

INFORMATION ABOUT HEALTH ASSESSMENTS

Prior to undertaking a health assessment, it is important that you understand the nature of the assessment and its purpose.

The Health Assessment serves the following functions:

1. To determine your specific fitness to undertake the duties of the position or proposed position.
2. To identify any potential for the job to have an adverse effect on your health.
3. Where applicable, to provide the employer with advice regarding your rehabilitation needs (this applies to current employees and does not necessarily apply to people being assessed pre-employment).

Where you may suffer from a medical problem or disability, which affects your ability to perform the job or some of its tasks, the Doctor will (if appropriate) provide the employer with advice on modification to the task or environment, which might help you. The Doctor may also recommend you undertake a functional capacity assessment. This may involve asking you to perform (under controlled circumstances) some of the tasks associated with the job. Please remember that the role of the Doctor is to advise the employer; the Doctor does NOT decide who is or is not employed.

The examining Doctor may also ask you to see a specialist or give your permission to obtain further information from Doctors or health professionals you have consulted in the past. This information will relate only to specified conditions. Your written authority will be obtained prior to obtaining this information and the authority will specify precisely what information is required.

CONFIDENTIALITY

The information you provide to the examining Doctor is handled with the utmost regard for your personal privacy at all times. Both the employer and its Medical Advisers retain your personal health record under strict medical security arrangements. Your health record cannot be released to another person without your written permission.

At the completion of the assessment the examining Doctor will make a recommendation to the employer regarding your fitness for the job. This recommendation will be made in writing and will address only your fitness and any requirements or needs you may have.

At the end of the assessment the Doctor will discuss with you any health problems detected. Please feel free to ask questions. If necessary and with your permission the examining Doctor will discuss any problems with your own Doctor or health adviser.

WHAT TO BRING TO THE ASSESSMENT

If you have any medical reports, X-rays, or other information you consider may be relevant, please bring these with you. In addition please bring your spectacles or contact lenses (if applicable) and details of any medication you are currently taking.

You will need to bring Photographic Identification (a Drivers' Licence is preferred) to the assessment as proof of identity.

To minimise the requirement to remove clothing, "examination friendly" clothing (such as tee-shirt and shorts) is advised. Gowns and privacy screens are available upon request.

PLEASE NOTE:

The physical examination does NOT include a breast examination, vaginal examination or rectal examination.

The examination may include an examination of your blood pressure, urine, limbs, abdomen, lungs, heart, nervous system and an examination for hernias. You may be asked to demonstrate some movements including bending to touch your toes or squatting. The doctor needs to evaluate your health status and function; we wish to do this without causing you any discomfort or embarrassment. Please do not hesitate to let the doctor (or other staff member know) if you are in any way uncomfortable.