

POST OFFER EMPLOYMENT TEST (POET) Candidate information handout

As a condition of your employment BCEHS requires you to complete a basic functional assessment to insure you have the physical capacity to safely carry out the essential functional requirements of the job.

One of the prerequisites to the testing process is the Medical Capacity assessment which includes medical clearance for your participation in the functional evaluation. The Medical Capacity assessment should be completed by your Family Doctor. An evaluation of your resting heart rate and resting blood pressure to make certain that you are safe to participate in functional testing will occur on your assessment day. If you have an elevated heart rate and high blood pressure medical clearance for your participation in the functional assessment will be required prior to completion of testing. Your heart rate and blood pressure will be checked onsite prior to starting the testing process and may be monitored throughout testing to insure your continued safety.

Test activities may include but are not limited to; lifting, carrying, pushing, pulling, squatting, bending, reaching, twisting, climbing, walking or sitting, or any combination of the above. All activities are designed to place a gradually increasing workload on the musculoskeletal and cardio-respiratory systems. Test activities have been determined to require heavy to very heavy (ie. > 100 lbs) strength requirements at the maximum. You may stop testing at anytime should you feel unsafe or uncomfortable in continuing.

If you believe you are unable to perform any of these activities due to a disability, it is your responsibility to advise the employer or the test evaluator prior to participation in testing. Testing may be delayed in order to make appropriate arrangements for accommodation and to obtain the verification of the disabling factors that need to be taken into consideration.

A summary of the test results will be sent to BCEHS upon completion of your test.

Please plan to arrive for your assessment at least 15 minutes early to complete all required paperwork prior to testing, including an informed consent for participation and release of the summary report of test results to BCEHS.

This assessment will require physical activity between 60 and 90 minutes in duration, as such you should wear appropriate clothing and foot wear to be properly prepared for test activities. Please bring your own water bottle and towel if you desire. Washrooms are available at the facility.

You will be contacted either by your employer or a CBI Health Service Provider to confirm your test date and location prior to your assessment.

Should you have any concerns at all over your participation in this functional assessment please discuss those with BCEHS prior to confirmation of your assessment date.

Sincerely,

CBI Workplace Solutions