



Your employee is currently experiencing back pain. The best thing for them (and for a quick return to a full workload) is to keep working while they have pain.

It is not dangerous to keep working while they have pain.

It is helpful if you remember that:

- their life and their job are more difficult while they're sore
- back pain is generally short-lived and does not result in any ongoing weakness. You won't have any long term problems
- there may be some tasks which are particularly uncomfortable; they may need a few more days before restarting these
- everyone's back pain is different. There may be things which you don't think they should do which they are comfortable with. There may also be things which you think they could do that they're not comfortable with
- a few days with reduced output costs you much less than sick leave or training a new staff member. It's in your interests to make it as easy as possible for them to stay at work

Acknowledge the effort that they're making to stay engaged and at work. Your support is really important.