



# Pre-Employment Functional Assessments (PEFAs)

Altius Group understands the importance of working with organisations to help select the right person for the job. Our Pre-Employment Functional Assessments (PEFAs) are a valuable part of the recruitment process and help build a strong foundation for a productive and healthy workforce.

## PEFAs Strengthen Organisations By:

- Ensuring candidates are well matched with the demands of a position
- Forming the basis of a robust front line risk management strategy
- Controlling the frequency and cost of injuries in the workplace
- Increasing staff retention
- Supporting workplace productivity

Research shows companies that conducted Pre-Employment Functional Assessments reported a 21% higher retention rate than those that had not and that non-screened candidates were 2.38 times more likely to experience musculoskeletal injury

Anderson & Briggs, 2008 and Rosenblum & Shankar, 2006

## Altius Group PEFAs:

- Provide **valuable insight** into an individual's physical capacity to safely meet the functional demands of a job *before* they start work.
- **Clarify** an individual's medical history and determine the impact of past or current conditions on their capacity to carry out a job *before* they start work.
- Provide candidates with an understanding of what a role entails and **educate** candidates on safe work practices *before* they start work.
- Improve an organisation's **safety culture** and reputation by establishing clear expectations around health, safety and work capacity.
- Identify previously undetected health issues which may, with suggested management strategies, **improve long term health outcomes** for individuals and organisations.
- Address **specific** physical or health concerns relative to an organisation's work environment.

## Our Team

Our team of physiotherapists, occupational therapists and accredited exercise physiologists, located throughout Australia, have extensive experience conducting PEFAs for a broad range of occupations and industries, with a strong background in assessing musculoskeletal issues.

## Based on Latest Evidence

Our PEFAs are always based on latest evidence and best practice - using robust, objective assessment tools which are regularly reviewed. We incorporate a detailed medical questionnaire, thorough musculoskeletal screening and physical testing into our PEFAs in conjunction with functional assessment components, all tailored to the inherent requirements of the role.

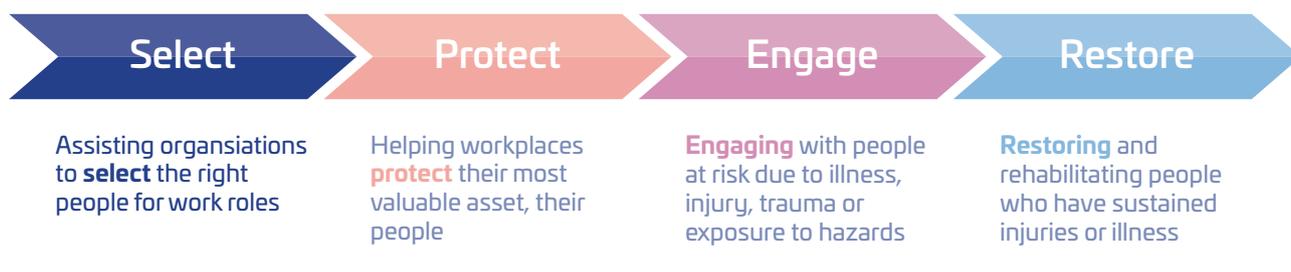
## Recommendations and Support

We are able to conduct PEFAs on-site and provide assessment outcomes based on current capacity, offering recommendations for reasonable adjustment where appropriate. For complex presentations, we facilitate referrals to GPs or occupational physicians for further investigation.

Should specific workplace concerns arise, Altius Group offers a range of value-add options, such as drug and alcohol screening, audio screening and vision screening for distance, near and colour vision.

“ *Our knowledge of people factors that impact on our bottom line has grown enormously since partnering with Altius. We now have a safer, more engaged and healthier team which is great for everyone and the business* - Altius Client

We have a solid understanding of how to engage with employees to build healthy teams of people and a productive, successful workforce. Industry based evidence and insight, conversations with our clients and our connections within the industry, enable us to stay ahead of emerging needs to deliver holistic support services to organisations across the **lifecycle of their people's employment.**



Get in touch with us:

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Rehabilitation  
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