

Post Offer Physicals: What are the Benefits?

Post offer physical exams are becoming an increasingly important component of the hiring process for many businesses. Post offer exams provide employers with several benefits including preventing absenteeism (due to injury or illness) and reducing costs associated with Workers' Compensation, rehiring and retaining employees.

What can we say about the utility of the post offer physical examination? It can be used to determine if reasonable accommodation needs to be considered in the hiring of an applicant. It also may be used to determine if any potential hire is at special risk for injury if placed in an unmodified position. It is often difficult to predict who may be more likely to injure himself. However, by identifying an applicant with a condition which predisposes him to injury, either accommodation or reconsidering the offer of employment may be indicated. There are circumstances where individuals are clearly not appropriate candidates for a position due to risk of injury. If the job is likely to produce injury and reasonable accommodation cannot be made, either another position may be offered or the position may not be made available to the applicant. "An employer, however is not permitted to deny an employment opportunity to an individual with a disability merely because of a slightly increased risk. The risk can be considered when it poses a significant risk, i.e. high probability of substantial harm; a speculative or remote risk is insufficient". (This is a valid use for the post offer exam).

What can a company hope to accomplish by requiring post offer examinations? The examination can first determine if the applicant can do the job, whether fully, or with modifications. The employer can hope to identify future risks in the hope that by having that employee avoid or modify those risks, serious injury

may be avoided. Finally, the exam raises the questions that if future risk is present is it a direct threat to the applicant or any other worker? The goal of the outcome of post offer examinations is to try to properly place the employee in a job that is suitable for him or her, and does not place the employee, or others at increased risk of injury. The hope is that if necessary, proper job modification can be made so that injury can be avoided. This will help with future disability management, through avoidance or modification. It also establishes a medical and legal information base even if that information is not directly available to the employer.

With the above goals in mind, what economic considerations should a company give to requiring post offer examinations? Certainly, there is value to establishing the baseline health status of employees prior to starting work. The employer should weigh this and other benefits as described, against such factors as cost, turnover, and the physical and functional demands found within the various positions in the company.

Many companies currently utilize post offer examinations. They have found that the cost of the examination is minor when weighed against the positive benefits. When a post offer examination is combined with an EDEX inquiry there is the added benefit of knowing whether or not the applicant has had a prior workers compensation injury. This information is valuable during the course of a post offer physical exam as it allows the doctor to more accurately and thoroughly judge whether an applicant is capable of performing the essential functions of the job. If you would like to review your current post offer exams or set up protocols to start doing post offer exams and Edex call your marketing representative at HealthFirst Medical. (Source: Corporate Health Organization)

Protect Your Employees From the Flu

It may seem hot outside now, but flu season is on its way. The best way to protect you and your employees from the flu is to offer them flu injections at the workplace. The flu vaccine protects against the strains of Influenza A and B, which are the most common types of the flu.

The CDC recommends getting a flu vaccination in October or November before the flu season hits. The vaccine is approximately 70 to 90 percent effective for healthy adults, according to the CDC. Even if the vaccine doesn't prevent you from getting the flu, you are still likely to be far less sick than you would have been without the shot. The vaccine also greatly reduces the chance of severe complications.

HealthFirst Medical Group will be giving flu vaccinations starting in the early part of October provided we receive our order from our suppliers. Due to an increase in the cost of the vaccine the flu shot will be \$20 this year. We have a limited supply of injections, so please call **Karina De La Cruz** at **(562) 926-3440 x313** to reserve your shots and schedule a date. Don't let the flu catch up to your employees this year!



Work Injuries: Why Do You Have to Report Them?

The State of California and the Federal Government have laws in place that require employer and medical providers to report and record work related injuries and illness. Failing to follow the laws may result in prosecution of the employer or the medical provider.

Employers must consider an injury or illness to meet the general recording criteria, and therefore to be recordable, if it results in any of the following: death, days away from work, restricted work or transfer to another job, **medical treatment beyond first aid**, or loss of consciousness. So the only non recordable injury/illness is a simple first aid as dictated by OSHA. Call (562) 949-9328 if you would like a copy of the OSHA first aid guidelines.

Section 6409(A) of the California Labor Code requires all physicians to submit a Doctor's First Report of Occupational Injury or Illness for all industrial injuries, including those considered First Aid, with the employer's insurance company unless the company is self-insured. A first aid is reportable, but not recordable.

Changes in Company Information?

Contact: _____

Insurance Carrier: _____

Other: _____



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