

INTEGRATED HEALTH SERVICES *Clinical Care Division*



ANNUAL & PRE EMPLOYMENT MEDICAL EXAMINATION

IHS specializes in conducting on-site health checkups for the employees in corporate and industrial sector. These examinations are required in the following instances:

1. **PRE EMPLOYMENT MEDICAL SCREENING:** At the time of hiring a new employee it is necessary to undertake a comprehensive medical examination to know the status of employee's health and the possibilities of his or her suffering from any disease that may become a burden on the company in the future. Besides this is also important from ergonomic point of view, as job placement should be according to the physical abilities of the employee.
2. **ANNUAL or PERIODIC MEDICAL EXAMINATION:** Depending on the employee's age, physical status and job requirement, at 1-3 year interval) health examinations are conducted for detection, prevention and early correction of any potential medical problem.
3. **INSURANCE REQUIREMENT:** Many health and life insurance companies require a complete physical examination before granting policies. This helps them in evaluating the premiums according to the health status of the policyholder.
4. **PRE SCHOOL/UNIVERSITY EXAMINATION:** Some schools have a policy of doing a physical examination of the new admissions so that potential diseases that can not only harm the child but can also be transmitted to other students in the school can be identified and proper measures can be taken to limit and prevent spread.
5. **VISA REQUIREMENT:** A basic medical checkup plus lab work especially for communicable diseases is a requirement of many Foreign Missions.

HOW OFTEN SHOULD A PERSON HAVE A MEDICAL CHECKUP?

The American Medical Association suggests that people have medical checkups every five years until age 40 and then every one to three years thereafter.

One rule of thumb suggests: For individuals in their twenties -- two exams during that time period; in their thirties -- three exams; forties -- four exams. An annual health exam is recommended for most patients after age 50.

PURPOSE OF THE PERIODIC HEALTH EXAMINATION

- As primary prevention
- To identify risk factors for common chronic diseases
- To detect disease that have no apparent symptoms (secondary prevention)
- Promotion of healthy practices & life style
- To update clinical data since last checkup

STEPS OF CONDUCTING A SCREENING EXAMINATION:

There are variations among different organizations depending on the sample group and the organizational requirements. However generally we follow the following steps:

1. Consent of the administration on the procedure, place and range of investigations to be done. An employee is designated as *Coordinator* by the management who receives all reports and coordinates activities.
2. Distribution of *Medical History Forms* among the examinees.
3. Collection of completed History Forms.
4. Complete physical examination (standard format) by IHS physicians either at organization's office or at an IHS examination center.
5. *Lab Investigations*: Blood & urine samples are taken at site and sent to the lab; *ECG*, if required is done at site. For *Chest X ray*, the examinee is referred to an IHS designated facility.
6. Submission of '*Health Report*' of each employee to the management in light of input from history, examination and investigations. (Compiling of the reports usually takes 4-6 days. Complete confidentiality is maintained and reports are issued to no one except the management's representative)

Note:

As per international practices generally following criteria is followed for investigations for different age groups:

- **Less than 40:** CP, ESR, Glucose, Hepatitis B, C and AIDS (HIV), Blood Group, Urine R/E
- **Above 40:** All the above plus Lipid Profile, Urea, Uric Acid, SGPT, ECG.

To avoid exposure to radiation **Chest X-ray** is only done on pre employment or if advised by the examining doctor if indicated on physical examination.

FEE STRUCTURE:

1. **Physical Examination:**

- a. On-Site: Rs. 300
- b. At IHS Center: Rs. 200

(It includes analysis of history forms and lab reports by an IHS Specialist Physician)

2. **Lab Investigations:**

- a. Less than 40: Rs. 1,500/-
- b. Above 40: Rs. 2,300/-

3. **Chest X-ray:**

- a. Rs. 200/-

4. **ECG:**

- a. On-Site: Rs. 200
- b. At IHS Center: Rs. 150

Generally with standard practice **total charges range** between:

- 1. Less than 40: Rs. 1,700/- to 1,900/-
- 2. Above 40: Rs. 2,400/- to 2,700/-

Note:

- 1. In case of sites outside Islamabad & Rawalpindi client has to provide travel and boarding facilities.
- 2. Special discounts apply for large groups and regular clients.

For an *exact quote* it is requested that the following information may kindly be provided:

- 1. Number and age of examinees.
- 2. Periodicity of examination.
- 3. Location.
- 4. Investigations required, if they are different from our standard practice

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