

Pre-employment : Medical, Criminal, Psychological screening

3 STEPS to compose you personal service !

1 - Choose the type of screening

Code		Standard	Royal
M	Medical screening by the doctor Health and accident history reviewed by questionnaire	●	●
I	Medical screening by the nurse Health and accident history reviewed by questionnaire	●	●

2 - Choose the speed of the service

STANDARD: 1 to 3 hours to get back with the results of the analysis.

ROYAL : « **Just in time** » - You directly transfer the candidate to us after your interview. We will do all the screening and give you the result, so you can hire immediately.

3 - Choose the additional screening options

Code		Standard	Royal
C	Criminal record check Québec Provincial criminal record check	●	●
C\$	Criminal record and Credit check Provincial & National Provincial criminal record check and credit	●	
PSY	Psychometric evaluation Psychological analysis done by Skype interview	●	●
D	Drugs testing Urine and saliva (D4 or D5)	●	
V	Color vision testing Color validation (Ishihara)	●	●
F	Functional capacity 3 Protocol « F1 » « F2 » « F3 » and option	●	
	Job check	●	

Example of your personal service !

	Type	Speed	Option
Example : Medical and criminal record screening Analysis « Just in time » Drug testing	MC	R	D

Pre-employment : Features

SERVICE

- Questionnaire in **relation with the job**
- We offer a new way to hire with the « **Just in Time** » services (Royal)
- The screening is in all languages
- Screening is from Sunday to Friday
- From 8:30 am to 9:30 pm
- Service is flexible to match the needs of your business
- PowerApps to follow your folder



Medical analysis

- Questionnaire in relation with the job
- Medical approval by the doctor
- All candidates have a verbal review of the questionnaire
- The review is done in the candidate's maternal language

Criminal record check

- RCMP analysis
- Normal speed and « Just in Time » Royal service

Psychometric analysis

- Aptitude screening
- Confirmation by Skype interview
- Normal speed and « Just in Time » Royal service

Drug screening

- 5 panel drug test
- Laboratory near the candidate's home
- Possibility to customise the kind and the number of drugs for testing

Functional capacity

- Functional capacity with or without cardio screening
- Kinesiologist in a gym near the candidate's home
- The analysis is done by a specialised kinesiologist to link the result with the job the candidate is applying for



PowerApps

Do your follow-up from your iPhone or your computer !



Test Name	Date	Responsible	Status
Louis-David Test	2019-10-07	RH : Marie-Lyse Leduc	Completed
Cassandra Test	2019-10-07	RH : Marie-Lyse Leduc	Completed
Salik TEST	2019-10-01	RH : Marie-Lyse Leduc	Failed
Jorge TEST	2019-06-26	RH : Marie-Lyse Leduc	Completed