

Pre-employment Assessment



Reduce the likelihood of injury and claims costs by recruiting the right people first time.

The process of recruitment, the impact of work related injuries and the resulting labour replacement efforts can be a costly exercise for any business. However, by simply introducing a pre-employment assessment as a key strategy, you could have tighter management of your recruitment costs and processes while also contributing to the health and wellbeing of your employees.

The Konekt pre-employment assessment involves evaluating an individual job applicant's physical and functional capacity against those critical demands determined necessary to perform the job which they are applying. This process is important when considering the potential costs associated with work injury, or possibly poor health that may have resulted from a mismatch between the employee and the demands of the job, a step that is often overlooked in the standard pre-employment medical.

The benefits

The benefits of introducing a pre-employment assessment which includes a functional component include:

- Identification of areas where future employees may be at risk of injury and providing the trigger for implementing preventative measures to reduce the potential for injury
- Assessment of a potential employee's capacity to perform the key physical demands of the job
- Evaluation of the manual handling techniques of the participant and whether they approach the simulated tasks in a safe and correct manner
- Assessment of the participant's ability to follow instructions
- Determination of whether there are any relevant physical limitations due to past illness or injury that are likely to impeded the participant's work performance
- Improved worker satisfaction and improved stability of the workforce
- Prevention of further aggravation to an existing condition
- Cost savings.

We understand that the needs of your business are unique which is why we undertake independent analyses of the core physical demands of the positions being offered prior to implementing a pre-assessment. Our process reviews are conducted in partnership with your own management teams, to ensure that your pre-employment assessments are accurate and recommendations generated within 24 hours.

Pre-employment assessments are important when considering the potential costs associated with work injury, possible poor health, and the demands of a job.

Like to know more?

For more information, contact your local Konekt branch or visit www.konekt.com.au