



Insulin Dependent Diabetics Information Sheet for new recruits



As a police officer for Norfolk and Suffolk, it is an essential requirement to drive response vehicles as part of your core role. Norfolk and Suffolk's medical standards for recruitment include the DVLA Group 2 standards, as per College of Policing guidelines.

Being diabetic does not preclude you from joining Norfolk and Suffolk Constabularies, however the below must be followed.

For an insulin dependent diabetic we require:

- the applicant's treating diabetologist to undertake an annual examination including review of the previous 3 months of glucose meter readings.
- an examination to be undertaken every 12 months by an independent consultant specialist* in diabetes once the examination by their usual doctor is satisfactory.
- at the examination, the consultant will require sight of blood glucose self-monitoring records for the previous 3 months stored on the memory of a blood glucose meter
- the process cannot start until an applicant's condition has been stable for at least 1 month
- to comply with the directions of the healthcare professionals treating their diabetes and to report any significant change in their condition to the Workplace Health department immediately.

At your medical appointment, the Force Medical Adviser (FMA) will take your consent to write to your treating diabetologist for a report. Once received, this report will then be sent to an independent diabetes specialist*. You will be required to have an appointment with this specialist who will then write a report to the FMA. The FMA can then determine your fitness to drive response vehicles.

This process will happen annually throughout your career with Norfolk and Suffolk Police whilst in any role that requires you to drive response vehicles.

There is a legal requirement for response drivers to self-monitor their blood glucose levels.

Current DVLA recommendation are that interstitial glucose monitoring (such as Libre or traditional RT-CGM systems) is only suitable for group 1 driving. Even then, drivers need to have access to a traditional finger prick system if the Libre shows below 4 mM and/or they have symptoms suggesting that they are low regardless of what the Libre shows.

The DVLA Group 2 regulation state that drivers must monitor their blood glucose for the purpose of Group 2 driving. Flash GM and RT-CGM interstitial fluid glucose monitoring systems are not permitted for the purposes of Group 2 driving and



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licensing. Group 2 drivers who use these devices must continue to monitor finger prick capillary blood glucose levels.

However, Norfolk and Suffolk Constabularies deviate from these DVLA requirements and only require 'finger prick' tests to be completed at least twice daily on working days. This testing does not need to be completed on non-working days. FGM and RT-CGM interstitial fluid glucose monitoring systems can continue to be used to monitor glucose levels on non-working days.

Further information can be found at:

<https://www.gov.uk/government/publications/assessing-fitness-to-drive-a-guide-for-medical-professionals>

*The independent specialist used by Norfolk and Suffolk Police is Dr Mark Evans MB BS MD FRCP at Addenbrooke's hospital.