

# **ACT GOVERNMENT PRE-EMPLOYMENT MEDICAL CHECK POLICY ADVICE**

Employee fitness for appointment/employment medical examinations are currently conducted before permanent appointment to the ACT Public Service. The practice has been reviewed under the initiative to streamline ACT Public Service administrative costs by a designated sub-committee of People and Performance Council.

Historical reasons for requiring all permanent employees to undergo pre employment medical checks, such as the requirement of the Commonwealth superannuation defined benefits schemes, have now been superseded. The Public Sector Management Act does not require pre-employment medical checks for employees entering low-risk streams of employment.

The Administrative Savings Sub-Committee has identified that there are positions within the ACTPS where full medical examinations are not necessary for the requirements of the role. These positions are of a predominantly administrative nature and rarely produce adverse medical findings for assessed prospective employees.

Directorates/ entities may now choose to limit pre-employment medical checks to streams of employment that require a particular level of health and fitness to meet the physical requirements of the role such as fire fighters, paramedics, corrections officers, rangers and nursing staff. This policy advice does not affect Directorates'/ entities' ability to request 'fitness for duty' medical assessments as required for existing employees.

Directorates and entities are advised to review their practices and procedures relating to Probation arrangements in order to strengthen suitability checks for new employees.

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Bronwen Overton-Clarke  
Commissioner for Public Administration  
on behalf of  
Kathy Leigh  
Head of Service

*Bronwen Overton-Clarke*

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1 December 2015