

BEING COP FIT

Being a Police Officer is physically demanding. You've got to be physically fit and be in excellent health. The expectation is you have already established good health and fitness routines prior to your application.

IMPORTANT INFO

If you're receiving medical treatment for an injury or illness or are awaiting specialist review or surgery, you are ineligible to apply until you have fully recovered, have been discharged from health care services and are back to full fitness.

Right through your recruitment process, you'll need to maintain good health so that you continue to meet our medical and health standards (see [MEDICAL SUITABILITY](#)).

Familiarise yourself with the checks we'll be doing as part of your application:

MEDICAL CLEARANCE

The Safer People Medical Services Team is made up of registered health professionals who will assess your medical suitability in a two-stage process. Each applicant is considered on a case by case basis taking into consideration the unique circumstances of the individual's health history. **Applicants are expected to declare all health history to the best of their ability.**

An **INITIAL MEDICAL REVIEW** involves a self-completed online health questionnaire (HQ). Additional assessments **may** be requested as determined by the NZ Police Medical Services Team (Costs covered by applicant):

- NZ Police Asthma form
- NZ Police Vision form
- Medical report(s) from GP, Physio or other health provider such as specialist in relevant field of medicine
- Laboratory report(s) & Imaging report(s) such as X-ray, U/S, CT scan, MRI

A **FINAL MEDICAL CLEARANCE** will take place in the latter stages of the recruitment process and includes a physical examination with your medical practitioner and a visual assessment with a NZ Police accredited Optometrist (Cost covered by NZ Police).

VISION

An applicant must have visual acuity (eyesight) that will ensure they can safely and effectively perform an operational policing role. As a guide, you'll need to be able to legally drive without the need for visual aids (glasses or contact lenses). Yes, you can wear glasses or contact lenses, provided your eyesight still meets the uncorrected standard i.e. when you're not wearing them, or if they were to be dislodged for any reason.

A visual examination with a NZ Police approved Optometrist is to be conducted for all applicants who have answered yes to any of the visual questions in the Health Questionnaire at the initial medical clearance stage and is required for all applicants at final medical clearance.

We accept visual correction surgery (refractive or laser eye surgery), e.g. LASIX, PRK, SMILE or ICLs, provided there are no residual side effects and all other vision standards have been met. Orthokeratology (Ortho-K) is not currently approved.

*If you do not meet the visual entry standards at Initial Medical review, you may consider an assessment with an Eye Surgeon to confirm that you are a good candidate for corrective eye surgery (all at your own cost). Once confirmation has been received, you will then be allowed to proceed with the rest of the recruitment process on the understanding surgery will be booked before the Interview stage (if successful). A final vision review will then be completed at the Final medical review stage.

ASTHMA

A history of asthma will not necessarily prevent you from joining. Asthma must be well controlled with minimal impact on day to day living or fully resolved (i.e. childhood occurrence only). Supporting documentation and assessment will be required at the initial medical clearance stage via the *NZ Police Asthma form*. We will request evidence of regular preventative inhaler use (if prescribed) and a normal Spirometry result (lung function test).

MENTAL HEALTH / PSYCHOLOGICAL WELLBEING

We acknowledge everyone feels worried, anxious, sad or stressed at various times in their lives; this is perfectly normal. However, sometimes these thoughts and feelings do not go away, and are severe enough to interfere with daily life.

All mental health conditions are individual and different for everyone. Mental wellbeing is not only a crucial aspect of individual health, it is also fundamental for Police work. Operational policing is mentally challenging and can be stressful. A history of a mental health disorder does not automatically exclude you from employment with NZ Police and we will consider each applicant on an individual basis.

Initially regarding your mental health history, you will be asked to provide a report from your GP. In some cases, depending on your history, you will then be required to be assessed by a NZ Police approved clinical Psychologist and/or a New Zealand vocational registered psychiatrist (at your expense).

Your application is unlikely to be successful if you are currently or recently symptomatic or if your medical records show a long history of recurrent & persistent symptoms. Any recent adjustment to your medication regime is also likely to result in a decline (e.g. starting a new medication, changing dosage or if you have newly come off medication).

WEIGHT AND BODY MASS INDEX (BMI)

We consider weight when assessing your medical and physical fitness, but, as there is no cut-off, an elevated or low BMI may not result in a decline. Individuals who apply and have a high BMI may be asked to provide a report from their GP for a full heart health overview. We use the [National Heart Foundation of New Zealand BMI calculator](#) to work out a candidate's BMI.

WANT TO KNOW MORE?

If you have any questions regarding your medical suitability for NZ Police constabulary recruitment please contact the Safer People Medical Services Team at: recruitment.medicals@police.govt.nz. We'll handle your query with strict confidence.