

FOR PRE-EMPLOYMENT ASSESSMENTS

Test	Purpose	Instructions	Equipment	What to look for/comment on
Floor to waist lifting	<ul style="list-style-type: none"> - To assess the candidate's lifting technique - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>Ask the candidate to lift the specified weight from floor to waist height for the specified repetitions the best way they know how.</p> <p>If required, provide feedback on technique for subsequent lifts.</p> <p>Observe how they respond to feedback.</p>	<p>Weights</p> <p>Unless otherwise indicated, you may use a loaded box or milk crate or sandbag.</p>	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Control - Endurance - Technique
Waist to shoulder lifting	<ul style="list-style-type: none"> - To assess the candidate's lifting technique - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>Ask the candidate to lift the specified weight from waist level and lifting to shoulder height for the specified repetitions the best way they know how.</p> <p>If required, provide feedback on technique for subsequent lifts.</p> <p>Observe how they respond to feedback.</p>	<p>Weights</p> <p>Unless otherwise indicated, you may use a loaded box or milk crate or sandbag.</p>	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Control - Endurance - Technique
Overhead lifting	<ul style="list-style-type: none"> - To assess the candidate's lifting technique - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>Ask the candidate to lift the specified weight starting at shoulder level and lifting above the head for the specified repetitions the best way they know how.</p> <p>If required, provide feedback on technique for subsequent lifts.</p> <p>Observe how they respond to feedback.</p>	<p>Weights</p> <p>Unless otherwise indicated, you may use a loaded box or milk crate or sandbag.</p>	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Control - Endurance - Technique
Carry	<ul style="list-style-type: none"> - To assess the candidate's carry technique - To assess endurance - To assess risk of injury - To assess functional 	<p>Ask the candidate to carry the specified weight at the specified height for the specified distance.</p> <p>The default height is waist height.</p>	<p>Weights</p>	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Control - Endurance - Technique

	capacity for the role			
Unilateral carry - L/R	<ul style="list-style-type: none"> - To assess the candidate's carry technique - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>Ask candidates to carry specified weight in one hand utilizing a farmer's carry position set distance.</p> <p>The default distance is 10m.</p>	Weights	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Control - Endurance - Technique
Bilateral carry	<ul style="list-style-type: none"> - To assess the candidate's carry technique - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>Ask candidates to carry the specified weight in each hand at the same time utilizing farmers' carry position for a set distance.</p> <p>The default distance is 10m.</p>	Weights	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Control - Endurance - Technique
Sustained reach	<ul style="list-style-type: none"> - To assess the candidate's reach technique - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>Ask the candidate to reach into the indicated position and hold there for the specified time.</p> <p>The default time is 2 min.</p> <p>This may be overhead, forward bend, or side bend as specified.</p>	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Endurance - Technique
Sustained forward bend + Manual Dexterity Test	<ul style="list-style-type: none"> - To assess the candidate's forward bend technique - To assess dexterity - To assess risk of injury - To assess functional capacity for the role 	<p>Conduct below knee height and ask candidates to shuffle cards, thread paperclips or nuts and bolts.</p>	90mm nut and bolt/paper clips/deck of cards, appropriate height shelving/bench	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Dexterity - Endurance - Technique
Side reaching task + Manual Dexterity Test	<ul style="list-style-type: none"> - To assess the candidate's side reach technique - To assess dexterity and rapid hand-eye-finger movement - To assess risk of injury - To assess functional capacity for the role 	<p>Conduct to the left side of the candidate and then to the right side of the candidate.</p> <p>Ask candidates to shuffle cards, thread paperclips or nuts and bolts.</p>	90mm nut and bolt/paper clips/deck of cards.	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Dexterity - Endurance - Technique
	<ul style="list-style-type: none"> - To assess dexterity - To assess risk of 	<p>Conduct at the candidate's midline and ask the candidate to shuffle</p>	90mm nut and bolt/paper	<ul style="list-style-type: none"> - Ability to perform - Pain

Manual Dexterity Testing	<ul style="list-style-type: none"> - injury - To assess functional capacity for the role 	cards, thread paperclips or nuts and bolts.	clips/deck of cards.	<ul style="list-style-type: none"> - Ease of task - Dexterity - Technique
Overhead reaching task + Manual Dexterity Test	<ul style="list-style-type: none"> - To assess the candidate's overhead reach technique - To assess dexterity - To assess risk of injury - To assess functional capacity for the role 	Conduct above shoulder height and ask candidates to shuffle cards, thread paperclips or nuts and bolts.	90mm nut and bolt/paper clips/deck of cards.	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Dexterity - Endurance - Technique
Alternating Pincer Grip (bilateral)	<ul style="list-style-type: none"> - To assess the candidate's fine motor skills - To assess risk of injury - To assess functional capacity for the role 	Ask the candidate to move a set number of small objects from one container to another using a pincer grip, then repeat with the other hand.	Nuts and bolts, marbles, small objects, containers x2	<ul style="list-style-type: none"> - Ability to perform - Ease of task - Quality and speed of movement - Endurance - Technique
Postural Tolerance Test (Above Shoulder Height) - Monitor HR every 1 mins	<ul style="list-style-type: none"> - To assess the candidate's postural tolerance - To assess risk of injury - To assess functional capacity for the role 	<p>Ask the candidate to raise hands above shoulder height +/- manipulate objects on high shelf.</p> <p>Can be performed with or without load pending specific requirements.</p>	HR monitor, cuff weights, high shelf, 90mm nut and bolt	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Quality of movement - Endurance - Technique
Sustained knights kneel	<ul style="list-style-type: none"> - To assess the candidate's ability to kneel - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>Ask the candidate to kneel in a knights' kneel position and hold for the specified duration.</p> <p>The default time is 2 min.</p>	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Control - Endurance - Technique
Sustained Stoop	<ul style="list-style-type: none"> - To assess the candidate's ability to sustain a stoop position - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>With the candidate starting from a standing position and keeping knees relatively straight (soft but not bent), ask them to bend the trunk forward into a stoop position.</p> <p>This should then be maintained for a set time.</p> <p>The default time is 2 mins.</p>	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Control - Endurance - Technique
Sustained Squat/Static Squat	<ul style="list-style-type: none"> - To assess the candidate's ability to sustain a squat 	Ask the candidate to position themselves in a squat position (either a full squat or a semi squat) with both	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain

	<ul style="list-style-type: none"> - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>legs bent and hold for a set period of time.</p> <p>The default time is 2 mins.</p>		<ul style="list-style-type: none"> - Ease of task - Control - Endurance - Technique
Sustained extended kneel (hands behind back)	<ul style="list-style-type: none"> - To assess the candidate's ability to sustain an extended kneel - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>Ask the candidate to position themselves into a 2 point extended kneel position with hands behind back and maintain this posture for a set period.</p> <p>The default time is 2 mins.</p>	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Control - Endurance - Technique
Push/Pull	<ul style="list-style-type: none"> - To assess the candidate's ability push/pull strength - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>Load a trolley with the specified weight and ask the candidate to push the required distance, before pulling it back the same distance.</p>	Trolley/Equivalent gym exercise equipment	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Quality of movement - Endurance - Technique
Ladder climb	<ul style="list-style-type: none"> - To assess the candidate's ability to use a step ladder safely - To assess risk of injury - To assess functional capacity for the role 	<p>Ask the candidate to ascend set height ladder to specified step number and then return to the ground.</p>	Step ladder with 3 steps	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Quality of movement - Endurance - Technique
Duck walk	<ul style="list-style-type: none"> - To assess the candidate's ability to use a step ladder safely - To assess risk of injury - To assess functional capacity for the role 	<p>The candidate should start from a position of deep squat and then be asked to move forward by stepping alternating feet forward whilst maintaining the low squat.</p>	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Quality of movement - Endurance - Technique
Bending at Waist	<ul style="list-style-type: none"> - To assess the candidate's ability to sustain a waist bend safely - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	<p>Standing with a flexed trunk / bend at waist of between 30-60 degrees.</p> <p>This could be for a set time or could ask to perform a manipulation task in this position.</p>	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Quality of movement - Endurance - Technique

Prone Bridge /Plank	<ul style="list-style-type: none"> - To assess the candidate's abdominal strength - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	The candidate should adopt a prone position, resting on forearms and toes with trunk, shoulders, hips and knees clear of the ground. Time is recorded as to how long this position is held.	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Endurance - Technique
Bending Forward, Touch Toes/Standing Toe Touch	<ul style="list-style-type: none"> - To assess the candidate's lumbar flexibility - To assess risk of injury - To assess functional capacity for the role 	Ask the candidate to place hands on their thighs and then slide their hands down the front of their legs in a direction towards their toes.	Nil	<ul style="list-style-type: none"> - Ability to perform - Where they can reach to - Pain - Ease of task - Technique
Arm straight - supination /pronation	<ul style="list-style-type: none"> - To assess the candidate's ability to supinate/pronate with weight - To assess risk of injury - To assess functional capacity for the role 	Ask the candidate to place arms outstretched in front and then perform palms up and palms down movement with or without weight or broomstick.	Weights, broomstick	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Endurance - Technique
Repeated lunge	<ul style="list-style-type: none"> - To assess the candidate's lower limb strength - To assess endurance - To assess risk of injury - To assess functional capacity for the role 	The candidate should start from a relaxed standing position then be asked to step one leg forward and then flex knees and hips to perform a lunge movement before replacing leg back into starting position and repeating with other leg. If required, provide feedback on technique for subsequent lifts.	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Quality of movement - Endurance - How they respond to feedback - Technique
Stand up from a floor sitting position	<ul style="list-style-type: none"> - To assess the candidate's ability to stand up from sitting on the floor - To assess risk of injury - To assess functional capacity for the role 	The candidate should be asked to transfer from a sitting position to a standing position the best way they know how. If required, provide feedback on technique for subsequent movements..	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Quality of movement - Endurance - How they respond to feedback - Technique
Overhead shoulder press	<ul style="list-style-type: none"> - To assess the candidate's upper limb strength - To assess endurance - To assess risk of injury - To assess functional 	Ask the candidate to lift the specified weight from shoulder height to above head for the specified repetitions the best way they know how. If required, provide feedback on technique for subsequent lifts.	Weights Unless otherwise indicated, you may use a loaded box or	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Quality of movement - Endurance - How they respond to feedback

	capacity for the role		milk crate or sandbag.	- Technique
Kneel to stand	<ul style="list-style-type: none"> - To assess the candidate's ability to stand up from a kneeling position - To assess risk of injury - To assess functional capacity for role 	<p>Ask the candidate to stand up from a kneeling position on the floor</p> <p>If required provide feedback for the candidate on technique</p>	Nil	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Quality of movement - How they respond to feedback - Technique
Step up/down from height	<ul style="list-style-type: none"> - To assess the candidate's ability to step up and down from a height of 40-50cm - To assess risk of injury - To assess functional capacity for the role 	<p>Ask the candidate to step up onto a 40-50cm high step or box</p> <p>Ask the candidate to step down from a 40-50cm high step or box</p>	Step/box set at 40-50cm high	<ul style="list-style-type: none"> - Ability to perform - Pain - Ease of task - Quality of movement - How they respond to feedback - Technique