

Initial Assessment by Telephone

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Date of birth:

Referral received: 2022

Assessment: 21/08/2022

Report sent: 21/08/2022

From: [REDACTED]

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Organisation: [REDACTED]

tells me that she often worked later due to her workload, and this is likely to impact her symptoms of fatigue and nausea, I have advised her to discuss this with management.

Recommendations and responses to questions raised

Will the employee be able to perform her full duties?

It is likely that [REDACTED] should be able to perform the majority of her tasks at work, with some adjustments in place for the duration of her pregnancy. If towards the end of her pregnancy [REDACTED] is struggling, then she may be able to have the option to take her maternity leave earlier but this would be following discussions with [REDACTED] and management and dependant on company policy.

Would any restrictions be appropriate and for how long?

[REDACTED] informs me that there are some chemicals used in the plant at times and she has some concerns regarding entering the area at present due to her pregnancy and potential risks. I have advised her to discuss this further with management in her pregnancy risk assessment and with the Health and Safety advisor for further information and COSHH guidance.

[REDACTED] is experiencing lower back pain at times in relation to her pregnancy and I would advise that management review the manual handling assessment with [REDACTED] which is likely to be in the pregnancy risk assessment and to avoid many of the moderate to heavy manual handling tasks.

I would suggest that most of the recommendations advised remain for the duration of [REDACTED]'s pregnancy and be reviewed and adjusted, on a regular basis if required, as it is to be expected that [REDACTED]'s symptoms may change as the pregnancy.

Are there any reasonable adjustments that would help the employee?

- I recommend management carries out a pregnancy risk assessment with [REDACTED] looking at the aspects of the job she finds particularly stressful with a clear plan, considering the workload, work hours, start times, regular breaks/rest periods, and length of the workday. It is important [REDACTED] has a manageable workload and doesn't overly tired work, and she may wish to discuss this with her midwife.

- It may also be helpful to consider a separate stress risk assessment considering how, for example, her workload, work hours, start times, breaks/rest periods could impact upon her health and wellbeing and what short-term support might be helpful until her maternity leave. Management may wish to refer to the HSE stress management guidelines for additional information <https://www.hse.gov.uk/stress/riskassessment.htm>

- Once a stress risk assessment is in place then regular reviews can be agreed as part of the process.

- To support [REDACTED], management may wish to consider an alteration to hours, flexible working, changing tasks or the pace of work, working from home, and allowing for reasonable time for medical appointments, if the latter cannot be fitted outside of her working hours.

- It is helpful for management to continue to review and monitor workload through regular 1:1s and identify areas requiring further support if necessary

Review

Amelia Dixon -

Initial Assessment by Telephone

Date of birth: 28/11/1993

Referral received: 15/02/2022

Assessment: 19/02/2022

Report sent: 20/02/2022

From: Employer Name

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Organisation: Organisation Name

I have not arranged to speak with Amelia 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

9 Brunel Court, Northwich, CW9 7LP

Email: hello@smartclinic.com

Tel: 0800 862 0142