WHA™ workforce health assessors

Faster. Easier. Better.

WHA PRE-EMPLOYMENT MENTAL HEALTH SCREENING

Understand the suitability between a candidate and the psychological requirements of the role. Conducted by a qualified and trained mental health professional, our Pre-employment Mental Health Screening assesses a candidate's capacity against the inherent psychological requirements of a specific role.

The assessment can identify reasonable adjustments that may be needed from day one and establish a documented baseline at the point of hire. The scope is set by the employer and is typically suited to safety-critical, high-exposure or emotionally demanding roles.

ASSESS ROLE FIT

Match capacity to role requirements.

IDENTIFY ADJUSTMENTS

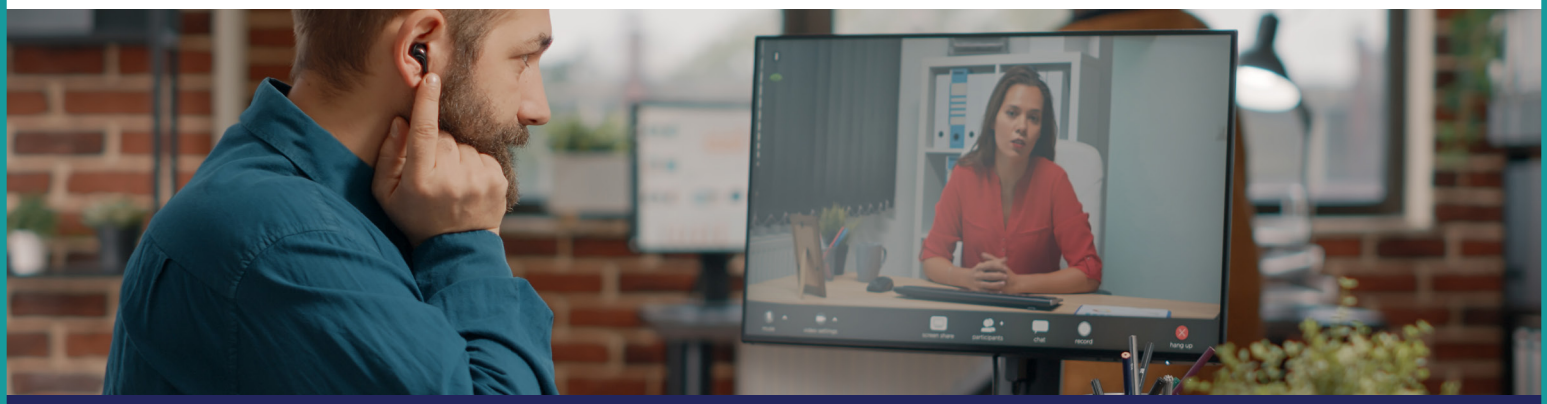
Plan support from day one.

PROTECT PRIVACY

Share only role relevant information.

ESTABLISH A BASELINE

Document capacity at the point of hire



WHERE ARE WE?

With extensive coverage across metro and regional Australia and New Zealand, we provide workforce medical assessments through our network of 75+ WHA clinics, supported by 300+ affiliated partners, or onsite at your location.



WHY MENTAL FITNESS FOR WORK MATTERS

A mentally well workforce is a safer workforce, for the individual, their colleagues and everyone the work touches.

12%

of serious workers' compensation claims now involve mental health conditions.

35.7 Weeks

median time lost from a mental-health-related serious claim.

$67,400

median compensation paid for a mental-health-related serious claim, more than 4× the median across all serious claims.

*Safe Work Australia. (2025). Key work health and safety statistics Australia 2025

WHA SCREENING ASSESSMENTS

TIER 1

DASS-21 Depression, anxiety and stress
Full AUDIT Alcohol consumption, dependence and harm
ISI Sleep disturbance

TIER 2

DASS-21 Depression, anxiety and stress
Full AUDIT Alcohol consumption, dependence and harm
ISI Sleep disturbance
PCL-5 PTSD symptoms
DUDIT Drug and substance use
DERS-16 Emotional regulation
BPAQ Aggression

FOCUSED ON ROLE FIT, NOT DIAGNOSIS.

Three potential outcomes:



SUITABLE: NO RESTRICTIONS
Meets the psychological requirements of the role



SUITABLE: IDENTIFIED RESTRICTIONS
Recommended restrictions are provided with the determination.



NOT SUITABLE
Does not currently meet the psychological requirements of the role

Contact WHA today to discuss your mental health screening requirements.
The faster, easier, better choice for your workforce medicals.



For further information
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