

STATE OF CONNECTICUT
DEPARTMENT OF MENTAL RETARDATION
Human Resources
ADVISORIES

Advisory No. **II-D-Ad-4**

Issue Date: March 15, 2001

Subject: **Preplacement Physical Exam**

Effective Date: July 1, 2001

Designated Area of Responsibility: **Human Resources**

Signatory: _____, Commissioner
Peter O'Meara

A. Purpose

The purpose of this advisory is to promote pre-placement employee physical exams to reduce risk to consumers of the Department of Mental Retardation and all of its licensed and contracted agents.

The Department of Mental Retardation recommends that each DMR Region, Southbury Training School and all private sector provider agencies under contract with or licensed by DMR to provide residential, day and/or support services to department clients or their families establish policies and procedures to evaluate the physical capacity of employees and any medical risk associated with contagious diseases that may be posed by employees who will work directly with consumers or their families in residential and day program settings.

The department recommends that employers establish policies that require such evaluation and implement screening and work placement procedures that will reduce consumer risk.

B. Applicability

This advisory shall apply to all public DMR-operated programs and private sector programs licensed or funded by the Department of Mental Retardation to provide residential, day program, and family and individual support services to clients of the department.

This practice standard is **not** applicable to individual consumers (clients of DMR) who may utilize departmental resources to directly hire or contract for personal services. The department does, however, strongly recommend that consumers using self-directed supports (self determination) adhere to all of the required and recommended employment practice standards issued by the department.

C. Definitions

None.

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D. References

1. CGS 17a-210(a)
2. DMR Employment Practice Standards Employer Handbook