| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-1935  Responded to: 03 September 2024 |
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Your recent request for information is replicated below, together with our response.

## In relation to your officers who suffer from Type 1 Diabetes, please provide the following information in relation to your Occupational Health policies.

## - What does a diabetic officer need to provode to occupational health in order to be certified fit to work and drive.

Occupational health is provided to Police Scotland by Optima. Within Optima’s medical assessment, Police Scotland follow the Driver and Vehicle Licensing Agency (DVLA) Group 2 driving standards.

Information required from the officer will vary depending on the tasks they must undertake as part of their duties.

Generally, to be permitted to drive, an officer who has type 1 diabetes is required to provide 6 weeks of blood glucose recordings/fingerpick readings before each DVLA medical assessment and for there to have been no hypoglycaemic episodes in the preceding 12 months.

The officer would need to practice twice daily blood monitoring and demonstrate an understanding of the risks of hypoglycaemia.  In some instances, occupational health may request consultant evidence to support an individual assessment and fitness decision. This is assessed on a case-by-case basis.

## - What are the time periods over which the officer must provide the information required.

The officer is likely to require an annual review if driving duties or any other safety critical type tasks are undertaken as part of their duties. The officer is required to provide evidence of blood glucose readings over a 3-month period.

## - What process is followed upon an officer being newly diagnosed with Type 1 Diabetes.

Once an officer is diagnosed with type 1 diabetes an occupational health referral is submitted which leads into a consultation.

## - What is the policy in relation to diabetic officers use of flash or continuous glucose monitoring systems.

For type 1 diabetes, occupational health requires 6 weeks of blood glucose recordings.

## - What is the policy in relation to diabetic officers use of insulin pumps

Police Scotland do not have a policy in relation to insulin pumps, as such in terms of Section 17 of the Act, I can confirm that the information you have requested is not held by Police Scotland.

## - Please provide all guidance and policies provided by occupational health services to Police Scotland in relation to their evaluation and reporting processes for diabetic officers.

As advised above, Optima are the occupational health providers to Police Scotland, any guidance and policies are held by them as such in terms of Section 17 of the Act, I can confirm that the information you have requested is not held by Police Scotland.

To be of assistance generic information provided by the DVLA and Gov.UK is provided below.

[Diabetes\_panel\_updates.pdf (publishing.service.gov.uk)](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fassets.publishing.service.gov.uk%2Fmedia%2F5a7cd3b2e5274a34d8d332d9%2FDiabetes_panel_updates.pdf%23%3A~%3Atext%3DGroup%25202%2520%2528LGV%252FPCV%2529%2520drivers%2520with%2520diabetes%2520mellitus%2520who%2Cfor%2520fitness%2520to%2520drive%2520a%2520Group%25202%2520vehicle.&data=05%7C02%7CJune.Standen%40scotland.police.uk%7C0bb0c05f926846b7821908dcbd02af31%7C6795c5d3c94b497a865c4c343e4cf141%7C0%7C0%7C638593066731741442%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=RDlNCpiSGvFAssduOK6pb1SeTy8A2QAAexZhvCBFCiE%3D&reserved=0)

[Diabetes mellitus: assessing fitness to drive - GOV.UK (www.gov.uk)](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.gov.uk%2Fguidance%2Fdiabetes-mellitus-assessing-fitness-to-drive&data=05%7C02%7CJune.Standen%40scotland.police.uk%7C0bb0c05f926846b7821908dcbd02af31%7C6795c5d3c94b497a865c4c343e4cf141%7C0%7C0%7C638593066731741442%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=LApcXqrB%2BgJwGWjxCd5n0dsBC6fjX%2Ba2YmSVno7Z6js%3D&reserved=0)

## - Please provide details of all reasonable adjustments which are available to officers with type 1 diabetes.

Occupational Health may request consultant evidence in some instances to support the assessment and fitness decision. This is assessed on a case-by-case basis and reasonable adjustment may differ case by case.

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.