

*An individual face to face assessment with a screening nurse or OH advisor of a prospective employee's fitness and capability for work.*

## Why are they needed?

- To gather baseline information and health measurements where there are specific hazards and ongoing health surveillance requirements. This assists with health monitoring but also provides data in the event of compensation claims.
- To ensure legal compliance with HASAW Act 1974 and Management of Health & Safety at Work Regulation regarding risk assessment and duty of care.
- So that existing health symptoms are not exacerbated by work activities and that foreseeable risk of injury is minimized.
- To enable the OHA to provide detailed advice regarding adjustments that should be considered.
- To advise about risk of absence

## Who needs it?

- Prospective employees who have already been identified by the OH team as requiring further assessment after completion of a pre-placement health declaration.
- Internal or external applicants where there are known significant risk factors associated with their job, e.g. respiratory sensitizers, working at heights, fork lift truck driving.
- Where the employer has a recruitment policy of pre-employment health assessment as a condition for all job applicants.
- Prospective employees with known disabilities where assessment is required

## How often is it needed?

- Pre-employment.
- Pre-placement, dependent on significant change of tasks or health & safety risks.

## What is the process?

- Contact Hobson Health to arrange appointment and indicate job role / risk factors or other specified requirements.
- Where OH has already assessed a pre-employment health questionnaire, the OH team will advise the employer in writing and an appointment will be scheduled.
- Assessment can be completed during a routine OH clinic, ad-hoc on site visits or at Hobson Health central offices.
- OH will send a written report to the employer advising on capability for work, any recommendations and guidance on further health surveillance needs.

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