

Pre-Placement Medical Assessments



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Where the good doctors are

www.injury.net.com.au



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A Tool for Managing

*injury*NET links organisations with Practitioners in its network; encouraging communication and understanding between both parties to achieve medical risk management.



Factors to Consider

Risk Management

From a risk management perspective, the InjuryNET Practitioner Network can be used as a tool to make more informed hiring decisions. InjuryNET's Pre-Placement Medical Assessments take a risk-rating approach which assists managers to better evaluate the potential risk of an applicant later sustaining injury if employed.

Administrative Consistency

From an administration perspective, InjuryNET's PPM process promotes consistency and quality of medical information. InjuryNET has developed a comprehensive PPM form.

Easy Referral Process

We also make it easy to obtain a PPM. Just call our 1300 number and we will coordinate an appointment, follow up on results and provide a risk rating within 24 hours from examination, in most cases. We can also provide regular PPM Summary reports. These are useful for analysing recruitment trends and potential workers compensation impact.

Our Approach

Philosophy on Pre-placement Medical Assessments

InjuryNET believes that pre-placement medical assessments (PPMs) should reduce recruitment risk by reducing the chance of recruiting "at risk" people who usually pass standard pre-employment examinations.

The advantage of using InjuryNET PPMs is that clients receive a "risk profile" of the likelihood of a prospective employee incurring an injury in a specified job. Once the medical practitioner completes the PPM proforma, the result is forwarded to InjuryNET. InjuryNET analyses the medical result prior to sending the client a single page risk profile as well as the full medical report. This system is applied across all sites.

InjuryNET research indicates most Doctors want people to "pass" the medical and often do pass them, despite posing a significant level of risk to the potential employer. This includes risk that could increase the chances of in injury or aggravation of a pre-existing condition and that the applicant will not be able to perform the inherent requirements of the proposed position safely.

Risk Profiles

Level 1/5 General	Same as general population
Level 2/5 Minor	Problem which is mild in severity and is unlikely to impact on proposed work duties AND/OR the proposed work poses a minor risk of aggravating the condition
Level 3/5 Moderate	Problem which is moderate in severity and has a mild risk of impacting on the proposed job AND/OR the proposed work poses some risk of aggravating the condition
Level 4/5 Significant	Problem which is more than moderate in severity and has a significant risk of impacting on the proposed job AND/OR the proposed work poses a significant risk of aggravating the condition
Level 5/5 High	Problem which is severe and has higher risk of impacting on the proposed job AND/OR the proposed work poses a high risk of aggravating the condition

Recruitment Risk

Our Performance

In 2007, InjuryNET ranked 7.40% of candidates applying for positions as "significant" or "high" risk based on their risk profile. Employers not using InjuryNET are likely to employ these 'at risk' people.

Reporting Period : 1 Jan – 31 Dec 2007

Number of PPMs completed		>16,000
Applicants' risk, relative to the general population, of developing or aggravating a condition while performing the proposed duties.	Risk Rating 1/5 - General	46.19 %
	Risk Rating 2/5 - Minor	35.13 %
	Risk Rating 3/5 - Moderate	11.27 %
	Risk Rating 4/5 - Significant	6.48 %
	Risk Rating 5/5 - High	0.92 %

Appointment Timeframes

In 2007 for assessments which InjuryNET coordinated directly for clients (n = 8384):

	Average (in days)	Median (in days)
Duration between appointment request and actual appointment	3.56	2.54

Result Timeframes

In 2007, for assessments which InjuryNET coordinated directly for clients, clients received PPM risk-rated results in less than 24 hours. (n = 8384)

	Average (in days)	Median (in days)
Duration between examination and forwarding result to client	0.9	0.2

How *injuryNET* Helps You

Easy Access for Appointments

We make it easy for managers to obtain a PPM assessment in locations close to applicants. The manager or applicant just has to call our 1300 number and request an appointment! We will obtain an appointment and advise the referring manager and/or applicant of appointment details.

Prompt Feedback

After the PPM examination, a completed PPM form is faxed by the assessing Dr to our PPM Team, who review the form and provide your managers with a risk rating, usually within 24 hours of the assessment. As mentioned, we may contact the assessing doctor and / or the treating doctor (with candidate permission) if we need to clarify or obtain further information. Your managers can also contact our PPM Team to discuss results, if required.

Easy to Understand Risk-Rated Result

We email you a brief risk-rating result, usually within 24 hours of assessment. This is a simple report which gives you the necessary information to proceed with recruitment decisions. If you have any queries, we are available for discussion. Later, we forward the completed medical assessment form, for your records.

Required Testing

As you can see from our PPM Fee Schedule, there are a number of different tests possible for a PPM. We will work with you to define the tests your organisation requires and document this on a customised PPM form for your company. This reduces the incidence of tests being conducted when they are not required.

Job Descriptions on InjuryNET Website

We have a secure log-in section on our website for Doctors to access company information and job descriptions. With your permission, we can upload your information and job descriptions.

Training for your personnel re: InjuryNET PPM Process

We can coordinate a training session(s) for your personnel involved with PPMs. This can be conducted via presentations at your site(s) or via teleconference (initiated in Melbourne), with your personnel in different states viewing a PowerPoint presentation while an InjuryNET Program Manager discusses the PPM process, procedures and what to expect. We can also provide a simple a flow chart, for reference. Ask us about fees for PPM training sessions.

PPM Fees

See InjuryNET PPM Fees document.

Our PPM fees include:

- Appointment making via 1300 number
- InjuryNET PPM Team review of completed assessment forms
- Risk Rating
- Discussions between referring managers and the InjuryNET PPM Team by email or phone, if managers have any questions or concerns about an applicant's capacity, in light of the Risk Rating assigned.
- Monthly or Quarterly Summary Reports of all PPMs conducted, including risk rating and other test outcomes, as required.

PPM Fees in Regional Areas

In some regional areas, Doctors charge higher fees than the InjuryNET PPM Fee schedule. We will discuss these instances with you prior to arranging an appointment and confirm acceptance of the higher fee.

Setting Up PPM Service

If you are using the InjuryNET PPM Service for the first time, please contact the InjuryNET PPM Manager to discuss your needs. Phone: (03) 9882 3244

To refer for a PPM call 1300 307 418

InjuryNET will arrange an appointment and advise you regarding time, date, assessing doctor and clinic location.

For more information on accessing the InjuryNET Practitioner Network, call 1300 307 418.

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