

## Angela Hughes (pseudonym) -

Initial Assessment by Telephone

Date of birth: 14/07/1971

Referral received: 09/09/2022

Assessment: 12/09/2022

Report sent: 13/09/2022

From: Employer Name

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Organisation: Organisation Name

### Report recipients

This report contains confidential information. The recipients named below have a responsibility to process, secure and store this information in accordance with data protection law.

Name	Organisation	Email
<b>Employer Name</b> Status: Consent given	<b>Organisation Name</b>	<b>employer@email.com</b>
<b>Employer Name</b> Status: Consent given	<b>Organisation Name</b>	<b>employer@email.com</b>

Dear Employer Name,

Thank you for referring Angela Hughes.

I can offer an opinion on this case based on my assessment of the individual and the information provided, and I have their consent to release this report to the agreed report recipients.

### Reason for referral

Angela has been referred for an Occupational Health assessment in relation to her recent health issues and to review her progress.

### Health background

I am aware that Angela previously underwent an Occupational Health (OH) assessment with Smart Clinic in Oct 2021 and Apr 2022 and reports were provided back to management at that time. I did have access to the relevant notes and reports today and I will provide an update on her current health status.

Angela reports minimal change in her medical history. Her diabetes remains under control with insulin, although warm weather can affect her blood sugar control. Angela explains her blood sugar monitoring always alerts her to changes and she can self-manage her condition well. Her mobility impairment to her left leg following injury in 2004 remains the same.

In relation to her right foot fracture (fifth metatarsal), Angela reports that this had fully healed now. She has no ongoing follow-up appointments for this and there are no concerns.

Angela indicates that on a routine Specsavers test an issue with a build-up on a vessel at the back of her left eye was noticed. She was referred to ophthalmology and after a further scan, she had a laser eye procedure to cauterise this vessel. Angela reports no issues now. She will have a follow-up in Sep 2022 and will also have a check on a cataract which was picked up in her right eye on these scans.

On discussion regarding her right index finger. You are aware of the history of this injury following a cat bite in Dec 2021. Angela had an amputation on this right index finger on 25 May 2022. This has removed her fingertip and the next knuckle joint but has left her with some of the bend in the finger. Angela had physiotherapy two weeks after her surgery for some advice and exercise information. Angela explains that physically and emotionally this has been a challenge to adjust to. Angela has strong emotional resilience and is gaining confidence following her amputation each day. Physically, it has impacted her daily life significantly and she has had to relearn how to carry out simple

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day-to-day tasks or adjust how she does things. Even small things like tying shoelaces, using a knife and fork, writing, picking up a kettle and touch-typing have all been affected. Angela feels she is improving a little bit at a time. Angela reports that she still has some swelling in this finger and once it settles, she will be reviewed by the prosthetics team to look at a prosthetic finger.

### Impact on work

Angela indicates that in total she has only had nine days off work. Whilst her injuries have affected her, she has been able to manage at work. Her foot is now healed and her left eye is not causing her any issues. Following her amputation, Angela is adjusting to the changes that this has had. She can experience pain and aching in her finger, there is still swelling and her right hand grip is affected. Angela's typing speed has obviously decreased and she has been advised to rest and elevate her finger regularly throughout her working day to help reduce swelling. With ongoing support, Angela does not report any issues in her ability to carry out her working role.

### Recommendations and responses to questions raised

#### Is the member of staff receiving appropriate treatment, will it aid their recovery and if so, when?

Angela has received appropriate treatment for her broken metatarsal, her left eye and her right index finger. She is adjusting to her functional capability changes with her amputation and this will take time. Once the swelling goes down she is likely to get a prosthetic finger.

#### Please provide details of any investigations and results received, and any investigations planned

You are aware of the investigations and x-rays Angela has had for her broken metatarsal and her right finger. She will have a follow up for her eye in Sep 2022. Angela also reported prior to her finger issues she had a scan in Dec 2021 due to a swelling or lump in her stomach. This appears to be just a localised fatty tissue build up creating the lump and Angela was scheduled to have a day surgery procedure to remove this. This was delayed due to her right index finger issues but she is on the waiting list again for this procedure and she will update you with any necessary changes.

#### Are there any underlying problems causing or contributing to the absence?

Angela is not absent from work.

#### Are there any short-term accommodations to work tasks or environment to assist the member of staff in work or in returning to work? e.g. temporary amended duties, alteration to hours, a phased return plan?

Angela is likely to benefit from long-term adjustment rather than short-term accommodations. Please see below for guidance on these.

Whilst she is still experiencing pain, aching and swelling in this finger she is likely to benefit from regular breaks to allow her to elevate her finger and undertake hand exercises. Her surgeon recommended 5-10 mins where possible each hour. As her symptoms improve and the soft tissue heals in the coming months this requirement will decrease.

Continue regular meetings to discuss any worries or concerns and review Angela's progression.

Please note that accommodations are at management discretion and dependent on operational feasibility.

#### In your view is it likely that the member of staff's condition and/or effects could be considered within the scope of the disability provision of the Equality Act 2010? If so, are there any specific adjustments for management to consider?

In terms of compliance with the Equality Act; you will be aware that ultimately this decision is a legal one and not medical. However, to provide guidance in this matter; it is my opinion having considered the definition of disability that Angela is likely to be considered within the scope of the act. This is because she has health conditions which are

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likely to last for the rest of her life, and that would have a significant impact on daily activities without the benefit of treatment. In terms of adjustments, management may wish to consider:

- Continuing to support Angela with additional equipment to enable ergonomic working, such as her Anker mouse. Angela has trialled speech-to-text software but it does not appear to be sensitive enough to differentiate what she is saying. Angela is currently relearning her typing skills and improving her typing speed, if there are any concerns or she is struggling then you may wish to explore an Access to Work assessment to review if any other equipment or software could assist her.

- Angela is likely to benefit from additional admin time in between her appointments. This is to support her with time to type up her notes after she has spoken to clients and because of her current slower typing speed as she adjusts to typing without her right index finger.

- It would be beneficial to consider allowing time to attend medical appointments related to her conditions.

Please note that accommodations are at management discretion and dependent on operational feasibility.

### In your opinion does the employee need further adjustments?

Some companies have workplace passport type documents that employees use to document their health conditions, how it affects them and what support and accommodations have been made to support them. Something like this may be beneficial for Angela as it would mean any changes to management structure would be able to see what has already been put in place for Angela.

### Review

I have not arranged to speak with Angela again, but I would be happy to do so at any stage. If we can be of any further assistance, please do not hesitate to contact us.

I hope you find this report helpful. We are open office hours Monday to Friday and we can be contacted on 0800 862 0142 if you require any further assistance.

### Clinician Name

#### Occupational Health Nurse

Smart Clinic by APL Health

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