

Appendix 1 – Functional Requirements

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 020 7380 9056 and ask to speak to one of the occupational health nurse advisers. 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)	Practicing medicine/surgery generally involves physical activity ie walking, standing, running (in an emergency), pushing, pulling, helping patients to move and transfer and working with computers (Display Screen Equipment (DSE)).	Most musculoskeletal problems are minor and resolve with or without treatment. Some chronic problems may require adjustments if mobility, strength, function or flexibility is impaired. If you require adjustments to your work due to musculoskeletal problem, these can be arranged as long as they are reasonably practicable. Support is available from the staff physiotherapist, the moving and handling team and the health and safety advisers.
Mental health problems	Practicing medicine/surgery is a busy and pressurised job. Starting a new job or being newly qualified can add additional pressures.	Support is available from the staff psychological and welfare department, OH 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	Practising medicine/surgery involves 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 be referred for allergy testing.
Diabetes, epilepsy, heart conditions	Practicing medicine/surgery often involves working shifts (including nights) which may have an impact on some health conditions. This is especially important if you	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.

	have not worked shifts before.	
Dyslexia	Practicing Medicine/Surgery involves record keeping, calculating drug doses, 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)	There are some medical/surgical roles that are more easily adapted for those with sensory deficits than others. There may be some health and safety considerations i.e. fire safety, access.	An assessment will be undertaken in regard to any sensory deficit that may impact on the safety of staff or patients. It may be necessary to involve the access to work team if significant adjustments are required.
Blood borne viruses	All surgeons, Dentists, medical staff in A&E, Urology, General practice, Obs and Gynae medical staff, require clearance to practice exposure prone procedures (EPP) BEFORE they start work.	<p>Medical/surgical staff 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.</p> <p>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</p> <p>All EPP staff must provide identity validated* Hepatitis B surface antigen documentation. Identity validated documentary evidence of hepatitis C and HIV status is also required for staff undertaking EPPs for the first time.</p> <p>Health clearance for EPP work cannot be given until these results have been received and processed in OH.</p> <p>*Identity Validated Sample (IVS) results will be stamped and signed by an occupational health professional to say that valid ID was shown at</p>

		the time the blood was taken. Results/reports will not be accepted for EPP purposes unless identity validated.
Health problem	Impact on work	Adjustments/support
Infectious diseases	Health care workers are sometimes exposed to infectious diseases such as TB, measles, chickenpox, rubella. The trust also has a duty to protect patients from catching infectious diseases from staff.	<p>All health care staff must provide details of their immunisations and blood test results to the occupational health 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 OH so that adjustments can be made</p> <p>Staff who patient facing role including those who undertake EPP must provide documentary evidence of previous screening for communicable disease and immunisation if they have this. This information must be forwarded the OH department via email: uclh.occupational.healthteam@nhs.net</p>
Tuberculosis (TB)	<p>Those diagnosed with TB will be fit to work once they has been as deemed as being non-infectious by their treating specialist physician and feel well enough to commence work. Adjustments in the workplace may be requested following assessment by Occupational Health.</p> <p>Those who have you lived in a country where TB is endemic for more than three months in the last 5 years, or</p>	<p>You must contact the OH department prior to starting work if you have the following symptoms:</p> <p>Persistent productive cough lasting more than 3 weeks</p> <p>Coughing up blood</p> <p>Fever and/or night sweats</p> <p>Unexpected weight loss in the last 6 months</p>

	worked in TB a high-risk clinical setting for longer than 4 weeks need to be screened for latent TB.	
COVID-19	Those who have any risk factors to COVID-19 as identified per Public Health England guidelines need to have a COVID risk assessment undertaken	Where risks are identified, adjustments will be made to support staff to stay well at work. Actions to be taken for staff will depend upon their condition and how stable it is. Support can be sought from Occupational Health and Human Resources if required.
Any other health condition that may impact on your role (please see job description)	Some health conditions may be exacerbated by working as a doctor/surgeon 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 occupational health team. Where practicable, adjustments will be made to help you achieve your full potential in the workplace. Specific health conditions are not discussed with your manager or any other 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 the OH department. If you would like confidential advice in regard to work and pregnancy, you may self refer to occupational health.
Food handlers	Working around open food while suffering from certain infections (mainly from bacteria and viruses) can contaminate the food or surfaces that the food may come into contact with. This	<p>You must contact Occupational Health prior to starting work if:</p> <ul style="list-style-type: none"> • you suffering from or have you are suffered from diarrhoea and /or vomiting, stomach pain, nausea or fever in the last seven days • currently have skin infections of the hands, arms or face e.g. boils, styes, septic fingers, discharge from eye / ear / gums / mouth or jaundice.

	can spread infection to other people through the food.	<ul style="list-style-type: none"> • suffer from a recurring bowel disorder or recurring infections of the skin, ear or throat • you have ever had typhoid or paratyphoid fever or are now known to be a carrier of Salmonella Typhi or Paratyphi. • You are a carrier of any type of Salmonella • have you had contact with anyone in the last 21 days at home or abroad, who may have been suffering from typhoid or paratyphoid
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 UCLH sickness and absence policy, the recruitment team will refer you to Occupational Health for an assessment with your consent. The purpose of the assessment is to establish if there is an underlying health issue and if the trust needs to make any reasonable adjustments for you.