PINEAPPLE TALENT

Occupational Health and Worker Fitness Policy

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1. Purpose

Placing someone into work they are not fit to do safely is bad for them, for the client, and for the people the client serves. This policy explains how Pineapple Talent assesses fitness for work, how we handle health information, and the support available to workers whose health affects, or is affected by, their work.

2. Who this covers

This policy applies to every candidate who registers with us, every worker we place, and our own office staff. It applies across all the sectors we supply.

3. Health declarations at registration

After a conditional offer of registration, and not before, candidates complete a health declaration relevant to the type of work they are seeking, in line with section 60 of the Equality Act 2010. We ask only what we need to know to place them safely: conditions or restrictions that could affect their ability to do the role safely, adjustments they may need, and, for applicable roles, immunisation history. An honest declaration is a condition of registration; information volunteered is never used to discriminate, and is used to support safe matching and reasonable adjustments.

4. Reasonable adjustments

Where a worker has a disability or health condition, we discuss adjustments with them and agree with the hirer what the placement needs to look like for it to work: altered duties, equipment, shift patterns or additional support. A condition that rules out one kind of work rarely rules out all work,

and we would rather adjust a placement than lose a good worker.

5. Immunisations and health clearance

For care and clinical settings, we collect the immunisation and screening evidence the client's own policy requires, which may include hepatitis B status for exposure-prone roles and tuberculosis screening history, and we encourage seasonal flu and COVID-19 vaccination for anyone working with people at higher risk. Where a client requires evidence we do not hold, we obtain it before the first shift rather than arguing with the requirement.

6. Ongoing fitness for work

- Workers must tell us promptly about anything that changes their fitness for work: a new condition, an injury, a medication that affects alertness in safety-critical work, or pregnancy, so a risk assessment can be carried out with the hirer.
- Workers who regularly work nights are entitled to a free health assessment under the Working Time Regulations 1998 before starting nights and at regular intervals afterwards. We offer this to every night worker and repeat the offer annually.
- Workers returning after significant illness or injury may be asked to confirm fitness to return, through their GP, a fit note, or an occupational health opinion where the role justifies it.
- Infectious illness is managed under our Infection Prevention and Control Policy, including the 48-hour rule for diarrhoea and vomiting in care and food settings.

7. How we handle health information

Health information is special category data under UK GDPR. We collect the minimum we need, store it access-controlled, share it only with the worker's knowledge and only so far as a hirer genuinely needs to know (usually the fact of fitness or an adjustment, not the diagnosis), and retain it in line with our data protection policies. A worker can see the health information we hold about them at any time.

8. Responsibilities and review

The Compliance Manager owns this policy, keeps declaration and clearance records up to date, and is the first contact for workers and clients on any fitness-for-work question: 0161 524 1715, info@cucumber-operations.co.uk. The policy is reviewed annually or when legislation or sector guidance changes.