



Return to work fact sheet:

After a concussion, people need to gradually return to their daily life. As an employer it is preferable to support a graduated (step-by-step) return to duties and hours to assist a successful return to work.

A concussion is a mild traumatic brain injury. Concussion symptoms can affect return to usual daily activities, including return to work.

The following are common concussion symptoms:

- **Poor sleep and fatigue**
- **Headaches**
- **Dizziness**
- **Difficulty with attention and memory**
- **Reduced balance and coordination**
- **Visual changes**
- **Noise/light sensitivity**

These symptoms may not be obvious or visible to an observer.

Workers should return to work only when the majority of symptoms have diminished and physical and mental endurance can be maintained over the day (with regular refresh breaks).

A general guide for return to work is when the person can concentrate/physically engage with activities at home for about 2 hours and/or on a computer screen for 45 minutes.

These times do depend on the jobs the person is returning to.

Workers should be medically cleared by a doctor before returning to work.

It is important that open communication is maintained with the worker and their treating medical team to support a graded return to work plan (GRTWP).

The Graded Return to Work Plan (GRTWP) may include:

- Reduced initial hours (eg. 3-4 hours, two to three days a week)
- Reduced responsibilities, time pressures and restricted/alternative duties
- Graduated progression of hours and duties

As an employer, you can initially help your worker by:

- Considering flexible work conditions (eg. work from home, no night shifts, quiet area for breaks)
- Providing additional time/no time pressures to complete set tasks
- Encouraging the worker to complete one task at a time
- Encourage the worker to take breaks before they reach their limit
- Ensuring all staff understand to limit interruptions to the worker
- Reducing the impact of busy environments (For example, providing a quieter area for the worker) to assist them to keep their attention on the task
- Using strategies to assist planning and memory (For example: a list of jobs to be completed for the day)

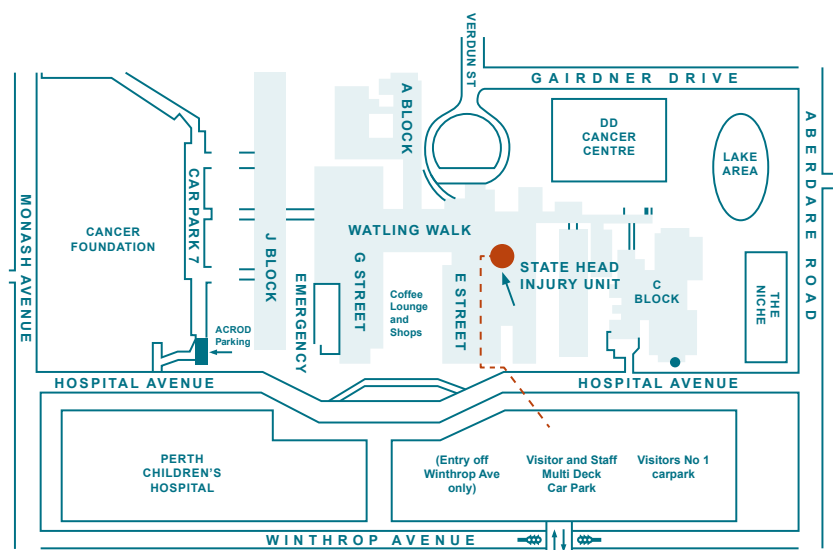
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