

**“Our pre-employment medical assessments are conducted by experienced clinicians and will be tailored to the employer’s requirements.”**

Pre-employment medical assessments are an important part of the recruitment process, undertaken to identify any health issues which may affect a person’s ability to safely perform the job for which they are being considered.

The standard medical assessment will include a detailed occupational and medical history and a thorough multi-system examination.

The standard medical assessment can be combined with additional examinations including:

- Drug and alcohol screening
- Audiometry (hearing)
- Spirometry (lung function)
- Pre-employment functional assessments
- Diagnostic procedures
- Category and licensing medicals
- Asbestos medicals

### Drug and Alcohol Screening

Our team of accredited collectors can conduct drug and alcohol screening as part of the standard pre-employment assessment, or as a standalone service. Depending on your requirements, we can conduct either urine drug screening or oral fluid (saliva) testing. Onsite screening will provide an instant preliminary positive or negative result. Initial preliminary positive result specimens are then sent to a NATA Accredited laboratory for confirmation.

Testing can be conducted to screen for the following:

- Alcohol

- Opiates,
- Amphetamines
- Methamphetamines
- Cannabis and cannabis metabolites
- Cocaine and cocaine metabolites
- Benzodiazepines
- PCP (angel dust).

CHG use sophisticated alcohol breath analysers to ensure accurate readings of breath alcohol content.

*CHG can also provide consultancy services for the development and review of workplace alcohol and drug policies or training to improve drug and alcohol awareness.*

### Audiometry (Hearing)

Establishing a baseline level of hearing is an important step in limiting liability for possible future hearing loss claims. Initial audio testing identifies if a worker has either normal or abnormal hearing. If hearing loss is indicated (i.e. an ‘abnormal’ result), diagnostic testing can be performed, and percentage loss calculated. Audio screening can be undertaken in conjunction with a standard pre-employment assessment at any CHG clinic.

*CHG can offer a full suite of testing, monitoring and hearing conservation programs to reduce your workplace risks.*

### Spirometry (Lung Function)

Spirometry measures the amount (volume) and speed (flow) of air that can be inhaled and exhaled from the lungs. This assessment can be used in establishing baseline respiratory conditions. This can be undertaken as a standalone assessment, or as part of a pre-employment assessment.

*Spirometry can be conducted onsite at your workplace for large scale screening as part of health monitoring programs.*

## Diagnostic Procedures

Diagnostic procedures can be undertaken to obtain further clinical information during the pre-employment assessment.

Additional procedures can include:

- Chest x-rays
- Electrocardiography (ECG)

Following the assessment, a report will be provided, detailing the candidate's suitability to perform particular tasks and whether any restrictions or limitations need to apply to their position.

## Pre-employment Functional Assessments

Pre-employment functional assessments measure your candidate's ability to meet the physical demands of the job for which they are being considered. This screening can be conducted independently or in conjunction with a pre-employment medical assessment.

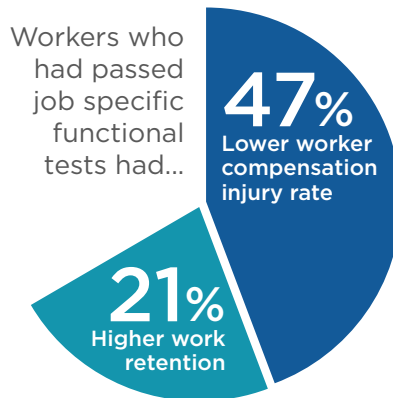
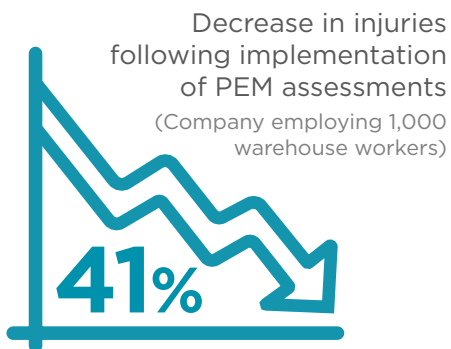
### Job Analysis

Each pre-employment functional assessment is tailored to the specific physical demands of the job. The ideal way to obtain an understanding of these physical demands is for a CHG therapist to undertake a Job Analysis.

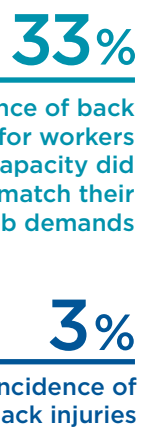
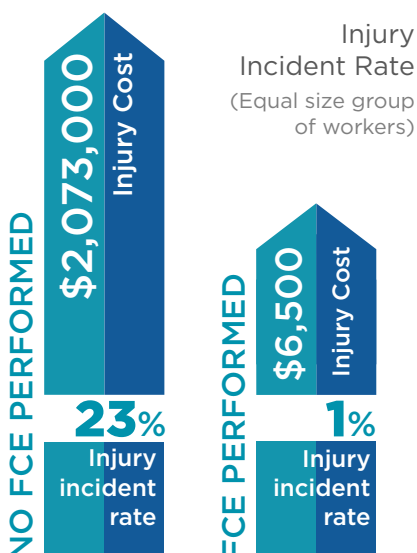
### Reducing Workplace Injuries (Delivering Cost Savings)

The value of pre-employment functional assessments has been considered by a number of international, peer reviewed and published studies, confirming that the implementation of these assessments can reduce injury rates and deliver substantial cost savings.

Specific findings from a range of studies include:



Workers who demonstrated functional capacity to perform their work demands



## Specialty and Industry Licensing Medicals

CHG can develop customised medical assessments, which evaluate individuals against specific legislative or licensing criteria, as well as your company's own specific requirements.

These include medical assessments for:

- Rail and track workers (*Rail Safety Medicals in accordance with the National Standard for Health Assessment of Rail Safety Workers issued by the National Transport Commission*)
- Aviation licenses
- Commercial driver's licences
- Forklift drivers, crane operators, scaffolders or rigger's licences
- Workers in the oil, gas and resources sector
- Emergency response medicals (*Medical clearance to participate in mine site emergency response teams*)
- Confined space medicals.

## Asbestos Medicals

CHG medical practitioners are experienced in conducting medical assessments to screen for asbestos exposure and risk factors.

An asbestos medical includes:

- Completion of a respiratory questionnaire
- Consultation with a medical practitioner
- Spirometry (*measure of lung function*)
- Chest x-ray (*referred by CHG to a radiology clinic*).