

Pre-Placement Post Offer Medical Testing Program Overview

The pre-placement (post offer) testing is conducted once a conditional job offer has been made. The purpose of the testing is to identify candidates who can safely meet the critical physical demands of the job. Kaiser on the Job (KOJ) will take a complete medical history and perform medical exams that will focus on physical demands identified for each job classification.

Pre-placement exams can avoid inappropriate placement of candidates in jobs where, without reasonable accommodation may present a direct threat or substantial harm to themselves or others. KOJ assessment and medical recommendation for qualified or unqualified candidate:

- Qualified - Pass no accommodation necessary
- Unqualified - Recommendations for accommodation
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- Unqualified - Recommendations for further evaluation prior to final employer decision
- Unqualified - Recommendations for disqualification

Medical evaluations will include:

- Drug screen
- Medical history, including past injuries, illnesses; especially related to musculoskeletal conditions, back and repetitive motion injuries
- Review of job classification description, including essential tasks and environmental factors
- Vital signs along with height and weight
- Physical examination including skin, eyes, ears/nose/throat, heart, lungs, abdomen, nervous system
- Musculoskeletal evaluation directed toward past problems and current job demands;
 - Focused back evaluation
 - Neck and upper extremity screening for cumulative trauma disorders
 - Lower extremity functional assessment
- Vision testing (far, near, color, peripheral)
- Hearing screen (Whisper Test), , some job classifications will require more extensive hearing testing
- Dipstick urinalysis
- Lifestyle Questionnaire – physician will review to assess factors influencing candidate's general health, aimed to improve wellness and productivity.

Candidates who successfully pass the drug screen will proceed to medical screening. Candidates who do NOT successfully pass the drug screen will NOT proceed unless/until a Medical Review Officer (MRO) has reviewed the drug screen for any abnormalities. Candidates who do not pass the drug screen after MRO review will NOT be offered employment

If the test results are “Qualified -Pass no accommodation necessary” the Hiring Authority will proceed with the hiring process.

If the test results indicate accommodation may be necessary the Hiring Authority will work with the CEO- Human Resources unit to determine if accommodation is reasonable. If so accommodation will be made and documented and hiring process will proceed.

If accommodation is not reasonable, decision will be documented with the CEO-Human Resource unit. Candidate will be notified and conditional offer will be withdrawn.