



HUNTER

Executive talent for the healthcare sector

Positive Work Health Assessment Policy

Hunter Healthcare is a recruitment agency and business specialising in healthcare services. We do not discriminate on the grounds of gender, sexual orientation, marital or civil partner status, pregnancy or maternity, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age.

This policy explains our policy and procedures that you will need to be aware in respect of positive work health assessments should you wish to use our services, whether as a candidate or client. You should familiarize yourself with it and comply with it at all times. Any questions you may have with regard to its contents or what you have to do to comply with it should be referred to Rosie Beckford, Head of Compliance at Hunter Healthcare.

This policy applies to our candidates, consultants, contractors and clients. It does not form part of any agreement with us unless stated otherwise in our contract with you which will be provided to you separately.

Our Head of Compliance has overall responsibility for this policy and for ensuring that our procedures comply with our legal obligations.

This policy is reviewed each year to ensure that its provisions continue to meet our legal obligations and reflect best practice.

Our work health assessment policy adheres to NHS Employers Work Health Assessment standards and we expect our clients to adhere to these standards, as amended from time to time.

<https://www.nhsemployers.org/-/media/Employers/Publications/employment-check-standards/Work-health-assessments.pdf?la=en&hash=32AF65BC6973CA194A03B7FBA47FBDC98FBA25EB>

All candidates will be asked in our Hunter Healthcare registration form to provide details of any health and disability issues in order to find out needs in terms of reasonable adjustments for the recruitment process and in order to perform the job or position sought.

Candidates should also promptly provide any evidence requested by the client in respect of vaccination records, screening or other relevant health assessments.

Clients are required to tell Hunter Healthcare the levels of clearances (including vaccination requirements and screening) for positions as early as possible in the search process to avoid unnecessary delays and the introduction of unsuitable candidates. Clients are required to notify us at job specification stage if they require us to organise a work health assessment, which we will organise, at the client's cost with a Safe Effective Quality Occupational Health Service (SEQOHS) accredited occupational health provider. They should also notify us at job specification stage of any work health assessment they will undertake or organise after an offer has been made to a candidate. Hunter Healthcare will seek to keep a candidate informed of any assessments needed.

Written confirmation will be provided to the NHS client, upon reasonable request to Hunter Healthcare that Hunter Healthcare have carried out an appropriate assessment, the worker is fit to start work, and what, if any, reasonable adjustments need to be considered. Candidates should note that the decision to appoint an individual and the responsibility to make reasonable adjustments ultimately sits with the recruiting manager for the client.

Clients are required to carry out a further work health assessment on agency workers if there has been a significant change to the nature of work during an assignment or there is a change to the agency worker's health.

Hunter Healthcare will not be liable for any losses incurred by any party due to delays to or termination of an appointment, due to work health assessments.