

## Amelia Dixon (pseudonym) -

Initial Assessment by Telephone

Date of birth: 20/10/1991

Referral received: 15/02/2022

Assessment: 19/02/2022

Report sent: 20/02/2022

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	employer@email.com
Status: Consent given		

Dear Employer Name,

Thank you for referring Amelia Dixon.

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

The reason for the referral today is in relation to Amelia's pregnancy. She is currently in her 15 week of her pregnancy with an expected due date of 12/02/2022 and advise is sought regarding her fitness for work and support advised.

### Health background

With regards to health history, Amelia relates to me that she has a diagnosis of alopecia, meaning hair loss, this is caused by a combination of genetic and hormonal factors and thought to be an auto immune condition. Amelia informs me that she has seen a dermatologist in the past in relation to her condition.

I understand from Amelia that she has eczema which has been diagnosed since a child, she informs me that her condition has been well controlled until the recent episode of hot weather. I have discussed hand hygiene with her, and she tells me that she has powder-free nitrile gloves to use at work and manages the soap, but struggles with using the hand sanitisers.

Amelia informs me that she is 15 weeks pregnant and experiencing constant nausea and vomiting. Hyperemesis Gravidarum is a severe form of nausea and vomiting during pregnancy and is thought to be associated with rising pregnancy hormone levels in the early stages of pregnancy. In addition to vomiting, this can also lead to dehydration and weight loss. Amelia reports that since last Thursday, her episodes of vomiting have subsided. We have discussed eating mostly plain food, a little amount on a frequent basis and to sip her drinks frequently, to ensure hydration.

Amelia tells me that she is under the care of her midwife and her tests and scans have been good so far.

In addition, Amelia informs me that she is experiencing lower back pain at times, and I have advised her to discuss this further with her midwife at her next appointment in regards to strengthening exercises advised, and for Amelia to review her workstation assessment.

### Impact on work

We discussed Amelia's role in relation to her pregnancy and she informs me that she remains at work and that her role is mainly office based, but she does have to go into the plant at times for monitoring and that includes some tasks which include working at heights, I have her advised to avoid such tasks during her pregnancy.

## Amelia Dixon (pseudonym) -

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

Page: 2 of 3

Organisation: Organisation Name

Amelia 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 Amelia 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 Amelia is struggling, then she may be able to have the option to take her maternity leave earlier but this would be following discussions with Amelia and management and dependant on company policy.

#### Would any restrictions be appropriate and for how long?

Amelia 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.

Amelia is experiencing lower back pain at times in relation to her pregnancy and I would advise that management review the manual handling assessment with Amelia 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 Amelia's pregnancy and be reviewed and adjusted, on a regular basis if required, as it is to be expected that Amelia'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 Amelia 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 Amelia has a manageable workload and doesn't overly tired at 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 Amelia, 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 (pseudonym) -

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

Page: 3 of 3

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](mailto:hello@smartclinic.com)

Tel: 0800 862 0142