

We take your fitness for work seriously. We have strict medical assessment requirements both pre-employment and for ongoing employment. There are some important points about your medical that you need to know:

1. Applicants for positions with the company must meet our medical requirements prior to being offered work and ongoing or returning employees are required to undertake regular medicals;
2. Be aware that if you have existing medical conditions which are not under control you may not pass your medical or you may have to wait until your medical issues are resolved prior to starting or re-starting work. This can take days to weeks to resolve depending on the issue so if you have any concerns it may be in your best interests to see your own GP prior to your medical. For example if you suspect you have bad eye sight, hearing loss or untreated high blood pressure you should see your GP before your medical.
3. The doctor conducting your company medical will need evidence from your specialists for certain conditions to ensure that your condition does not interfere with your ability to perform the driving task safely.
4. The company will pay for your company medical but please note that any costs associated with meeting the medical standards both before your company medical and after it are your responsibility.
5. You can take this document to your GP and refer them to the national standard “Assessing Fitness To Drive, Amended 30 June 2014, Austroads/NTC Australia” or contact our Wellness and Return to Work Coordinator Stewart Zimmermann on 0431 105 261.

As part of your medical you will undergo some specific tests:

<input type="checkbox"/> Physical assessment	For those positions which are physical in nature you will be required to undergo a series of movements to demonstrate that your strength, agility and range of movement are sufficient to ensure you have the capacity to perform your work safely. We call this assessment a Function Capacity Evaluation (FCE). The cost for this assessment is covered by the company.
<input type="checkbox"/> Alcohol and drugs screening	You will be screened for alcohol and drug use as well as indicators for substance misuse. If you have a substance use disorder you will be required to provide evidence of periodic medical reviews and evidence that you are involved in a treatment program; have been in remission for at least three months; have no cognitive impairments relevant to driving; and no end-organ effects that impact on driving.
<input type="checkbox"/> Hearing test	You will undergo a hearing test. If your ability to hear does not meet the standard further investigations will need to be made by an audiologist at your own cost.
<input type="checkbox"/> Vision test	You will undergo a vision test, if your eye sight does not meet the standard you will need to visit an optometrist and correct your vision at your own expense.
<input type="checkbox"/> Declaring medications	You will be required to declare all medications both pre-scribed and non-prescribed at your medical. It would be helpful to note the medications you take and the dose or take your medications with you to the medical.

If you have any of the following conditions you will need to provide evidence that your condition is under control and meets the standards in “Assessing Fitness to Drive”. One way to do this is to contact your specialist and ask for a letter. If you suspect you may have any of these conditions but have not been diagnosed or treated please see your GP before your company medical.

<input type="checkbox"/> Diabetes	<p>If you have diabetes that is treated by glucose lowering agents other than insulin or insulin treated diabetes you must provide information from a specialist in endocrinology or diabetes to show the diabetes is satisfactorily controlled; you are adherent with treatment; there is no recent history of a severe hypoglycemia event; you are following a treatment regimen that minimises the risk of hypoglycemia; you experience early warning symptoms of hypoglycemia and there are no end-organ effects that may affect driving.</p>
<input type="checkbox"/> High blood pressure (Hypertension)	<p>If you have high blood pressure you must provide evidence of an annual medical review indicating that treatment is effective and there is no evidence of damage to target organs relevant to driving.</p>
<input type="checkbox"/> Epilepsy	<p>If you have epilepsy you will need to provide evidence from your specialist that you have had a review in the past 12 months and you have had no seizures for at least 10 years; that the Electroencephalogram shows no epileptiform activity, and that you follow medical advice, including adherence to medication if prescribed.</p>
<input type="checkbox"/> Cardiovascular conditions	<p>If you have had an <u>Acute Myocardial Infarction (AMI)</u> you will need evidence from your specialist that you have had a review in the past 12 months, that it has been at least 4 weeks since an uncomplicated AMI; there is a satisfactory response to treatment; there are minimal symptoms of chest pain, palpitations, breathlessness and all standards in the “Assessing Fitness to Drive” standard are met.</p> <p>If you have <u>angina</u> you will need evidence from your specialist that you have had a review within the past 12 months; that your exercise tolerance meets the “Assessing Fitness to Drive” standard; there is no evidence of ischemia; and there are minimal symptoms of chest pain, palpitations, breathlessness.</p> <p>If you have <u>atrial fibrillation</u> you will need evidence from your specialist that; there is a satisfactory response to treatment; and there are minimal symptoms of chest pain, palpitations, breathlessness; and appropriate follow-up has been arranged. You will not be able to drive for at least four weeks following percutaneous intervention and for at least three months following open chest surgery.</p>
<input type="checkbox"/> Psychiatric conditions	<p>If you have a psychiatric condition/s you will be required to show evidence from your psychiatrist that you have had a periodic medical review taking into account the nature of the driving tasks; you are compliant with treatment over a substantial period; you have insight into the potential effects of the condition on safe driving ; there are no adverse medication effects that may impair your capacity for safe driving; and the impact of substance abuse has been considered.</p>
<input type="checkbox"/> Sleep apnoea	<p>If you have sleep apnoea you will be required to show evidence from your specialist in sleep disorders that you have had a periodic medical review and that you are compliant with treatment and the response to treatment is satisfactory.</p>
<input type="checkbox"/> Stroke	<p>If you had a stroke you will be required to show evidence that you have had a specialist review in the past 12 months and that it has been at least three months since the stroke; the likely impact of impairments on driving ability and the nature of the driving task are addressed; the results of a practical driver assessment regarding functional status may also be required.</p>