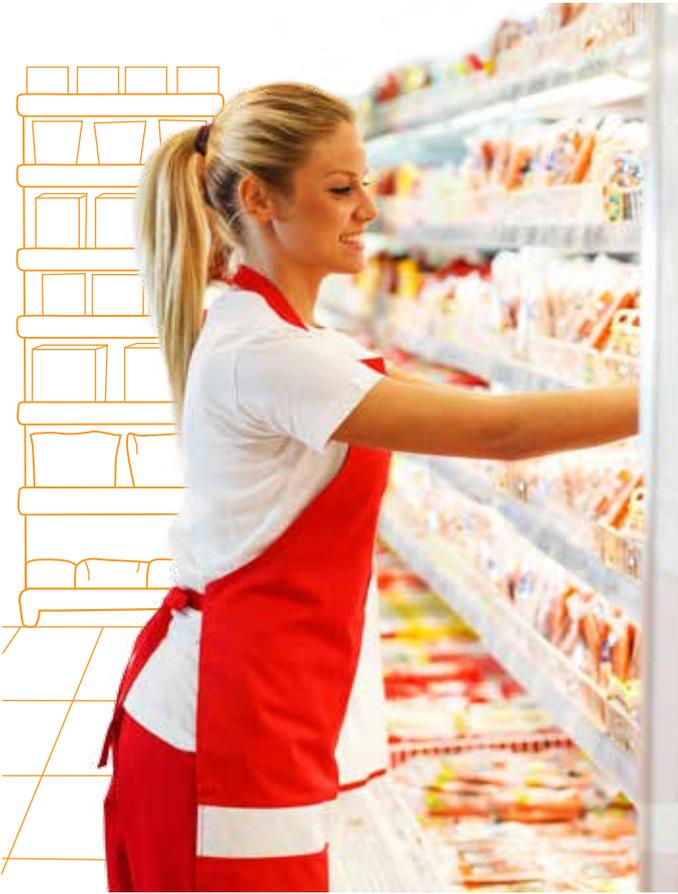


**JobScreen**<sup>™</sup> 

  
**konekt**

Employ the right person, sooner.





Pre-employment screening also provides job candidates with the benefit of a medical assessment which may identify unknown medical conditions that may have otherwise gone untreated.

The key objective of pre-employment assessments is to ensure that prospective employees can perform their jobs safely without placing co-workers, themselves or others at risk. Despite this goal, traditional pre-employment testing has previously yielded findings that are inconsistent, of poor quality or irrelevant to the job role the candidate is being screened against. The required follow-up or further testing for these findings cause delays to employment, results in the inappropriate rejection of a candidate, diverts resources and causes unnecessary expense for the employers.

Konekt has addressed these challenges with JobScreen.

### JobScreen features

- ▶ Range of customised packages to suit your requirements
- ▶ Online medical information collection
- ▶ Interpretive algorithms
- ▶ Immediate online availability of results

**JobScreen™ is Konekt's unique pre-employment assessment service which provides highly reliable results and the fastest turnaround in the industry.**

JobScreen offers a diverse range of service packages to suit varying roles within your organisation.

The potential impact of work-related injuries and the resulting labour replacement costs from mismatched employees and job demands all provide a persuasive case for the utilisation of pre-employment assessments.

Research shows that screened hires are more likely to have a lower incidence of injury, lower absence rate due to injury, and lower medical costs resulting from injury.<sup>1,2</sup>

One major study found that there were significant reductions in the frequency and severity of musculoskeletal injuries in the screened employee population. Non-screened applicants were 2.38 times more likely to experience an injury specific to the knees, shoulders and back than screened employees. Further, they found those who were not pre-screened attracted 4.33 times more costs with claims.<sup>3</sup>

### About Konekt JobScreen™

JobScreen provides highly reliable pre-employment assessments in a shorter timescale than traditional services. Depending on the package selected, JobScreen comprises of an online medical questionnaire, face-to-face functional assessment, and a range of additional assessment options tailored to the inherent requirements of the role. The online medical questionnaire features intelligent algorithms which interpret the assessment data collected. The standardised information collection model introduces consistency which simplifies the reporting and comparison between candidates. The functional examination assesses all aspects of the candidate's physical ability to perform work safely.

### Online Medical Questionnaire

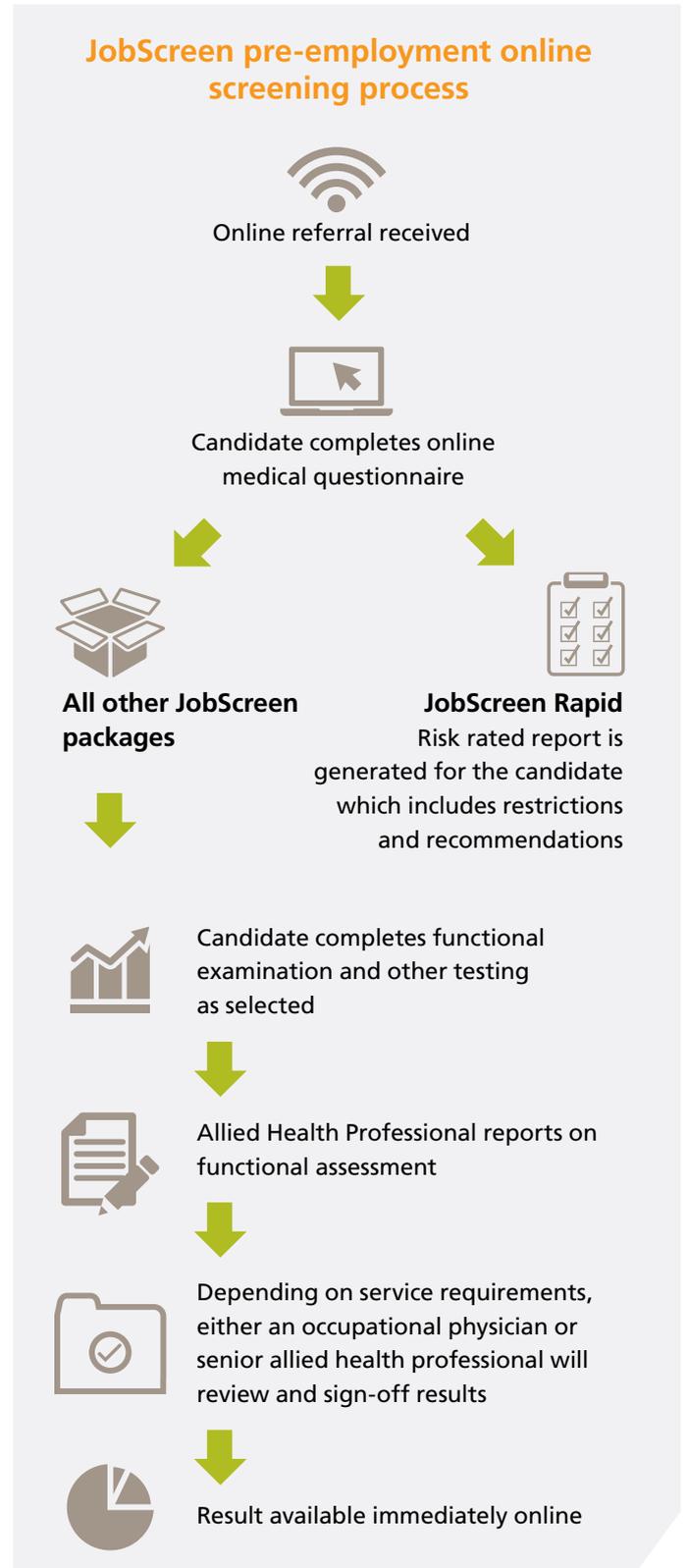
The online assessment has been designed to record all past and current health issues. If a candidate answers yes to a primary question, additional questions are asked to thoroughly investigate each issue. What appears to the candidate to be a very simple system actually involves a set of highly developed algorithmic calculations operating in the background. This process ensures that issues are consistently and accurately investigated.

If a candidate answers yes to a primary question, additional medical questions are asked to thoroughly investigate each issue.



## Functional Assessment

The functional assessment is conducted in a Konekt office by an Allied Health Professional. This assessment can include a blood pressure check, height and weight measurement, musculo-skeletal exam, cardio vascular fitness testing, back injury risk assessment, sleep apnoea risk assessment, balance assessment, vision test, postural tolerance and manual handling evaluation. Additional assessments such as drug and alcohol screening, hearing and lung function evaluation plus a range of other testing protocols can also be included.





## Reports

The JobScreen Rapid report is automatically generated at the conclusion of the online medical questionnaire and is available for you to view and download online.

For all other JobScreen packages the reports are generated online and are reviewed by a Senior Allied Health Professional or Occupational Physician depending on the service you select. Following the review the reports are available online immediately.



## Results

JobScreen uses sophisticated interpretive algorithms to assess the online medical questionnaire information and the physical assessment data. The process then produces a report which is cross-checked by a Senior Allied Health Professional or Occupational Physician, depending on the package selected.

The final report generated by JobScreen then indicates a candidate's overall suitability for the proposed role by using an advanced and exact process of data interpretation. The result is a more accurate and consistent outcome for a candidate's job suitability which ultimately creates safer workplaces.

## Konekt JobScreen Packages

A range of JobScreen packages are available to suit your requirements. You may decide that different JobScreen packages are appropriate for each role within your organisation. Konekt will work with you to develop a tailored solution.

- 1. JobScreen Rapid** – risk-rated medical questionnaire for sedentary to medium risk roles, or for pre-assessment screening of higher risk roles. Includes restrictions and recommendations based on declared medical information.
- 2. Base Check** – medical questionnaire, modified functional capacity evaluation (FCE) and vision assessment. Job suitability and sign-off by Senior Allied Health Professional. Suitable for face-to-face assessment of sedentary to medium risk roles, or roles with limited manual handling.
- 3. Functional** – medical questionnaire, complete FCE and vision assessment. Job suitability and sign-off by Senior Allied Health Professional. Suitable for assessment of medium to high risk roles with frequent manual handling requirements.
- 4. Functional with Doctor Sign-Off** - medical questionnaire, complete FCE and vision assessment. Job suitability and sign-off by Medical Doctor. Suitable for assessment of medium to high risk roles with frequent manual handling and broader health requirements.
- 5. Comprehensive Medical** – as per Functional with Doctor Sign-Off, with inclusion of audio and spirometry assessment. Suitable for assessment of medium to high risk roles with specific hearing, functional, fitness and respiratory requirements. Deemed to meet the requirements of a full medical assessment by the Royal Australian College of General Practitioners (RACGP).

## References

- <sup>1</sup> Gassoway, J. & Flory, V., 2000, Prework screen: Is it helpful in reducing injuries and costs? *Work*. 15(2), 101-106.
- <sup>2</sup> 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
- <sup>3</sup> Rosenblum, K.E & Shanker, A. 2006, A study of the effects of isokinetic pre-employment physical capability screening in the reduction of musculoskeletal disorders in a labor intensive work environment. *Work*. 26(2):215 – 28

## Local Knowledge. National Strength.

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