

# Case Study: HR Consultancy



This case involved having to manage an employee who sadly had an underlying health condition and disability, and the impact of their long term and intermittent absenteeism on the business.

The employee was relatively inexperienced and only part qualified but had four years' service with the business. Over the course of the individual's employment, the employee had undergone two rounds of surgery, which regrettably had led to further health complications and a disability which made it extremely difficult for the employee to attend work regularly. Unfortunately, there was no indication that the employee's health and attendance would improve in the short to midterm.

Whilst trying to deal with this case, our client was now having to also manage the impact of COVID-19 on his business. This involved having to work around employees who were shielded or caring for family members, off ill or in isolation, working from home or still required to work in the office whilst observing social distancing guidelines. The nature of our client's business meant that at this precise time the demand placed on him and his employees was greater than ever.

We continued to support our client and provide direction and support with how best to manage the situation. Our initial support with face to face meetings in 2019, continued with the only difference being that meetings were now held via Zoom. The employee agreed to engage in the process, which meant that matters were dealt with in a timely fashion and did not drag on for either party. We led a medical capability meeting attended by our client and their employee, providing direction, guidance and support by preparing questions and making sure our client adhered to their legal obligations in terms of considering reasonable adjustments. We were able to record the meeting in order to draw up minutes and draft bespoke letters.

## **Benefits to our client**

**This was an extremely high-risk and complex case, concerning a long service employee, with an underlying health problem that defined them as disabled. We were able to support our client to give notice to terminate their employment. It was key for our client to resolve this issue and meant that the Directors had time to focus on addressing the bigger issue of continuing to service their own clients, providing key and time critical services during these unprecedented times.**

Contact us 0161 926 8519 / [info@thespectragroup.co.uk](mailto:info@thespectragroup.co.uk)