

Hayley Smith (pseudonym) - Initial Assessment by video

St Smart Catholic Primary School

Date of birth: 01/01/1982

Referral received: 11/09/2023

Assessment: 14/09/2023

Report sent: 15/09/2023

From: Referrer Name

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Organisation: St Smart Catholic Primary

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	St Smart Catholic Primary School	email@email.com

Status: Consent given

Dear Referrer,

Thank you for referring Hayley.

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

Hayley has returned to work following surgery on her left knee during the summer, the surgery was not as successful as planned. A referral has been made to occupational health to review any additional support that Hayley may require in the workplace with regard to her knee issues.

Health background

Hayley underwent surgery on her left knee on 11th July 2023 to repair a tear in her meniscus (part of the cartilage which sits between the tibia (shinbone) and femur (thigh bone). It acts as a cushion to absorb shock and protect the surface of the knee joint. This was performed via keyhole surgery and she is now nine weeks post-op.

Hayley has a long history of problems with her left knee which commenced following an accident on a trampoline in 2015 where she dislocated her knee and had extensive ligament damage. She has had four operations on this knee since the initial incident. She further injured her knee in October 2021 when she fell at work running after a child.

Hayley is due to see her Consultant tomorrow (15.09.2023), she informed me that he has discussed possible knee replacement surgery with her at some stage in the future. She will have a further MRI scan to review her postoperative status and will inform the school with an update on any future planned intervention.

Hayley is able to walk on the flat for short distances, she finds walking downhill uncomfortable and her knee can feel unstable. She is unable to squat or bend down, she sees her physiotherapist every 2-3 weeks on a Saturday morning for treatment. Hayley remains in pain from her left knee, she is taking strong prescribed pain medication each day but reports these have no impact on her concentration levels. Hayley does have the use of a crutch should she require additional support when mobilising.

Impact on work

Hayley returned to work on the first day of the new term (1st September 2023) in a full-time capacity. Hayley reports that the school have been supportive in providing her with an ergonomic chair with arm support to enable her to get up easily from a sitting position to standing. She drives to work and is able to park her car at the front of the school, her classroom is on the ground floor and she stays behind once school has finished to mark work, so does not carry any books to and from her home. She does not undertake any lifting or handling in her role and reports that

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she has no children in her class that she would need to support with any physical needs.

Hayley describes a big classroom where the tables have been set up to enable her to move her chair around the classroom to teach smaller groups at tables. She has three teaching assistants in her classroom who she reports are very supportive and she does not have to undertake any bending, stretching or physical restraint in her role. Hayley is able to teach from a sitting position, she is able to mobilise around the room and is able to sit at frequent intervals to relieve pressure from her left knee.

Hayley does not undertake playground duties or physical education lessons and teaches double maths during her class PE lessons. She works from home on Tuesday afternoons as part of her early career teaching and on Thursday afternoons carries out her planning from home. Hayley reports she is able to park close to the entrance of the school and therefore does not require a dedicated parking space.

Recommendations and responses to questions raised

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

At present Hayley is receiving appropriate treatment with physiotherapy exercises. These exercises help with mobility and range of movement.

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

Hayley has a planned review with her orthopaedic surgeon on 15.9.2023 to discuss the outcome of her surgery. She informed me that an MRI scan would be carried out on the same day. Hayley is aware that she will likely require left knee replacement surgery in the future. She will discuss this with her surgeon and will update the school with any planned dates for surgery or further interventions.

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?

In my opinion, measures to support Hayley with her ongoing knee issue would be long term and I have outlined these below.

Are there any longer-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?

I would advise that Hayley should continue to refrain from teaching PE or undertaking playground duties as a long-term adjustment due to the reported instability of her left knee. I would suggest that these adjustments are individually reviewed if and when she undergoes planned knee replacement surgery.

I would advise that a risk assessment of access and egress around the common school areas is undertaken to ensure that any risk of slips, trips and falls is minimised as far as practical. In addition, Hayley may wish to refrain from walking around the corridors at break and lunch times or any busy periods unless necessary to avoid/reduce any risk of accidental injury.

Good posture at work is important and Hayley has an adult-size ergonomic chair with armrests, I would advise that she undertakes a Display Screen Equipment (DSE) assessment to ensure that her workstation is correctly set up for her.

A DSE (Display Screen Equipment) checklist can be accessed online for Hayley to complete to identify any issues with her current desk set up: <https://www.hse.gov.uk/msd/dse/>

In addition, you may wish to support Hayley in enabling her to attend any medical appointments in relation to her left knee if these fall within working hours.

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Review

I would advise that in the event of any further intervention or further surgery required for Hayley's ongoing left knee issues a referral is made to occupational health to assess and advice on any further support or adjustments required in the workplace.

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