

## Case Study – Emergency Services

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The following are examples of a wide variety of cases referred to SAS-fit. Each has been compiled using real information and symptoms seen by our network of therapists. To adhere to our own guidelines concerning confidentiality, some incidents have been amended to avoid any potential compromise, but all of the information and symptoms are genuine.

### Case Study 1:

A 44-year old employee, who was morbidly obese, Type 2 Diabetic and diagnosed with clinical depression, was referred to SAS-fit for assistance following a period of long-term absence. The employee also had a long-standing problem with eczema.

The root cause of the employees eating disorder was identified and treated. The employee was given written and audio self-help exercises to assist with weight-loss, motivation, confidence and exercise. SAS-fit also has a specialist Diabetes Practitioner, who assessed the employees' condition and provided a bespoke diet to assist with controlled weight-loss and a deficiency in several vitamins and minerals. Over a period of 8-weeks, the new diet resulted in a weight-loss of 2.2kg and a clothing size reduction from size 20 to 16. The vitamins and minerals, taken from a carefully designed diet of fish, fruit and vegetables, cured the troublesome eczema and gave the employee new found confidence.

By the end of the treatment programme, the employee reported that their diet was unrecognisable, alcohol and caffeine free and free from fizzy, carbonated drinks. This was replaced by water, new types of foods and a regime of regular walking and swimming. The employee returned to the workplace and has remained in post ever since.



### Case Study 2:

A 40-year old employee was referred following a 3-year period of his perceived systematic bullying by his line manager. This had resulted in a complex grievance and lengthy periods of absence.

The employee presented to SAS-fit displaying anger and fear, he was guarded and worried that any information given to SAS during treatment would be used by management to terminate his employment. His therapist explained that SAS-fit was independent and that any information given would remain confidential. Functional Integrated Therapy addressed the employee's high levels of anxiety allowing him to gain a greater perspective in all of his concerns. As treatment drew to a close, the employee felt comfortable and confident enough to withdraw the grievances against his line manager and his employer, paving the way to return to full employment, in his substantive post, in a different department.

The employee completed his treatment but requested a 'booster' session when his previous line manager was transferred to the same location to become part of the same team. Following this additional session, he felt that the history in his case was in the past and he felt able to move forward without any fear of his symptoms returning.

### Case Study 3:

A 54-year old employee was referred following an incident involving 'whistle-blowing' following an incident they had witnessed and reported. Professional Standards had become involved and the employee was concerned that termination of the contracts of all involved would be the likely outcome. Colleagues and peers were aware of the issue and were being blatantly aggressive, leaving the employee feeling vulnerable and fearful for their wellbeing. Treatment was complex, around confidence, empowerment, integrity and moral standing. Throughout the treatment period, the employee remained in the workplace, supported throughout, by their therapist.

Self-help exercises were given in written and audio format, allowing the employee to maintain focus and composure throughout. The employee has remained in their substantive post awaiting the outcome of the situation.

### Case Study 4:

A 28-year old employee was referred to SAS suffering from high levels of anxiety and panic attacks following their involvement in a major traumatic incident many years earlier. The main perpetrator in the incident was due to be released from their custodial sentence and the employee feared reprisals.

Functional integrated Therapy (F.I.T.) addressed feelings of anger, resentment, fear, aggression, guilt, loss, bereavement and regret. Coping strategies were given to avoid feelings of panic and to enable the employee to remain calm and fully in control, focussing on 'self' rather than dwelling on the actions of others and issues that



were beyond their control. Following each session, audio files were supplied to reinforce the treatment and also to be used in the future, whenever unwanted feelings and emotions were present. Feedback from the employee has been very positive and they have been able to return to work without any symptoms remaining.

#### **Case Study 5:**

A 37-year old male to female transgender employee who was 14-months into hormonal medication was referred to SAS-fit having been diagnosed with anxiety and depression and being granted long-term sick leave. Other symptoms revolved around the perception of colleagues and peers, who were thought to be ridiculing, staring and judging on a daily basis. There were also issues around wearing a uniform and facilities at his home station.

The employee was married and living with a long-term female partner who was very supportive. Although their GP had made a referral to the Transgender Clinic, there was a 13-month waiting list.

Open to the use of Functional Integrated Therapy, progress was swift. Following the first session, the employee advised the therapist that she had gained perspective and felt much calmer as a result. As treatment progressed, the employee discussed and agreed a suite of reasonable adjustments in the workplace and, as a result, returned to work.

Treatment included coping strategies to manage the perception of others and self-help exercises for confidence and feeling comfortable in her own body as the hormonal and physiological changes occurred.

#### **Case Study 6:**

A 32-year old employee was referred due to a dependency on recreational drugs. The drugs were used as a quick-fix, to enable the employee to alleviate stress and feel relaxed when not in the workplace.

The drug use was affecting his social life and had resulted in the end of his marriage. It was also responsible for a considerable amount of personal debt. The initial consultation centred around an incident of childhood trauma, involving the loss of their Father, this led to feelings of resentment, fear, guilt, low self-esteem and self-worth.

Using Functional Integrated Therapy (FIT) and a selection of motivational tools and procedures developed by SAS, the employee was empowered to withdraw from drug use and encouraged to explore new leisure pursuits. He was given coping strategies to assist when he felt stressed and to assist in moving forward once his divorce has been finalised.

#### **Case Study 7:**

A 35-year old employee was referred, for CBT by his OHU doctor. He had been suspended from duty pending a court case and was suffering from high levels of anxiety. He fully engaged with his therapist and made some progress over six-sessions. Pleased with the outcome, he requested a further six sessions as he felt that more progress was possible. We discussed the case with Occupational Health and Human Resources and the decision was to offer the employee Functional Integrated Therapy to see if progress could be accelerated. One week after a 2-hour session with his second therapist, he advised that he had been to the gym on 3 occasions and had booked a holiday. Furthermore, he had a more positive outlook and could identify his emotions, rather than group them together as 'anxiety'. On arrival for his second appointment, he stated that his partner had said that she couldn't believe the difference after a single session. His bespoke treatment plan is on-going, to support the employee through the trial process and address any symptoms once the trial has passed and he returns to work.

#### **Case Study 8:**

A 32-year old Armed Response Officer was referred as he experienced ankle and hip pain that affected his fitness and his performance on the shooting range. We identified that the root cause of his pain was actually a footballing injury that happened 15-years ago. His compensation, to avoid further nagging pain from his ankle, that subsequently affected the muscles of his hip, was to recruit eye-muscles instead. When his muscles were tested, he looked down and to his left, before he could engage his core muscles!

The effect of this was that he had to adjust his position when shooting, to avoid pain, so he could concentrate on the job in hand. By re-calibrating his eyes, and reinforcing the normal use of his core and other muscles, he has just delivered a 100% score in his latest shooting assessment, he has taken around 20-seconds off his fastest 5k run and even more off his 10k performance. This was achieved mainly in a single session with one of our therapists, then reinforced over three additional weekly sessions. The therapies used, are not available on the NHS, from a Physiotherapist, from a GP, or from an EAP.



## Company Information

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SAS-fit assist their clients to invest in employee engagement and save money on employee absence. We do this by tailoring unique, bespoke, options to each client's specific needs.

Established in 2012, SAS-fit was formed by a number of like-minded individuals to consider the financial and moral issues experienced by organisations, nationwide, in relation to their reliance on traditional absence management models.

Our experience and knowledge has been built over a number of years in a mixture of diverse fields. Our Directors have over 40 years of combined experience and knowledge of the rail industry, retail, social services, business consultancy and modern clinical therapy.

Research shows us that most businesses are unaware of the potential cost savings from using alternatives to the traditional approach to absence management. SAS-fit is not Occupational Health or an Employee Assistance Provider. We are an additional complimentary support service, specialised in the management of complex Psychological and Physiological absence, reducing periods of absence dramatically by delivering bespoke, tailor made treatment plans that are as unique as each employee referred.

## Clients

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SAS-fit has a national client base from a number of diverse industries. The only common factor is that they had all experienced costly, long-term absence and were exploring alternative solutions to increase productivity, reduce periods of absence, save on absence costs and invest in the wellbeing of their employees.

In delivering our innovative approach to the Rail Industry, Road Transport, IT and Cloud Computing, Manufacturing, Engineering and Banking; our main aim is to reduce absence and provide a cost-effective solution, with our 'one-stop-shop' approach.

## SAS-fit Approach

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SAS-fit deliver bespoke treatment plans that are as unique as each individual employee referred. We offer immediate access to treatment, delivered by our highly trained national network of therapists, using the most modern, leading-edge therapies available today.

Our service is cost-effective. A one-off referral fee covers the initial consultation and treatment, followed by as many therapies, therapists and appointments as is necessary to deliver each individual referral back into the workplace. There are no hidden or additional costs.

Furthermore, the cost includes regular updates following each treatment, periodic reports and a one-to-one management support package.

SAS-fit have access to treatment centres, clinics and Residential Establishments throughout the UK, so we can bring our expertise to our client's doorstep. There are no other employee support organisations who offer this service.

We offer a number of pricing options, to suit your requirements and your budget.

Contact [info@sas-fit.com](mailto:info@sas-fit.com) for more details

## Contacts & Information

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