

SERVICE MEMBERS' GUIDE TO OCCUPATIONAL MEDICAL GRADING

KEY POINTS

- Your occupational medical grading is set by your MO/doctor, based on your [occupational medical assessment](#) (also known as a 'med board').
- This helps Command understand any temporary limitations on your ability to work or deploy due to injury or illness – without sharing clinical details.
- **There are three types of medical grading:**
 1. **Routine** reviews happen every 5 years post your Initial Service Medical.
 2. **Clinical** reviews will be initiated if you have a health condition that affects your ability to work or deploy.
 3. **Directed** medicals check you are fit for tasks such as certain courses or deployments – especially to remote areas where medical support is limited.
- For short-term health concerns, you may be placed on **Restricted Duties**, such as **Light Duties**, for up to 28 days with no change to your medical grade.
- If you need restrictions beyond 28 days, your medical grade will be adjusted to ensure your recovery is well supported and you receive the care you need. Even with a changed grade, you may still be eligible for deployment with certain limitations.
- You'll be regraded as soon as you're recovered and fit for your duties. **Working closely with your healthcare team and getting health issues seen to early ensures this process happens as early as possible.**
- Your 1 Up has visibility of your medical grading via ESS, but if your grading changes you are encouraged to forward this information to them. You can then discuss any specific restrictions and how Command can best support your recovery.
- **You are responsible for keeping your medical grading current to ensure you are eligible for promotion and to address any health concerns promptly.** Contact your Defence Health Centre to book an occupational medical assessment a few weeks before it's due.

A, G, Z – WHAT DOES MY MED GRADING MEAN?

Your occupational medical grading is written as a code with three core components:

- **A – Air**, indicating fitness for flying duties.
- **G – General**, indicating general fitness for trade or combat duties.
- **Z – Zone**, indicating fitness to serve in particular geographical zones.

Each letter – A, G, Z – will be followed immediately by a value indicating any restrictions on your ability to serve in those areas. The higher the number, the greater degree of restriction to your duties or deployment environment.

Additional med grading codes include '**H**' to indicate hearing acuity and '**N**' – for RNZN service members – to indicate fitness for maritime duties (see Notes section).

Refer to the table on the next page to see how your medical grading relates to fitness for employment and deployment.

THE 'R' VALUE – CLINICAL REVIEW PERIOD

Following the AGZ code will be an '**R**' value, which indicates when your next medical review is due.

It will be either:

- A number ranging from **R1 to R12**, which indicates a temporary downgrade. The number reflects the interval in months between medical reviews, based on the expected recovery period. For example, R6 means your next review will take place 6 months later.

Or one of the following codes:

- **R18** – used while you're going through recruitment and initial training until your Initial Service Medical.
- **R60** – routine 5-year medicals (every 60 months, starting at age 25). This is the default for most Regular Force members.
- **R65** – given to Reserve/Territorial Force members, valid until age 65 (unless a medical review is required for a Service activity or known health condition).
- **R72** – a permanent restriction with yearly review.
- **R0** – used at a Release Medical (for further information refer to the Tāngata Whaiora Guide [Improvements to occupational medical assessments](#)).

MEDICAL GRADING TABLE

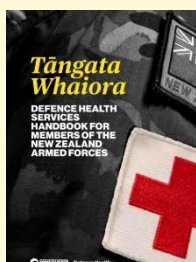
The table below offers a general overview of how the grading system operates. Your grading and any restrictions will depend on your unique circumstances.

The colour coding corresponds to the traffic light setting on your Deployment Readiness Report in ESS (Employee Self-Service application) on the NZDF intranet. You can view your medical grading and the due date of your next occupational medical assessment by logging into ESS and selecting 'Personal Information', then 'Fitness and Medical Related Data'.

Suitability for employment and deployment	Medical Employment Standard			Review (R) period
	A	G	Z	R
Fit for full duties and fully deployable	4 (1 for aircrew)	2 or 3	1	R60
Fit for restricted duties and potentially deployable with minor restrictions	4 (2 or 3 for aircrew)	3 or 4	2	R1–12 if remediable R72 if permanent
Fit for restricted duties and possibly deployable with major restrictions	4	4	4	R1–12 if remediable R72 if permanent
Fit for restricted duties and service in New Zealand only	4 or 5	4	5	R1–12 if remediable R72 if permanent
Temporarily unfit for all duties (sick leave)	4 or 5	5	-	R1–3 (temporary)
Overdue				Overdue

Notes:

- Grades in amber and red will be accompanied by specific limitations, unless the reason for a red setting is an overdue medical assessment.
- For RNZN, **N1** means fit for full duties and fully deployable (green), **N2** fit for service in New Zealand coastal waters only (amber), **N3** fit for shore duty with access to health services (red), and **N4** fit for shore duties in New Zealand only (red).
- Reserve or Territorial Force members are given a grading of A4 G3 Z2 by default.



To learn more about gradings, including *waivers* and *medical review of service*, refer to your [Tāngata Whaiora Defence Health Services Handbook](#):

For Defence Health policy on occupational medical grading, refer to DHR 37 *Applied Healthcare: Occupational Medicine Part 3 Medical Occupational Health Grading Processes*.

Click [here](#) to view an example of how Restricted Duties can support your recovery.