

Pre-employment Screens



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Pre-employment Screens

Pre-employment Screens are a risk management tool used to screen individuals for factors that may limit their ability to perform a job safely and effectively. The screening process includes taking a detailed medical history, physical examination, and functional movement tests to determine a person's ability to perform a role.

Why do Pre-employment Screens?

They will help you to:

- Ensure job applicants can perform the inherent requirements of the role
- Assist with ongoing injury prevention and management
- Manage liability for potential future claims
- Pre-employment Screens can be completed prior to hiring any employee, or during busy seasonal hiring periods
- Streamline seasonal hiring with job matching*

Screening techniques

- **Medical history:** a comprehensive medical history is taken and reviewed in detail with the patient during their appointment
- **Objective strength tests:** including grip, pinch, shoulder, and lower back
- **Functional tests:** movement-based tests including lifting, squatting and abdominal strength
- **Physical examination:** a variety of tests are performed on the joints and muscles during the physical exam
- **Medical tests:** additional tests may be required depending on the role or industry. These may include hearing[^], vision, lung function (peak flow) or drug screening

Reporting

A comprehensive report will be available upon completing a Pre-employment Screen. If Task Analysis has been completed for your workplace, a list of suitable roles can be provided upon request.

Task Analysis

A Task Analysis documents the physical, health, cognitive and environmental demands of a role. This can assist businesses to select the most suitable candidate for a role and can also inform injury prevention and management strategies.

* Job matching is only available for clients who have conducted Task Analysis across all relevant departments with Work Healthy Australia.

[^]This is not an audiometric assessment. Audiometric testing may be required within three months of a worker commencing work in line with Work Health & Safety Regulations.