

To Whom It May Concern,

Re:

This individual is under the care of the Specialist Haemoglobinopathy Team with a diagnosis of sickle cell disorder. This is a severe, inherited, and lifelong blood condition. Sickle cell disorder can also result in life-threatening emergency complications. There is also a risk of long-term organ damage which can affect the kidneys, heart, lungs, brain, and other internal organs.

Individuals with sickle cell disorder require regular hospital appointments for monitoring and treatment and often require hospital admissions when complications are severe. This is likely to require additional time off work when they are unwell or for healthcare appointments.

It is also important that triggers for crises are avoided – these include exposure to cold temperatures, dehydration, over-exertion or excessive stress. Please ensure that working conditions are warm, that regular hydration and bathroom breaks are facilitated, and that excessive physical or psychological strain are avoided.

Following a sickle cell crisis, effects may persist for some time even after hospital discharge or early improvement. Ongoing symptoms can include pain, exhaustion, and reduced concentration. Therefore, ongoing enhanced support, including flexible or phased return to work, may be required.

I write to request that you ensure that reasonable modifications are in place to prevent deterioration in their health, to support them in receiving healthcare as required and to allow successful ongoing employment,

Yours sincerely,

*Signature:*

*Name:*

*Professional role:*

*Date:*