

Guidance for answering the health questions

When processing your application we need to assess if you are fit to practise and this includes considering health. If you are renewing your registration, we will not have asked you about this before but we have changed the way we regulate and now need to understand if you are fit to practise.

Please 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.

We do not need to know 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.

Guidance Flow chart

