

Dear Recruiting Manager

Role/Post Title:	
Recruiting Manager:	
Department:	
Department Manager:	
Division	

Please complete **ALL** sections of the Functional Requirement Form (FRF) in order to:

- Demonstrate the functional requirements you seek from applicants for your role
- Enable the prospective applicant to self-assess his/her ability to meet the functional requirements of the role
- Identify reasonable adjustments which could be necessary for the applicant to fully undertake the tasks of the role
- Identify components of the role that may have a negative impact on the applicant's health, so that you or the Trust can take preventative measures
- Help the Trust comply with the Equality Act (2010) in providing reasonable adjustments for those who need them.

The FRF should be completed/reviewed for each recruitment episode. Failure to do so may result in unnecessary delays. The completed form should be submitted to the Recruitment team as part of the required documentation for the recruitment episode. If you require any assistance regarding completion of the FRF, please contact the Recruitment Team via e-mail resourcing.enquiries@geh.nhs.uk

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Role includes exposure prone procedures (EPP)/ Renal Dialysis (RD)

EPP: invasive procedures where there is a risk that injury to the worker may result in exposure of the patient's open tissues to the blood of the worker. These include procedures where the worker's gloved hands may be in contact with sharp instruments, needle tips or sharp tissues (e.g., spicules of bone or teeth) inside a patient's open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.

Taking blood (venepuncture), setting up and maintaining IV lines, incision of external abscesses and simple endoscopic procedures are not considered EPP activities.

RD: undertaking haemodialysis or hemofiltration i.e. dialysis unit/ICU including renal nurses.

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Role is patient facing and/or handling clinical specimens (NON EPP/RD)

Patient facing: clinical roles (doctors, nurses, allied health), porters, cleaning staff, catering etc. Any role with direct contact with patients.

Handling clinical specimens: roles which involve the taking, transporting, and testing of clinical specimens.

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Role is NON patient facing and does not involve handling clinical specimens: office based staff including offices within clinical areas.

☐ **Role includes food handling:** only those involved in producing, preparing, and handling food.

☐ **Role includes rotation:** only those in a clinical role which involves rotating to clinical areas identified due to the increased risk of exposure to tuberculosis (TB) – Emergency Department, Acute Medicine, Critical Care, Infectious Diseases, Respiratory Medicine, TB/Chest Clinic, Theatres, Medical Admissions Ward, Microbiology and Mortuary.

*Re: Work in confined space (B20 on FRF below). It can be any space of an enclosed nature where there is a risk of death or serious injury from hazardous substances or dangerous conditions (e.g., lack of oxygen). Some confined spaces are fairly easy to identify, e.g., enclosures with limited openings, enclosed drains, and sewers. Others may be less obvious e.g., ductwork and unventilated or poorly ventilated rooms. Further guidance is available at:

<http://www.hse.gov.uk/pubns/indg258.pdf>

Please complete pages 3 & 4

FUNCTIONAL REQUIREMENT FORM (FRF) - PLEASE COMPLETE BELOW				
A. Essential Occupational Health Clearance for Role		Yes	No	
Role includes Exposure Prone Procedures (EPP)/Renal Dialysis (RD)				
Role is patient facing and/or handling clinical specimens				
Role includes food handling				
B. Physical Demands of the Role				
	Never	Occasional 0-33% work time	Frequent 33-66% work time	Constant 67-100% work time
Sitting				
Standing				
Walking				
Lifting and Handling Patients				
Lifting and Handling Objects				
Pushing and pulling e.g., Trolleys				
Bending/squatting/crouching/kneeling/crawling				
Climb/descend stairs				
Climbing ladders/work at height				
Using hands above shoulder height				
Twisting/spinal rotation				
Sedentary/ immobile posture				
Reaching forward				
Simple grasping/fine manipulation/ manual dexterity				
Applying hand grip force				
Typing				
Writing				
Operating foot controls				
Repetitive movement				
Working in confined space*				
Working within a team				
Requirement to wear personal protective equipment e.g., gloves, mask, eye protection, gowns				
C. Psychological Demands of the Role				
Repetitive/complex tasks requiring attention to detail				
Ability to concentrate/good memory				
Communication demands (phone/e-mail/face to face)				
Night worker				
Rotational shift work				
Required to deal with distressing/ challenging situations				
Requirement to deal with anxious/aggressive people				
Requirement to work to deadlines				
Requirement to supervise others				
Lone Working				
D. Sensory Demands of the Role	Yes	No		
Good vision essential (with or without glasses)				
Good colour vision essential				
Good hearing essential (with or without hearing aid(s))				

E. Additional Occupational Health Screening for Role	Yes	No
Exposure to chemical hazards e.g., skin, and respiratory irritants (please specify)		
Exposure to physical hazards e.g., vibration, extremes of hot/cold temperature, extreme noise		
Exposure to biological hazards e.g., viruses, bacteria, medical waste, animal handling		
Classified worker under the Ionising Radiation Regulations		
F. Undertaking Aerosol generating procedures (AGP) and requiring the use of FFP3 mask	Yes	No