



A guide for employees: What should I expect when I go to an Independent Medical Examination?

What is an IME?

An independent medical examination (IME) provides your employer with an independent opinion regarding your illness / injury and treatment. This is used to assist with decisions about your rehabilitation, recovery / return to work. An IME can also be used with non-work related illnesses or injuries.

What should I take?

- Photo identification (such as a Drivers' Licence)
- Glasses and hearing aid if you wear them
- All scans and test results (X-rays, MRIs, CTs, ultrasounds etc) relevant to your condition to help the doctor make a thorough assessment
- Wear comfortable clothing you can move in
- You can ask if you can bring a support person to your appointment - be sure to ask before the day of your IME.

What will happen at the appointment?

During the appointment the doctor will talk with you, gather relevant medical history and review any relevant information provided by you or your employer.

The doctor will talk with you about:

- your work
- your medical conditions
- how your medical condition affects you, and
- any treatments you have had.

The doctor may also ask to examine you physically. This examination may include parts of your body that are not affected by the illness or injury to help them to understand how your condition affects your whole body.

Sometimes the doctor may ask you to remove items of clothing (not underwear) to assist this examination. The doctor will be respectful and professional, and take all steps provide you with privacy.



Where will the report go?

At the completion of this assessment, a report will be forwarded to your employer. Only information that is considered necessary for your employer to understand (to make informed management decisions) will be released to them.

You can ask your employer for a copy of the report. The IME doctor will often recommend that a copy of the report is sent to your treating doctor so they can explain any medical information to you.