

Actevate Pre-Employment Risk Guide

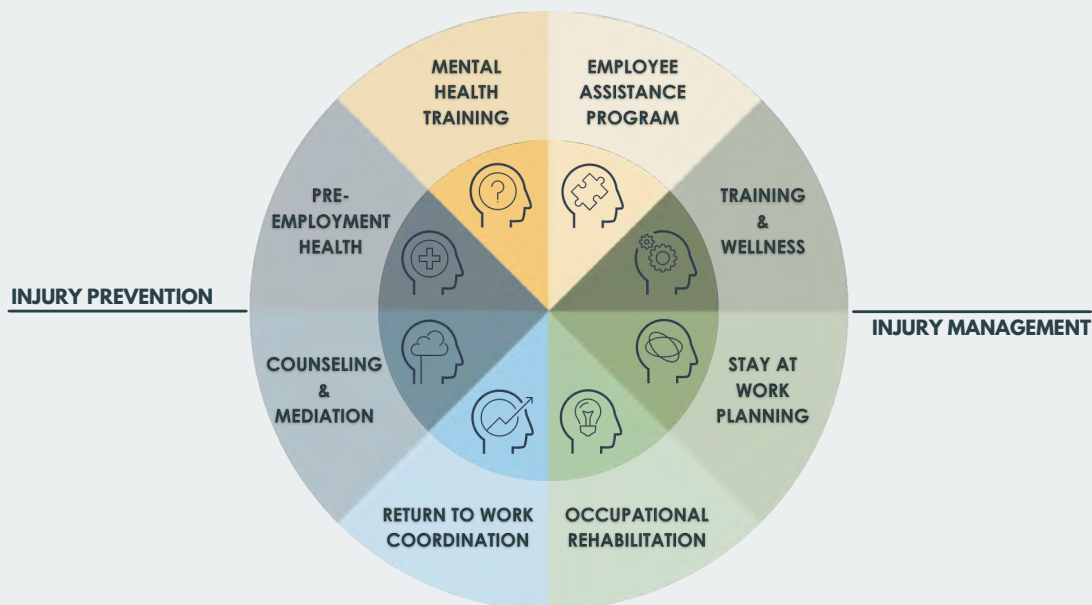


CREATING SAFE & HEALTHY WORKPLACES

About us

Actevate is an agile, solution-driven national business of specialised Allied Health professionals. We are sincere in our endeavours to have effective and lasting impacts on employee health and wellbeing.

We provide support throughout every aspect of the employee lifecycle, from pre-employment screening and injury prevention, to mental health, EAP, and injury management.



Services

When it comes to people risks, we believe the end can be seen at the very beginning. Our team of experienced health professionals take the biopsychosocial “whole person” approach in our risk screening, education, management, Mental Health and Return to Work services. Coupling this with your organisational values empowers you to mitigate your risks in the most innovative, effective and efficient way possible.



Elodie McFarland, Operations Manager

Our Employment Health Services Team Leader



Sarah Perry

Sarah is is an Exercise Scientist and the Employment Health Services Team Leader at Actevate.

She has conducted over 1,500 Pre-Employment Health Assessments and has the ability to identify the physical and psychological risks that impact the inherent requirements of any role.

Sarah manages the employment health services team and enjoys working collaboratively with our customers to help them employ the best people.

Speak to Sarah about your pre-employment health screening challenges on (02) 9222 7400.

Contact the Panelists

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Pre-Employment Risk Guide

Contents

What is the cost of
workplace injury?

Managing &
Reducing Risk

Case Study
Joe Smith

Actevate Pre-Employment
Health Assessments

What is the
next step?

Appendix





The Cost of Injury

There are over 100,000 workers' compensation injury claims reported in Australia per year.



6.2 WORKING WEEKS PER YEAR



**REDUCED
PRODUCTIVITY
& COMPLIANCE**



**INCREASED
INSURANCE
PREMIUMS**



**PAPERWORK &
INVESTIGATION
COSTS**

**AVERAGE COST OF A CLAIM IS
OVER \$10,000**



Managing & Reducing Risk

“We have scanned the market, and Actevate’s solution is the only one of its kind with the ability to customise to suit our department’s needs”

- NSW Government Department



The Actevate Difference

We are committed to helping you identify the catastrophic consequences that emerge from physical and mental health issues with your employees.

We help employers like you scope out the problem people before they become your problem. We do this before work, as in pre-employment risk assessments, at work by training in manual handling, mental health and ergonomics as well as in rehabilitating injured or ill workers who are impacted in their return to work whether it is compensable or not.

We have completed over 20,000 health assessments since 2006.



**1 IN 10
HAVE IDENTIFIED
SIGNIFICANT HEALTH RISKS**



Case Study

Actevate Pre-Employment Assessments conducted for Mr Joe Smith.

Overview



Completed the online questionnaire with signed consent



Reported long-term mental health illness since 2003, managed through medication



Observed anxiety during informed consent and the disclosure of medical information – did not want to continue with the assessment



Collapsed lung 10 years ago



High blood pressure was assessed 3 times



Musculoskeletal tightness within the full body



High BMI and waist girth

Musculoskeletal	3
Psychosocial & Mental Health	1
General Health	2
Total	2

Our unique Risk Rating Scale (Appendix 2) assesses the health of candidates musculoskeletal health, mental health, and general health on a scale of 1 (Significant Risk) to 4 (Low Risks).

The summarised version of the report is included at the end of this guide (Appendix 1).

Pre-Employment Health Assessment

We are committed to helping you find the right candidate for your team by identifying and eliminating the blind spots in your hiring process.

Pre-Employment Health Assessments are completed by Actevate's Allied Health Professionals, who determine a candidate's suitability for the inherent demands of the position.



Did you know that out of the 20,000 assessments we have done since 2006, approximately 10% had a significant or high risk rating?

Standard Health Assessments are a comprehensive risk assessments of applicants musculoskeletal, psychosocial and medical history.

- Height, Weight, BMI, Waist Circumference
- Vision: Near, Distance, Colour
- Cardiovascular Health: Blood Pressure, Heart Rate
- Grip Strength
- Upper & Lower Limb Mobility
- Spinal Assessment
- Upper & Lower Limb Stability
- Nerve Impingement
- Functional Assessment
- Tailored Manual Handling Risk Screen

Drug and Alcohol Screening uses urine testing to determine historical use of drugs (up to 6 weeks).

All procedures comply with the legislative requirements for drug testing in accordance with the AS/NZS 4803:2008 Australian Standards.





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SPEAK TO SARAH ON
(02) 9222 7400

» SEND US AN ENQUIRY

» SEND US AN EMAIL

OR GIVE US A CALL
1300 663 155

PRE-EMPLOYMENT RISK GUIDE

WHAT IS THE NEXT STEP?

DO YOUR PRE-EMPLOYMENT MEDICALS PROVIDE THE EVIDENCE YOU NEED TO AVOID THE CATASTROPHIC CONSEQUENCES OF AN INJURY?

**CONTACT ACTEVATE FOR PRE-EMPLOYMENT
HEALTH AND WORKPLACE INJURY SOLUTIONS**



WORKPLACE HEALTH & SAFETY RESOURCE:



safe work australia

Appendix 1

PRE-PLACEMENT RISK ASSESSMENT REPORT

Applicant: Mr Joe Smith
Contact Number: 0421363120
Date of Birth: 13/05/1980
Employer: Retail Central
Position Applied For: Head of Insights
Position Location: Sydney
Date of Assessment: 31/06/2021

High - risk of injury, re-injury, illness or claim based on assessed health. Candidate largely fits the inherent job requirements and has identified health risks that will need closer management of the candidate and some major adjustments to the workplace or role.

Assessed Risks:	
Musculoskeletal	3
General Health	1
Psychosocial & Mental Health	2
Summary	2

**See risk rating matrix in the 'Appendix' section of this report.*

RISK SUMMARY

Mr Smith has been diagnosed with a **long-term mental health illness since 2003, depression**, which is managed through **medication**. Disclosing of this information led the applicant to become distressed consequently he was uncertain whether he wanted to continue with the assessment. Due to the pressure of the role and the medical assessment the applicant was observed to **become anxious** which became further apparent with the escalation of his initial blood pressure reading. Despite the applicants' initial apprehensions, the applicant did proceed with the assessment. Actevate will offer further assistance to Joe in the management of his mental health and provide an **appropriate resilience plan (See recommendation 4)**.

General health risks were identified such as a previous pneumothorax (collapsed lung) 10 years ago where GP clearance is required to ensure the applicant has nil issues. The applicant also had his high blood pressure reassessed 3 times, which may have been elevated by the aforementioned anxiety. The applicant is recommended to visit his GP, as a condition of employment, to review and manage his high blood pressure.

Tightness was observed within his lower body and upper body. The applicant is recommended to consult with his GP to discuss the referral of an exercise physiologist and/or dietician, for the development of an appropriate exercise, flexibility and nutrition plan to address his high BMI and waist girth, this can be coordinated via the **Medicare scheme**.

RECOMMENDATION SUMMARY

1. As a condition of employment, the applicant is recommended to **gain clearance from his GP**, as a result of his history of having a collapsed lung.
2. As a condition of employment, the applicant is recommended to **consult with his GP, to review and manage his high blood pressure**.
3. The applicant is recommended to consult with his GP to discuss the **referral of an exercise physiologist or dietician**, for the development of an **appropriate exercise and nutrition plan** to address his increased body composition measures and reduced range of motion
4. The applicant is recommended to **undertake the development of a resilience plan**.

HEALTH RISKS, MUSCULOSKELETAL RISKS, PSYCHOSOCIAL RISKS

Appendix 2

Risk Rating Scale

For all risks identified:

Actevate recommends that for any risk rating provided, management will need to consider all recommendations in order to ensure appropriate placement for the proposed position. Should the proposed position not be suitable, recommendations may be used to determine a more feasible employment option that places the applicant at a lower risk of injury.

Risk Rating Scale

1: Significant - risk of injury, re-injury, illness or claim based on assessed health. Candidate has current or prior health problems that would potentially place the employee and employer at risk.

2: High - risk of injury, re-injury, illness or claim based on assessed health. Candidate largely fits the inherent job requirements and/or has identified health risks that will need closer management of the candidate and /or some major adjustments to the workplace or role.

3: Medium - risk of injury, re-injury, illness or claim based on assessed health. Candidate largely fits the inherent job requirements and/or has identified health risks that can be managed in the role with reasonable adjustments or allowances.

4: Low - risk of injury, re-injury, illness or claim based on assessed health. Candidate fits the inherent job requirements well and/or does not have health issues that make them unsuited to the role.