

Health & Safety Pack

Health & Safety Policy , RAMS



Health & Safety for Drivers

V1 June 2025



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1. Policy Statement

Adapt Logistics Recruitment Ltd. is fully committed to ensuring, so far as is reasonably practicable, the health, safety, and welfare of all employees, agency drivers, clients, contractors, and members of the public who may be affected by our operations. We recognise our responsibilities under the Health and Safety at Work Act 1974 and all associated regulations, and we strive to achieve the highest possible standards of safety and wellbeing throughout all aspects of our business. Our aim is to foster a culture of partnership, open communication, and continuous improvement, ensuring that everyone we work with returns home safely every day.

2. Scope

This policy applies to every member of staff, agency driver, and contractor engaged by Adapt Logistics Recruitment Ltd., including those placed with third-party clients across all sectors we serve. It encompasses all activities related to recruitment, assignment, vehicle operation, on-site work, lone working, and all forms of communication with clients and candidates.

3. Responsibilities

a) The Agency (Adapt Logistics):

Adapt Logistics will maintain and regularly review this Health & Safety Policy, ensuring it is up to date with current legislation, industry best practice, and the needs of our business. We conduct robust pre-assignment screening for all drivers, which includes checking DVLA licences every six months (unless specified by the client), collecting and reviewing annual medical questionnaires, verifying CPC and ADR qualifications, and obtaining relevant references.

Every driver is provided with a comprehensive induction pack that details our policies, escalation procedures, and reporting routes for any health and safety concerns. We ensure all drivers are briefed on their legal obligations, including DVSA drivers' hours, tachograph rules, and best driving practices, referencing the latest guidance from the DVSA, Network Rail, and Industry bodies.

We provide a secure online portal where drivers and clients can access essential documents, update compliance information, and acknowledge receipt of policies. Compliance is monitored through regular audits, spot checks, and feedback from both clients and drivers.

All incidents and near-misses are fully investigated, and affected staff or drivers are supported throughout the process. We maintain clear and up-to-date contact details, ensuring 24/7 support and escalation is available to all users.

b) Agency Drivers:

All drivers are expected to fully comply with both agency and client health and safety requirements. Drivers must only accept assignments for which they are appropriately trained, competent, and medically fit. Drivers must inform the agency if there are any changes to their health or eyesight that will affect their ability to work. Drivers are required to perform daily vehicle walkaround checks using DVSA guidelines and report any defects immediately to the client before driving. Agency drivers must strictly adhere to DVSA drivers' hours, tachograph rules, and the Working Time Regulations, ensuring they take all required rest breaks and accurately record their hours. It is the responsibility of the agency driver to always wear the appropriate personal protective equipment (PPE), including hi-visibility clothing, safety boots, and gloves, and to ensure that any specialist PPE required for a specific assignment is used as instructed.

Drivers must report all incidents, near-misses, health concerns, or unsafe conditions immediately to both the agency and the client. Agency drivers are expected to participate in all required site inductions and escalate any concerns about unfamiliar sites, unsafe tasks, or unclear procedures.

Drivers are encouraged to use the agency's self-service portal to update their details, submit timesheets, and access all relevant health and safety information.

c) Clients:

Clients are responsible for providing all agency drivers with a thorough site-specific health and safety induction and risk assessment before the commencement of any assignment. They must ensure that appropriate welfare facilities, supervision, and any required specialist PPE are available and accessible to drivers. Clients are required to promptly inform the agency of any incidents, hazards, or changes to working conditions that could affect the safety or wellbeing of agency drivers.

4. Key Health & Safety Procedures

4.1. Recruitment & Screening

Adapt Logistics conducts a rigorous recruitment and screening process for all drivers. This process includes a DVLA licence check every six months, verification of CPC and ADR qualifications, the collection and annual review of medical self-declaration questionnaires, and thorough reference checks. Drivers are required to promptly declare any changes to their health status or driving record, ensuring only safe and competent drivers are supplied to our clients.

4.2. Induction

All drivers receive a comprehensive induction pack, either digitally or physically, prior to their first assignment. This pack covers all agency policies, escalation routes for reporting concerns, procedures for lone working and night shifts, guidance on fatigue management, mental health and wellbeing support, PPE requirements, and legal responsibilities. Instructions for accessing the agency's online portal and reporting issues are also included. Drivers must confirm their understanding and acceptance of these policies before being assigned to any client.

4.3. Driver Hours, Fatigue & Tachograph Compliance

Drivers must comply with all DVSA Drivers' Hours and Tachograph Rules to prevent fatigue and ensure legal compliance. This includes accurately recording driving hours, taking legally mandated breaks, and using tachographs as required by law. The agency and its clients monitor compliance through timesheet submissions, portal records, and, where applicable, direct tachograph data analysis. Any concerns regarding fatigue or breaches of working hours must be reported immediately.

4.4. Route Planning & Bridge Strikes

All drivers are required to plan their routes in advance, using approved navigation tools and avoiding restricted roads and low bridges, in line with the Network Rail Bridge Strike Guide ([Prevention of bridge strikes - Network Rail](#)). Clients are responsible for providing drivers with site-specific routing guidance and for updating the agency about any known hazards or route restrictions. Drivers must always adhere to these instructions and escalate any uncertainty about routes or bridge heights to the client before commencing a journey or as soon as possible.

4.5. Vehicle Safety & Daily Checks

Before operating any vehicle, drivers must complete a thorough daily walkaround check, following the DVSA's official checklist. Any defects or safety concerns must be reported immediately to the client, and the vehicle must not be operated until all issues are rectified. Clients are responsible for the ongoing maintenance of vehicles and for responding promptly to all reported defects.

4.6. Manual Handling & Loading/Unloading

Drivers receive training in manual handling and are advised to use mechanical aids wherever possible to prevent injury. They must not attempt to handle goods or equipment beyond their training or capability and are required to report any unsafe manual handling expectations to the agency and client. Clients must notify the agency in advance if manual handling is required and provide site-specific training and supervision as necessary.

4.7. Personal Protective Equipment (PPE)

All drivers are responsible for providing and wearing standard PPE, including hi-visibility clothing, safety boots, and gloves, as a minimum requirement. Where specialist or site-specific PPE is needed, clients are responsible for ensuring its availability and for enforcing PPE rules on site. The agency provides guidance on PPE requirements as part of the induction process and monitors compliance through spot checks and driver feedback.

4.8. Lone Working & Night Shifts

Lone working and night shift assignments are only given to drivers who have been assessed as suitable for such work. The agency's lone working procedures are: access to a 24/7 emergency contact number, and clear escalation routes for any concerns. Drivers are briefed on fatigue management and are encouraged to report any issues related to lone working or night shifts immediately.

4.9. ADR & Hazardous Goods

Only drivers with valid ADR certification are assigned to hazardous goods transport. These drivers receive additional safety procedures, emergency contact details, and PPE requirements as part of their assignment brief. The agency ensures all ADR certifications are current and provides annual refresher training as necessary.

4.10. Health & Wellbeing

Adapt Logistics promotes a culture of openness and support regarding health and wellbeing. Below is information and signposting for various information sources, and are encouraged to report any stress, fatigue, or other wellbeing concerns without fear of reprisal. The agency conducts annual wellbeing check-ins and provides ongoing support to all drivers.

You can call Mind on 0300 123 3393 or Samaritans on 116 123

4.11. Incident & Accident Reporting

All incidents, near-misses, or hazards must be reported immediately to both the client and the agency. The agency is responsible for investigating all reports, implementing corrective actions, and updating risk assessments as needed. Post-incident support, including access to mental health resources and legal guidance, is available to all affected drivers.

In the event of an incident or injury, you must let the client, and the agency know as soon as possible. The client may be able to provide you with First Aid, otherwise you can view the below for support



4.12. Mobile Phone & Device Use

Drivers are strictly prohibited from using handheld mobile devices while driving. Devices may only be used when the vehicle is safely parked or, if required for navigation, securely mounted and operated in accordance with the law and agency policy.

4.13. Drug & Alcohol Policy

Adapt Logistics operates a zero-tolerance policy towards drugs and alcohol. Random testing may be conducted as required by clients or law. Any breaches of this policy will result in immediate removal from assignment and may be reported to the relevant authorities.

4.14. COVID-19 & Infectious Diseases

All drivers and clients must adhere to current government and HSE guidelines on hygiene, self-isolation, and vaccination. Clients are responsible for providing appropriate site hygiene measures and PPE as required to prevent the spread of infectious diseases.

4.15. Open Communication & Continuous Improvement

Adapt Logistics fosters a culture of open and honest communication with all drivers and clients, encouraging the reporting of hazards, concerns, and feedback at all times. Feedback is regularly solicited to drive continuous improvement in our health and safety practices. All policies and risk assessments are reviewed annually, or sooner if significant incidents or regulatory changes occur.

Road safety information for heavy goods vehicle drivers

If you have learned to drive in another country, and want to drive a heavy goods vehicle (HGV) on England's major road network, you must be aware of the driving rules, speed limits, roadside message signs, safe driving recommendations and what to do if you need to stop for an emergency.

Driving on the left

You must stay on the left hand side of the road at all times. You should also be particularly careful at roundabouts and when driving for the first time each day, as your reflexes may want you to drive on the wrong side.

Motorway lanes

If you are a driver of an HGV which weighs over 7.5 tonnes, you must not drive in the right hand lane of a motorway if there are three or more lanes. It is best to stay in the left hand lane (lane 1), unless you are overtaking, and try to avoid regular lane changing.

Rest

You must never drive when tired as this is a risk for everyone. Don't be afraid to take regular rests, especially if you are already tired, driving irregular hours, driving on long, straight roads or if you have been driving for a long period of time.

Stopping and parking

When you stop and park, make sure you always park somewhere safe. It's important that you can be seen by others, as this will make your vehicle more secure. You must not block traffic and must pose no risk to anyone else. You should use the parking areas at truck stops, motorway service areas or car parks reserved for overnight use.

Parking at entry or exit slip roads of service areas is strictly forbidden. It is also forbidden to stop or park on hard shoulders unless it is an emergency.

Motorway Service Areas (MSA)

Despite there often being repair services available at European MSAs, this is not common in England. Read about MSAs on the Highways Agency website (<http://www.highways.gov.uk/knowledge/14986.aspx>).

Find more guides and online services at businesslink.gov.uk/transport

Safety through road works

Road works may appear very different to what you are used to.

On motorways or four-lane roads, you will be warned at least 1.6 kilometres before the road works begin, so you have enough time to slow down. There will be a new speed limit set in this time - usually between 64 and 80 kilometres per hour (km/h) and there will often be safety cameras installed to regulate this speed.

Sometimes, certain lanes are reserved for certain types of vehicles. It is therefore important to know the size and weight of your vehicle so you can get into the correct lane before the road works begin. In sections of road works, bends are often more pronounced and lanes are often narrower. Overseas drivers are often involved in collisions in road works as traffic to their right hand side is often nearer than they think. You must always be aware of this.

Emergencies

You will find emergency roadside telephones every 1.6 kilometres on the hard shoulder. You are advised to use these, rather than a mobile phone, to contact the emergency services in an emergency or if you breakdown and cannot leave the motorway. If you cannot get to one of these telephones, then you should dial 999 or 112 from your mobile.

Feedback

If you feel that more information should be added into this guide, or if you have any other comments, please contact the Highways Agency by email at truckstops@highways.gsi.gov.uk.

Speed limits by road type

Vehicle type	Motorway	Built-up area*	Single carriageway	Dual carriageway
Car	113km/h 70 miles per hour (mph)	48km/h 30mph	97km/h 60mph	113km/h 70mph
HGV (< 7.5 tonnes)	113km/h ** 70mph	48km/h 30mph	80km/h 50mph	97km/h 60mph
HGV (> 7.5 tonnes)	97km/h 60mph	48km/h 30mph	64km/h 40mph	80km/h 50mph

* All roads with streetlights unless otherwise stated

** 97km/h for articulated lorries or vehicles towing trailers

Find more guides and online services at businesslink.gov.uk/transport

HGV Driving Hours



Maximum Driving Times	Duration	Explanation
Continuous driving time	4.5 hours	Maximum of 10 hours of driving twice a week. On other workingdays in the same week: a maximum of 9 hours driving per day. A fixed week starts on Monday at 00:00 and ends on the next Sunday at 23:59.
Daily driving time	9 hours	
Weekly driving time	56 hours	
Two-weekly driving time	90 hours	
Working Time on Night Shift		
In period of 24 hours from start of shift	10 hours	Exemption from these rules is permitted under collective workforce agreement. Normal hours apply. The 10-hour limit can be exceeded under agreement.
By collective workforce arrangement	Variable	
Minimum Resting Time		
Minimum daily rest	11 hours	
Split rest	3 hours + 9 hours	
Minimum shortened rest	9 hours	3 times per week. Double manning: at least 9 hours in 30 hour period.
Minimum weekly rest	45 hours uninterrupted	Possibly shorten to 24 hours once every 2 weeks. Compensate difference before end of 3rd week.
Conditions Night Policy		
Night work (goods vehicle)	Between 00:00 & 04:00	
Night work (passenger vehicle)	Between 01:00 & 05:00	
Breaks		
Break in working time (6-9 hours)	30 minutes	Possible split to break into breaks of at least 15 minutes.
Break in working time (9+ hours)	45 minutes	Possible to split break into breaks of at least 15 minutes.
Break in driving times	45 minutes	Possible to split into break of at least 15 and then of at least 30 minutes.
Working Time Directive		
Weekly working time	48 hours	Allowed to work 60 hours, as long as the 48-hour maximum is not exceeded. This is for a period of 17 weeks, or 26 weeks with a collective workforce agreement.
Max. weekly working time	60 hours	
Data		
Driver card download	Every 28 days	All downloads need to be saved for at least 52 weeks, on 2 separate devices.
Mass storage download	Every 90 days	
Mandatory instructions	Regularly	Needs to be performed by an external expert.



**Tacho
Complete**

- ✓ Tachograph Analysis
- ✓ Remote Download
- ✓ Safe Cloud Upload



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SOLUTIONS

Driver Health & Safety Guide

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VI June 2025

Introduction

This good practice guide is intended to give guidance to professional drivers so that bridge strikes can be prevented and to provide advice on the risks and consequences of bridge strikes.



A curtain sided lorry overturned as a result of a bridge strike

What is a bridge strike?

- A bridge strike is an incident in which a vehicle, its load or equipment collides with a bridge.
- Most bridge strikes occur where roads pass under railway bridges.

Prevention of bridge strikes

Your responsibilities are to:

- Know your vehicle height and width
- Know your route
- Obey traffic signs

Before commencing a journey check:

- The security and safety of the load
- The height of the cab
- The height of the trailer, its load and equipment
- That the correct maximum height is displayed in the cab
- The maximum vehicle width



Always check the maximum height of your vehicle, its load and equipment

Do not rely on the information on the headboard as coupler heights can vary. Report any discrepancy between the measured height and that shown on the headboard to your Transport Manager

A route and vehicle check pro-forma is provided on page 5 for your use to record checks carried out to aid the prevention of bridge strikes.

When en route

You commit an offence if the overall travelling height of your vehicle is over 3 metres and the correct maximum height is not displayed in the cab.

Remember, your vehicle height can change for a variety of reasons, for example, adjustment of the 5th wheel, trailer loaded, unloaded or reloaded.



Notice in a driver's cab displaying the overall vehicle height

Prevention of Bridge Strikes - A Good Practice Guide for Professional Drivers
Issue 2 April 2012 NRIC/SGFG/004

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Avoid short cuts to save time as this may lead you to a low bridge.
Use a LGV specific satellite navigation system. Don't rely on a system designed for cars as these will not avoid low bridges.



Stop and seek advice on an alternative route if you:

- Are diverted from your planned route
- Realise that your route is obstructed by a bridge lower than your vehicle

Remember that it is an endorsable offence to use a hand held mobile phone or similar device whilst driving.

Traffic signs

You should be aware that traffic signs are provided at bridges to show the maximum permitted vehicle height when less than 16' 3" (4.95 metres).

- Red circles prohibit
- Red triangles warn



If a vehicle is higher than the dimension(s) shown on a circular traffic sign, you must stop and must not pass the sign. If you pass the sign you are likely to collide with the bridge and be prosecuted.

If the vehicle is higher than the dimension(s) shown on a triangular traffic sign at the bridge, you should not pass the sign.

At arch bridges, white lines on the road and 'goal posts' on the bridge may be provided to indicate the extent of the signed limit on vehicle height, normally over a 3 metre width. There may be an additional set of 'goal posts' showing lower limits towards the kerb.

At arch bridges ensure your vehicle passes between the goal posts.

Slow down as you approach the bridge and only move to the centre of the road when you are sure it is safe to do so. If necessary sound your horn or use dipped headlights to warn of your presence.

Drivers of vehicles with wide loads over 3m (9'-10") need to take extra care at arch bridges as the maximum height available will be less than the signed limit.



Warning chevrons and mandatory rounded signs showing the limit on vehicle height of a flat splay bridge



White lines on the road and 'goal posts' on the arch indicating the extent of the signed vehicle height limit

2

Presentation of Bridge Signs - A Good Practice Guide for Professional Drivers
Issue 2 April 2012 NB/CD/GPC/006

What action should be taken if a bridge strike occurs?

On the approaches to bridges with a vehicle height restriction, signs might be provided to give you advance warning of the restriction. This is to help you take an alternative route avoiding the low bridge. You should be aware, however, that advance warning signs are not provided at all low bridges.



Advance warning of a prohibition ahead and alternative route

What action should be taken if a bridge strike occurs?

At a railway bridge

Step 1: Report the bridge strike to the Rail Authority immediately so that trains may be stopped from crossing the bridge.

Telephone the number shown on the identification plate on the bridge.

Do not wait until you return to your depot before reporting the bridge strike.

Step 2: Advise the police using the 999 system.

Any road traffic collision that causes damage to a 3rd party must be reported. Each bridge strike causes damage to a bridge, and must therefore be reported.

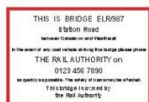
Step 3: Report the bridge strike to your employer.

Step 4: Keep the public away and do not move your vehicle.

At any other bridge

Report the bridge strike to the Police using the 999 system and then your employer.

Keep the public away and do not move your vehicle.



Example identification plate at a Network Rail bridge

Prevention of Bridge Strikes - A Good Practice Guide for Professional Drivers
Issue 2 April 2013 H&S/CS/16/000

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What are the consequences of a bridge strike?

Striking bridges is potentially dangerous and expensive.

On the railway

- A serious incident could result in a train being derailed with catastrophic loss of life
- Bridge strikes may seriously jeopardise the safety of the public travelling by train
- Every bridge strike causes delays and disruption to trains
- Bridge strikes cause damage to railway bridges on other road users



Bridge dislodged from abutments onto the vehicle which struck it

On other road users

You could cause:

- The death or serious injury of another road user
- Serious disruption on the road network



Crushed cab of a skip lorry following a bridge strike

On you and your employer

You could:

- Be killed or seriously injured
- Suffer serious economic loss – you could lose your job
- Be prosecuted for offences which can result in imprisonment or loss of your driver's licence
- Have to pay increased personal car insurance premiums

Your company could lose their operator's licence

Your company will be liable for the costs of:

- Examining the bridge
- Repairing bridge damage
- Recovering your vehicle and its load
- Delays to train services

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Prevention of Bridge Strikes - A Good Practice Guide for Professional Drivers
Issue 2 April 2012 NRDCE/SPG004

Appendix 1

Professional drivers' route and vehicle check

Date	Driver's name		
Vehicle no.	Trailer fleet / Serial no.		
Route	From	To	Via
Load type	<input type="checkbox"/> Box	<input type="checkbox"/> Container	<input type="checkbox"/> Curtainsider
	<input type="checkbox"/> Plant & Machinery	<input type="checkbox"/> Skip	<input type="checkbox"/> Waste
	<input type="checkbox"/> Car transporter	<input type="checkbox"/> Other (specify):	

Route and vehicle check	
Have low bridges on your route been identified?	<input type="checkbox"/> Yes <input type="checkbox"/> No
What is (are) the location(s) of the lowest bridge(s) on the route?	
What is the limit on vehicle height under bridges on your route?ftinsmetres
Is the load and equipment properly secured and safe?	<input type="checkbox"/> Yes <input type="checkbox"/> N
What is the maximum travelling height of your vehicle?ftinsmetres
Is the maximum height of your vehicle less than the limit on vehicle height under bridges on your route?	<input type="checkbox"/> Yes <input type="checkbox"/> N
What is the maximum width of your vehicle?ftinsmetres



**Know your vehicle height and width.
Know your route. Obey traffic signs.
Don't hit and run.**



Preparation of Bridge Data - A Good Practice Guide for Professional Drivers - Issue 2 April 2012 HSC/01/05/003

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Overall travelling
height conversion chart



Feet / inches	Metres	Feet / inches	Metres
16'-3"	4.95	13'-3"	4.04
16'-0"	4.88	13'-0"	3.96
15'-9"	4.80	12'-9"	3.89
15'-6"	4.72	12'-6"	3.81
15'-3"	4.65	12'-3"	3.73
15'-0"	4.57	12'-0"	3.66
14'-9"	4.50	11'-9"	3.58
14'-6"	4.42	11'-6"	3.51
14'-3"	4.35	11'-3"	3.43
14'-0"	4.27	11'-0"	3.35
13'-9"	4.19	10'-0"	3.05
13'-6"	4.11	9'-0"	2.75



Manual handling at work A brief guide



01/20 INDG143(rev4)

You can buy this leaflet at
<https://books.hse.gov.uk/>

This is a web version of the printed edition

TSO London

Introduction

As an employer, you must protect your workers from the risk of injury and ill health from hazardous manual handling tasks in the workplace. This leaflet will help you do that. It includes simple risk filters to help you identify which manual handling activities are hazardous.

Manual handling means transporting or supporting a load by hand or bodily force. It includes lifting, lowering, pushing, pulling, moving or carrying a load. A load is a moveable object, such as a box or package, a person or an animal, or something being pushed or pulled, such as a roll cage or pallet truck.

What's the problem?

Manual handling injuries are part of a wider group of musculoskeletal disorders (MSDs). The term 'musculoskeletal disorders' includes injuries and conditions that can cause pain to the back, joints and limbs.

This leaflet focuses on manual handling, which is one of the main causes in the development of musculoskeletal disorders, particularly back pain. For the latest statistics, visit the HSE website.

Manual handling risks can be found across all kinds of workplaces – on farms and building sites, in factories, offices, warehouses, hospitals and while making deliveries. Heavy manual labour, repetitive handling, awkward postures and previous or existing injuries or conditions are all risk factors for developing MSDs. Work may also make worse an injury which was not caused at work, such as a sports injury. There is more advice on MSDs on the HSE website.¹

Taking the action described here will help prevent injuries and ill health, but you can't prevent all MSDs. Encourage workers to report any signs and symptoms to you or their worker representative at an early stage, before they become more serious, so you can take steps to reduce the risk.

If your workers have developed symptoms, consider taking advice from an occupational health provider on a worker's fitness for work, and any restrictions or adaptations to their work that may be required.

What does the law say?

The Management of Health and Safety at Work Regulations² require you to assess the risks to the health and safety of your workers. Where this identifies hazardous manual handling of loads, you should also comply with the Manual Handling Operations Regulations (the Manual Handling Regulations).³

The Manual Handling Regulations set out a clear hierarchy of measures you must follow to prevent and manage the risks from hazardous manual handling:

- **avoid** hazardous manual handling operations, 'so far as reasonably practicable';⁴
- **assess** the risk of injury to workers from any hazardous manual handling that can't be avoided;
- **reduce** the risk of injury to workers from hazardous manual handling to as low as reasonably practicable.

Workers have duties too. They should:

- follow systems of work in place for their health and safety;
- use properly any equipment provided for their health and safety;
- cooperate with you on health and safety matters;
- inform you if things change or they identify hazardous handling activities;
- take care to make sure their activities do not put others at risk.

Consult and involve your workforce. Your workers and their representatives know first-hand what the risks in the workplace are and can often suggest practical solutions to control them.⁴

⁴This means balancing the level of risk against the measures needed to control the real risk in terms of money, time or trouble. However, you do not need to take action if it would be grossly disproportionate to the level of risk.

Avoid hazardous manual handling

Eliminate handling the load

Can you eliminate hazardous manual handling by not moving loads, for example, by looking at whether the work could be done in a different way:

- Does the item really need to be moved, or can the activity be done safely where it already is by redesigning the task?
- Can products or materials be delivered directly to where they will be used?

Automation or mechanisation

If handling the load cannot be avoided, consider whether the operations can be automated or mechanised to eliminate the manual part of the handling. The best time to make decisions about this is when plant or systems of work are being designed.

- Can you use materials handling equipment or mechanical aids to eliminate or reduce the risks you identify in your risk assessment? Can you use, for example, a conveyor, a chute, an electric-powered pallet truck, an electric or hand-powered hoist, or a lift truck to reduce the risk of injury? See *Making the best use of lifting and handling aids* for more information.⁶
- Can you use robotics technology, for example, in production lines?
- When introducing automation or mechanisation, make sure you avoid introducing new risks (for example, when maintaining equipment or when things break down).
- Make sure your workers are trained to use any equipment you introduce, such as lift trucks.

Assess the risks

Where you identify risks from hazardous manual handling in your workplace that cannot be avoided, you must do a manual handling risk assessment to help you decide what you need to do to manage these risks. Make sure your workforce is fully involved in the risk assessment process.

Consider risks arising from:

- the task;
- the load;
- the working environment;
- individual capacity;
- any materials handling equipment or handling aids used;
- how you organise and allocate work;
- the pace, frequency and duration of the work.

Make sure you take account of the individual requirements of workers who may be especially at risk, for example:

- new or expectant mothers;
- people with disabilities, which may make it more difficult to do a particular task;
- those returning to work after a recent manual handling injury, who may be on a phased return to work;
- inexperienced new, young or temporary workers;
- older workers;
- contractors, homeworkers or lone workers;
- migrant workers who may not have English as their first language.

You also need to take account of psychosocial risk factors. These may affect workers' psychological responses to their work and workplace conditions. Examples are high workloads, tight deadlines and lack of control over the work and working methods, which may make people more likely to develop MSDs.

How detailed should my risk assessment be?

The amount of detail required by your manual handling risk assessments will depend on a number of factors, including the level of risk and complexity of the tasks being carried out. Using HSE's simple risk filter(s) as a first step can help you to initially identify low- and high-risk tasks. This will help you decide your priorities for more detailed assessments of your higher-risk tasks.

5

HSE's guidance on the Manual Handling Regulations (L23) *Manual handling*⁷ contains in-depth advice on risk assessment. If you choose to use HSE's suggested approach, there are three levels of detail:

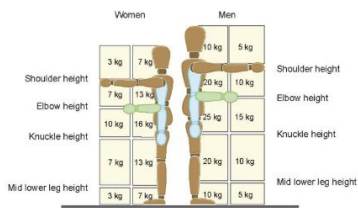
- **simple filters** to distinguish low-risk tasks from those which need a more detailed assessment;
- **HSE's risk assessment tools**, the *Manual handling assessment charts (the MAC tool)*⁸ and *Risk assessment of pushing and pulling (RAPPP) tool*⁹ which help you identify high-risk handling operations and prioritise action to control the risks if the tasks fall outside the simple risk filters;
- **a full risk assessment**. There are online checklists¹⁰ available if you need to carry out a full risk assessment for lifting and carrying or pushing and pulling.

Simple filters

Use the guideline filters for lifting and lowering in Figure 1 to help you identify low-risk tasks. The Manual Handling Regulations do not set specific weight limits, so the guidelines are **not** 'safe limits' for lifting and carrying. They use broad assumptions or generalisations where, if met, the risk of injury is considered to be low. But working outside the limits is likely to increase the risk of injury, which can lead to ill health. The guidelines are derived from lifting capacity data which show differences between men and women in the population (rather than individuals).

The filter for pushing and pulling in Figure 2 looks at the posture of your workers during pushing or pulling operations.

Where the handling task falls within the filter guidelines, you do not normally need to do any other form of risk assessment unless you have individual workers who may be at significant risk. If you are unsure, complete a more detailed assessment.

Lifting and lowering risk filter**Figure 1** Lifting and lowering risk filter

- Figure 1 assumes that the load is easily grasped with both hands and is handled in reasonable working conditions, with the worker in a stable body position.
- Each box in Figure 1 contains a filter value for lifting and lowering in that zone. The filter values in the boxes are reduced if handling is done with arms extended, or at high or low levels, as that is where injuries are most likely to happen.
- Observe the work activity you are assessing and compare it to Figure 1. First, decide which zone or zones the worker's hands pass through when moving the load. Then assess the maximum weight being handled. If it is less than the value given in the matching box, it is within the guidelines.
- If the worker's hands enter more than one zone during the operation, use the smallest weight. Use an in-between weight if the hands are close to a boundary between zones.

7

Lifting and lowering: Do I need to make a more detailed assessment?

You will need to make a more detailed assessment using the MAC tool or full risk assessment checklists (or equivalent) if:

- the handling operation must take place with the hands outside the zones in Figure 1;
- the weight exceeds those in Figure 1;
- the handling involves torso twisting;
- the handling is more frequent than one lift every two minutes;
- the handling is done by a team;
- the handling operations are complex, for example, the weights vary significantly or there are several start and finish locations;
- the lift does not meet the conditions given for using the guidelines, for example, if the load is difficult to grasp or handle;
- the person lifting may be at significant risk, for example, new or expectant mothers, young workers, those new to the job, or those with a disability, significant health problem or recent injury.

Carrying risk filter

You can apply the filter weights for lifting and lowering in Figure 1 to carrying operations where the load:

- is held against the body;
- is carried no further than about 10 m without resting;
- does not prevent the person from walking normally;
- does not obstruct the view of the person carrying it;
- does not require the hands to be held below knuckle height or much above elbow height.

Where you can carry the load securely on the shoulder without lifting it first (for example, by sliding it onto your shoulder), you can apply the filter values up to 20 m.

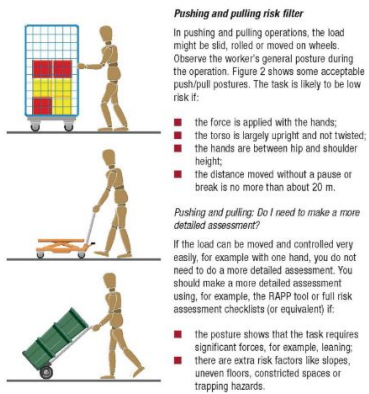


Figure 2 Acceptable push/pull postures

Handling while seated

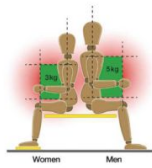


Figure 3 Handling while seated

The filter values for handling operations carried out while seated, as shown in Figure 3, are **Men: 5 kg** and **Women: 3 kg**. These values only apply for two-handed lifting and when the hands are within the green zone shown. If handling beyond the green zone is unavoidable, you should make a full assessment.

Record and review

Make a record of your significant findings – the hazards, how people might be harmed by them and what you have in place to control the risks. *Any* record should be simple and focused on controls. If you have fewer than five employees you do not have to write anything down, but it is useful to do this so you can review it later, for example, if something changes.

Regularly review your work activities to make sure the risks are being adequately controlled and that your risk assessment remains relevant – few workplaces stay the same because production processes or workers may change.

What about manual handling training?

Providing information and training alone will not ensure safe manual handling.³ The first objective should always be to design the handling operations to be as safe as reasonably practicable. Manual handling training is important to further manage the risk of injury if the task cannot be avoided and you have already taken action to reduce the risk. However, on its own, it can't overcome:

- a lack of mechanical aids;
- badly designed tasks;
- unsuitable loads;
- an unsuitable working environment.

The information covered by manual handling training should be specific to the job and should include:

- manual handling risk factors and how injuries can happen;
- appropriate systems of work for the individual's tasks and environment;
- use of mechanical aids;
- how to carry out safe manual handling, including good handling techniques;⁴
- practical work relevant to the job to allow the trainer to identify and put right anything the trainee is not doing safely;
- how to report symptoms and injuries.

Risks and controls

Table 1 includes some practical advice on what to look for when making an assessment and suggests ways to control the risks.

Table 1 Risks and how to control them

Risks to look for when making an assessment	Ways of reducing the risk of injury
The tasks Do they involve: <ul style="list-style-type: none"> ■ holding loads away from the body? ■ twisting, stooping or reaching upwards? ■ large vertical movement? ■ long carrying distances? ■ strenuous pushing or pulling? ■ repetitive handling? ■ risk of sudden movement of loads? ■ insufficient rest or recovery time? ■ a work rate imposed by a process? 	Can you: <ul style="list-style-type: none"> ■ use a lifting aid? ■ change workplace layout to improve efficiency? ■ reduce the amount of twisting and stooping? ■ avoid lifting from floor level or above shoulder height, especially heavy loads? ■ reduce carrying distances? ■ use powered handling devices to eliminate pushing and pulling? ■ avoid repetitive handling? ■ take steps to reduce fatigue? ■ vary the work, allowing one set of muscles to rest while another is used?
The loads Are they: <ul style="list-style-type: none"> ■ heavy or bulky? ■ difficult to grasp? ■ unstable or likely to move unpredictably? ■ harmful, eg sharp or hot? ■ awkwardly stacked? ■ too large for the handler to see over? 	Can you make the load: <ul style="list-style-type: none"> ■ lighter or less bulky? ■ easier to grasp? ■ more stable? ■ less harmful? ■ evenly stacked? If the load comes in from elsewhere, have you asked the supplier to help, eg by providing handles or smaller packages?

Risks to look for when making an assessment	Ways of reducing the risk of injury
The working environment Are there: <ul style="list-style-type: none"> ■ restrictions on posture? ■ bumpy, obstructed or slippery floors? ■ variations in floor levels? ■ hot/cold/humid conditions? ■ gusts of wind or other strong air movements? ■ poor lighting conditions? ■ restrictions on movements from clothes or personal protective equipment (PPE)? 	Can you: <ul style="list-style-type: none"> ■ remove obstructions to free movement? ■ provide better flooring and/or slip-resistant footwear? ■ avoid steps and steep ramps? ■ prevent extremes of hot and cold? ■ improve ventilation? ■ improve lighting? ■ provide suitable protective clothing or PPE that is less restrictive?
Individual capacity Does the job: <ul style="list-style-type: none"> ■ require unusual capability, eg above average strength or agility? ■ pose a risk to those with a health problem or learning/physical disability? ■ pose a risk to new or expectant mothers? ■ pose a risk to new or young workers? ■ call for special information or training? 	Can you: <ul style="list-style-type: none"> ■ consider the design of the task? ■ pay particular attention to those who have a physical weakness? ■ take extra care of, eg new or expectant mothers and new/young workers? ■ give your workers more information, eg about the range of tasks? ■ provide more training? ■ get advice from an occupational health advisor if you need to?

Risks to look for when making an assessment	Ways of reducing the risk of injury
Handling aids and equipment Consider: <ul style="list-style-type: none"> ■ is the device the correct type for the job? ■ is it well maintained? ■ are the wheels on the device suited to the floor surface? ■ do the wheels run freely? ■ is the handle height between the waist and shoulders? ■ are the handle grips in good condition and comfortable? ■ are there any brakes? If so, do they work? 	Can you: <ul style="list-style-type: none"> ■ provide equipment that is more suitable for the task? ■ carry out planned preventive maintenance to prevent problems? ■ change the wheels, tyres and/or flooring so that equipment moves easily? ■ provide better handles and handle grips? ■ make the brakes easier to use, reliable and effective?
Work organisation factors Consider: <ul style="list-style-type: none"> ■ is the work repetitive? ■ is the work machine or system-paced? ■ do workers feel the demands of the work are excessive? ■ do workers have little control of the work and working methods? ■ is there poor communication between managers and workers? 	Can you: <ul style="list-style-type: none"> ■ change tasks to increase variety? ■ adjust the work rate? ■ make more use of workers' skills? ■ make workloads and deadlines more achievable? ■ involve workers in decisions? ■ encourage good communication and teamwork? ■ provide better training and information?

Find out more

- 1 HSE's website on musculoskeletal disorders:
www.hse.gov.uk/msd
- 2 *Risk assessment: A brief guide to controlling risks in the workplace* Leaflet INDG163(rev4) HSE 2014
www.hse.gov.uk/pubns/indg163.pdf
- 3 *Manual handling: Manual Handling Operations Regulations 1992. Guidance on Regulations L23* (Fourth edition) HSE 2016
www.hse.gov.uk/pubns/books/l23.htm
- 4 *Consulting employees on health and safety: A brief guide to the law* Leaflet INDG232(rev2) HSE 2013
<http://www.hse.gov.uk/pubns/indg232.pdf>
- 5 *Making the best use of lifting and handling aids* Leaflet INDG398(rev1) HSE 2013
<http://www.hse.gov.uk/pubns/indg398.pdf>
- 6 *Manual handling assessment charts (the MAC tool)* Leaflet INDG383(rev3) HSE 2018
www.hse.gov.uk/pubns/indg383.htm
- 7 *Risk assessment of pushing and pulling (RAPPL) tool* Leaflet INDG478 HSE 2016
www.hse.gov.uk/pubns/indg478.htm
- 8 *Full manual handling risk assessment: Examples of assessment checklists*
<http://www.hse.gov.uk/pubns/ickS.pdf>
- 9 For help seeking the right type of manual handling advice, see 'Getting help with manual handling risks in your business'
<http://www.hse.gov.uk/msd/external-help.htm>

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Further information

For information about health and safety visit <https://books.hse.gov.uk> or <http://www.hse.gov.uk>.

You can view HSE guidance online and order priced publications from the website. HSE priced publications are also available from bookshops.

To report inconsistencies or inaccuracies in this guidance email commissioning@hse.com.

This guidance is issued by the Health and Safety Executive. Following the guidance is not compulsory unless specifically stated, and you are free to take other action. But if you do follow the guidance you will normally be doing enough to comply with the law. Health and safety inspectors seek to secure compliance with the law and may refer to this guidance.

This leaflet is available in packs from HSE Books ISBN 978 0 7176 6732 1. A web version can be found at www.hse.gov.uk/pubs/indg143.htm.

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Driver Health & Safety Guide

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V1 June 2025

Training Videos

DVSA Walkaround Check & Safety Inspections	https://www.youtube.com/watch?v=RdPSF3c_HI&t=4s http://youtube.com/watch?v=Vjw7N2QjIMM
Load Securing Guidance	https://www.youtube.com/watch?v=HXVQxn24k3w https://www.youtube.com/watch?v=PoVXOjXbMe4 https://www.youtube.com/watch?v=AkdTEefDr8o https://www.youtube.com/watch?v=cjeB84SABZw

Hazard/Activity	Who Might Be Harmed	Risks Identified	Legal/Best Practice Reference	Controls/Procedures (Agency/Driver/Client)	Monitoring & Review	Responsibility	Initial Risk Rating	Residual Risk Rating
Recruitment & Pre-Assignment Screening	Driver, public	Unfit driver, unreported medical conditions, invalid license, insufficient training	HSE, DVSA, Road Traffic Act, GDPR	Agency: DVLA license checks every six months, Driver: Annual medical self-declaration, portal registration. Drivers must declare changes immediately.	Annual audit of driver files and portal compliance	Agency: screening, checks; Client: site induction	High (15)	Low (5)
Driver Induction (Agency)	Driver	Lack of awareness of agency policies, escalation, reporting incidents	HSE, company policy	Agency: Comprehensive induction pack/briefing, escalation procedures, lone working, fatigue management, PPE, legal responsibilities. Driver: Induction confirmed via portal/signature.	Spot checks on understanding; annual review	Agency: agency policies; Client: site rules	Medium (9)	Low (4)
Medical Fitness	Driver, public	Fatigue, sudden illness, unreported conditions	DVSA, HSE, Road Traffic Act	Driver: Annual medical questionnaire, prompt reporting of changes of anything including DVLA notifiable condition	Annual review, spot checks, and follow-up	Agency: initial/ongoing; Client: on site	High (12)	Low (4)
License Validity & CPC	Driver, public	Unlicensed/unqualified driver	DVSA, Road Traffic Act	Agency: DVLA license checks every 6 months	Digital log, reminders, compliance checks	Agency: all checks; Client: extra verification	High (15)	Low (3)

Mental Health & Wellbeing	Driver	Stress, trauma, anxiety, isolation, fatigue	HSE, Mind	Agency: Signposting to resources, post-incident support, encourage reporting.	Wellbeing survey, support uptake, feedback	Agency: support; Client: facilities	Medium (9)	Low (4)
Working Hours, Fatigue & Rest	Driver, public	Fatigue, microsleep, breach of Working Time Directive	HSE, DVSA, Working Time Regs	Driver: DVSA hours/breaks compliance, fatigue awareness completed in Health and Safety pack	Review shift records, spot checks, incident logs	Agency: policy, monitoring; Client: welfare	High (15)	Medium (6)
Night Shifts	Driver, public	Fatigue, reduced alertness, lone working	HSE, Working Time Regs	Agency: Suitability screening, fatigue management covered in induction pack,	Monitor shift patterns, incident reports	Agency: suitability; Client: site safety	High (12)	Medium (5)
ADR (Hazardous Goods) Transport	Driver, public, environment	Spills, fire, chemical exposure, legal breach	ADR Regs, HSE	Agency/Client: Only ADR-certified drivers assigned, safety info, emergency procedures, specialist PPE ensured.	Annual ADR refresher, incident review	Agency: qualification; Client: site/emergency	High (15)	Medium (6)
Lone Working	Driver	Delayed emergency response, isolation, stress	HSE, Lone Worker Regs	Agency: 24/7 emergency contact Client: welfare checks by client.	Review lone worker logs, compliance	Agency: policy, check-ins; Client: welfare	High (12)	Medium (5)
Loading/Unloading	Driver, warehouse staff	Manual handling, slips, falls, unsafe loads	HSE, Manual Handling Regs	Agency: Manual handling covered in Health & Safety induction, Client: site-specific training.	Incident log review, driver feedback	Agency: training; Client: site safety	Medium (9)	Low (4)
Vehicle Checks & Maintenance	Driver, public	Mechanical failure, breakdown, accident	DVSA, HSE	Driver: Daily walkaround checks, defect reporting before use,	Audit checklists, review defect logs	Agency: checks, reporting; Client: site response	High (15)	Low (4)

				Client: client maintains vehicles/responds to defects.				
Route Planning & Navigation	Driver	Getting lost, unsuitable roads, delays	HSE, DVSA	Client: Route planning briefings, restricted roads/bridge strike guidance.	Incident/near-miss logs, driver feedback	Agency: guidance; Client: site info	Medium (8)	Low (3)
Accidents, Collisions & Near Misses	Driver, public	Physical injury, trauma, legal action	RIDDOR, HSE, Road Traffic Act	Driver/Client: Immediate reporting Agency: agency investigation, driver support, risk assessment updates.	Regular review, lessons learned, post-incident support	Agency: log, follow-up; Client: on site	High (15)	Medium (6)
PPE Policy	Driver	Inadequate protection (hi-vis, gloves, boots, ADR PPE)	HSE	Driver: Drivers provide/wear standard PPE Client: provides specialist/site PPE, Agency: confirms during induction and checks compliance.	Review PPE compliance, spot checks	Agency: standard PPE; Client: specialist/site PPE	Medium (9)	Low (3)
Working Within Scope/Competence	Driver, public	Unsafe operation, errors from lack of training	HSE	Agency: Only assign within competence/training, Driver: encouraged to refuse unsafe work/escalate concerns.	Assignment records, incident feedback	Agency: assignment, support; Client: site training	High (12)	Low (4)
Health & Wellbeing (Ongoing)	Driver	Fatigue, stress, poor diet, dehydration	HSE	Agency: Support for health/wellbeing, encouragement of healthy habits, access to welfare facilities/support services.	Wellbeing survey, support uptake, monitoring	Agency: support; Client: facilities	Medium (9)	Low (4)

Adverse Weather	Driver, public	Skids, poor visibility, breakdown	HSE, DVSA	Client: Safe driving briefings in adverse weather, emergency kit guidance.	Review weather-related incidents	Agency: advice; Client: site prep	Medium (9)	Low (4)
Site-Specific Hazards	Driver	Plant movement, restricted access, hazardous materials	HSE	Drivers: request site induction, report unknown hazards, client provides induction/risk assessment.	Incident logs, spot check inductions	Agency: escalation; Client: induction	High (12)	Medium (6)
COVID-19 & Infectious Diseases	Driver, public	Infection risk	HSE, Gov.uk	Agency/clients: follow government hygiene, isolation, vaccination guidance, site hygiene/PPE provided.	Review public health updates	Agency: policy; Client: site controls	Medium (8)	Low (3)
Drugs & Alcohol	Driver, public	Impaired driving, accidents	DVSA, company policy	Agency/Client: Zero-tolerance policy, random testing, removal from assignment for breaches.	Incident logs, spot checks	Agency: policy; Client: site rules	High (15)	Low (3)
Mobile Device Use	Driver, public	Distraction, accidents	Road Traffic Act	Driver: Prohibition of handheld device use while driving, only allowed when safely parked/securely mounted.	Incident logs, spot checks	Agency: policy; Client: site rules	High (15)	Low (3)
Manual Handling (Parcels, Equipment)	Driver	Musculoskeletal injuries, strains	HSE, Manual Handling Regs	Client/Agency: Manual handling training, use of aids, clients provide equipment/training.	Incident log review, driver feedback	Agency: training; Client: site safety	Medium (9)	Low (4)
Violence, Aggression, Road Rage	Driver	Physical/mental harm, trauma	HSE	Agency: De-escalation support from agency, Clients: support incident reporting/post-incident care.	Incident logs, post-incident support	Agency: policy; Client: site support	Medium (8)	Low (3)

Portal & Digital Compliance	Driver, client	Missed updates, non-compliance, data risk	GDPR, HSE best practice	Agency: Provide secure portal for documents, annual re-acknowledgement, compliance reminders, data security.	Portal usage logs, compliance tracking	Agency: portal management; Driver/Client: engagement	Medium (8)	Low (3)
Open Communication & Partnership	Driver, client	Under-reporting, unresolved issues	HSE, REC standards	Agency/Client: Clear escalation/reporting routes, encourage feedback Driver: Regular communication.	Feedback review, spot checks	Agency: support, escalation; Driver/Client: communication	Medium (8)	Low (3)
Sector-Specific Assignment	Driver	Lack of sector/site knowledge, incorrect PPE	HSE, REC	Agency: Assignment matching to driver experience, Client: Site inductions where possible, Driver: review of client packs for sector risks where provided.	Assignment records, review	Agency: assignment, review; Client: induction, PPE	High (12)	Low (4)
Contact/Escalation	Driver, client	Delayed support in emergency	HSE, lone worker regs	Agency: 24/7 contact details, clear escalation instructions in portal/induction pack.	Contact logs, response audits	Agency: contact, escalation; Driver/Client: correct use	High (12)	Low (3)
Company Credentials & Experience	Client, regulator	Loss of confidence, non-compliance	REC, HSE	Agency: REC membership maintained, regular policy review, sector experience highlighted in documentation.	Annual compliance review	Agency	Medium (8)	Low (3)

48Hr WTR Opt-Out

1. DEFINITIONS

1.1. In this Agreement the following definitions apply:

“Agency Worker” means you

“Assignment” means the period during which the Agency Worker is supplied to provide services to the Client;

“Client” means the person, firm or corporate body using the services of the Agency Worker;

“Employment Business” means Adapt Logistics Recruitment Ltd., (registered company number 16440821) of Enterprise House The Courtyard, Old Court House Road, Bromborough, Wirral, England, CH62 4UE; and

“Working Week” means an average of 48 hours each week calculated over a 17-week reference period.

1.2. References to the singular include the plural and references to the masculine include the feminine and vice versa.

1.3. The headings contained in this Agreement are for convenience only and do not affect their interpretation.

2. RESTRICTION

The Working Time Regulations 1998 (as amended) provide that the Agency Worker shall not work on an Assignment with the Client in excess of the Working Week unless s/he agrees in writing that this limit should not apply.

3. CONSENT

The Agency Worker hereby agrees that the Working Week limit shall not apply to the Assignment.

4. WITHDRAWAL OF CONSENT

4.1. The Agency Worker may end this Agreement by giving the Employment Business 3 months notice in writing.

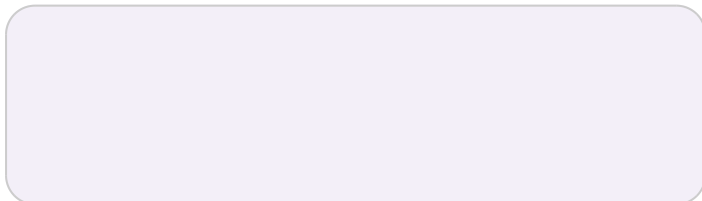
4.2. For the avoidance of doubt, any notice bringing this Agreement to an end shall not be construed as termination by the Agency Worker of an Assignment with a Client.

4.3. Upon the expiry of the notice period set out in clause 4.1 the Working Week limit shall apply with immediate effect.

5. THE LAW

This Agreement is governed by the law of England & Wales and is subject to the exclusive jurisdiction of the Courts of England & Wales.

Sign



Health & Medical Declaration

It is a criminal offence (punishable by a fine of up to £1,000, and possible disqualification from driving, for a person to fail to declare a new notifiable medical condition or a worsening of an existing condition to DVLA (and to their employer). It is also a criminal offence to make a false declaration regarding a medical condition.

ALWAYS CONSULT YOUR DOCTOR IF YOU ARE UNSURE.

TO BE COMPLETED FOR ALL LICENCE HOLDERS (including vocational licence holders):

I hereby declare that since completing my previous health declaration that I have had no change in my health, which could or would affect my entitlement to drive. In particular I hereby confirm that I have not, since I completed my previous health declaration suffered from any of the following conditions:

- An epileptic event (seizure or fit)
- Angina (heart pain) whilst driving
- Any heart condition or heart surgery
- Severe mental handicap
- Repeated and/or sudden attacks of disabling giddiness, fainting or blackout (that prevents me from functioning normally)
- Diabetes controlled by insulin and/or other medications
- An implanted cardiac pacemaker
- An implanted cardiac defibrillator (ICD)
- An implanted anti-tachycardia device
- dependence on or the misuse of alcohol, illegal drugs and/or chemical substances within the past 3 years – NOTE – drink driving prosecutions need not be reported Parkinson's disease
- Narcolepsy or sleep apnoea syndrome
- Any form of stroke, recurrent 'mini strokes' and/or TIAs (Transient Ischaemic Attacks)

- Any type of brain surgery
- Severe head injury involving hospital inpatient treatment
- Brain tumour
- Any other chronic (long-term) neurological condition
- Other chronic tumour or cancer conditions
- Certain cancer conditions
- A serious problem with memory or episodes of confusion
- Severe learning disability
- Any kind of serious psychiatric illness or mental ill health
- Visual problems affecting either or both eyesSevere spinal injury or conditiontotal loss of sight in one eye
- Any visual disability that affects both eyes, or the remaining eye only (not including short or long sightedness which has been addressed by glasses, or colour blindness)
- Any condition affecting my visual field (the surrounding area that can be seen when looking directly ahead)
- Continuing or permanent difficulty with the use of arms and/or legs
- Any persistent limb problem for which my driving has to be restricted to certain types of vehicles or those with adapted controls

DRIVER LICENCE NOTIFIABLE MEDICAL CONDITIONS

I hereby confirm that if any of the above conditions affect me I will inform my employer as soon as I become aware of any and I also understand that I have a legal duty to inform DVLA forthwith by writing to the: Drivers Medical Group, DVLA, Swansea SA99 1TU (the appropriate medical questionnaires can be downloaded from www.direct.gov.uk/driverhealth). Further information can be obtained from Occupational Health Specialists and GPs as well as by visiting the DVLA website <https://www.gov.uk/driving-medical-conditions>

I understand that failure to do so is a criminal offence punishable by a fine of up to £1,000.

I have read and fully understand the above and will comply with what is requested of me.

I understand that it is a criminal offence to make a false declaration.

Do you have a medical condition we should be aware of?

☐ Yes ☐ No

Nothing was selected.

Please enter information here

Compliance

By signing this page, I confirm that I fully understand the content and agree to adhere to it at all times. I also agree that all the details provided in this document are accurate and complete to the best of my knowledge.

☐ By ticking this box I consent to the company processing my data and the evidence of this document being stored within their system.

Signature

A large, light purple rectangular box with rounded corners, intended for a handwritten signature.

Name

Date Signed