

Confidential

## Occupational Health Report for: Ms Nina White

Occupational Health Assessment by video.

Job title	Teaching Assistant (TA)	Place of work	K Primary School
Date of birth	01/01/1969	Date of referral	15/09/2023
Referring Manager	Referrer Name	Organisation	K Primary School
Date of assessment	19/09/2023	Date of report	19/09/2023

### 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
Referrer Name	K Primary School	email@email.com

Dear Referrer,

Thank you for referring Nina, who is a full-time TA. 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

Nina has been referred to assess her eligibility for ill health retirement (IHR). She has not worked for 4 years.

### Background

Nina has a complex medical history.

Firstly, she was diagnosed with breast cancer almost four years ago. This was treated with hormone treatment, surgery, chemotherapy and radiotherapy. Unfortunately, she has developed chronic pain in her right upper chest, which also affects her right, dominant arm.

She has been to the pain clinic. Further investigations are being planned. She is also having physiotherapy.

She remains in remission from the cancer.

Secondly, she has a problem with her bowels. She has started on treatment options for this. I expect her to make a good recovery from this eventually, and therefore whilst it is affecting her ability to work, I don't view this as permanent.

Thirdly, she has depression. This started in her 20s, but is related to childhood trauma. It has affected her to some extent ever since. She has been on long-term medication, and has also had a variety of psychological interventions. However, she continues to have symptoms of depression and anxiety.

*Confidential*

## Occupational Health Report for: Ms Nina White

She also has rheumatoid arthritis of her right knee, neck and shoulders, with long-term back and neck pain.

In terms of her daily activities:

- She only walks about 5-10 minutes at a reduced pace.
- She needs to hold on when climbing the stairs.
- She can only stand for a few minutes.
- She can only sit for about 20 minutes.
- She cannot lift a bag of shopping.
- She can write and type, but only for short periods.

### Current position

See above.

### Recommendations and responses to questions raised.

1. 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?

As well as speaking today, I have reviewed various letters from her treating clinicians.

There is no doubt that Nina is unfit to work now, and there is no likely chance of her returning within the next 6-12 months. The longer-term picture is unclear, but there are reasons for believing that, on the balance of probability, she is permanently unfit:

- She has a complex mix of physical and psychological complaints.
- She has suffered intrusive symptoms for a number of years. Therefore, it is less likely that she will see any meaningful improvement in the future.
- The average duration of absence for someone who has been off sick for one year is 9 ½ years. As she has been off sick for longer, this suggests she will not return before her normal retirement age.

On this basis, I am concluding that she is permanently unfit for her own role. As it is her conditions rather than the role that is the problem, I do not expect her to resume gainful employment in the future, although she may be able to cope with part-time work.

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

See previous answer.

I have completed the IHR certificate on behalf of Merseyside Pension Fund.

### Review

I have not arranged a routine review.

I hope you find this report helpful. We are open office hours Monday to Friday, and we can be contacted on 0800 862 0142 or [hello@smartclinic.com](mailto:hello@smartclinic.com) if you require any further assistance.

*Confidential*

## Occupational Health Report for: Ms Nina White

### Dr Clinician Name

MSc DMS MFOM

Consultant Occupational Physician

Smart Clinic

E: [hello@smartclinic.com](mailto:hello@smartclinic.com)

T: 0800 862 0142

W: [www.smartclinic.com](http://www.smartclinic.com)

PENSION CERTIFICATE OMMITTED DUE TO CONFIDENTIALITY