

64580 Fit4Jobs questionnaire - health information

I'm completing the Fit4Jobs questionnaire following the offer of a position. But I have some concerns about the amount, and nature, of the health information being requested.

The questionnaire asks for information including my height, weight and whether I see a counsellor. It isn't clear to me how some of this information is relevant to the role requirements. So I'd appreciate an explanation of:

Why this information is necessary for the pre-employment process?

Why all of the health questions are mandatory?

The information requested is used to assess fitness for work and to identify whether any reasonable adjustments may be required. For certain roles, information relating to BMI may be relevant. The questionnaire is a standard form used across a range of roles, and, at present, our provider's system does not allow individual questions to be removed based on the role being applied for.

How it will be used, who will have access to it, and how long you will keep it for?

The pre-placement health questionnaire is confidential and is only accessible to PAM's clinical team and those directly involved in the screening and review process.

Retention of records is governed by our contractual obligations with the client, applicable legislation, and data protection requirements. Further details regarding how personal and health information is collected, processed, stored, retained, and protected can be found in PAM's [Privacy Policy](#). Further information is available on the [PAM Group website](#).

The UK GDPR/data-protection basis for collecting and processing this information, given that health information is special category data?

Health information is classed as special category personal data and is processed in accordance with UK GDPR and the Data Protection Act 2018. The processing of this information is necessary for occupational health and employment-related purposes and is subject to appropriate safeguards and confidentiality requirements as per [ICO guidance](#).

If this is an Occupational Health assessment, could you also confirm whether the detailed health information will remain confidential to Occupational Health, and exactly what HR/the recruiting manager will receive. Presumably only an assessment of my fitness for the role and any recommended reasonable adjustments?

Any health information provided within a candidate's declaration is reviewed only by the Occupational Health clinical team, or clinicians requiring access to cases with clearance for this. Detailed medical information is not routinely shared with HR or the recruiting manager. Where a clinical review is required, the recruiting organisation would normally receive only an outcome regarding fitness for work and any recommended workplace adjustments. Any such advice would be discussed with the candidate and shared with a candidates' informed consent.