

Appendix 5: Summary of potential employment options following a diagnosis of OA.

Options after diagnosis	Advantages	Disadvantages
No change: continue in current role with same level of on-going exposure.	Minimal socioeconomic impact.	Poorer prognosis for asthma. Risk of increasing sickness absence.
Continue in current role but with reduced exposure.	Minimal socioeconomic impact.	Reduction in exposure may not be sufficient to improve OA. Risk of increasing sickness absence. Needs supportive employer.
Redeployment within same company to non-exposed role.	May have minimal socioeconomic impact. Better prognosis for asthma.	May be lower paid or less skilled position. Relocation may impact on commute to work (distance, time, cost). Needs supportive employer.
Move to alternative employment without exposure.	Variable socioeconomic impact. Retraining opportunities. Better prognosis for asthma.	May be lower paid or less skilled position. Relocation may impact on commute to work (distance, time, cost). Retraining may be costly.
Ill health retirement / stop work.	Better prognosis for asthma.	Socioeconomic impact of early retirement.