

First Advantage Medical Assessments

A Full Suite of Pre- and Post-Hire Solutions

It's a costly mistake to assume a candidate or employee is physically and/or mentally capable of performing a job. With nearly one in five Australians experiencing mental illness in a given year, absenteeism related to mental health issues is costing employers roughly \$17 billion.^{1,2} What's more, Safe Work Australia reports the median compensation paid for a serious worker's compensation claim is \$13,500, and the median lost time per serious claim is 6.6 weeks.³

That's a lot of lost time and money that employers can potentially save by performing routine employment-related medical assessments on candidates and employees. At First Advantage, we can help by offering employers a one-stop source for all their pre-hire and ongoing medical assessment needs.

Reduce risk, while helping employees.

Throughout the hiring process and active employment, employers need a clear understanding of a worker's physical and mental fitness. Medical Assessments can help employers gauge if an employee is fit to work in a specific environment, can fulfil the requirements of a role, and can travel overseas. This helps reduce overall workplace risk and protects the employer's bottom line, while also proactively alerting individual workers to potential health problems.

Specifically, medical assessments can help employers:

- Better protect workers by placing them in physically appropriate jobs
- Decrease workplace injuries and accidents
- Reduce worker compensation claims and insurance costs
- Boost productivity
- Reduce tardiness and absenteeism

Streamline and simplify with a one-stop resource.

When employers are accessing different types of assessments from multiple providers, it can slow down screening and hiring, degrade the employee experience, and drive up operational and cost inefficiencies.

That's why First Advantage partners with leading providers of occupational healthcare and general medical services throughout Asia Pacific to offer a comprehensive, one-stop resource for all types of medical assessments. Using a single provider, employers can build highly efficient and effective programmes that are convenient for their administrators and employees, while accessing the most up-to-date technologies and industry innovations.

Our comprehensive suite of medical assessments can be tailored to meet industry standards and ensure maximum risk protection by including:

- Convenient, Asia-Pacific access to a network of medical centres
- Reporting and easy process management
- Integrated reporting that combines medical assessments with background screening products

\$13,500

The median compensation per serious worker's compensation claim in Australia.

- [Key work health and safety statistics Australia 2021.pdf \(safeworkaustralia.gov.au\)](#)

Available Medical Assessments and Tests

Medical assessments are widely performed today within all industries and have become a best practice for new hires and ongoing screening of the workforce. Below is a list of medical assessments, tests, and supporting resources available through First Advantage.

- **Pre-employment medical examination:** Provides a baseline health assessment, assists with risk management, and helps identify whether a worker is medically suitable for a specific position.
- **Audiometry Assessment (Hearing Test):** Provides a baseline legislative hearing test to limit liability for future hearing loss claims, as well as monitor the impact of long-term noise exposure.
- **Musculoskeletal Assessment:** Provides an evaluation of the condition and function of a worker's musculoskeletal health, lifting capabilities, and any injuries that may impact on their ability to safely perform the inherent requirements of their job.
- **Spirometry Assessment (Air Flow):** Measures the degree of airflow obstruction, often used to assess for asthma, chronic obstructive pulmonary disease (COPD) and other lung diseases.
- **Drug and Alcohol Testing:** Simple and effective instant immunoassay device tests and laboratory immunoassay tests are both available per client preference and conducted in accordance with AS/NZS4308:2008 requirements and Section 2 of the standard.
- **Hazardous Substance Health Monitoring:** Monitors workers to identify changes in their health status because of exposure to hazardous chemicals or asbestos through their working environment.
- **Injury Prevention:** An onsite Injury Prevention specialist is organised by First Advantage to work with an employer and tailor an injury prevention package, aiming to proactively target the inherent manual handling and injury risks.
- **Occupational Physician Consulting Services:** Occupational physicians who understand the workplace and employer health and safety frameworks provide guidance on how to keep the workforce safe, healthy, and productive.
- **Specialised Medical Reviews (Coal, Rail, Commercial Driver Medicals):** Occupational physician or nominated medical advisor are provided to review and sign-off pre-employment or periodic legislative medical assessments.
- **Workplace Health and Wellness:** Full support implementing and promoting worksite health and wellbeing programmes that optimise return on investment, including decreased sick leave absenteeism, worker's compensation claims and disability management costs, and other cost savings.
- **Training:** Our medical partners design a flexible, accessible course on building a safe and productive workplace, in a range of learning styles including face-to-face, online, or a combination of the two depending on location.
- **Health and Wellbeing Seminars:** Short-form seminars are presented on-site by experienced psychologists to provide employees with an opportunity to learn more about common mental health and wellbeing issues and strategies for their improvement, and community resources are identified.
- **Psychologist Services:** Knowing the demands and health risks of specific jobs can impact an employee's ability to meet their job requirements, medical partners are available to assess how medical conditions, diseases, illnesses, and injuries may affect an individual's ability to function both at work and in normal daily activities

¹ [Volume 1 - Inquiry report - Mental Health \(pc.gov.au\)](#)

² [Future of Work report \(pwc.com.au\)](#)

³ [Key work health and safety statistics Australia 2021.pdf \(safeworkaustralia.gov.au\)](#)

We can help. For more information, contact First Advantage today:

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