**Responding to health concerns   - Factors that may indicate a level of concern**

Has not disclosed pertinent issues to relevant bodies (practice colleagues, RO, regulatory bodies or defence union)

Multiple periods of sickness absence or frequent short periods of absence, totalling greater than 90 days per year.

Doctor has demonstrated little or no level of insight or desire to manage the particular health issues. Dr does not agree that the health issues will impact on patient care or colleagues.

Potential for or actual minor harm to the doctor, a patient/s for whom they care or staff with whom they work

Multiple periods of sickness absence or frequent short periods of absence, totalling less than 90 days per year.

Health issue is likely to be chronic, relapsing or a progressive disorder requiring monitoring. Effective monitoring is in place and provided by an appropriate medical specialist external to practice

Doctor has currently demonstrated some level of insight and desire to manage these particular health issues will be evident. Acknowledges that the health issues may or will impact on patient care or colleagues.

Doctor may require additional support to diminish the chance of relapse, or impact on patient care. They may not be receiving necessary intervention and support

No harm has come to the doctor, a patient/s for whom they care or staff with whom they work

Health issue is likely to be an acute episode or a one-off situation, is not complex and recurrence is unlikely

Practice colleagues are aware of health condition

Doctor demonstrates clear insight and a desire to manage health issues in a proactive manner

Period of sickness absence has been limited to less than 28 days in total per year.

Doctor is receiving necessary intervention and support

May not have disclosed pertinent issues to all relevant bodies (practice colleagues, RO, regulatory bodies or defence union)

Health issue is likely to be chronic and complex, relapsing or a progressive disorder requiring monitoring. Effective monitoring is not in place

Doctor is not engaged in any support, occupational health or specialist intervention

Potential for or actual moderate harm to the doctor, a patient/s for whom they care or staff with whom they work

**Key:**

**Factors that may indicate a LOW level of concern**

**Factors that may indicate a MODERATE level of concern**

**Factors that may indicate a HIGH level of concern**