

Health Policy

- Our health standard requires you to provide regular and effective service. In order to do this, we ask you to provide details of your health.
- Do not be concerned if you find your questionnaire has a lot of questions. This is quite normal and we want to ensure we have all the information necessary, ask for a report from your General Practitioner (GP).
- The health of each candidate is considered and no decision to reject a candidate is made without referral to a medical advisor.
- We are an equal opportunities employer and ability not perceived disability. All employees are treated equally irrespective of race, sex, sexual orientation, gender reassignment, age, marital status or ethnic origin, in accordance with the Equality Act 2010.
- Any information given on your medical history will assist us in assessing whether reasonable adjustments can be made to your work.

Completion of Questionnaire

- Only successful candidates will be asked to complete the questionnaire.
- A copy of the completed questionnaire must be submitted to the Declaration Section of the Medical Council of the General Practitioner's Comment's form.
- Once the General Practitioner's Comment's form is received by the Occupational Health Department or Health and Safety Department, you can ask for it to be withheld unless you subsequently decide to appeal against the decision.
- Assuming permission has been granted per your GP for confirmation together with the questionnaire, if you are not employed by the GP please send it to the <<e.g. your GP.

Retirement

- The information given on this form and the results of the examinations will also be used to form an opinion of whether you are at risk of early retirement.

Declaration

- This section must be signed by the candidate and confirms that mislead information given in the application, and confirms that misleading information given in the application will be sufficient grounds for termination of employment.

Data Protection and Confidentiality

- Personal Information given by you in this questionnaire will not be passed on nor used for any purpose outside that of assessing your health, except to the following exceptions:
 - Where you give express consent to the disclosure of your information or data;
 - Where a member of our staff would be involved in a criminal court procedure if the information were not disclosed; or
 - Where a member of our staff believes that there is a risk to the public or to the safety of our staff.
- If any of these circumstances arise, you will be informed. We will wherever possible, delete any medical notes which we keep on you, unless those notes refer to a third party. We have the right to qualified access to those notes.