/0/Key%20Doc%20for%20Homepage/Return_to_Training_approved%20May%202013.pdf

ⁱⁱⁱ <http://www.ltftlondongas.org.uk/practicalites/returning-to-work/>