

Return to Work Plan 24 June 2014

The following suitable duties are to be offered to the worker as part of the rehabilitation program to assist with return to work. These duties do not constitute a formal job offer.

EMPLOYEE DETAILS

Name: Mr Sivakumar Reddy

Claim Number:

Street Address: 3 Tarwin Place Cranbourne East VIC 3977

Telephone: 0430 866 234

Date of Birth: 23/11/1969

Pre-injury role: Mechanical Assembler

Date of Injury: 12/02/2014

Pre-injury hours: 0700 – 1530hrs Monday – Friday with Monthly RDO (38hrs per week average)

Nature of injury: Low back and neck pain

MEDICAL INFORMATION

Name: Dr Sam Pubudu Weeratunga / Dr Nisha Mudiyansele

Street Address: 3/7 Kingdom Drive Cranbourne VIC 3977

Telephone: 5995 0766 **Fax:** 5995 0744

Current status: Off Work

Medical restrictions: **Per Dr Mudiyansele ;** Unfit for any duties until 27/06/14.

Per extract from Independent Medical Examiner Dr Ho's report, dated 05/05/14 provided by Gallagher Bassett;

In my opinion suitable duties for Mr Reddy currently must observe the following medical restrictions:

- Avoid heavy lifting in excess of 5kg – avoid repeated bending and twisting at his lower back – avoid heavy pushing and pulling – regular change of posture

As indicated above I believe he does have a current work capacity for suitably selected alternative duties with medical restrictions as outlined above.

Worksite Assessment

Although his pre-injury duties are now suitable with the modifications or change to the roller system, I believe it is prudent to offer Mr Reddy suitable alternative duties to assist with his initial return to work. The employer is able to provide quality control visual inspection duties at the end of the cabin build line. His role in this section as a quality controller would be visual inspection and checking that rivets are in place. It is only an external inspection and he then highlights or makes notes regarding the defect or issues, which are later fixed after informing the supervisor. The work is self-paced. He is able to sit or stand as needed. The visual inspection duties are of benefit to the employer.

After having clinically examined Mr Reddy and conducted a Worksite assessment, I believe the above quality control inspection duties at the end of the cabin build line are well within his current capabilities. The duties do not involve any heavy lifting or manual handling. There is regular change of posture. He works at his own pace. I recommend that he commence on a graduated return to work plan starting on four hours per day, five days a week. After 1-2 weeks he is able to increase his hours by one hour per day at weekly intervals to his pre-injury level.

RETURN TO WORK PLAN DETAILS

Return to work location: PACCAR 64 Canterbury Rd Bayswater

Hours of work: Proposed per table below. (Fulltime hours of the described duties remain available to Mr Reddy). Normal leave and public holidays apply (not indicated here)

Week	Date	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total Hours
1	30/06/14	0700 – 1100hrs (4hrs)	0700 – 1100hrs (4hrs)	0700 – 1100hrs (4hrs)	0700 – 1100hrs (4hrs)	0700 – 1100hrs (4hrs)		20
2	07/07/14	0700 – 1100hrs (4hrs)	0700 – 1100hrs (4hrs)	0700 – 1100hrs (4hrs)	0700 – 1100hrs (4hrs)	0700 – 1100hrs (4hrs)		20
3	14/07/14	0700 – 1200hrs (5hrs)	0700 – 1200hrs (5hrs)	0700 – 1200hrs (5hrs)	0700 – 1200hrs (5hrs)	0700 – 1200hrs (5hrs)		25
4	21/07/14	0700 – 1330hrs (6hrs)	0700 – 1330hrs (6hrs)	0700 – 1330hrs (6hrs)	0700 – 1330hrs (6hrs)	0700 – 1330hrs (6hrs)		30

SUITABLE DUTIES DESCRIPTION

Duties or tasks to be undertaken:

- Visual quality assurance checks of Cabins. The Cabins are positioned at near ground level (therefore no climbing is required) and the task requires him to simply walk around the cabin making note of part numbers and any defects. Mr Reddy can avoid any internal cabin checks and any low checks involving squatting until he is more comfortable in doing so. Inspection items include loose/missing bolts and rivets, alignment of panels. There is no requirement to rectify the defects, merely identify them.
- Use a small vacuum cleaner for short periods at near waist level to remove swarf particles from the floor of the cab.

In addition; administrative tasks are available at a bench with supportive adjustable seating.

The above duties have been identified with the intent of assisting Mr Reddy return to work without aggravating his condition. The duties are self paced, involve neutral postures and negligible lifting and handling.

The duties are away from Mr Reddy's usual work area to avoid the temptation to assist co-workers and the associated pressures of working within a team.

Workplace and work practice modifications:

Later start time can be negotiated to avoid any early morning drowsiness of concern. 5 – 10 minutes per hour additional rest breaks available.

Specific duties or tasks to be excluded:

To adhere to the above only at this stage.

Review date:

25/07/14

Return to work plan dated: 24 June 2014

Worker: I will participate in this return to work plan

Name: Mr Sivakumar Reddy

Phone: 0430 866 234

Signature:

Date:

RTW Coordinator: I will monitor and review this return to work plan

Name: Ms Katy Marshall per Ms Pat Dewick

Phone: 9721 1541

Signature:

Date: 26/6/14

Supervisor: I will implement these suitable duties in the work area

Name:

Phone:

Signature:

Date:

Treating Health Practitioner: These suitable duties are consistent with the worker's capacity

Name: Dr Sam Pubudu Weeratunga or Dr Nisha Mudiyansele

Phone: 5995 0766

Signature:

Date: