**Return-to-Work Interview Questions (post sick leave)**

1. **How are you feeling now?**
   * **Answer:** Be honest about your current health status and any ongoing symptoms. This helps your employer understand your needs and how they can support you. For example, mention if you feel fully recovered or if there are lingering symptoms that might affect your work.
2. **Do you have any medical restrictions or recommendations from your doctor?**
   * **Answer:** Provide details from your fit note or medical certificate. Discuss any adjustments that have been recommended by your healthcare provider, such as avoiding heavy lifting, needing a specific type of chair, or taking regular breaks to rest.
3. **Are there any specific concerns you have about returning to work?**
   * **Answer:** Share any worries you might have, whether they are about your workload, work environment, or your ability to perform certain tasks. This is the time to address any potential issues, such as fear of overexertion, the need for a quieter workspace, or worries about keeping up with the pace.
4. **Do you need any adjustments or support to help you return to work?**
   * **Answer:** Suggest specific adjustments that could help you, such as modified duties, flexible working hours, or additional breaks. For example, propose starting with a half-day schedule or having a more ergonomic workstation to accommodate any physical limitations.
5. **Would a phased return to work be beneficial for you?**
   * **Answer:** If you think a gradual return would help, discuss a potential schedule that starts with reduced hours or lighter duties and gradually increases over time. For instance, start with three days a week and progressively build up to full-time.
6. **Do you have any questions about your role or the company policies?**
   * **Answer:** Use this opportunity to clarify any doubts about your job responsibilities, sick leave policies, or any other concerns you might have. Ask about changes that might have occurred during your absence, or seek confirmation on support measures available for returning employees.

### **Additional Questions and Considerations:**

1. **How did your absence impact your professional development, and what support would help you catch up?**
   * **Answer:** Discuss any gaps in knowledge or skills that have arisen due to your absence and suggest training or resources that could help you get back on track.
2. **Can we set up regular check-ins to monitor your progress and well-being?**
   * **Answer:** Propose having regular meetings with your manager to discuss your adaptation to the workload and to make any necessary adjustments as you transition back to full capacity.
3. **What aspects of your job did you miss the most, and how can we integrate these into your return-to-work plan?**
   * **Answer:** Highlight the tasks or projects you are eager to resume and suggest ways to focus on these areas to make your return more enjoyable and productive.
4. **How can we ensure your return to work is as smooth as possible for you and the team?**
   * **Answer:** Discuss strategies to reintegrate into the team smoothly, such as team briefings, collaborative projects, or any additional support needed from colleagues.
5. **Are there any mental health considerations we should be aware of?**
   * **Answer:** Share any mental health concerns and discuss available resources or adjustments, such as access to counselling services, mental health days, or a quieter workspace.
6. **Would you benefit from a mentor or buddy system during your return period?**
   * **Answer:** Suggest having a colleague act as a mentor or buddy to help you navigate your return, provide guidance, and offer support during the transition.

By addressing these questions thoughtfully, employers can better support employees returning from sick leave, ensuring a smoother transition and promoting a healthier, more productive work environment.