

Medical grading categories

Employment Standards and Puhleems employment category

The Employment Standard is based on the letters 'A', 'G' and 'Z'. Each of these factors is to be assessed independently of the others and is to be determined solely on the basis of the medical findings.

The 'A' factor indicates fitness for flying duties.	The 'G' factor indicates general fitness for trade or combat duties.	The 'Z' factor indicates fitness to serve in particular geographical zones
A1. Fit for full flying duties without restriction to the Service member's aircrew category.	G1. Not used.	Z1. Fit for duty in all parts of the world.
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.	G2. Fit for full trade and combat duties.	Z2. Fit for limited overseas service. Limitations are always to be stated.

<p>A3. Fit for limited aircrew duties. Limitations are as follows:</p> <p>(a) Unfit solo pilot. Must fly as or with Co-Pilot qualified on type.</p> <p>(b) Unfit aerobatics or high performance aircraft.</p> <p>(c) Unfit ejection seat aircraft.</p> <p>(d) Unfit rotary wing aircraft.</p> <p>(e) Unfit cabin altitude greater than (insert).</p> <p>(f) Outside the anthropometric limits for the (aircraft type).</p> <p>(g) Other limitations as specified.</p>	<p>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.</p>	<p>Z3. Not used.</p>
<p>A4. Fit to fly as non-aircrew flight staff, as a passenger in normal passenger-carrying aircraft or as a patient.</p>	<p>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.</p>	<p>Z4. Fit for Land-based overseas service with ready access to appropriate medical support infrastructure, e.g. Metropolitan areas.</p>
<p>A5. Unfit to be taken into the air.</p>	<p>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).</p>	<p>Z5. Service in New Zealand only.</p>

Other medical gradings

The 'N' factor -- This is used in conjunction with RNZN medical gradings to inform specifically for fitness for maritime duties.

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

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

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

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

The 'R' factor -- This is used in the following instances:

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

For more detailed information refer to the Defence Medical standards below.

Management of medical grading in relation to body weight and BMI

Extremes of body weight and BMI affect the employment standard or medical grading if there is significant risk to safety in the employment context (e.g. unable to perform essential tasks); or an increased risk of injury due to physical activities. 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).