

## Referral for a Medical Consultation

Date of Referral	
Employee Name	
Date Of Birth	
Job Title	
Shift Worked	
Hours Worked	
Appointment Date	
Referring Manager	
Previous Referral to OH	

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### **Background Information:**

Reason for Referral	
Sickness Absence Record	
Please give a brief description of their job role, what aspects do they find difficult?	
Are there any other limiting factors to them carrying out their normal role?	
Are they currently in a "restricted role", if yes please explain further.	

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### **Questions you would like answered:**

- What is the cause of the individual's absence?
  - When is a return to work likely?
  - Is the employee fit to undertake their current role?
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- If the employee is not fit to carry out their normal role, would amended duties or temporary redeployment be suitable and how long would these be required?
- What (reasonable) support can we put in place to facilitate an early return and/or rehabilitation?
- Can the individual undertake additional hours (overtime) without any detrimental effect on their underlying condition?
- Is the performance significantly affected by ill health and how long is this likely to continue?
- Is the ill health work related?
- Is the employee likely to provide reliable service in the future?
- Is it likely that an employment tribunal would consider that this case falls within the scope of the Equality Act 2010 and, if so, what adjustments should be considered?
- If the individual is not fit to return, is consideration for ill health retirement appropriate?
- If the individual is not fit to return to their current employment, is redeployment appropriate?
- Other -  
Additional comments -