

How to deliver a return to work meeting well

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What we're covering today:

1. Why conduct return to work interviews?
2. How to conduct return to work interviews
3. Tips for line managers

Why conduct return to work interviews?

“Return to work interviews can help to deter non-genuine absence by sending a message that absence is actively managed.”

CIPD Health and Wellbeing at Work Survey March 2020

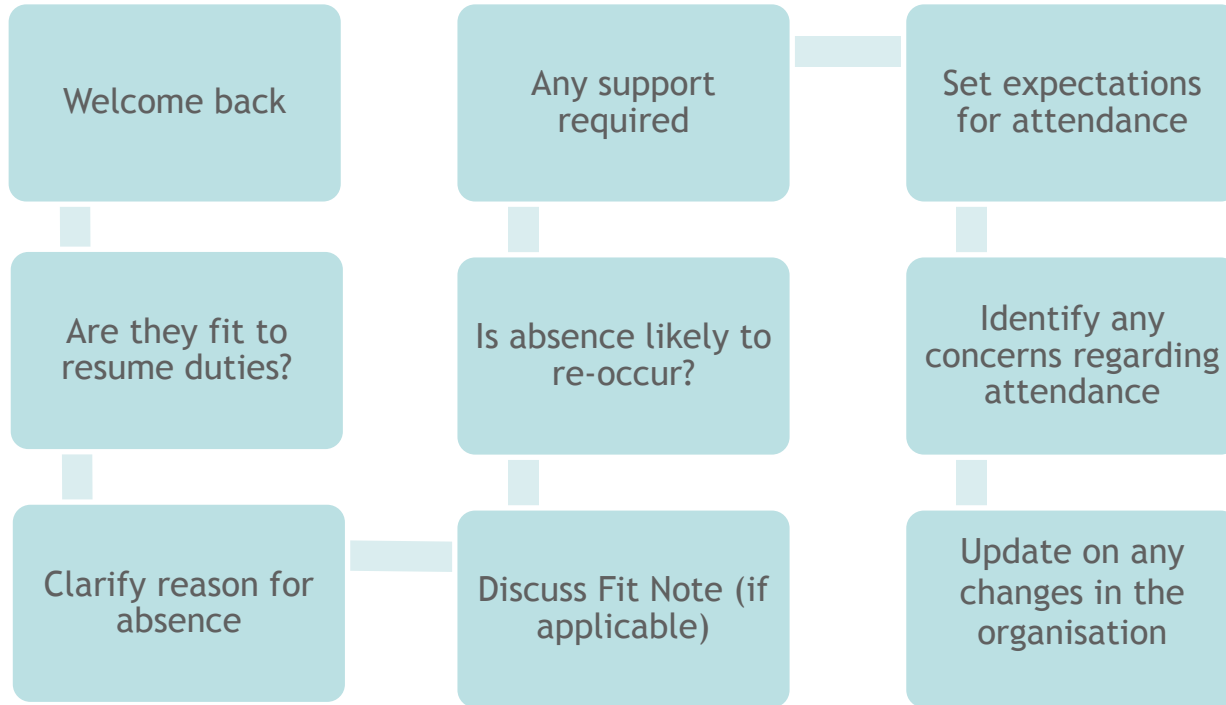
Are return to work interviews effective?

“The effectiveness of return to work interviews depends on the skills and attitude of the manager who conducts them.”

CIPD Health and Wellbeing at Work Survey March 2020

So how is it done?

Structure of a return to work meeting



Tips for managers

Issues to be mindful of

- Pregnancy related sickness
- Disability related sickness
- Stress and mental health

