

Pre-employment health assessments



The Health & Safety at Work Act 2015 requires that employers “protect workers against harm arising from work”. The Pre-Employment Health Assessment is a valuable tool for employers to use in identifying any potential medical issues a person may have. These are issues that could cause harm to the person or colleagues they would work with if appointed to the role. In addition to this, the Pre-Employment Health Assessment is also an opportunity to obtain baseline health assessments for employee’s who are exposed to hazards (e.g. hearing test baseline for noise exposure).

When the Pre-employment Health Assessment has been completed, the results are reviewed against the proposed position details to determine whether or not there are any potential issues. Following the review, a Pre-Employment report is issued to the hiring company. The report will include the outcome of the Pre-Employment Assessment, any potential issues related to hazards, and any recommendations that may be required for reasonable accommodation.

The assessment forms are stored by OH Well in accordance with legislation for the storage and access of medical records.

OH Well uses comprehensive Pre-employment forms in both hard copy and electronic copy. We may also use client specific assessment forms. Included in the forms are a general health questionnaire, consent form, and individual assessment forms (e.g. hearing assessment, lung function test, physical capability etc).



The aim of testing is to:

- Assess the candidates’ medical suitability for the proposed role.
- Obtain baseline assessments for hazard exposure.
- Have all the employers’ medical records managed in accordance with required legislation.
- Provide the employer with expert advice and support relating to occupational health.

Process:

- Time required for assessment is usually 1 – 1 ½ hours per person.
- Employer sends a request with the candidate and position information to OH Well.
- OH Well arranges an appointment time with the candidate.
- The assessment is completed, as soon as an appointment time can be agreed with the candidate (usually within 3 working days of request).
- A fitness for work report is sent to the Employer within 1 working day of the assessment being completed.

