# Pre-Employment Medicals: What You Need to Know

## What is a Pre-Employment Medical?

A pre-employment medical is a health check performed before starting a new job or a new role within the same company. The goal is to assess your physical and mental fitness to perform the job in question and to identify any potential health risks. This helps to ensure a safe and healthy work environment for all employees.

## Why are Pre-Employment Medicals Done?

Pre-employment medicals are done to:

1. **Assess fitness for work**: To confirm that an individual can safely carry out the job duties without risk to themselves or others.
2. **Identify any pre-existing conditions**: To understand any pre-existing conditions which could be affected by job duties or which may require reasonable adjustments in the workplace.
3. **Comply with legislative requirements**: Certain professions and industries have legal health standards that need to be met.

## What Can a Pre-Employment Medical Include?

A pre-employment medical can include:

1. **General physical examination**: This assesses your overall health and physical fitness.
2. **Vision and hearing tests**: These tests may be performed if the job requires good vision or hearing.
3. **Cardiovascular health assessment**: This may include blood pressure checks and heart rate assessment.
4. **Respiratory assessment**: Pulmonary function tests may be required for jobs with exposure to certain substances or in certain environmental conditions.
5. **Musculoskeletal examination**: This is especially important for jobs that involve physical labor.
6. **Mental health screening**: In some cases, a psychological assessment may be required.
7. **Blood and urine tests**: These could be used to check for drugs, alcohol, or certain medical conditions.

## Confidentiality and Privacy

Your pre-employment medical results are considered sensitive personal information. Australian privacy laws require that employers handle this information confidentially and only use it for the purpose of assessing your fitness for the job. You usually have the right to access this information under these laws.

## Refusal of Pre-Employment Medicals

In Australia, an employer cannot force a job applicant to undergo a pre-employment medical. However, refusing to participate may impact your job offer if the medical examination is a reasonable and legitimate requirement of the role.

## What Happens After the Medical?

After the medical, the doctor will provide the employer with a report. This will typically not include detailed health information but will indicate if you are fit for the role, fit with adjustments, or unfit. The employer will then use this information to make a final employment decision.

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This information is intended for general informational purposes and should not be used as a substitute for professional medical advice. If you have any health concerns, please see your healthcare provider.

Last updated: May 2023

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