

Functional Aspects of this post.

This information leaflet is to help clarify what this post might involve in terms of mental and physical effort etc. This may help you decide if the role is one you would be interested in.

Your recruiting manager will have ticked key, functional, characteristics of the job (left hand column) and on the right hand column there is a brief description of health conditions that might affect those duties, or vice versa.

Please remember that these criteria are not used in the selection process.

If you think you might need some adjustments to allow you to perform some of the duties expected of you, or you have concerns that your health might be adversely impacted by work e.g. because of an underlying health condition, please mention this on the enclosed pre-placement Occupational Health questionnaire so that our Occupational Health and Wellbeing Service (OHWS) can contact you to discuss this in more detail.

Whilst these descriptions are intended to be representative of the functional aspects of the role you have applied for they are not comprehensive. If you need any clarification please contact

Functional requirement	Health conditions that might impact on work
☐ Direct regular contact with patients and/or specimens e.g. blood, or other bodily fluids etc.	If you have reduced, or low immunity e.g. HIV, steroid medication, and cancer treatment etc you might be more vulnerable to infection, particularly in certain clinical areas. Or if you suffer with skin conditions such as eczema/ dermatitis/ psoriasis. This does not necessarily mean that you cannot work in those areas, but some restrictions/adjustments might be recommended. It is important that you attend OHWS as soon as possible after your start date for a vaccination update to help protect you from infections.
☐ Direct, regular contact with immunosuppressed patients, pregnant women and young babies	Patients in this group are at greater risk from infections including those that might be transmitted by healthcare workers. You will need to comply with vaccination/immunity requirements or if unable to meet these, consideration of redeployment to another role might be necessary.
☐ Exposure prone procedure (EPP) work e.g. operating theatres, A&E, obstetric delivery suite.	The Department of Health requires that all healthcare workers performing EPP must be screened for blood-borne viruses HIV, hepatitis B or C. You must be willing to be screened for HIV, hepatitis B and hepatitis C. HIV antibody positive HCWs may be permitted to perform

	EPP work so long as certain criteria are met. Certain additional blood tests might be required if you are hepatitis B, or C positive. Should any test prove positive, it may still be possible, with restrictions, to allow you to work.
☐ Ability to undertake general physically demanding work including regularly moving/handling patients, lifting or moving loads > 5kg, frequent walking (or running in an emergency)	If you have a musculoskeletal problems e.g. with your back, shoulders, knees etc or have a condition that weakens the strength of your arms/legs e.g. multiple sclerosis, you may find some aspects of this type of work more difficult. As a rough guide, if you have problems performing normal day to day activities e.g. cleaning, cooking and shopping etc. or require frequent rest-breaks from them this might indicate potential problems with the physical requirements of this role.
☐ Resilience to workplace pressures including working to deadlines or in stressful environments.	Working in the health service is rewarding, but at times can be demanding due to time constraints or might be distressing if dealing with seriously ill or dying patients and their families. Mental health conditions e.g. depression, bipolar illness, anxiety disorders, schizophrenia etc might make you more vulnerable to feelings of stress or your condition might become worse. Certain physical conditions might also be exacerbated by stress and these include epilepsy, diabetes and eczema.
☐ Regular night work including on-calls	Gastro-intestinal or heart conditions, epilepsy, diabetes and sleep disorders.
☐ Working alone, in confined spaces or at heights	Various health conditions may prevent you from being able to safely undertake work involving one or more of these tasks e.g. panic attacks, claustrophobia, vertigo, epilepsy, diabetes.
☐ Ability to drive Trust vehicles	Musculoskeletal conditions, vision problems, epilepsy, diabetes.
☐ Activities requiring good hand strength, or dexterity	Musculoskeletal conditions arm / shoulder/wrist/hand problems, or neurological conditions such as multiple sclerosis and Parkinson's disease.
☐ Regular computer-based work or desk-based work	Musculoskeletal conditions arm/ shoulder/wrist/hand problems, or neurological conditions such as multiple sclerosis and Parkinson's disease. Please ensure you let the OHWS know if you have, or have had any 'repetitive strain' type problems in the past.

☐ Good hearing, vision and speech including accurate colour vision.	Uncorrected sensory problems e.g. eye conditions not corrected by spectacles, or hearing loss not corrected by a hearing aid. Dyslexia Speech impairments e.g. following a stroke.
☐ Working with chemicals, substances or work processes that can affect the skin or respiratory tract.	Dermatitis/eczema, psoriasis or other skin conditions. Asthma or other breathing problems.