

SCRIPT TITLE

Written by

Name of First Writer

Based on, If Any

Address
Phone Number

INT. STAFF ROOM. DAY

The corner of a table in a large airy room.

Manager is looking at a piece of paper that tells us the employee needs to have a return to work meeting.

Editor note - User will choose either scenario 1,2 or 3.

Scenario 1

MANAGER

We need to do a return to work meeting, I know you've been signed off with stress, what's the problem behind that exactly?

EMPLOYEE

Well, it's complicated...

MANAGER

Is it stress in your personal life or work..?

EMPLOYEE

It's more of a mix of both.

MANAGER

So it *is* a problem with work?

EMPLOYEE

I mean, we've been short staffed for the last 2 terms, and that's made my workload unmanageable.

MANAGER

And why is this only being mentioned now and not previously?

EMPLOYEE

I didn't want to make a fuss, everyone is under pressure and in the same boat.

MANAGER

Well I can understand that, but you should have said sooner, if it's work related.

The manager's mobile phone pings, he pauses to read a text.

EMPLOYEE

(bemused)

I'm sorry, it didn't seem appropriate at the time.

MANAGER

Nevermind, you are back now and feeling better I hope? Back to your best?

EMPLOYEE

Well, yes for the most part I-

MANAGER

Good, well you'll have to fill in some paperwork for the stress risk assessment, if you start struggling again you must let me know immediately? Ok?

EMPLOYEE

(short)

Right, sure.

MANAGER

Good, well I'm aware you have a lot of work to catch up on as a result of this so I won't keep you.

Scenario 2

MANAGER (CONT'D)

Hello, good to see you, how are you doing?

EMPLOYEE

I'm feeling a bit better, thank you.

MANAGER

I'm aware you've been signed off with stress, how do you feel about coming back to work?

Employee shifts in her in chair

EMPLOYEE

Ok, I think.

MANAGER

Is there anything I can do to help with that?

EMPLOYEE
Well, it depends...-

MANAGER
I was thinking in terms of whether you need to see someone from occupational health?

EMPLOYEE
I have started counseling, yes but I've only had a couple of sessions.

MANAGER
That's good you've started, have you been finding it helpful?

EMPLOYEE
It's been good to talk to someone.

MANAGER
Good, is there anything else I can do to support you?

A pause, the employee thinks for a second before talking.

EMPLOYEE
There's been departmental cuts, so I'm concerned about my workload on returning. Could we look at reducing it?

MANAGER
(dismissive)
Unfortunately not. It's the same for everyone, we all just have to adjust. Anyway, I won't keep you any longer unless there's anything else?

EMPLOYEE
No, I think that's everything.

Scenario Three

MANAGER
Hi Jo, good to see you, how are you?

EMPLOYEE
Feeling a little better, thanks.

MANAGER

Just to be upfront, I want to make sure I can do whatever I can to support you. I'm conscious you been signed off recently, do you feel ok telling me a little more about how you have been feeling?

EMPLOYEE

I'm sorry I've been absent, I'm sure this hasn't helped.

MANAGER

My only concern right now is your well being, so you don't need to apologize about anything.

EMPLOYEE

I think everything just got on top of me. I've not been sleeping, worrying a lot. I have felt better recently, but I'm still feeling anxious.

MANAGER

I'm glad you've been able to talk about this, have you any ideas on what might be helpful for you?

EMPLOYEE

I would like to look at the workload that's expected of me.

MANAGER

Ok, we can do that of course. Is there anything else you may need or want to discuss in relation to your support?

EMPLOYEE

I have started sessions with one of the councilors.

MANAGER

And how are you finding that?

EMPLOYEE

It's early days, I would like them to continue.

MANAGER

We can arrange additional sessions if you are finding them helpful.

(MORE)

MANAGER (CONT'D)

As part of the stress risk assessment process, we can start that today.

EMPLOYEE

Thank you.

MANAGER

Let's meet again in a week to see how things are going, in the meantime are there any particular triggers you've identified, so I know if your finding things difficult?

The employee nods warmly and smiles. We fade out.