

EMPLOYING YOUR NEW STARTER

Guide 2.8: New Starter Health Questionnaire

In guide 1.2 'Recruiting New Starters – The Interview', we advised you not to ask questions about a person's health during the recruitment process. Now, however, as you have offered them the job, you have the right to know a reasonable amount about their current state of health and any disabilities they might have.

Health Questionnaire

It's a good idea to ask all new employees to complete a health questionnaire. This will let you know about any help or support you can offer to enable them to work to the best of their ability and to identify any health and safety risk. It may be that this is the point your new employee tells you they have a disability. Remember, disability is one of the 'Protected Characteristics'. Don't worry if this happens. It's usually quite practical to employee people with disabilities with little or no extra help.

If you do have any concerns on this, you can always contact Colden HR.

For HR support, please contact Colden HR on [0121 284 0852](tel:01212840852) or email enquiries@coldenhr.co.uk and quote your NCASS membership number.