

## Mabel Smith (pseudonym) -

## Initial Assessment by Telephone

Date of birth: 12/11/1962  
Referral received: 15/06/2022  
Assessment: 20/06/2022  
Report sent: 21/06/2022

From: Employer Name  
Page: 1 of 3  
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
Employer Name	Organisation Name	employername@email.com

Status: Consent given

Dear Employer Name,

Thank you for referring Mabel Smith.

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

Mabel has been referred today as she has been absent from work since 16th May 2022 following carpal tunnel surgery and her current medical certificate is valid until 29th August 2022.

## Health background

Mabel has a history of anxiety and depression, she has been taking prescribed medication to assist with this for many years and her mental health has been stable for the past couple of years.

We discussed the events leading up to the absence today and Mabel tells me that she began to experience pain, pins and needles and numbness in both hands/wrists and she was diagnosed with carpal tunnel approximately 2 years ago. She has had physiotherapy in the past, which is common, but this didn't help to alleviate her symptoms, therefore, she underwent carpal tunnel surgery on 16th May 2022 for her left hand (dominant side) which led to her current absence from work.

Carpal tunnel is pressure on a nerve in the wrist that often causes tingling, numbness, pain and difficulties with gripping. Common treatments include physiotherapy, pain relief medication, steroid injection, wearing a wrist splint and cutting down or stopping any activities that may be causing the symptoms. If symptoms do not improve with these treatments then surgery is often the next step.

Mabel advised that she has seen her specialist following surgery, she initially experienced shooting pains in her arm but these have now settled. I understand her specialist is not concerned with her progress, she has been advised that each individual recovers differently and she has a further review appointment planned in October 2022 to discuss her progress.

## Impact on work

Mabel advised that she is experiencing occasional twinges in her left hand but she has been advised that this is normal. She has resumed most normal daily activities now but she is cautious with heavy lifting.

Mabel tells me that she was experiencing symptoms in her right hand but these have now settled. I understand surgery to this side has been discussed but her specialist has advised to delay this for now as she is not currently

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experiencing any symptoms. Mabel is keen to return to work which I am happy to support.

### Recommendations and responses to questions raised

**In your opinion, is the member of staff fit for work? If not, is there a foreseeable return to work and if so when is this likely?**

It is my view that Mabel is medically fit to return to work at the end of her current medical certificate with workplace support.

**Is the member of staff receiving appropriate treatment, will it aid their recovery and if so, when?** Mabel is being proactive; she has recently returned to the gym and she's carrying out light strengthening exercises as advised by her General Practitioner (GP). Mabel is prescribed strong pain relief medication which she takes when needed. She can experience side effects from this medication but she avoids taking this prior to work or during work hours and instead takes general pain relief when needed, which in my opinion, is appropriate. She also has a wrist support which she wears when required. Mabel feels that her symptoms are gradually improving, medical guidance suggests that a recovery can take up to twelve weeks following surgery but this can vary.

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

Mabel is due a review with her specialist in October 2022 to discuss her progress.

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

I have not identified any other contributing factors to the absence other than what has been discussed above.

**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?**

Mabel tells me that she works permanent night shifts and that she has discussed reducing her hours from four nights per week to three nights per week with management for the next few months. It is my view that a phased return may be beneficial in view of the length and nature of her absence, therefore, you may wish to consider her working 50% of her normal hours in the first week, with a gradual increase over a four week period, depending on her progress. We discussed her job role today and Mabel may need assistance with heavy lifting which again, she tells me she has discussed with management. I'd also encourage regular informal check-ins with management on her initial return to discuss her progress, she is encouraged to be aware of her limitations and to report any difficulties.

**In your opinion, is the member of staff able to attend meetings with management including absence reviews, welfare meetings or disciplinary proceedings?**

In my opinion, Mabel is medically fit to attend management meetings and she is not to my knowledge subject to any disciplinary proceedings.

**Is this employee able to return to work on adjusted duties?**

It is my view that Mabel is fit to return to work at the end of her medical certificate as discussed above, please see question 5 for advice on workplace support.

### Review

I have not planned to speak with Mabel again, however, I would be happy to do so if required at any stage. If we can be of any further assistance, please do not hesitate to contact us.

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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

9 Brunel Court, Northwich, CW9 7LP

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