



## **Return to Work Policy**

The policy of John Desmond Ltd., is to assist all permanent Employees who have been absent from work due to any health related problem to return to the normal working environment.

This statement policy is not included into any contractual agreement between Employee and the Company.

Return to work may include phased attendance over a period of time agreed after consultation, consideration of alternative employment, assistance with travel etc. with each case being considered independently on any other.

During consultation no undue pressure will be placed on any Employee to return to work until medically fit to do so.

Alternative employment cannot be guaranteed as the need of the business fluctuates between contracts.

A risk assessment to ensure reoccurrence of health problem is eliminate as far as practical will be undertaken by the Health and Safety Adviser, the Managing Director and Employee

Return to work within a period of absence that has been advised by a medical practitioner will not be considered without a note from that practitioner to state that the Employee recovery period has changed.

John Desmond Ltd will work within the limitations placed on the Employee by a medical practitioner.

The Managing Director will make the final decision for each case on return to work policy implementation

**Signed:**

**Name:**

Mr. I. Desmond  
Managing Director

**Date:**

02 January 2020  
(Next review scheduled for January 2021)