

# Preplacement medical examinations

An effective workforce health strategy can provide one of the biggest opportunities to reduce your overall health care spending and improve business performance. Medical evaluations play an essential role in that strategy by making sure your employees are healthy and up to the demands of their jobs. Plus, you'll have a baseline for future medical and workers' compensation issues.

## Ensure the health and safety of your employees

Medical evaluations help you identify health issues for new employees and any related workplace safety concerns. Optional tests and services can be added based on your specific business needs or the recommendations of our evaluating physician. Medical evaluations include:

- **Occupational and medical history** – based on a description of essential job tasks, including a review of relevant past injuries and illnesses
- **Review of job description** – includes job tasks and environmental factors
- **Focused physical examination** – emphasis on the musculoskeletal system, including back evaluation, neck and upper-extremity screening, and lower-extremity assessment
- **Visual acuity testing** – far, near, color, peripheral
- **Hearing screening**
- **Physician assessment and medical recommendation for placement** – includes recommendations for restrictions and limitations, or further evaluation before final hiring decision

Information may have changed since publication.

## The benefit of prevention

Catching problems early can help your employees stay healthy and reduce time off the job. Put our long history of preventive care to work for your employees and your business.

For more information on our occupational health and safety services, visit [kp.org/occupational-health](https://kp.org/occupational-health) or call:

California:

Hawaii:

Northwest:

Washington: