

Health assessments

New starter assessments

Before a member of staff is appointed it's important to assess if they are fit to undertake the role. This is relevant for every industry and every job description. This can be brought into sharper focus in high-risk industries.

Some employers may find they need advice for staff with pre-existing medical conditions, disabilities or mental health issues. It can be harder to deal with these situations if no health screening was undertaken when the employee was recruited. Our new starter assessments ensure that the relevant questions for their role are asked before a new member of staff is employed. This ensures that the appropriate risk assessments, safe systems of work and job adjustments can be considered in order to meet the requirements of employment law. We can assist you in meeting the terms of the Equality Act 2010 by recommending the appropriate adjustments needed to support individuals' characteristics. Asking the right questions up-front also helps us to assess whether your new starter can carry out their role. This can prevent significant management issues and expense further down the line.

New starter assessments can also include the relevant screening to use as a base-line for ongoing health surveillance.

Drug and alcohol screening can be included in new starter assessments, upon request.

We can also offer tailored assessments to ensure other personnel (such as contractors) are fit to carry out their role on your premises to meet your health requirements.

Assessment is carried out by our highly qualified and experienced occupational health staff. New starter assessments can be done by physical assessment or via a screening questionnaire, if appropriate.

Drug and alcohol screening

Employers have a duty of care to protect the safety of their workplace under the Health and Safety at Work etc Act 1974. This includes ensuring that employees are not under the influence of drugs or alcohol.

Many employers recognise the importance of having a drug and alcohol policy, particularly those working in a safety-related or safety-critical environment. We can advise you how to establish, run and manage this policy.

In conjunction with our laboratory partner (certified to ISO17025) we provide pre-employment, random and for-cause drug and alcohol screening. We can also offer a 24-hour call-out service.

Our qualified occupational physicians are competent medical review officers who are trained to assess the significance of possible drug or alcohol misuse and co-ordinate counselling and rehabilitation where needed.



Industry-specific assessments

We specialise in high-risk and regulated industries, including engineering, manufacturing, nuclear, oil and gas, construction, aviation, healthcare, education and the emergency services. All of them have to comply with their own individual industry health standards and all require assessments. We have fully trained and experienced staff that are qualified to carry out all of these assessments.

This means you can be confident that the recommendations we make and the advice we give is specific to your industry and in strict accordance with all appropriate regulations.

All our doctors are registered with the relevant industry body as appropriate; as such they are qualified and trained in the specific industries within which they work.

We can offer the following industry-specific assessments:

Oil and gas

Our TMS doctors are registered examining doctors for UK Oil and Gas assessments, and assess offshore workers in accordance with Oil & Gas UK Guidelines for Medical Aspects of Fitness for Offshore Work.

Healthcare and emergency services

We will work to the required industry and NHS standards and guidance to provide assessments for healthcare workers and emergency responders.

We can offer all the above assessments at your own site, at our offices, via our mobile clinic or at an alternative location, whichever is most appropriate.

