

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

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

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