

## EXTRACTS FROM MEDICAL EXAMINATION RULES

### 1. Scope and Coverage

To be eligible for appointment in the service of the Company, every candidate shall be required to undergo a medical examination as per company rules.

### 2. Medical Fitness

To be passed as fit for appointment, a candidate must be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of the duties of his appointment.

### 3. Conduct of Medical Examination

Medical Examination as prescribed in the said rules will be conducted by the Authorised Medical Officer of the Company nominated specifically for the purpose by the Chief Medical Officer/ Head of Medical Department, who will be the only authority competent to certify a candidate as medically fit in respect of all appointments made in the unit or establishment concerned.

### Medical Norms and Standards for Appointments in the Company

(Norms and standards shall however be further relaxed for Physically Challenged candidates as per rules.)

1. Good mental and bodily health and a strong constitution.
2. Free from physical defect or abnormality, congenital or acquired, likely to interfere with the efficient performance of duties.
3. No evidence of mal-development-physical or mental.
4. Joints and loco-motor functions within normal limits.
5. No deformity from old fractures or depression of skull bones.

### 6. Height and Weight

The table of standard weight for various age groups is given below. The CMD / Head of Medical Department will be empowered to relax the standards of height and weight, so long as such relaxation does not impede the performance of the job. The minimum height required for Drivers is 162 cms.

#### Height-Weight Table

#### A. Male

Height cms.	Weight (Age wise)		
	20-24 yrs. (kg.)	25-29 yrs. (kg.)	30-34 yrs. (kg.)
152.5	48	49	50
155.0	49	50	51
157.5	50	51	52
160.0	51	52	53

162.5	52	53	54
165.0	53	54	55
167.5	54	56	58
170.0	56	58	60
172.5	58	60	62
175.0	60	62	64
177.0	62	64	66
180.0	64	66	68
183.0	66	68	70
Add 2 kg in weight for every additional 3 cms. in height			

B. In the absence of height-weight table for females, the general state of physical development will be taken into account and body weight recorded in each case.

7. **Eye:** Standards and procedures of examination in respect of visual acuity and colour perception are as follows:

The candidate's eyes will be tested and results of the test recorded in accordance with the following rules:

- 7.1 The candidate's eyes will be submitted to a general examination directed to the detection of any disease or abnormality. The candidate may be rejected if he suffers from morbid condition of the eyes, eyelids or contiguous structures of such nature as would render him/ her unfit for service at the time of appointment or at a future date.
- 7.2 Visual Acuity: The examination for determining the acuity of vision includes two tests, one for distant, and the other for near vision. Each eye will be examined separately.

7.3 Standard of visual acuity with or without glasses will be as follows :

Age	Distant Vision		Near Vision	
	Better Eye	Worse Eye	Better Eye	Worse Eye
Below 35 yrs.	6/9	6/9	Sn.0.6	Sn.0.6
	6/6	6/12		
35 yrs. & above	6/12	6/12	Sn.0.8	Sn.0.8
	6/9	6/18		

7.4 **Fundus Examination**

In every case of Myopia, Fundus examination shall be carried out and the results shall be recorded. In the event of a pathological condition being present which is likely to be progressive and affect the efficiency of the candidate, he/she shall be declared unfit.

The total myopia (including cylinder) shall not exceed -6.00 D.

7.5 Fundus and Media should be healthy and within normal limits.

7.6 No degenerative signs of vitreous or chorioretinitis to be present suggesting progressive Myopia.

7.7 Should have good binocular vision, fusion faculty and full field of vision in both the eyes.

7.8 There should be no organic disease likely to cause exacerbations or deterioration.

7.9 In case a candidate is found unfit merely on grounds of high Myopia, the matter shall be referred to Ophthalmologist to assess whether this myopia is pathological or not. In case this is not pathological, the CMO may declare the candidate fit, if he fulfills the visual requirement as per 6.3 above.

7.10 The testing of colour vision shall be essential for all candidates. Colour vision shall be tested with Ishihara's isochromatic plates only in good light.

7.11 Colour vision deficiency is a disqualification. However, General Managers at their discretion may declare a candidate suffering from colour vision deficiency, medically fit keeping in view the nature of duties of the post/ posts to which he is likely to be appointed provided, that he is otherwise declared medically fit in all other aspects.

7.12 Night blindness shall be tested only in special cases.

7.13 Any organic disease or a progressive refractive error which is likely to result in lowering of the visual acuity shall be considered as a disqualification.

7.14 For technical services/skilled jobs, where the presence of binocular vision is essential, squint, even if the visual acuity is of the prescribed standards shall be considered as a disqualification..

7.15 For regular service one eyed individual should be considered as unfit

7.16 Correction with contact lenses is no bar for employment provided the prescribed standards are fulfilled.

**8. Ear**

The candidate should be free from any active disease of the ear. The candidate should be able to hear whispering voice separately in both the ears at a distance of 20 feet in a quiet room. A candidate who fails in this test will be declared medically unfit.

**9. Nose**

A candidate should be free from any active disease of nose.

**10. Throat**

State of tonsils-Slight hypertrophy without evidence of repeated tonsillitis is not a cause for rejection. Enlarged tonsils cause temporary unfitness until treated with tonsillectomy. Throat, palate, gums, jaws temporo-mandibular joints and dentition should be within normal limits.

**11. Blood Pressure (BP)**

11 1 The normal limits of blood pressure shall be assessed as follows :

Systolic : a) 15 to 25 yrs. of age *Age plus 100*  
                  b) 26 yrs. & above     *110 plus half the Age*  
Diastolic: For all age groups     *90 mm or below.*

For all candidates who show variations of systolic or diastolic BP beyond the above norms, specialist examination shall be conducted before deciding upon the medical fitness.

**12 Glands**

Thyroid should be normal with no evidence of hypo or hyper thyroidism or generalised enlargement of lymph glands. Scars if any, of the previous removal of tubercular glands should be normal and there must not have been any active disease in the last five years.

**13 Urine**

Non orthostalic albuminuria will be a cause of rejection. If sugar is detected during routine chemical tests, further laboratory tests such as standard blood sugar tolerance test will be undertaken by a Medical Specialist before determining the fitness. If a candidate is diagnosed to be suffering from diabetes, he shall be declared unfit.

**14 Radiological Examination**

Skiagram chest of all fresh entrants will be taken. Mass miniature radiography will be utilised, wherever available. Cases diagnosed as suffering from pulmonary tuberculosis will be declared temporarily unfit for a period of 3 months. On completion of this period, the candidate will be re-examined with regards to medical fitness.

**15 Venereal Diseases**

Candidates who have suffered or are suffering from venereal diseases will not be declared fit unless detailed examination of urethral smear and serological test proves negative.

<b>16</b>	<b>Skin Diseases</b>
	Candidates suffering from leprosy or chronic skin conditions will be declared unfit. Vitiligo cases are acceptable.
<b>17</b>	<b>Fits</b>
	Candidates suffering from epilepsy will be declared unfit in certain occupations like drivers, crane operators, machinists, fire brigade, security duties and shop floor jobs where moving machinery may cause risk to life if they suffer from a fit in the vicinity.
<b>18</b>	<b>Miscellaneous</b>
	Sign of incontinence of urine or enuresis at the time of pre-employment medical examination will render a candidate unfit.
<b>19</b>	<b>Pregnancy</b>
	If at the time of medical examination, a candidate is pregnant of 12 weeks or more she shall be declared temporarily unfit until she has completed 6 weeks after confinement. After confinement the candidate shall be required to produce a medical certificate of fitness from a registered medical practitioner before being called for a final medical examination.
<b>20</b>	<b>Defects</b>
	Congenital or acquired physical defects if any noticed will be recorded on the medical examination form with a clear opinion as to whether it is likely to interfere with the efficient performance of the duties for which the candidate is under consideration for employment.