

Equality Act (2010)

The Council's normal practice is to carry out pre-employment health checks only after a conditional job offer is made. By conditional we mean **subject to** satisfactory references, PVG scheme membership and health checks etc.

This practice is in line with the Equality Act (2010) which now outlaws pre-employment health checks prior to a job offer – conditional or unconditional.

As such recruiting managers must ensure no health questionnaires are issued for completion to candidates prior to a conditional offer being made. This also applies to prospective Supply Workers.

In exceptional circumstances where Occupational Health advice is that the candidate is unfit for the post (with reasonable adjustments where applicable) a job offer may be withdrawn if the health check proves unsatisfactory.

Where this occurs guidance is available from HR@pkc.gov.uk or by phoning (01738) 475555.