

When processing your application we need to assess if you are fit to practise and this includes considering health. **We don't need to know about every health condition.**

Please **only** tell us if:

- you have a health condition that may have an impact on your ability to do your job **and**
- there are no arrangements in place to manage these impacts.

You **don't** need to declare a health condition if the situation is being managed. For example you may:

- have reduced your hours
- be on sick leave
- be taking medication
- have adapted equipment
- have co-working arrangements
- have restricted duties.

### **General information**

Many people living with a health condition are able to practise safely and effectively with or without adjustments. We expect you to manage health conditions by:

- being open and honest with your employer about your condition and any limitations you have
- complying with any recommended steps to manage the condition.

### **When health might be an impairment**

Your fitness to practise may be impaired if you have a health condition (which includes an addiction to drugs or alcohol) which has an adverse effect on your ability to do your job safely and effectively. For example, where your reasoned decision making, thinking and/or behaviour are affected or where there is a physical symptom that means you cannot carry out your role safely and effectively.

Your health must have caused or substantially contributed to the impairment of fitness to practise.

### **Examples of things you would not have to declare:**

- Nia is a care at home worker. She has arthritis in her knee. So far, it has not had an impact on her ability to do her job, but at the end of a shift it often aches, and Nia is considering reducing her hours as a result.

We do not need to know about this as the condition has not had any impact on her ability to do her job. If this changes in future, Nia may need to tell us then. Nia does not need to tell us if she reduces her hours. This is a matter between her and her employer.

- Ben is a social worker. He has an alcohol addiction. Ben takes medication to help with this and regularly attends Alcoholics Anonymous meetings. He has not drunk alcohol for over three years.

We do not need to know about this condition, as while an alcohol addiction could affect someone's fitness to practise, Ben is managing his condition appropriately and it is not affecting his ability to do his job.

- Alex is a residential child care worker. They have narcolepsy and occasionally suffer from sleep attacks causing them to fall asleep without warning. Alex's employer is aware of this and has put procedures in place to ensure that Alex is not left alone with young people at any time. This ensures the safety of both the young people and Alex.

We do not need to know about this as there are already measures in place to manage Alex's condition.

- Joan is a nursery worker. Three months ago she was in a serious road traffic accident and has been off work since. She has had a number of surgeries and is undergoing physiotherapy to help her walk again.

We do not need to know about this as while Joan may not be fit to practise currently, she is managing the condition because she will be signed off work until she has recovered.

**Examples of things you should declare:**

- Janice has been diagnosed with multiple sclerosis. She has been advised by her doctor that she is fit to go back to work, but she is sometimes unable to do any bending or lifting. Janet works in a nursery where she is required to lift children in and out of cots, high chairs etc. Janet has told her employer that she can manage and will let them know if she needs help.

This is something that we would need to know about. We would need to ensure there are appropriate measures in place to support and protect Janet as well as the children.

- Tariq works in a day care of children service and has recently been diagnosed with epilepsy. He has told his employer about the condition but doesn't believe any formal measures are required as he has said he can tell when a seizure is coming on and he knows what to do.

This is something we need to know about. Tariq may be able to tell when a seizure is coming on, but without any formal measures in place, this may not be enough to manage the possible risk that could be caused if Tariq is providing care to a child when a seizure happens.