

## **Guidance for referral of students to the Occupational Health & Wellbeing Centre**

### **The Royal Wolverhampton Hospitals NHS Trust**

#### **Good Health**

Good health is necessary to undertake professional practice. Good health means that a person must be capable of safe and effective practice without supervision. Many people with disability or health conditions are able to practise with or without reasonable adjustments, and should not necessarily be considered unsuitable.

Assessment of good health is made on entry, and reassessment may be necessary following a change in health status or following a long break in study.

#### **Referral to the occupational health and wellbeing centre**

The service provided by the occupational health and wellbeing centre is not intended to replace the support provided by the student's own General Practitioner, and students would therefore not normally be referred for short term minor illnesses. Although there is no definitive list of reasons for referral to occupational health, this is more likely to occur for the following:

- A change in health status that is likely to impact on the student's ability to complete their programme. In some cases reasonable adjustments may be made to support the student to continue, or a break from the programme is advisable providing they can complete within the maximum timeframe of the programme.
- Long term absence (4 weeks or more), or frequent recurrent short term illness/absence.
- If the practice team has concerns that the student's health is impacting on the student's ability to achieve their placement learning outcomes.
- An injury at work (e.g. needle stick injury) or suspected allergy related to exposure to substances in the workplace (e.g. allergy to latex or skin cleansing agents).

#### **Procedure for referral**

Complete the referral form and send to the Subject Leader for approval. In the absence of the Subject Leader this can be approved by another senior manager (Principal Lecturer or above with responsibility for professional programmes).

The senior manager must complete section 5 of the referral form which is then sent to Occupational Health and Wellbeing Centre [annesadler@nhs.net](mailto:annesadler@nhs.net) with a copy to Nabby Jhagra at [N.A.Jhagra@wlv.ac.uk](mailto:N.A.Jhagra@wlv.ac.uk); [OH Referral form Blank.docx \(instant access to form\)](#)