

161—8.12(216) Physical examinations.

8.12(1) If examinations or assessments are required, they should be designed to determine whether an applicant:

- a.* Has the ability to perform the duties of the position.
- b.* Is qualified to do the work without adverse consequences such as creating a danger to the life or health of others.
- c.* Is professionally competent or has the necessary skills or ability to become professionally competent to perform the duties of the job.

8.12(2) Physical standards for employment must be reasonable and based on complete, factual information about job duties, working conditions, hazards, and essential physical requirements.

[ARC 8199C, IAB 8/21/24, effective 9/25/24]