



## Review Meeting 15<sup>th</sup> February 2002

### In Attendance

Karen Belton; Dave Nelson & Brian Nesbitt

### Issues Discussed

#### Salary

Dave expressed that Brian shall remain on full sick pay until he is signed off sick and is capable to return to the current duties he is carrying out on his work experience placement. When Brian returns to full time work he shall retain his current basis salary, with the shift allowance taken off in accordance to Brian working day shift hours. This basic salary is £14,479 and may increase following a proposed pay review to £15,596 in the near future. Brian stated that he was much happier now that Dunlop have confirmed what his salary shall change to, as he was under the impression that it would be a lot less than the figures discussed. Brian shall meet with CAB to discuss financial issues regarding the changes in his salary, in order to confirm that he can continue to meet his financial commitments.

#### Post

Brian expressed his concerns regarding his position, he identified that he did not feel secure within the current post in that Dunlop could make him do any type of job at any time. Also Brian felt that Dunlop are forcing him into a position that he is not happy with – in that he felt that Dunlop are almost giving him no choice but to return to his previous post as 'Viewer'. Through significantly reducing his salary and thus forcing him to return to previous post. This was discussed in detail and Dave reinforced that at this current time Dunlop would not allow him to return to his previous position, as feedback from Rehab UK & Hunters Moore would not recommend this move. Dave also confirmed that although Brian's duties could change from time to time, Dunlop shall maintain Brian in an administration position. Dave confirmed the basic salary to be £14,479 as opposed to £12,000 as Brian had believed. On receiving this information Brian immediately stated that he felt more positive about Dunlop's redeployment plans and that he would be happy to return to work in a flexible administration position.

#### Previous Position

If in the future Brian felt that he would like to return to his previous position, this shall be facilitated through Rehab UK and on the confirmation from his consultant. The agencies involved shall then work together to produce a recommended structured gradual and supported return to his previous position. Brian identified that he felt this would be the most appropriate arrangement. Brian had been concerned as he stated that the company doctor was planning on rehabilitating him into his previous position as soon as



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possible. Dave confirmed that under no circumstances did Dunlop plan on returning Brian to his previous position within the near future. If Brian does return to his previous position Dave confirmed that it would be a gradual and supported return with the input of the relevant agencies.

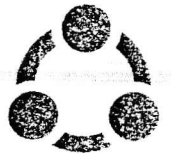
### **Action Plan**

- Review meeting with Rehab UK, Dunlop and Brian on 28<sup>th</sup> February 2002 to confirm Brian shall commence redeployment on 4<sup>th</sup> March 2002 within an administration position.

### **Goals Set**

- Brian to meet with CAB on 22<sup>nd</sup> February 2002 to discuss financial issues
- Brian shall meet with his own doctor and he shall explain the duties that he is currently doing and proposed action plan, and shall plan to sign off sick on 27<sup>th</sup> February.

2<sup>nd</sup> April 2002



REHAB UK

Anne Hunter  
Consultant Clinical Psychologist  
Hunters Moor Hospital  
Newcastle upon Tyne  
NE2 4NR

PLEASE REPLY TO:

Dear Anne

Re: Brian Nesbitt      DoB: 12.01.70  
11 Wingrove Terrace, Springwell Village, Gateshead, Tyne & Wear

Brian commenced Rehab UK's Vocational Programme on the 23<sup>rd</sup> July 2001, following a referral from Pdraig McDonnell, Trainee Clinical Psychologist. Brian's induction included a tour of the Centre to familiarise himself with the surroundings and an introduction to staff, including introductions to his Key Worker and the staff delivering the core elements of the first module, namely Work Related Social Skills, Information Technology, Cognitive Training, Personal Development (Anxiety & Coping Strategies) and Core Skills. Health & Safety issues, Fire & Evacuation procedures and the Centre Rules & Regulations were also covered with Brian. His programme was tailored toward supporting Brian back into work with his employer Dunlop.

On the programme Brian worked on identifying retained skills and working on areas where his skills had been impaired due to his brain injury. His previous role at Dunlop involved quality checking of tyres. After discussion with Brian and a review of the workplace by Brian's Job Coach at Rehab UK it was apparent that he would be unable to return to his previous job. The job involved working under bright lights, was physically demanding, and his previous work pattern consisted of three shift patterns, three factors that would create significant problems for Brian.

Negotiation took place with Dunlop to look at redeployment for Brian. A data input position was identified as a potential post for him, and he was supported by Rehab UK in training up for this, through a combination of work placements, Information Technology training in Centre, and Job Coach support at Dunlop. Brian demonstrated good motivation and an ability to work at the tasks provided by Dunlop, and in March 2002 Dunlop agreed to employ Brian full time in this new post. Brian has now returned to work full time on a set day shift pattern. He will continue to

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*Proof that it was  
a full time proper job*

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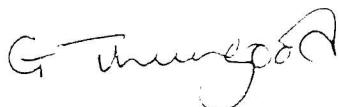


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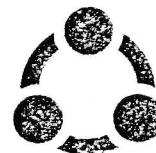
receive Job Coach support from Rehab UK until he is fully integrated into his new role.

If I can be of any further assistance regarding this matter, please do not hesitate to contact me.

Yours sincerely



Gavin Thurgood MSc BSc RGN  
*Occupational Psychologist*



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Cc: Peter Holt (DEA)