

# RETURN TO WORK

This document is intended as a guideline for managing return to work following a sport-related concussion and you should follow your workplaces return to work guidelines. Connectivity does not provide individual medical advice. Timelines and direction may vary depending on advice sought from medical professionals.



AT HOME

## 1. RELATIVE INITIAL PHYSICAL AND COGNITIVE REST

- Relative (not strict) rest for 48 hours maximum following injury; light walking or stationary bike riding during this time is ok
- Normal cognitive activities such as reading. Start with 5 - 15mins at a time
- Limit screen time for 48 hours

**RELATIVE REST**  
Gradual return to normal activities. Symptoms should not be made more than mildly or briefly worse.

## 2. INCREASE LIGHT ACTIVITY

- Gradually increase activities of daily living. Keep the time spent doing each activity brief (under 30 minutes)
- Start thinking about your return to work including a return to work plan  
**If symptoms increase or worsen return to previous stage**

**GRADUALLY INCREASE PHYSICAL AND MENTAL ACTIVITY**

## 3. PART TIME RETURN TO WORK (AT HOME)

- Increase mental activity
- Continue to return to activities of daily living (e.g. grocery shopping, light physical activity)
- Contact your workplace to discuss your return to work plan including working accommodations  
**If symptoms increase or worsen return to previous stage**

**RETURN TO ACTIVITIES OF DAILY LIVING**  
Prepare your return to work plan and inform employer.

## 4. PART TIME WORK (AT WORK)

- Return to work gradually, slowly increasing the number of hours and days worked
- Work accommodations may include: flexible hours, flexible days, use of a quiet area or office if usually open plan, assistance where required  
**If symptoms increase or worsen return to previous stage**

**RETURN TO WORK WITH MODIFICATIONS**

## 5. INCREASE WORKLOAD

- Increase number of days at work according to your return to work plan
- Begin with easier tasks before progressing to more mentally challenging activities  
**If symptoms increase or worsen return to previous stage**

**UP TO FULL DAYS**  
Minimal working accommodations.

## 6. FULL RETURN TO WORK

- Full days at work with minimal accommodations to workload and environment
- Phase out remaining accommodations  
**If symptoms increase or worsen return to previous stage**

## FULL RETURN TO WORK

To minimise workplace and social disruptions during return to work, early return to activities of daily living are encouraged. If symptoms are new or worsening at any stage go back to the previous stage for at least 24 hours. This may need to be done more than once during your recovery process. Remember each person is different so it is important to take your time going through each stage.

Recovering from a concussion injury can impact mental health so it's important to seek mental health care if required.

### Persistent Post-Concussion Symptoms (PPCS)

Some people may experience concussion symptoms for longer than expected. These people may have PPCS. If symptoms do not improve or are worsening, seek appropriate healthcare advice or refer to your company's concussion policy documents. For more information on PPCS scan the QR Code.



GOALS OF EACH STAGE