

Removal of Chairs from Pods

1. Remove chairs from pod upon roll out of OTP for each particular team
2. Any existing health issues with restrictions in place need to be reassessed under the new way of working through OH
3. Discuss any individual health problems with the individual concerned
4. Consider a regular rotation of duties
5. Make a management referral to OH if problem not resolved
6. Arrange meeting with individual to discuss outcome of OH referral
7. If OH make recommendations of restricted duties consider whether appropriate i.e. if this is 'must have a chair in the pod' this would be deemed inappropriate restriction due to the reasons for removal of the chairs. These are primarily to ensure that the process runs as smoothly and efficiently as possible and at the same time removing some possible trip/obstruction hazards from the pod.
8. Consider other restricted duties i.e. not working within the pod, however potentially not suitable due to skill mix necessary on the team and operational needs not allowing for these to be sustained
9. Consider all redeployment opportunities, particularly with cases covered by the Disability Discrimination Act (DDA)
10. Consider having the member of staff on sickness absence leave or medical suspension if restrictions cannot be put in place or sustained
11. Consider ill-health retirement, if applicable

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