



AFP National Guideline on Medical and Psychological Examinations of Employees

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Disclosure and compliance

This document is classified **UNCLASSIFIED** and is intended for internal AFP use.

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Compliance

This instrument is part of the AFP's professional standards framework. The [AFP Commissioner's Order on Professional Standards \(CO2\)](#) outlines the expectations for appointees to adhere to the requirements of the framework. Inappropriate departures from the provisions of this instrument may constitute a breach of AFP professional standards and be dealt with under Part V of the [Australian Federal Police Act 1979](#) (Cth).

Introduction

It is expected that all AFP employees will possess and maintain a standard of health and wellbeing that enables them to competently fulfil their job requirements.

In particular, the AFP has a duty of care to its employees and the public to ensure that employees with police powers possess competencies that enable the safest use of police powers. AFP employees with powers must possess appropriate levels of physical, medical and psychological fitness to meet the demands of operational policing.

Section 31 of the AFP's Certified Agreement 1999 - 2002 requires AFP employees to submit to an examination by the Police Medical Officer or other legally qualified medical practitioner for employment related matters.

Role of Director of Medical Services and Director of Employee Assistance and Psychology Services

The AFP employs a registered medical practitioner and psychologist to coordinate examinations of employees and potential employees. The AFP Director of Medical Services (DMS) is responsible for the provision of medical and psychological examinations and the Director of Employee Assistance and Psychology Services is responsible for the provision of psychometric testing and psychological assessments. The AFP uses the services of external medical and psychological providers as required.

Type of Medical and Psychological Examinations

Medical and psychological examinations are conducted in relation to a number of matters, including:

- recruitment;
- promotion;
- health promotion;
- injury or illness on duty involving compensation claims;
- fitness for duty;
- fitness to resume duty following sick-leave, illness or injury;
- confirmation or otherwise of an external medical opinion;
- suitability for specialised operational policing;
- suitability for overseas deployment; and
- separation on medical grounds.

Medical and psychological examinations are carried out to establish whether any medical

conditions exist:

- a. that may be incompatible with the physical and psychological demands of operational policing;
- b. which may require medical advice, or modification in the workplace, to ensure that the condition is not further aggravated during employment with the AFP; and/or
- c. which may require monitoring, depending on the work environment to which the appointee is exposed, and whether any particular work activity or environment should be excluded.

The DMS can provide further information on specific requirements for general or specialised areas such as protection, surveillance, technical operations, special operations, and search and rescue.

Frequency of Medical Examinations

Members with police powers are to have a medical assessment performed every three years, unless operational circumstances dictate otherwise (United Nations, Special Operations). Other AFP employees will have a medical assessment every five years.

Overseas Deployment

Members selected for overseas postings must contact the DMS as soon as posting details are known to ensure optimal medical preparation for travel.

Other References

Other references are:

Health and Safety website

Psychology and Employee Assistance website

General Recruiting Medical and Psychological requirements

Employment Framework: National Guidelines on Deployment

Employment Framework: National Guideline on Recruitment of Sworn Members

Employment Framework: National Guideline on Selection Process

Employment Framework: Health and Safety

Employment Framework: Practical Guide on Leave

National Guide on Maintenance of Physical Competencies in Protective Security (Interim)

National Guideline on Police Custodial Facilities and People in Custody