Driver Fitness Assessments
Frequently Asked Questions

1. Why were they introduced?
   In 2009, following consultation with the Joint Consultative Committee (JCC), the 2gether NHS Foundation Trust issued the *HS4 – Driving at Work Policy*. The purpose of the policy was to define the organisational arrangements through which the organisation will reduce the risks to staff, clients, patients and others, from the hazards associated with driving at work. It would also ensure that employees needed to be aware of the hazards and risks associated with driving vehicles as part of their employment in a healthcare setting and the range of controls in place to effectively reduce the risks.

To view the Policy please click here: 2gether’s Driving at Work Policy

2. Who needs a driver fitness assessment?
   Any member of staff who, as part of their normal duties, is required to drive clients or patients, in any type of vehicle will need to be assessed against the DVLA Group 2 medical standards. This has been recommended for Taxi and Minibus drivers by the DVLA. As you will be driving users or clients as part of your role, the Trust considers that this activity is ‘for hire or reward’ and therefore meets the same criteria.

To view the ‘at a glance guide’ please click here: ‘fitness to drive’ medical standards

3. When is a driver fitness assessment needed?
   An assessment of driver fitness in this context is provided by Working Well, your NHS Plus Occupational Health Service. The triggers for assessments are:
   - At New Employee Health Assessment
   - At the age of 45 and then 5 yearly until the age of 64 years. From the age of 65, the assessments are undertaken annually.
   - At the request of the employee’s manager when the employee has a significant:
     - road traffic incident or accident.
     - health condition that may affect their fitness to drive
4. **What is assessed during the appointment?**

Prior to the assessment, you will be sent an assessment form with your appointment letter. This will ask basic medical information relating to the conditions that impact on meeting the DVLA Group 2 standard. These include:

- Neurological (e.g. epilepsy, strokes, impaired balance etc)
- Cardiovascular (e.g. angina, heart rhythm etc)
- Diabetes
- Mental health (e.g. psychosis, severe depression)
- Visual problems
- Renal problems
- Respiratory and Sleep disorders

The assessment will include:

- A discussion regarding the medical information you provided
- Pulse and blood pressure
- Vision screening – distance and peripheral vision
- Urinalysis
- Mobility assessment
- Balance assessment

You may also have an immunisation assessment if you have not recently had one to ensure that you are fully protected against infectious diseases as recommended by the Department of Health and include:

- Chicken Pox
- Hepatitis B
- Measles, Mumps and Rubella
- Tuberculosis

5. **What if I do not meet the Group 2 DVLA medical standard?**

It may be that additional information is required and your General Practitioner (GP) or specialist will be contacted, with your written consent, for additional medical information. You may require a visit to the optician if your vision is not meeting the standard required. The cost for an eye test and glasses, if prescribed, would be your responsibility.

Your manager will be advised that you temporarily do not meet the Group 2 DVLA medical standard. Once the additional information has been received, your manager will again be advised whether you meet the Group 2 DVLA medical standard.

If you do not meet the Group 2 DVLA medical standard, your manager may then complete a risk assessment as well as take further advice from Working Well to establish whether it is possible for you to drive patients or clients if reasonable adjustments are put in place.

6. **What information is given to my manager after the driver fitness assessment?**

No medical information is given to your manager without your informed consent. Your manager will only be advised whether or not you meet the Group 2 DVLA medical standard unless you have given consent for Working Well to do so.

If you have any further questions, please do not hesitate to contact us at:

**Working Well**  
staff health and well being  
08454 225165