INTRODUCTION

Pre-placement Examination

Ergonomics is the “science of work” that encompasses different measures to ensure fitting the workplace to the worker [1]. Among all the strategies implemented to safeguard the interests of both workers and employers, pre-placement examination, has been acknowledged as the foundation element [1]. Pre-placement examination or screening is conducted at the time of employment and generally consists of worker’s medical, family, occupational and social history; a thorough physical examination and a range of laboratory/radiological examinations (such as chest X-ray, electro-cardiogram, vision testing, urine or blood examination, and genetic screening) based on the nature of the work [1,2]. In fact, it has been recommended to employ a combination of different tests to improve the predictive value of individual screening methods [1,2].
examination will also serve as a useful bench-mark for future comparison and thus can be an important source of health information to employers, policy makers and to the insurance companies [1].

Identified Barricades Limiting Implementation of Pre-placement Examination

Despite the availability of confirmatory evidence regarding the utility of pre-placement screening, its universal implementation has remained questionable, especially in small scale industries [1-3]. A wide range of challenges such as test related parameters (viz. how to set up medical surveillance, which tests to use, test frequency and which outcome parameters should be used in different occupational groups)[8]; economic and manpower constraints (viz. recruitment of a doctor and additional staff, building liaisons with hospitals/laboratories, miscellaneous costs like obtaining reports from general practitioners, telephone calls, etc.) [9]; and quality of the pre-placement assessment [10]; have been identified in the global implementation of the pre-placement examination in different sectors. In short, its current use in different industries (including the health sector), has been reshaped by economic factors, litigation, legal measures, and recent development in the field of medicine [8,10].

Recommended Strategies to Ensure Universal Employment of Pre-placement Examination

The pre-placement examination for a given job position is difficult to standardize worldwide, and thus should be tailor-made based on the characteristics of the employee (viz. education status; history of similar job in past, etc.); the type of equipment/process utilized to perform a specific job; routine policy of the industry; and amount of workload. However, in order to respond to the identified challenges, the policy makers should formulate a comprehensive strategy to assist the administrators of industry/healthcare establishments to streamline the entire process of pre-placement examination in heterogeneous settings [8]. Furthermore, mere formulation of a holistic policy will not serve the purpose, rather its implementation in the industry by advocating for the same and motivating the administrators are desired [9,10]. In addition, there is a definitive need of regular monitoring/supervision, so that the quality and execution of pre-placement examination can be assured, and any faulty practices can be rectified [10].

CONCLUSION

To conclude, pre-placement examination is an integral component of the ergonomics and thus there is an immense need to implement it effectively in all settings to ensure benefit to both employees and employers, and eventually augment the productivity of the industry or economic growth of the nation.

REFERENCES