

Pre-Employment Health Assessment

The Health & Safety in Employment Act requires that employers “do no harm” to their employee’s. The Pre-Employment Health Assessment is a valuable tool for employers to use to identify any potential medical issues a person may have, 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 OK Health Services Limited in accordance with legislation for the storage and access of medical records.

OK Health Services has standard Pre-Employment forms that can be used by customers or we can develop customer specific assessment forms. Included in the forms is a general health questionnaire, consent form and individual assessment forms e.g. hearing assessment, lung function test etc.

The aim is to:

- o Assess the candidates medical suitability for the proposed role
- o Insure the employer is not at risk of causing harm to the candidate or other employee’s
- o Obtain baseline assessments for hazard exposure
- o Have all the employers medical records managed in accordance with required legislation
- o Provide the employer with expert advice and support relating to occupational health

Process: Time required: usually 1 hour per person

- o Employer sends request with candidate and position information to OKHS
- o OKHS arrange appointment time with candidate
- o Assessment is completed (as soon as appointment time can be agreed with candidate, usually within 3 working days of request)
- o Report is sent to Employer (within 1 working day of assessment being completed)