



Occupational Health Assessment Report

Employee Details

Employee: Claire R.
DOB: 01/07/1975
Employer: Example GP Practice
Role: Practice Nurse at a GP Practice
Assessment Date: 10/10/2025
Assessment Type: Remote Consultation
Clinician: Dr James Stanley, General Practitioner (GMC7285162)

Reason for Referral

The employee was referred for an occupational health assessment due to concerns regarding reduced resilience at work following a recent bereavement. The employer seeks advice on fitness for work, adjustments, and expected recovery.

Medical Summary (as disclosed by employee)

- Claire reports that her mother died unexpectedly six weeks ago.
- She is experiencing symptoms consistent with bereavement-related stress, including reduced concentration, emotional lability, fatigue, and poor sleep.
- No history of diagnosed mental health conditions.
- She denies suicidal ideation or risk behaviours.
- She has not yet accessed formal counselling but is open to it.
- Currently self-medicating with occasional over-the-counter sleep aids.
- No concerns regarding substance use.
- Continues to manage daily activities but feels “overwhelmed” at work due to workload and emotional triggers.

This account is based solely on the employee’s description and any documentation they chose to provide. GP records were **not** accessed.

Functional Impact on Work

Based on Claire’s report:



- Reduced cognitive focus affects clinical documentation and task accuracy.
- Emotional fatigue reduces resilience during busy clinics and increases risk of burnout.
- Managing challenging patient interactions currently feels significantly harder.
- Sleep disturbance is contributing to slower processing and reduced stamina.
- She reports feeling “on the edge of tears” during shifts, impacting confidence and professional composure.
- No concerns raised regarding physical capability or manual tasks.

These impacts are consistent with temporary bereavement-related stress.

Fitness for Work Opinion

Fit for work *with adjustments*.

Recommended Adjustments

Reasonable adjustments may include:

- Temporarily reduced patient-facing workload (e.g., fewer high-intensity or emotionally charged cases).
- Slightly shorter clinic sessions or protected breaks to manage fatigue.
- Flexibility in scheduling to avoid back-to-back demanding appointments.
- Option to step out of particularly triggering scenarios if needed.
- Encouragement to seek bereavement counselling via local services, employer support, or self-referral. Provided details to our affiliates at ReechUs.

These recommendations aim to maintain safe performance while supporting emotional recovery.

Likely Prognosis & Timescales

- Typical acute bereavement symptoms improve gradually over **6–12 weeks**.
- Most individuals return to full function without long-term difficulty.
- Symptoms should continue to stabilise with support, normal routine, and access to counselling.
- No long-term restrictions anticipated.



Medications & Work Relevance

- Occasional OTC sleep aids reported; no side effects impacting safety-critical work.
 - No prescribed medications relevant to performance or safety.
 - No restrictions required on this basis.
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Additional Recommendations

- Claire may benefit from early access to structured bereavement counselling.
 - Signposting to wellbeing resources (e.g., Grief UK, Cruse Bereavement Support).
 - Encourage pacing and maintaining predictable routines.
 - Consider supportive managerial check-ins during the adjustment period.
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9. Consent Statement

Claire 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: 10/10/2025