

Health Information Sheet

Police Officer and Transferee Applicants

Dear Applicant

Re: Medical Screening Process

1. Due to the physically demanding nature of the role Dyfed Powys Police applies medical standards to all Police Officer and transferee applicants.
2. The medical screening process starts with a health assessment questionnaire that will be sent to you once you have received a conditional job offer.
3. You should complete the health questionnaire accurately ensuring that all medical details and dates are provided and then ask your General Practitioner (GP) to review the details, tick the appropriate boxes and sign the GP section of the form including a practice stamp to verify it has been checked. The Medical Questionnaire declaration you are signing is to declare the information you have given is correct.* **please note.** Information that has not been declared will be considered a breach of integrity and is likely to put your application at risk.
4. The completed form should then be returned to the Occupational Health unit in the strictest of confidence. If it has not been completed correctly by yourself and your GP we will have to send it back and this may delay your application. It is your responsibility to check that it is completed correctly prior to returning it to Occupational Health. Your answers will be cross referenced with any additional statements your GP may have included on your health questionnaire and for transferees your Occupational Health records from your current force.
5. You may be contacted by the Force Nurse/Doctor to clarify any questions on the questionnaire and further medical information may be required from your GP, specialist, and for transferees your current Occupational Health records. If we need to request additional information we will seek your explicit consent to do so. Under the Access to Medical Reports Act 1988 and the Data Protection Act 1998 you can request to see any records or reports prior to them being released to Dyfed Powys Police Occupational Health Unit.
6. Your application will be put on hold until the information is received.
7. The Workforce Planning Team will maintain contact with you throughout the progression of your application.
8. Once all necessary information has been obtained, and you are given clearance to proceed to medical you will be asked to attend a full medical within the Occupational Health department and be medically screened to ensure that you are safe to undertake the full role of a police officer, including response driving duties.

9. **Dyfed Powys Police requires all officers to undertake response driving (driving at high speeds above the speed limit).** As such you will be assessed against the more rigorous [group two Driver and Vehicle Licensing Agency \(DVLA\) medical and vision standards](#) as well as the [generic police medical standards](#) during your medical.

10. The links above include information on some of the health criteria that will be considered during your medical. If you have a health condition you are advised to review these standards for further details.

11. If you have any health related questions please contact the Occupational Health department on email occupationalhealthadmin@dyfed-powys.pnn.police.uk or telephone **01267 226681**.

We look forward to assisting you throughout the recruitment process.

The Medical Assessment

The main part of your medical assessment will be undertaken by the Occupational Health Nurse. In addition to a full medical history the following medical tests will be undertaken:

Hearing, eyesight, urine test, blood pressure, height, weight, body composition and lung function.

You will also commence a course of Hepatitis B vaccinations.

Police Officers will also be examined by the Force Medical Advisor.

The Equality Act 2010 covers all positions in the Dyfed-Powys Police Service. If you have a disability, adjustments will be made if it is reasonable to do so. Declaration of this will be included in your Health Questionnaire and will be dealt with in the strictest confidence

Weight and Body Mass Index

Body Mass Index (BMI) is a well-recognised means of determining an acceptable weight for height range for the population.

The BMI is calculated by the formula: weight (kg) divided by height (in metres) squared, i.e. kg/m², and is a guideline of an appropriate range of body weight with respect to minimising certain health risks.

A high BMI can indicate an increased risk for obesity related health problems. The current BMI standard for police officers is between 18 and 30. To calculate your BMI, simply divide your weight in kilograms by your height in metres squared.

E.g. **BMI = Weight (kg) / (Height (m))²**

There are a number of websites that will assist you in calculating your BMI including the NHS which has an online [BMI calculator](#). You can also find [online converters](#) to help you adapt figures into metric. You can also access a number of NHs information sites for [information and guidance](#) on healthy weights

Standard for Recruits

BMI less than 18.5 You will be assessed by the examining medical officer in order to determine whether you could cope with the demands of training.

BMI 18.5 to 30 You fall within the acceptable range for entry.

BMI 30 to 32 You fall outside the acceptable range for entry.*

*Those with very muscular or athletic body types can have a higher BMI yet very low levels of body fat. In these rare situations your body fat percentage will be taken into consideration and the Force Medical Advisor will consider your body composition and health status carefully.

BMI above 32 Is not acceptable for entry, you will be classified as medically unfit and your application will be deferred. You will be given the opportunity to lose weight and requested to provide evidence of maintaining this weight loss for at least 6 months.

If it is likely you will need many months to lose the weight/ fat required you will be rejected and will have to reapply.

In order to meet the BMI standards safely, please seek advice from a medical practitioner before embarking on any weight loss and exercise programme. Any weight loss needs to be steady and monitored.

You cannot be appointed to the role if your BMI (or body fat percentage) is outside the acceptable range.

It is your responsibility to ensure that the above standards are met, however if you have concerns or wish to discuss further then please contact the Occupational Health Nurse.

Eyesight

Distance Vision

*Response drivers must also meet the Driving and Vehicle Licencing Agency (DVLA) vision standards)

Please note there are differences between the National Police Vision Standards and the DVLA Group 2 standards and we will use the higher visual requirement.	Both eyes together without any correction	Each eye (with correction if required)	Both eyes together (with correction if required)	Colour vision
National police vision standards HOC 05/2003	At least 6/36 (with both eyes together)	6/12 in at least one eye	6/6 Vision worse than 6/6 requires correction	Monchromats are not accepted. Other colour vision defects may be accepted with conditions

<p>DVLA group 2 Information regarding eyesight standards can be found under the DVLA Medical standards, Fitness To Drive: chapter 6 visual disorders. https://www.gov.uk/government/publications/at-a-glance.</p> <p>Please note to pass DVLA Group 2 requirements you also have to pass DVLA group 1 requirements.</p>	<p>At least 6/60 in each eye</p>	<p>6/7.5 in the better eye and at least 6/60 in the other eye</p>	<p>6/12 Vision worse than 6/12 requires correction</p> <p>Where glasses are worn to meet the minimum standards, they should have a corrective power $\leq +8$ diopres.</p>	
<p>Near Vision 6/9 with both eyes using glasses or contact lenses if required.(National Police Vision Standards 2003)</p> <p>Field of Vision A good field of vision without any visual disturbance/ blind spots. For DVLA Group 2 standards- a field of vision 2-70 degrees left and 30 degrees up and down. No defects should be present within a radius of the central 30 degrees.</p> <p>Night Vision Candidates whose night vision is poor enough to compromise safety are not acceptable. DVLA Group 2 standards must be met and cases will be considered on an individual basis.</p> <p>Laser Surgery</p> <ul style="list-style-type: none"> • Radial Keratotomy (RK, Acute Keratotomy (AK) and corneal grafts are not acceptable. • PRK, Lasik, Lasek, ISCRS and cataract surgery are acceptable but must be assessed at least six weeks after surgery. <p>Eye conditions</p> <ul style="list-style-type: none"> • Intraocular contact lenses and Phakic intraocular lenses are not acceptable • Retinal detachment surgery is acceptable • Phacoemulsification Cataract surgery (small incision) is acceptable • Extrascapular cataract surgery (large incision) is not acceptable. 				

Hearing	
Poor hearing in one or both ears	<p>You will need a detailed assessment by our Force Medical Advisor to determine whether your hearing is sufficient for the role (with or without hearing aids)</p> <p>For borderline cases or when hearing in one ear is above the standards and hearing in the other below standard, or when hearing aids are fitted, consideration should be given to a practical test of hearing to assess functional ability, for example speech and/or phoneme comprehension.</p>
Miscellaneous	
Cardiovascular	<p>You will be individually assessed. Occupational Health will need to request a specialist report. Before you apply please contact Occupational Health for further advice.</p>
Asthma	<p>You will be individually assessed. Asthma that is well-controlled with inhalers is acceptable.</p>
Diabetes.	<p>You will be individually assessed. The use of insulin needs specific detailed assessment and consideration. Occupational Health will need to request a specialist report.</p> <p>Before you apply please contact Occupational Health for further advice.</p>
Epilepsy	<p>You will be individually assessed. Occupational Health will need to request a specialist report. Before you apply please contact Occupational Health for further advice.</p>
'Stress', anxiety or depression	<p>You will be individually assessed. These roles are front-line and public facing, requiring the ability to deal with public in a wide range of situations. Occupational Health will need to request a specialist report.</p> <p>It is recommended that you have been well without medication for at least 6 months before you apply.</p>
Post traumatic stress disorder (PTSD)	<p>Before you apply please contact Occupational Health for further advice. Occupational Health will need to request a specialist report.</p>
Dyslexia	<p>We are able to take this into account for your selection procedures if you have a report confirming your condition. For police officers this report must be carried out as an adult. Support is available during training and in these roles.</p>
I have a severe allergy	<p>Most allergies are compatible with these roles, but if you have a severe allergy (including a history of collapse or breathing difficulties) please contact Occupational Health for further advice.</p>
I take Warfarin/ have a blood clotting disorder	<p>Occupational Health will need to request a specialist report.</p> <p>Before you apply please contact Occupational Health for further advice.</p>
Recent musculo-skeletal injury	<p>We will need confirmation by a medical practitioner that this problem has been resolved. We may request that you see our Force Physiotherapist in addition to your medical.</p>
Recent Illness	<p>We will need confirmation by a medical practitioner that this problem has been resolved.</p>