



CONSENT TO PERFORM PRE-EMPLOYMENT MEDICAL EXAMINATION AND DRUG AND ALCOHOL TESTING

FIRST NAME(S): _____ **SURNAME:** _____

ADDRESS: _____

1. I consent to undergo a pre-employment medical examination to be undertaken by a medical professional, appointed by Silver Fern Farms. I acknowledge that the company requires this examination for the purpose of determining whether I am properly able to carry out my duties if the company employs me. I understand that these procedures could include any or all of the following: A physical examination including; health questionnaire; vision test; hearing test; chest x-rays; lung function; chemical and microscopic urinalysis or any other form of testing relevant to the position offered, which the company may require.
2. I also agree to provide proof of identity, which will include my photograph, so that the company can forward it to the medical professional undertaking the pre-employment medical examination.
3. Medical records will remain confidential to the medical professionals involved. Only the results relevant to this application will be communicated to the company. The medical record of the examination will be filed in the first aid room at the plant where I am seeking employment. This record will not be accessible by anyone except the doctor or plant nurse without obtaining your prior consent. If the plant does not have a first aid room the medical will be kept at the relevant medical practitioner's rooms.
4. Results of the medical examination will only be used for the purposes for which they were obtained. A one page summary of the examination will be given to the manager/supervisor at the plant, who is making the decision regarding recruitment.

PRE-EMPLOYMENT DRUG AND ALCOHOL TESTING

Pre-employment drug and alcohol testing is undertaken by all prospective employees. This is performed under common law as we have a statutory duty as an employer to;-

- provide a safe workplace
- ensure that employees have a "duty of obedience and reasonable behaviour" and
- as per the general statutory duties on employers and employees under the Health and Safety in Employment Act 1992 and 2003 amendments.

Urine analysis is carried out, through a pre screen test, for illicit drugs which cause impairment such as cannabis and hashish, opiates (such as heroin and morphine), cocaine and amphetamines (such as ecstasy, speed, 'p'). The results will be made known to each applicant.

SHOULD THE TEST INDICATE A POSITIVE RESULT, EMPLOYMENT WILL NOT BE OFFERED.

I acknowledge that:

- a) I have read and understand the terms of this consent forms; and
- b) I have the right to access and request the correction of any personal information held by the company or medical professional concerning me.

SIGNED: _____

DATE: _____

(Applicant)