



There should be a review of reasonable adjustments in place on a regular basis, in particular when an employee has been absent due to sickness, undergone an operation, or experiencing fluctuations in their condition

¹ **Workplace assessment by Occupational Health** – this is an assessment of a persons working environment only and may result in a number of reasonable adjustments being suggested to the immediate workplace of an individual – eg seating area, desk and equipment.

² **Occupational Health consultation** – this can be undertaken for advise on reasonable adjustments or where there are concerns about an employees absence/capability to undertake their role.

³ Where **specialist software** is required, please contact **IT** to ensure it is compatible with LCC systems and for purchasing arrangements.