

## **The 5 mistakes with 78% of pre-employment medicals**

Pre-Employment medicals are common place for many organisations as part of the employment process. It often consists of two main components; a medical examination (including a medical assessment and often audiometry & spirometry assessment and a drug and alcohol screen) and a functional/musculoskeletal assessment. Given that traumatic joint/ligament & muscle/tendon injury accounts for 45% of serious workers compensation claims ensuring your functional assessment is comprehensive is essential. This ensures the risk exposure to the individual and organization is minimized.

Yet for many organisations the pre-employment is purely a “tick and flick” and not used to its strategic potential. Below are 5 common mistake which can deem your pre-employment irrelevant and very costly to both the organization and individual.

### **1. Not job specific**

For the majority of organisations their pre-employment medical is a generic assessment of a new starter, and all new starters complete the same medical assessment. The requirements of a concreter are totally different to an administrator which are totally different to a hospital nurse. Make sure your pre-employment tests them differently.

### **2. Functional assessment is not progressive overload**

The key to functional assessments for physically demanding jobs is to progressively overload the candidate, which will bring about some fatigue. When done correctly any pre-existing injuries should start to show up. For example if the back is a high risk area for the job then it should be assessed/tested 3-4 different ways in succession.

### **3. No auditing of provider**

Organisations put a lot of faith in their pre-employment provider to identify “high risk” candidates before they enter the organisation. Are the vast majority of all your new starters being passed “fit for full duties”, yet when they arrive in the workplace you realise that may actually be at increased risk of injury due to health or musculoskeletal concerns.

### **4. No assessment of jobs**

Complete a simple physical demands assessment or occupational role profile of your jobs, or at minimum your physically jobs. This will enable you to identify the specific physical demands of the job which will enable you to test new starters specifically. If knees are high risk of injury, then test new starters knee function 3-4 different ways, and this is not range of motion testing, this is dynamic physical testing.

### **5. Too expensive**

Your pre-employment assessment should not cost you an arm and leg. Shop around for a good price and ensure that the specific components are done by a specialist in the area. For example a Doctor or Clinical Nurse and by Physiotherapist, Exercise Physiologist.

For further assistance or advice contact us now at [info@logichealth.com.au](mailto:info@logichealth.com.au) or call 1300 316 774

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