

# EMPLOYMENT STANDARDS AND PULHHEEMS EMPLOYMENT CATEGORY

## Introduction

2.1 To facilitate administrative procedures without compromising the Medical-In-Confidence nature of the P, U, L and S of the PULHHEEMS profile, a simplified code known as the Employment Standard is used in the three Services.

2.2 The Employment Standard is based on the letters 'A' to denote fitness for flying duties, 'G' to denote general fitness for trade and combat duties and 'Z' to denote fitness to serve in a particular geographical zone. Each of these factors is to be assessed independently of the other and is to be determined solely on the basis of the medical findings.

## The A, G and Z Factors

2.3 The significance of the values for 'A', 'G' and 'Z' are as follows—

a. **The 'A' Factor.** The 'A' factor indicates fitness for flying duties—

- (1) **A1.** Fit for full flying duties without restriction to the Service member's aircrew category.
- (2) **A2.** Fit for full flying duties but has either visual or hearing problems which may necessitate some limitations—
  - (a) Unfit to fly without visual correction and to carry a spare pair of corrective spectacles immediately available (type of correction to be specified).
  - (b) Vulnerable to the effects of noise and must wear adequate and appropriate hearing protection.
- (2) **A3.** Fit for limited aircrew duties. Limitations are as follows—
  - (a) Unfit solo pilot – Must fly as or with Co-Pilot qualified on type.
  - (b) Unfit aerobatics or high performance aircraft.
  - (c) Unfit ejection seat aircraft.
  - (d) Unfit rotary wing aircraft.
  - (e) Unfit cabin altitude greater than (insert).
  - (f) Outside the anthropometric limits for the (aircraft type).
  - (g) Other limitations as specified.

(4) **A4.** Fit to fly as non-aircrew flight staff, as a passenger in normal passenger carrying aircraft or as a patient.

(5) **A5.** Unfit to be taken into the air.

b. **The 'G' Factor.** The 'G' factor indicates general fitness for trade or combat duties—

(1) **G1.** Not used.

(2) **G2.** Fit for full trade and combat duties.

(3) **G3.** Fit for all duties of trade and combat duties, but below medical standards for any reason not currently affecting capacity to conduct duties. 'G3' is used to highlight a medical issue and assist the Defence Health Services in maintaining appropriate health care and deployment status. This grading applies to an individual who is asymptomatic on regular medication (other than contraceptive) – e.g. stable, treated hypertension/elevated lipids/asthma, or thyroid deficiency. G3 grading would also apply to an individual with a prior mental health problem with full recovery within the last 12 months, severe but specific food allergy, or quiescent but confirmed inflammatory bowel disease.

(4) **G4.** Fit for limited trade and/or combat duties. Limitations are always to be stated, including for personnel excused from all or part of physical fitness testing.

(5) **G5.** Unfit for any duties. This grading would be applied to an individual likely to be off work completely for more than one month (e.g. following severe multiple trauma).

c. **The 'Z' Factor.** The 'Z' factor indicates fitness to serve in particular geographical zones—

(1) **Z1.** Fit for duty in all parts of the world.

(2) **Z2.** Fit for limited overseas service. Limitations are always to be stated.

(3) **Z3.** Not used.

(4) **Z4.** Fit for Land based overseas service with ready access to appropriate medical support infrastructure, e.g. Metropolitan areas.

(5) **Z5.** Service in New Zealand only.

2.4 Situations may arise where command will require personnel with a Z4 Employment Standard to be considered for operational service in designated areas, e.g. observer missions, and for certain personnel with a Z5 Employment Standard to be considered for service overseas. In these circumstances a command waiver will be required following single Service DMS and J1 Health HQJFNZ medical advice / recommendation. This must be measured against the level of health care available in the operational zone.

## The 'N' Factor

2.5 The 'N' factor. This is used in conjunction with RNZN medical grading's to inform specifically fitness for maritime duties—

2.6 N1. Fit for all maritime duties anywhere (can be A4 G2 Z1 or A4 G3 Z1).

2.7 N2. Fit for sea duties in NZ coastal waters only (A4 G3 Z2).

2.8 N3. Fit for shore duty anywhere with ready access to metropolitan health services (A4 G4 Z4).

2.9 N4. Fit for shore duty in NZ only (A4 G4 Z5).

## The Letter 'R'

2.10 The letter 'R' is used in the following instances—

- a. When a medical condition is remedial.
- b. When a disability is subject to a review.
- c. When personnel require a medical.
- d. When personnel have been medically examined prior to release.
- e. When personnel have been assessed as temporarily unfit for service.
- f. When personnel have been assessed as unfit for service.

2.11 Remedial. When a Service member has a condition which requires minor surgery correction before becoming fit for overseas service, the letter 'R' is inserted immediately after the degree of P, U, L affected, e.g. P7R, U7R, L7R. The letter 'R' in this instance is to be used when the correction period does not exceed two months.

2.12 Review. The letter 'R' in the review context is used when a Service member has a disability which is subject to a periodic or subsequent review. In this instance the letter 'R' with the months to review, is inserted immediately after the A, G and Z factors, e.g. A4 G3 Z5 R6.

2.13 Routine Assessment. When a Service member requires medical assessment the letter 'R', with the months to review, is to be inserted immediately after the A, G and Z factors, e.g. A4 G2 Z1 R12 or R36.

2.14 Release. When personnel have been medically examined and found fit for release the letter 'R' is recorded as zero and is inserted immediately after the A, G and Z factors, e.g. A4 G2 Z1 R 0 (zero).

2.15 Temporary Unfitness. When a Service member has been assessed as temporarily unfit for service, the letter 'R', with the period of temporary unfitness shown in months, is inserted immediately after the A, G and Z factors, e.g. A4 G5 Z- R3 or A5 G5 Z- R3. It is to be noted that in this instance the Z factor is not given a value.

2.16 Unfit for Service. When a Service member has been assessed as permanently unfit for any further Service duty the letter 'R' is recorded as zero and is inserted immediately after the A, G and Z factors, e.g. A4 G5 Z- R 0 (zero) and A5 G5 Z- R 0 (zero). Again the Z factor is not given a value.

### **Management of Medical Grading in Relation to Body Weight and BMI**

2.17 Extremes of body weight and BMI affect the employment standard or medical grading when the absolute weight or BMI is associated with any of the following—

2.18 a pathological condition (physical, physiological, or psychological);

2.19 a significant risk to safety in the employment context (e.g. exceed safe load-carrying capacity, un-able to use equipment effectively, or assist in rescue); or

2.20 increased risk of injury due to physical activities.

2.21 Extremes of body weight are to be interpreted in relation to height, morphology, gender and ethnicity. Individuals with significant health causes or consequences associated with their body weight (such as eating disorders, diabetes, OSA, musculoskeletal or endocrine problems, malignancy, etc) are to be graded in accordance with the employment limitations appropriate for that condition.

2.22 An individual with a BMI < 18, or a body weight greater than 125kg poses an increased risk of hazard to themselves and others in the military context (due to load-carrying limitations and fitting of safety equipment) and is to be graded G4 (and Z4 or Z5).

2.23 An individual with a very low or high BMI may be at relatively greater risk of personal and gradual process injury when undertaking vigorous physical activity. An individual with a BMI <18 or > 34 who cannot pass the Service operational fitness test is to be graded G4 (and Z4 or Z5).

2.24 Any individual with an weight of 109kg or more is unfit for parachute jumping. Refer to Health Standard: Medical Standards-ENV-AIR-002 Medical Requirements For Military Parachutists

2.25 BMI over 30 but less than 35 is to be graded a maximum of A4 G3 Z1 and monitored.

2.26 The prognosis for significant, sustained weight gain or loss from an extreme is poor. The minimum initial R period to be assigned to an individual weighing more than 125kg, or

with a BMI <18 or >34 is R12. If, after 23 months, the absolute body weight has not changed (towards 'normal') by >10%, or the individual does not currently meet the Service operational physical fitness standard, the R period is to be made 72, and the individual assessed for revised conditions of service or release on medical grounds.

2.27 The 'absolute weight' and BMI limit will not identify all individuals who are at significantly increased risk due to these factors, and where there is concern about the effect of body weight, ergonomic or functional capacity evaluations may be necessary to clarify an appropriate medical grading.

2.28 Individuals with body weight greater than 125kg or BMI less than 18 or greater than 34 are not to undertake military training or be enlisted into military service without the approval of the Recruit Medical Review Panel.