

Functional Requirements – All Staff Groups

The purpose of this information is to help you decide if you need any work place adjustments to help you achieve the full remit of your job role. If you are unsure about any of the information below, you may contact the Occupational Health (OH) Department on northmid.Occupational-Health@nhs.net. You may also contact your recruiting manager if you are unsure about any aspect of your job/role or workplace.

Health problem	Impact on work	Adjustments/support
Musculoskeletal problems (back, neck, joints etc)	Health care work generally involves a lot of physical activity e.g. walking, standing, pushing, pulling, helping patients to move and transfer and working with computers (Display Screen Equipment (DSE)).	Most musculoskeletal problems are minor and resolve with treatment. Some chronic problems may require adjustments if mobility, strength, function or flexibility is impaired. Adjustments to workstations, equipment and work practices are possible. Support is available from the staff physiotherapist, the moving and handling team and the health and safety advisers.
Mental health problems	Health care work can be busy and pressurised at times. Starting a new job or being newly qualified can add additional pressures.	Support is available from the staff counselling service, occupational health and your manager. Please declare all mental health problems (including work related stress). You will be contacted by an OH adviser for a confidential discussion. Adjustments may be recommended.
Skin conditions i.e. eczema, dermatitis, allergies, psoriasis	Patient care involves a lot of hand washing, using soap, hand cleansers and gloves. Working with broken skin on hands is an infection control risk.	Those with a pre existing skin problem require skin surveillance and may need adjustments. Alternatives to most products can be found to accommodate skin issues. Temporary adjustments may be made for those with broken skin on their hands. Those with suspected allergies may require referral for allergy testing.
Diabetes, epilepsy, heart conditions	Health care work often involves working shifts (including nights) which may have an impact on some health conditions. This is especially important if you have not worked shifts before.	For most people it takes a little time to get used to shift patterns i.e. change in dietary and sleep patterns. This may be made more difficult by some health conditions. Temporary or permanent adjustments may be required. Please declare all health conditions that may be affected by shift work.
Dyslexia	Most patient care involves record keeping, calculations, reading complex medical information and processing complex information under pressure.	Those with dyslexia will be contacted by the OH team to discuss the impact that their dyslexia may have on their work. They may be asked to provide an educational psychologist's report to ensure that appropriate adjustments can be recommended (where necessary).

Sensory problems i.e. hearing, sight (that are not corrected by spectacles, lenses or hearing aids) Blood borne viruses	There are some health care that are more easily adapted for those with sensory deficits than others. There may be some health and safety considerations e.g. fire safety, access. Midwives, theatre nurses, theatre practitioners, dental nurses and A&E nurses require clearance to practice exposure prone procedures (EPP). This does not apply to HCA's and AHP's.	An assessment will be undertaken in regard to any sensory deficit that may impact on the safety of staff or patients. A work place assessment may be required and on occasion the access to work team will be involved if significant adjustments are required. Nurses in these groups will be sent a questionnaire requesting information on their Hepatitis B status. Those new to EPP will be asked to provide information on their hepatitis C and HIV status as well. All health care workers who are infected with a blood born virus have a legal and ethical duty to inform OH in strictest confidence. Adjustments for EPP workers may be required
Tuberculosis (TB) and other infectious diseases	Health care staff are sometimes exposed to patients with infectious diseases such as TB, measles, chickenpox, rubella. The Trust also has a duty to protect patients from catching infectious diseases from staff.	All health care staff must bring details of their immunisations and blood test results to the OH department on their first day of work. The OH team will assess whether or not further vaccinations or blood tests are required to protect the health care worker and the patient. If you have a condition that lowers your immunity to infections (inc. HIV), you must inform occupational health so that adjustments can be made
Any other health condition that may impact on your role (please see job description)	Some health conditions may be exacerbated by working as a nurse or impact on your ability to perform all of your duties.	You may discuss any health condition that you think may affect your work, in confidence, with the OH team. Where practicable, adjustments will be made to help you achieve your full potential in the workplace. Specific health conditions are not discussed with any third party without your consent.
New or expectant mothers	Whilst not a health problem, new or expectant mothers have a legal right to a work place risk assessment to ensure that they are not exposed to hazards in the work place that may pose a risk to themselves or their unborn child.	You should inform your manager in writing that you are pregnant. On receipt of this information, your manager will undertake a risk assessment. If any risks/hazards are identified, adjustments will be made to minimise/remove them. This may or may not include OH input. If you would like confidential advice in regard to work and pregnancy, you may self refer to OH.
Sickness absence records	The Trust will be asking your referee about your sickness absence record over the last 2 years.	If your sickness absence record gives your recruiting manager cause for concern or if your absence hits one of the trigger points in the Trust sickness and absence policy, a member of the OH team will contact you. The purpose of the call is to establish if there is an underlying health issue and if the Trust needs to make any reasonable adjustments for you.