

Initial Assessment by Telephone

Date of birth: 14/07/1971

Referral received: 09/09/2022

Assessment: 01/09/2022

Report sent: 01/09/2022

From: [redacted]

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Organisation: Organisation Name

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. Clare feels she is improving a little bit at a time. Clare 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

Clare 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, Clare 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. Clare'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, Clare 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?

Clare 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 Clare has had for her broken metatarsal and her right finger. She will have a follow up for her eye in Sep 2022. Clare 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 Clare was scheduled to have a day surgery procedure to remove this. This was delayed due 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?

Clare 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?

Clare 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 Clare'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 Clare is likely to be considered within the scope of the act. This is because she has health conditions which are

Angela Hughes -

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

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 Clare with additional equipment to enable ergonomic working, such as her Anker mouse. Clare has trialled speech-to-text software but it does not appear to be sensitive enough to differentiate what she is saying. Clare 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.

- Clare 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 Clare as it would mean any changes to management structure would be able to see what has already been put in place for Clare.

Review

I have not arranged to speak with Clare 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

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