

Confidential

## Occupational Health Report for: Angie Ahmed (pseudonym)

Pre-Placement Assessment by Video

Job title	Classroom Teacher	Place of work	M High School
Date of birth	01/01/1988	Date of referral	14/08/2023
Referring Manager	Referrer Name	Organisation	M High School
Date of assessment	18/08/2023	Date of report	18/08/2023

### 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	M High School	email@email.com

Dear Referrer,

Thank you for referring Ms Ahmed who has applied for the job of classroom teacher in design and technology at M High School. 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

Ms Ahmed was referred as part of the pre-placement health assessment process.

### Background

#### Position Applied For

Ms Ahmed explained that she has applied for the position of classroom teacher in design and technology, teaching 11 to 16 year olds on a full time, term time basis. She is a newly qualified teacher and explained that the role involves teaching both theory and practical elements including textiles, resistant materials and graphic design and illustration.

#### Summary of Health situation

Ms Ahmed has had severe difficulties with her mental health in the past that she has sought appropriate support for and is now well and stable. She has ongoing appropriate treatment and has no current symptoms of her conditions. She has been well and stable since 2017 and managed a masters alongside work and her PGCE course without relapse of her symptoms. Her mental health difficulties were precipitated by significant personal and work stressors at the time.

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### Functional Impact

Ms Ahmed's current functioning is very good, and she is able to undertake all usual activities of daily living alongside regularly engaging in well-being activities to support her overall health.

### Current position

In my opinion Ms Ahmed is fit for the role from a health perspective and would benefit from adjustments to help support and sustain her mental health in the role long term.

Adjustments within the role that would be beneficial include:

1. An early meeting to put in place a Wellness Action Plan (guide in the references below). I recommend considering with Ms Ahmed's early warning signs that her mental health is deteriorating and what early support is feasible in the role. This might include regular supportive meetings and considering workload with her.
2. As workplace stressors have previously contributed to a serious deterioration in Ms Ahmed's mental health I recommend addressing any perceived workplace stressors early with her as they arise using a workplace stress risk assessment.

### Review

We should not need to review Ms Ahmed routinely but would encourage an early referral back to occupational health if there is any concern about Ms Ahmed's health at work in this role.

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.

### Dr Clinician Name

MBChB MFOM

Consultant Occupational Physician

Smart Clinic by APL Health

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

T: 0800 862 0142

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

24-Hour Employee Assistance: 0845 862 2113

Got some feedback? Please give us [your comments](#) on your recent experience with us.

### References

Access to work mental health support

[Home - Access to Work \(maximusuk.co.uk\)](http://maximusuk.co.uk)

[Support for mental health at work | Able Futures Mental Health Support Service \(able-futures.co.uk\)](http://able-futures.co.uk)

MIND Guide to wellness action plans

[guide-to-waps-english-interactive-op.pdf \(mind.org.uk\)](http://mind.org.uk/guide-to-waps-english-interactive-op.pdf)

HSE management standards for stress

[What are the Management Standards? - Stress - HSE](#)