

IMPROVEMENTS TO OCCUPATIONAL MEDICAL ASSESSMENTS

KEY POINTS

Defence Health has revised occupational routine medical assessments to better monitor the health of Regular Force members throughout their careers.

You'll experience occupational medical assessments more tailored to your age and trade – we're moving away from a one size fits all approach.

A more preventative and proactive approach will allow us to better support your wellbeing and address any health concerns sooner, especially those related to your work.

These changes are already being rolled out, and you'll find that you're called into your Defence Health Centre more often under this enhanced standard of occupational care.

What do these changes mean?

Your health will be more closely monitored, enabling issues to be addressed earlier and your long-term health to be better protected.

Command will receive a more timely and accurate assessment of your health as it relates to your employability and deployability.

The NZDF will have better oversight of the health and readiness of the Force.

What hasn't changed?

Your medical grading (grading only – not any medical-in-confidence details) will still be notified to you and your Command via ESS using the same grading categories (AGZR).

Any restrictions you have (e.g. unfit flying or unfit PT) will still apply.

TĀNGATA WHAIORA GUIDE

TYPES OF OCCUPATIONAL MEDICAL ASSESSMENTS

There are 3 types of assessments:

- **Routine:** There are now 5 routine assessments – see table below.
- **Clinical** (no change): Your grading will be reviewed whenever you present with a clinical condition which impacts your employability or deployability.
- **Directed** (no change): Your grading will be reviewed for specific situations (e.g. an operational deployment) where – due to the nature of the NZDF activity – a formal assessment is mandated.

Routine Assessments

1.	Recruit Medical: to assess the potential recruit against the Recruit Medical Standards Specifications.
2.	Pre-Attestation Health Check: to identify any health issues which have arisen between the Recruit Medical and Attestation.
3.	Initial Service Medical (approximately 12 months post Attestation): to ensure trade-specific occupational care health plans have been put in place, to conduct a review of your health following initial training and to familiarise you with healthcare services available within the NZDF.
4.	Service Medical: now starting at age 25, these 5-yearly occupational health assessments will identify any impacts on employability or deployability and ensure all occupational health and clinical screening is up to date. They will also include New Zealand best practice age-related health screening, such as for diabetes, prostate, and cardiovascular risk.
5.	Release Medical: to document any significant clinical and occupational health events during your service; to ensure your health record is accurate; and to provide an assessment of your health condition on leaving the NZDF to facilitate transfer to non-NZDF providers.

More details on what you can expect from your occupational medical assessment can be found on the following page.

WHAT CAN I EXPECT FROM A MEDICAL?

All Regular Force members are required to periodically undertake occupational medical assessments, commonly referred to as “**med boards**” or “**medicals**”.

These assessments give an NZDF doctor the chance to:

- review your overall health and update any required health screening;
- address any concerns you may have; and
- identify and manage any health impacts from your role or work environment.

They're an essential part of keeping you, your team, and the mission safe and effective.

Pre-deployment Medicals

Directed Medicals are often done before deployment to make sure you can safely deploy – especially to remote locations where healthcare may be limited or evacuation would be difficult.

It's very important that you disclose health concerns.

Undisclosed issues can put you, others and the mission at risk. Your medical focuses on what a safe level of health support looks like if you are away from medical care.

Release Medicals

Your Release Medical will capture a full picture of your health over the course of your service — including the activities and operations you've taken part in, what you've been exposed to, and the steps NZDF has taken in response.

It also prepares you for life after service by:

- providing advice on registering with a GP, VANZ, ACC, and other relevant providers; and
- reviewing your current treatment and ensuring continuity e.g. specialist appointments.

Your partner or a whānau member is welcome – and encouraged – to attend.

Please bring to your Release Medical a printed copy of your service history from SAP. This will help us to record accurately all relevant health considerations.

WHAT'S EXPECTED OF ME?

To ensure we can keep you at optimal health and doing your duties, or get you back to that as soon as possible, tell your doctor about any hazards or conditions in your job that might impact your health. This includes:

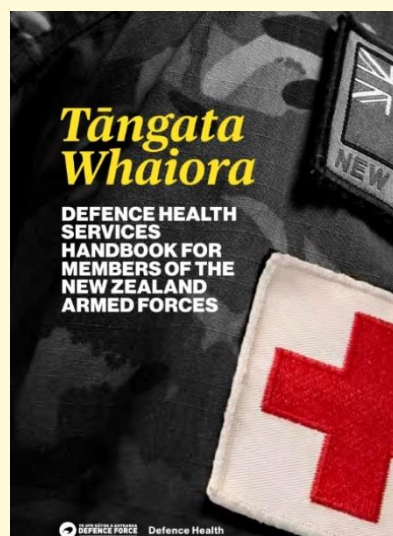
- loud noise (you may need annual hearing tests);
- chemicals or lead exposure (you may need annual blood tests); and
- any new symptoms or health concerns.

Your Defence Health Centre (DHC) may contact you to schedule your next medical, but do contact your DHC to book one in if you notice your grading is due to expire within the month.

HOW DOES MY MEDICAL GRADING WORK?

Your doctor will translate your overall health assessment into a medical grading. This:

- gives the NZDF an understanding of the health status of its personnel without sharing confidential details; and
- alerts Command to any limitations on your employability or deployability.



To learn more about medical gradings, including **Medical Review of Service**, refer to your **Tāngata Whaiora Defence Health Services Handbook**, and the external [Defence Health website](https://www.health.nzdf.mil.nz), [Pūtahi Hauora](https://www.health.nzdf.mil.nz), (health.nzdf.mil.nz).

You can view and download a copy of the handbook from the [Defence Health website](https://www.health.nzdf.mil.nz) and the [Health ILP](https://www.health.nzdf.mil.nz).