

## Driver Health Assessments

Where driving is a significant component of an employee's role, a Drivers Health Assessment helps to ensure that they are fit for driving and that existing health conditions or medications are not likely to put them, passengers or other road users at risk.

The InterHealth Occupational Health (OH) assessment is a general assessment that is mainly focused on car drivers. It is also relevant for drivers of other vehicles however the Driver and Vehicle Licensing Agency (DVLA) has strict medical standards for driving more than group 1 vehicles (e.g. cars) and a medical form has to be completed by a medical practitioner approximately every 3 years.

The OH assessment can only confirm the individuals' fitness for driving at the time of assessment and we recommend that the organisation has a policy on driving that includes information on:

- Individuals ensuring that they feel fit and safe to drive prior to starting driving
- Individuals considering the effects a health condition or medication may have on their ability to drive safely and whether they need to report it to the DVLA and their manager.
- The importance of taking regular breaks to help prevent tiredness and poor concentration and also to help prevent muscle stiffness and discomfort
- The procedure individuals should follow if they have any concerns regarding their fitness for driving.

Drivers who have had, or currently suffer from a medical condition or disability that may affect their driving must tell the DVLA. They must also notify the DVLA if they develop a new condition or disability or if a condition has become worse since their licence was issued. Failure to notify the DVLA is a criminal offence. More information is available on the DVLA website - [www.direct.gov.uk](http://www.direct.gov.uk)

### Face-to-face Assessment

The assessment includes:

- The employee completing a Medical Questionnaire
- Height, weight, blood pressure and urine test
- Eye test
- Simple hearing test
- Assessment of mobility
- Health Education and lifestyle advice

## Medical Reports

In some cases a medical report from a GP or specialist is required to confirm details of a medical condition and fitness for driving. If this is required, the reasons are discussed with HR team or the recruiting manager before proceeding.

## Feedback

A Report is sent to the organisation that provides an opinion on whether the individual is fit for driving.

In some cases feedback may also be provided on:

- Relevant details on health conditions, disabilities and treatment that may affect driving safety, that can be disclosed without breaching confidentiality
- Any limitations on driving
- Details of any reasonable adjustments to be considered