



Monday Stream G Session 3
Wednesday Stream D Session 8

Patrick Hyde



Biography

Patrick Hyde of Postural health Ltd is a Chartered Physiotherapist with 11 years of postgraduate experience in the treatment and management of musculoskeletal disorders, his MSc in Back care management investigated communication barriers between employers and healthcare providers and resulted in the development of the Hazard Identification Risk Assessment (HIRA).

Improving communication with GP's for carer's returning to work

Abstract

The Hazard Identification Risk Assessment (HIRA) is an easy to use communication tool developed to assist GPs to understand employee exposure to musculoskeletal risk factors incurred at the work place.

Patrick Hyde of Postural Health Ltd as part of his MSc in Back Care management at Loughborough University worked with the Human resource team of Wolverhampton City Council and the Department of Public Health at Wolves PCT to ensure that all parties including employee representatives were satisfied that the communication process did not divulge sensitive or confidential information, whilst still maintaining a meaningful outcome.

HIRA aims to help the development of a return to work plan. This is achieved by creating a formal agreement between the employer and employee of what risks the employee is exposed to as part of their job description. This information is shared with the GP who is asked to make a recommendation in the remarks section of the Med 3 linking the employees symptoms to risk factors likely to inhibit the employees ability to stay at or to return to work. The employer is then expected to evaluate the individual employees exposure to risks that their GP agrees might affect their ability to work.