

Moreover, he has no means of insuring that the papers appearing in the official folder constitute the complete personnel file.

The same safeguard against public examination should be afforded an employee with respect to his medical records. The ability of the individual to review medical records affecting him is another matter.

In general, the council believes there must be some way for an employee to become aware of his medical file, particularly where his physical or emotional status may result in adverse personnel action.

True, there are instances where competent medical judgment dictates that an individual not learn all the details of his medical folder because it would be detrimental to the employee's health. In such cases, a qualified representative, including the person's physician or attorney, should have access to the information to protect the interests of his patient or client.

In summary, the public should have full access to the personnel policies of Federal activities, subject only to limitations of national security. Personnel and medical files should not be available to the public. But employees should be able to review their own personnel and medical folders consistent with security and the individual's well-being. Where medical information is withheld because of its detrimental effect on the employee, his representative should be permitted to examine the information.

Mr. Chairman, we appreciate the subcommittee's review of this important phase of the Government-citizen relationship and the opportunity to emphasize the legitimate interest of Federal employees in the pending bill.

Mr. Moss. I am going to ask the remaining witnesses to submit their statements for the record. The record at this point will receive several additional statements which have been filed with the subcommittee and they will be included as part of the record. The subcommittee will now adjourn. We will hold the record open the balance of this week.

(Whereupon, the hearing in the above-entitled matter was adjourned at 3:20 p.m.)