



## **PRAXIS42 PRE-EMPLOYMENT HEALTH ASSESSMENT SERVICES**

### **WHY PRE-EMPLOYMENT HEALTH ASSESSMENT IS IMPORTANT**

As an employer, you must be careful not to discriminate against candidates for employment who may have a disability or other health condition that might be covered by the requirements of the Disability Discrimination Act (DDA). Where successful candidates do have a disability or other health condition, employers may then need to make reasonable adjustments to the employee's work activities and/or to their workplace, to ensure the ongoing safety and health of the recruit and that of those they work with.

In addition, the 1999 Management of Health and Safety at Work Regulations require that an employee's capabilities, and the demands of their job, are taken into account in the control of risk and when developing safe systems of work.

If you get it wrong, any discrimination can lead to prosecution, substantial awards to claimants, and damage to the reputation of your organisation. Failing to take into account individuals' capabilities, and their possible risk of injury, can lead to prosecutions, fines and increased personal liability claims.

Disabilities or health conditions are not always obvious and employers need to deploy processes that ensure effective management interventions and controls are in place.

Remember, nearly one in five people of working age in Great Britain have a disability. That's 6.9 million people, or 19% of the working population.

### **HELPING YOU MANAGE THIS ASPECT OF YOUR RECRUITMENT PROCESS**

Praxis42 has two Pre-Employment Health Assessment services that can help you manage this important aspect of your recruitment process, and in a way that contributes to your overall Corporate Responsibility programme.

#### **PRE-EMPLOYMENT HEALTH ADVICE (PEHA)**

Employing the right people for the right positions is a challenging management activity, especially if prospective employees suffer with health issues that could affect their performance and attendance at work. Praxis42's team of Occupational Health (OH) Advisers can provide advice, information and support to your organisation to help you meet the requirements of the DDA and ensure that the best person for the job is working safely.



### PRE-EMPLOYMENT HEALTH QUESTIONNAIRE (PEHQ)

A PEHQ is a simple and efficient tool for assessing the health of potential employees pre-employment. Praxis42 can supply your organisation with a comprehensive user-friendly PEHQ, which can be adapted to meet the specific requirements of your organisation. The use of a PEHQ process can help you ensure that any relevant health issues are confidentially and independently identified and discussed, allowing reasonable adjustments to the workplace or work task to be implemented.

The prospective employee completes the questionnaire as early in the recruitment process as possible. The Praxis42 team then assess the questionnaire, before contacting the individual for further assessment and, if necessary, requesting appropriate medical reports. On completion of the assessment, we will provide you with: -

- An opinion on the candidate's fitness for their proposed role
- Relevant details (maintaining confidentiality) of any ongoing health conditions or disabilities that are likely to affect safety, performance or attendance and, where appropriate, confirmation that the health condition may be covered by the DDA
- Comments on any previous high sickness absence levels i.e. more than four weeks absence in the previous year due to a health condition
- Details of any reasonable adjustments that may need to be considered

The necessary records will be held confidentially by Praxis42 Limited to comply with all relevant legislation and guidance, including the requirements of the Data Protection Act.

### PRICING

We will discuss your likely employee turnover and anticipated recruitment demands and agree one of two pricing models with you. These are Pay-Per-Go which is subject to a minimum commitment and Pre-Pay which provides discounted rates and monthly reporting for advance payment.

Daily and hourly rates for our Pre-employment Health advice service are available on request.

### OTHER HEALTH ASSESSMENTS

During the course of employment some employees may require additional health assessments. These may include night worker assessments, maternity assessments, audio assessments or assessments for specific hazardous tasks or roles. We can discuss your needs and provide support based on a similar process to the PEHQ one detailed above.

### CONTACT US

Please contact us at 0870 446 4201 or email [enquiries@praxis42.com](mailto:enquiries@praxis42.com) to discuss how cost effective our service could be. Doing so will help you and your management team to save time and money and to meet your statutory obligations.

#### Take action now and contact:

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