

# OccuMED

WORK HEALTH SPECIALISTS

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## Pre-Placement Medical Examinations

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### Service Content

#### Purpose

The sole purpose of this medical assessment is to determine the person's ability (with or without modifications) to undertake the inherent requirements of the job;

1. Effectively
2. Without significant safety risk to their physical and mental wellbeing and that of their workmates.

The pre-placement medical examination is not the same as visiting a general practitioner on a routine basis for overall health checks. It does not address general health risks, disease or preventative health issues in detail; for example cholesterol checks or cancer screening.

An employer may refer to any relevant information collected in the event of any accident, injury, sickness or claim for workers' compensation relevant to the person.

#### Rights and Obligations

The presence of a disability should not be a bar to employment if the person is able to safely and effectively perform the duties without the provision of services or facilities which would impose unjustifiable hardship on the prospective employer.

We recommend to employers that this assessment is only one step of the selection process. If the person is not already employed, the employer is responsible for any final selection after considering all aspects of the person's application.

Should the person fail to disclose any relevant information relating their ability and safety to remain at work and carry out the duties for which they were employed;

1. Their employment may be terminated.
2. Any future claim for workers' compensation may be denied.

## **Collection, Use, Storage and Access of Personal Medical Information**

The information collected for the purpose of this assessment includes a full work and medical history as well as relevant physical examination. Clarification of relevant information may be sought from the treating medical practitioner.

The only information used will be that which is regarded as necessary for the purpose of the medical assessment. The relevant information will be sent directly to the referring person or the designated person within the potential employing organisation.

We will endeavour to ensure that all information that we collect, use and disclose for the purpose of the assessment is accurate and complete. We will endeavour to take reasonable steps to protect all personal information from loss, misuse, unauthorised disclosure or destruction.

Consistent with the National Privacy Policy (NPP) 6.2, the pre-placement medical examination result (or recommendations) belongs to the party which commissioned and/ or paid for the service. To access the result, the person undergoing the medical assessment would need to contact this third party. The person undergoing the pre-placement medical assessment is entitled to all the information collected (but not the results or recommendations) during the assessment directly through OccuMED.