



Occupational Health Assessment Report

Employee Details

Employee: Sarah M.
DOB: 12/03/1986
Employer: Willowbank Housing Association
Role: Housing Officer (Office-based / community visits)
Assessment Date: 30/08/2025
Assessment Type: Remote Consultation
Clinician: Dr James Stanley, General Practitioner (GMC7285162)

Reason for Referral

Sarah was referred due to **ongoing lower back pain** impacting her ability to undertake prolonged sitting, driving between sites, and occasional manual handling of documents/equipment.

Medical Summary (as disclosed by employee)

- Pain began **8 weeks ago** after lifting a heavy box at home.
 - Diagnosed by GP as **non-specific mechanical lower back pain**.
 - Current symptoms: dull ache, worsened by sitting > 30 minutes or bending.
 - No red-flag symptoms reported (no weakness, bladder/bowel changes, or weight loss).
 - Medications: ibuprofen PRN, occasional diazepam 2mg at night for spasm.
 - Has been attending community physiotherapy, with mild improvement.
 - Sarah feels she “can work, but long drives and long desk sessions make it worse.”
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Functional Impact on Work

- Sitting tolerance limited to ~20–30 mins.
 - Pain worsens with driving; uses car for site visits (~1 hour total/day).
 - No issues with concentration or fatigue.
 - Manual handling should be avoided temporarily.
 - No safety-critical elements in her role.
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Fitness for Work Opinion

Fit for work *with adjustments*.

Recommended Adjustments

For 4-6 weeks:

- Provide **sit–stand desk** or allow standing breaks every 20–30 mins.
- Limit driving to **maximum 20–30 minutes at a time**; consider temporary reduction in off-site visits.
- Avoid lifting items > 5 kg.
- Allow flexible working (partial home working if suitable).
- Encourage regular movement/stretching.

All adjustments are advisory and time-limited.

Likely Prognosis & Timescales

- Most cases of mechanical back pain improve significantly within **6–12 weeks**.
 - Full recovery expected.
 - Unlikely to result in long-term restrictions.
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Medications & Work Relevance

- Diazepam may cause drowsiness; employee reports only taking it at bedtime and **not during working hours**.
 - No workplace safety concerns.
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Additional Recommendations

- Continue physiotherapy exercises.
 - Consider ergonomic workplace assessment if pain persists beyond 8–10 weeks.
 - Employee encouraged to discuss pain management with GP if symptoms worsen.
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9. Consent Statement

Sarah reviewed this report and provided consent for it to be shared with her employer.

☒ Consent given

Clinician Signature

Dr James Stanley
General Practitioner
HealthBridge Occupational Health
Date: 11/12/2025