

JOINT SURGERY FOR HAEMOPHILIA: INFORMATION FOR EMPLOYERS

HOW CAN YOU SUPPORT YOUR EMPLOYEE BEFORE, DURING AND AFTER SURGERY?

Refer them to your occupational health department to assist you in creating a plan of support.

This may include:

- Giving them time off to attend hospital appointments
- Ensuring they have ramp and/or lift access, as they may need an assistive device such as a wheelchair, walking frame or crutches at first
- Giving them time to catch up on what they have missed
- Allocating some of their work to another employee
- Allowing them to start later than usual, and leave earlier to avoid rush hour
- Allowing more flexibility to work part-time, and/or from home initially
- Ensuring that, at first, they avoid physically demanding work such as heavy lifting
- Giving them more rest periods than usual

Dangerous signs to look out for include:¹

- Severe pain
- Report of a high temperature, an unusually red or hot wound, or opening/drainage of the wound



Chest pains or breathing problems –

emergency services should be contacted immediately

**If you notice any worrying symptoms, employee
emergency contact details are below:**

More information can be obtained through the usual process with your employee's consent. Information about their condition can be shared among the HR department if consent is given, but not with other employees.

TIME OFF WILL BE NEEDED FOR:¹⁻³

- Hospital appointments in the months leading up to and following surgery
- In-hospital stay
- Rehabilitation

Your employee will be able to inform you of more detailed estimations on their operation timings, as advised by their healthcare team.

Important dates

Estimated surgery date: _____

Projected return to work date (may change depending on recovery): _____

The most important thing is to support your employee throughout their rehabilitation process, so they can achieve the quickest and best recovery possible.^{1,3}



References: **1.** Canadian Hemophilia Society. Challenges, Choices, Decisions. A Guide on Orthopedic Surgery for People with Hemophilia. Available from <https://www.hemophilia.ca/files/Challenges-Choices-Decisions%20Hemophilia.pdf>. [Last accessed January 2020]. **2.** Valentino LA and Kapoor M. Expert Rev Med Devices 2005;2(6):699–711. **3.** Jimenez-Yuste V et al. Semin Hematol 2008;45(2 Suppl 1):S64–S67.

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