

PRE-EMPLOYMENT MEDICALS

The purpose of the pre-employment medical is to determine a candidate's fitness to perform safely and effectively the proposed occupation. It establishes a baseline for comparison in cases of alleged work related disease. The pre-employment medical involves a detailed health questionnaire, a physical examination and additional investigations. In some cases, collateral medical evidence will be sought from the candidate's treating doctor(s).

Our Business Partners, Medwise adhere to the standards for Occupational Health Physicians set out in the Ethical guidelines produced by the Medical Council of Ireland. Clark & Medwise operate within the employment and equality framework. Candidates give written consent to attend for the medical and sign a statement that they are disclosing health details honestly and fully. Medical details are not disclosed to prospective employers without the candidate's written consent.

The implications of an illness may be given to the employer without disclosing specific medical details. The pre-employment report will say whether or not the candidate is fit for the proposed occupation, fit with restrictions or unfit. The restrictions recommended are specific for the illness, the treatment and the candidate's response to treatment as well as the demands of the proposed work.

A detailed job description is required by the Occupational Health Physician prior to making a decision on fitness for work. If the candidate has a disability the report will outline what adaptations are required to the workplace or work practices to accommodate the disability. The employer is required under legislation to consider if these adaptations are reasonable. The employer should follow due process in every case.

If you would require further information or if you would like to set up a pre-employment medical please contact Clark on 045-881888 or at info@clark.ie