



Fitness for Work Services

*‘Steering you in the
right direction’*

workoptions

your trusted partners in workforce health

OUR PROMISE – STEERING YOU IN THE RIGHT DIRECTION

Sick or injured employees can pose a significant risk to your business. They can impact on productivity, efficiency, absenteeism, safety and personal injury claims. Managing fitness for work is complex. It requires a careful balance between compliance with employment laws, business needs and culture.

THAT IS WHERE WORK OPTIONS COMES IN!

Our team of experts will guide you through the obstacles, skillfully navigating to ensure you have the right people for the job – after all, *“fitting a square peg into a round hole is not only difficult, but damages either the peg or the hole”*¹.

Work Options' Fitness for Work Services (F4W©) helps employers select people capable of safely performing roles and to appropriately manage employees with health or injury concerns, to protect both the employee and the business.

F4W© SERVICES

Pre-employment Screens

A good pre-employment screen should be more than a basic medical screen. It should also assess

a person against the physical requirements of their role to identify if they can safely perform it. Our F4W© screen does just that. We work with you to identify the inherent physical demands of your roles and customise the F4W© to these. The F4W© includes:

- General health screen (BP, vision, heart rate, medical)
- Physical range of motion testing & manual handling against the physical job demands

Optional extras

- Drug & alcohol screen (urine, saliva & alcohol)
- Hearing screen
- Spirometry lung test
- Truck Safe Medical
- Driving Assessment
- Specialist tests: (blood tests, x-rays)
- Psychological / Cognitive testing

Ongoing F4W© Assessments

These assessments evaluate an existing employees' ability to perform their role safely when there is a health or injury concern present. The assessment is customised to the employee's specific condition and role. The ongoing F4W© may include:

- Discussion with doctors & treaters
- Any of the above pre-employment screens
- Referral to specialists for further information

DID YOU KNOW?

If done properly, F4W© assessments can significantly reduce financial burden on employers. Evidence shows that employees who are not tested for fitness for work have:

4.3x higher claim costs²

Higher injury severity, medical costs & lost time⁴

11x higher injury rates³

CAN YOUR BUSINESS AFFORD THIS?

BENEFITS OF MANAGING FITNESS FOR WORK

- Fewer accidents – safer workplace – less risk
- Less absenteeism – higher productivity
- Less turnover & recruitment costs
- Less risk of discrimination, unfair dismissal or personal injury claims

OUR CUSTOMER BENEFITS & REWARDS

- ✓ Dedicated Account Manager
- ✓ Customised to your specific needs & roles
- ✓ Customer support program – seminars, FAQs, newsletters, alerts, case law and updates
- ✓ Preferred supplier to civil construction & waste industries
- ✓ Allied health team with >17yrs experience

workoptions

your trusted partners in workforce health

Referrals
referrals@workoptions.com.au

PO Box 851
North Sydney

T 02 9957 1300
F 02 9957 1311

E info@workoptions.com.au
workoptions.com.au