

Tom Mills (pseudonym) - Initial

Assessment by video

Date of birth: 01/01/1990

Referral received: 11/11/2023

Assessment: 16/11/2023

Report sent: 17/11/2023

From: Employer name

Page: 1 of 3

Organisation: Employer organisation

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	Employer Organisation	employer@email.com
Status: Consent given		

Dear Employer Name,

Thank you for referring Tom Mills.

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

Tom has been certified absent from work since 12 October 2021 due to stress at work and his current medical certificate extends to 30 November 2021.

Health background

Tom reports a history of sleep problems for a number of years; however, he tells me that the problems have significantly worsened over the last 12 months, which he attributes to his perceived stress in the workplace.

He describes experiencing nightmares, which waken him from sleep in a distressed state, and he has difficulty getting back to sleep following a nightmare. He is extremely fatigued during the day due to the disruption to his sleep pattern.

Tom advised that there are currently no factors in his personal life, which he feels are a contributing factor in his current symptoms. We discussed the issues in the workplace, which he states are the main contributing factors in his current absence and the onset of his stress related symptoms.

He tells me that his job is busy, due the nature of the subject, as it requires a lot of extracurricular work, such as show rehearsals and musical ensemble rehearsals. He advised that the planning and preparation of these rehearsals takes more time than previously to ensure the pupils are supervised before and after the rehearsals.

Tom cited changes in the workplace, which he feels have impacted on his perceived stress levels, including redundancies in his department, a new package brought in by the school, changes in the structure of the school day, and changes in additional duties on a voluntary basis, resulting in an increase in his workload. He advised that his line manager is currently absent from the workplace, which has made an impact on his level of management support. He states that he has spoken with his current line manager, the Deputy Head, and Human Resources (HR) and advised them that he was struggling with stress and sleep and requested help. He reports that he perceived a lack of support and he felt overwhelmed, and subsequently felt unwell. I appreciate these comments reflect Tom's view of the situation and that management may well take a different view, but it seemed important to set out his concerns so that you are aware of them.

Tom advised that he consulted with his General Practitioner (GP) in early October 2021, who signed him off work,

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prescribed medication to help manage his symptoms, and referred him for talking therapy via the NHS. He has had an initial assessment with the mental health provider on 10 November 2021 and is awaiting a date to start his therapy. He tells me that he has also been able to access counselling privately and is currently attending counselling sessions.

Tom reports no other conditions currently impacting on his health.

Impact on work

Tom is experiencing symptoms of disrupted sleep due to nightmares, exhaustion, memory issues, and gastric symptoms, which he attributes to his perceived stress in the workplace. He has work concerns which clearly need to be addressed with his employer and this seems to be the main reason for his current absence.

Recommendations and responses to questions raised

Is the member of staff fit to return to work? If not, is there a foreseeable return to work and if so when is this likely e.g. within a month, 3 months, 6 months, 12 months?

In my view, Tom will be fit to return to work at the end of his medical note, with workplace support. Tom has work concerns which clearly need to be addressed with his employer and this seems to be the main factor preventing him from returning to work at this stage. Medically it is important that the work issues are discussed and resolved, if possible, as this is the only way that I can see him feeling able to 'move on' into the future.

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

Yes, Tom is receiving appropriate treatment from his GP and is taking prescribed medication and attending counselling sessions to help manage his symptom, which is likely to be beneficial. However, the solution lies in resolving this issue at work, rather than through medical interventions.

Is the health problem likely to recur in the future?

Given his history, Tom may be vulnerable to stress-related absence from work in future. If a stress risk assessment is agreed and kept under regular review, then a recurrence may be less likely.

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?

It is important to address Tom's work concerns to identify a pathway forward with a clear plan. This can be discussed as part of a stress risk assessment, to consider the aspects of the role he finds particularly stressful to facilitate a return to work with appropriate support where needed.

I recommend consideration is given to reduced days and hours with a gradual build up in activity over a four-week period to help build up stamina and assist his return, and it is a management decision as to how this is structured.

In your opinion, is the member of staff able to attend meetings with management including disciplinary proceedings?

In my opinion, Tom is medically fit to attend management meetings and he is not to my knowledge subject to any improvement or disciplinary proceedings. He may become anxious during meetings so short breaks might help him, with support from his union representative. You may also wish to consider a neutral venue away from the school initially and it is important he is given adequate notification of the meeting to prepare.

Tom's Dr has signed him off work due to work related stress. Please could you explore what is causing Tom to feel this way and what reasonable adjustments we could consider making to facilitate Tom's return to work

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Please refer to the Health Background section of the report for information on causes for Tom perceiving workplace stress. Recommendations as detailed above.

Review

I have not arranged to speak with Tom 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@smartclinicuk.com

Tel: 0800 862 0142

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