



## Responsibility dy doctor

### Classification : fit for the job

The doctor can issue an opinion on the file and make re-commendations about fitness for the job.

The doctor will have given an opinion on the applicant's fitness for the job. The HR need not make the link between the position and the applicant's fitness, for the doctor will have already made it.

## Responsabilité by nurse

### Limitation : identifying limitations

Since a nurse does not have the authority to diagnose, it is a medical act for doctors only.

The nurse will have identified the deficiency and the limita-tion. The HR will have to make the link between the posi-tion and the limitation in order to ascertain whether this is inconsistent with the job.

## Color vision testing

### Ishihara

Color-blindness testing by the plates of Ishihara's test.

## Asvantages

The results on  
PowerRH

Analysis performed by  
medical team

## Comparative example of an evaluation

### Setting

DEFICIENCY

Candidate has monocular vision

POSITION

Working on a production line with ani-mals hanging up and coming up from one side.

### Recommendations

LIMITATION (nurse)

The applicant cannot work in a position requiring peripheral vision.

CLASSIFICATION (Doctor)

Not recommended

Example of the process applicable on the spot

The HR receives the candidate and they leave after they have been hired

1	2	4
INTERVIEW	MEDICAL VALIDATION	Hire
Meeting	The candidate call the clinic	The HR get the results on the PowerRH

