

PRE-EMPLOYMENT ASSESSMENTS



Recovre's Pre-employment Assessments utilise industry best practice methods to reduce the risk of work-related injuries and the resulting labour replacement costs from mismatched employees and their job demands. Independent research^{1,2} has demonstrated significant reductions in the frequency and severity of musculoskeletal injuries in organisations that undertake pre-employment screens and non-screened applicants were 2.38 times more likely to experience an injury to knees, shoulders and back than screened employees.



Recovre's Pre-employment Assessments can be undertaken in each of our 28 offices nationally which allows ease of access for the majority of Australian employees. Our assessments are conducted by an allied health professional (Physiotherapist, Occupational Therapists or Exercise Physiologist) and utilise a functional approach to ensure the potential employee is assessed against the role they are proposed for. The benefits of this approach are:

- ✓ Contain risks of musculoskeletal injuries
- ✓ Minimise risks associated with an aging workforce by identifying and helping to manage areas of weakness or disability in the body. Exercise programs can be prescribed upon identification of risks
- ✓ Promote education and awareness of employees health and well being
- ✓ Determine a candidate/employee's physical suitability to the functional requirements of a role
- ✓ Assist with fully informed recruitment decisions including identification of drug & alcohol risks
- ✓ Reduce costs associated with poor recruitment, attrition and Workers Compensation Claims and Premiums

Each of our assessments are tailored to the roles of your organisation to ensure we can provide you with the most accurate view on the candidate's suitability. All of our assessments include a review of both physical functional and vision with additional add-ons being available, according to the nature of the role. These add-ons include:

Drug & Alcohol screen



Audiometry Screen



Spirometry (Lung Function)



Psychological Screen



1. Gassoway, J. & Flory, V., 2000, Prework screen: Is it helpful in reducing injuries and costs? Work. 15(2), 101-106.
2. Nassau, D.W., 1999, The Effects of Prework Functional Screening on Lowering an Employer's Injury Rate, Medical Costs, and Lost Work Days. Spine. 24 (3), 269-274

Please contact your local Recovre branch on **1300 550 276** to discuss all of your pre employment needs