

MILITARY EMPLOYMENT CLASSIFICATION REVIEW BOARD (MECRB)



1 MECRB referral

If Career Management - Army (CM-A), their unit, or medical officer at their local health centre, believes an injury or illness will affect the member's employability or deployability, they will recommend that the member is referred to a Military Employment Classification Review Board (MECRB).

2 MECRB

The MECRB is an individualised consideration of a range of factors that seek to retain people in service within their medical and workplace capacity. Where medical and health conditions are not compatible with ongoing service, Defence seeks to provide a robust, supportable, and integrated transition pathway – coordinated at unit level and enabled by a range of supporting organisations.

Being referred to a Board does not necessarily result in medical separation but may result in Military Employment Classification upgrade, extended rehabilitation, specific postings and transfers, employment at service discretion or employment restrictions.

3 Member to provide their input

It is important and highly encouraged that the member provides their input to the process via the Member's Health Statement, and at any time where their personal or medical circumstances change.

4 Conduct MECRB

The MECRB process takes approximately 12 weeks to complete from the time the member sees a medical officer at their local health centre, or can be completed sooner dependent on the priority and complexity of the case. This is determined on a case-by-case basis.

5 Documents to be submitted by the member

There are three documents the member should submit within 14 days of the process starting:

Firstly, the PM609 consent to release medical information to the board. The member should consider this carefully, as the board may not be able to make a fully informed decision without it.

Secondly, the member's Chain of Command will complete an AD523 Workplace Capacity Report to comment on the member's ability to complete their current duties from the organisational perspective.

And finally, the AD524 Members Health Statement, which summarises the member's ability to complete their duties and their desired outcome.

If the member does not submit these documents, the Board will proceed based on the information available at the time.

6 Member can represent the decision

If the member disagrees with the outcome, they have the ability to represent the decision, or, if the determination is to medically separate them, they may submit a Statement of Reasons (SOR).

 Member's responsibility

 Unit's responsibility

 CM-A's responsibility