



## Health & Disability Monitoring Form

Supporting people with physical and learning disabilities is a challenging and physically demanding role. Staff are required to be able to support Individuals with their daily physical and emotional needs including:

Personal care, which may involve support with lifting  
Medication  
Recreational activities  
Support in the community  
Personal finance and correspondence  
Supporting people who display physically challenging behaviour  
Lone working support.

We are required by law to comply with the current regulatory framework from the Care Quality Commission: Guidance about compliance Essential standards of quality and safety (2010).

### **Outcome 12: Requirements relating to workers 12A In relation to recruitment:**

*Are physically and mentally able to carry out their role, with a plan of support including reasonable adjustment where necessary. This means staff:*

- are not placed at risk by the work they will do because of an illness or medical condition they have.
- do not present a risk to people who use services because of an illness or medical condition they have.

*Lead effectively to ensure staff are suitable for their role*

12C People who use services receive a service from a provider that has the right staff because:  
The recruitment and selection process ensures that staff are fit and physically and mentally able to perform their role.

Section 60 of the Equality Act 2010 makes it generally unlawful to ask questions about disability and health before you make a job offer. However Section 60 allows questions about health and disability to be asked before job applicants are offered the job only when the law says they are necessary and fall within these narrow exceptions:

1. To find out if a job applicant can take part in any assessment to test their ability to do the job or to find out if reasonable adjustments are needed to enable a disabled job applicant to take part in any assessment.
2. To find out whether a job applicant will be able to carry out an intrinsic part of the job. If this part of a job can be changed or assigned to another person then this may count as a reasonable adjustment for a disabled job applicant.
3. To find out whether a job applicant has a particular disability where having that disability is an occupational requirement of the job.
4. To monitor the diversity of people applying for the job.
5. To take positive action in relation to disabled people – for example, to decide if job applicants qualify for measures the employer takes to improve disabled people's employment rates.
6. Where another legal requirement means an employer has to ask health- or disability-related questions.



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Do you or have you ever suffered from:

Epilepsy	YES / NO	Diabetes	YES / NO
MRSA	YES / NO	Hearing Problems	YES / NO
Mental Disorder	YES / NO	Migraines	YES / NO
Jaundice	YES / NO	HIV-AIDS	YES / NO

If you have answered yes please comment to allow us to consider reasonable adjustments if your appointment is confirmed.

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Have you been vaccinated against	Yes	No	Date
Rubella			
Tuberculosis BCG			
Hepatitis B			
Typhoid			
Polio			
Tetanus			
Flu Vaccine			

This information is held by Link Support in strict confidence.

Name..... Signature ..... Date .....

If you have any questions regarding the completion of this form please feel free to contact us.