If your employee has rotator cuff syndrome, their injury is only one of the aspects that need to be considered when planning their return to work. This sheet provides guidance, based on the research evidence of what works, on some of the key actions that the employer should take to facilitate the injured worker returning to work.

1. Make contact with the worker early.
2. Be aware of barriers and facilitators to effective return to work programs.
3. Make sure that the injured worker has an income.
4. Work with the team. A return to work program involves a team of people with different skills.
5. Maintain communication with all stakeholders.
6. Make sure the return to work program is based at the workplace, starts as early as possible and involves meaningful and value-added work at every stage.
7. Arrange for a workplace assessment.
8. Use well thought-out graded return to work programs in combination with other interventions, to help the injured worker’s recovery.
9. Use a range of workplace accommodations to meet injured worker and workplace needs.
10. Involve the injured worker in the decisions around their return to work program.
11. The return to work program should be coordinated with active stakeholder involvement.
12. Consider the life changes for the injured worker that might occur because of the return to work program and where possible minimise the impact.
13. Outcomes should be measured and known to all stakeholders.
5. Maintain communication with all stakeholders.
   - Use any or all methods of communication such as telephone, email, fax, face-to-face communications and letters.

6. Make sure the return to work program is based at the workplace.
   - Involve the injured worker in the decisions around their return to work program.
   - The return to work program should be coordinated with active involvement from all stakeholders.
   - The patient should be involved in planning and executing steps towards recovery.
   - The return to work program should be developed in consultation with all stakeholders, including the injured worker.

7. Arrange for a workplace assessment.
   - The workplace assessment should include the physical and psychosocial environment.
   - The assessment should consider the contextual factors that impact on the injured worker's ability to return to work.
   - Female returners should be assessed to ensure a safe and comfortable return to work.

8. Use workplace accommodations to meet injured worker needs.
   - Workplace accommodations might involve: workaround, transport to and from work, child care responsibilities or arrangements, personal factors that might be a barrier for the return to work program, and where possible with personal contact such as by phone or face-to-face, and later with a formal letter and follow-up.

9. Use workforce planning to plan for the injured worker's return.
   - The RTW program can be upgraded through planned changes in hours, work tasks, task demand, productivity, work stress, and combination with other interventions, to help the injured worker's return.

10. The return to work program should be coordinated with active involvement from all stakeholders.
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11. The return to work program should be coordinated with active involvement from all stakeholders.
    - The return to work program should be coordinated with active involvement from all stakeholders.

12. Consider the life changes for the injured worker that might occur.
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13. Outcomes should be measured and activities be evaluated.
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Explanatory Notes

- The contextual factors might include: education, understanding and skill of the health professionals and the key personnel involved at the workplace; education and understanding of the injured worker and their level of perceived transferable skills; cultural and the workplace culture.