

MEDICAL CLEARANCE

THE MEDICAL CLEARANCE PROCEDURE FOR ALL STAFF EMPLOYED BY NORTHAMPTONSHIRE COUNTY COUNCIL IN SCHOOLS

1. The Authority has accepted the recommendation of the Medical Adviser that all appointments should be conditional upon a satisfactory standard of health.
2. Medical clearance does not necessarily involve undergoing a medical examination but successful candidates, except those already in the service of the County Council, are required to complete a medical questionnaire.
3. If the candidate answers "YES" to any of the questions in Part A, Part B on the reverse must be completed and particulars of the condition must be supplied. The consent form must also be signed in order that the Authority's Medical Adviser can consult the family doctor and any other doctor or specialist dealing with the condition. Very often a decision as to the candidate's fitness can be made by consultation between the Medical Adviser and the doctor concerned.
4. Under the Access to Medical Reports Act 1988, all persons have certain rights and these are included with the medical clearance form sent out to successful candidates.
5. No-one should be allowed to take up appointment until medical clearance is obtained from the Authority's Medical Adviser. If this advice is not followed not only could the children's health be at risk but the Authority may find itself in the invidious position of having deprived a person of employment. This situation could arise if a candidate resigns in order to take up an appointment with the Authority before medical clearance is obtained and the appointment is then subsequently refused on medical grounds. It follows that a candidate should not resign before medical clearance is obtained.