

## NORMS AND STANDARDS FOR MEDICAL FITNESS



1. Person should have sound physical and mental health.
2. Free from physical defect or abnormality-congenital or acquired, likely to interfere with the efficient performance of duties.

### 3. HEIGHT AND WEIGHT

- 3.1. Height will be measured in centimetres with the individual standing bare footed and straight weight thrown on both heels kept together. Tendency to stand on toes or raise heels will be strictly avoided. The candidate will stand erect with chin drawn in to bring the vertex of the head in level under the horizontal bar of the stand and clavicles, buttocks and shoulders touching the vertical portion of the stand with body fully relaxed, and spine straight but not strained.
  - 3.2. Body Mass Index (BMI) will be taken as deciding parameter irrespective of age and gender and it should be in the range. Maximum allowed BMI should be 30 Kg / m<sup>2</sup>.
  - 3.3. A candidate with a BMI above the acceptable range may be deemed temporarily unfit for a period up to 6 weeks. After this initial period, a review will be conducted, and if necessary, an additional 6 weeks' time extension may be allowed. A candidate can be classified as temporarily unfit for a maximum of 3 months from the date of the initial examination and no further extension will be allowed.
4. CHEST - Acceptable chest measurement at full expiration will be 79 cm (relaxable by 5 cm) with minimum expansion 5 cm. However, the minimum expansion up to 4 cm. i.e. a deviation of 20% will be acceptable. This is not applicable to female candidates.

Measurement: The candidate will stand with feet together and arms raised over the head. The tape will be taken round the chest horizontally with its upper edge touching interior angles of the shoulder blades. The arms will then be lowered to hang relaxed by the side of the body. The candidate will not be permitted to throw shoulders upwards or backwards to displace the tape. The candidate will be directed to take deep breath several times without causing contraction of chest muscles or wing out the shoulder blades. The maximum and minimum expansion of the Chest will then be recorded in centimetres thus 70-75, 78-84 etc. Fraction of cm below 0.5 will be ignored and over 0.5 taken as one.

5. EYE - Standards and procedures of examination in respect of visual acuity and colour perception are as follows.
  - 5.1. The candidate's eyes will be tested, and results of the test recorded in accordance with the following rules.

5.2. General: The candidate's eyes will be subjected 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 eyes, eyelids, or contiguous structures of such a nature as would render him/her unfit for service at the time of appointment or at a future date.

### 5.3. Visual Acuity

5.3.1. The examination for determining the acuity of vision includes two tests, one for distant, the other for near vision. Each will be examined separately.

5.3.2. Standard of visual acuity for personnel of various categories, with or without glasses will be as follows:

Distant Vision		Near Vision	
Better eye	Worse eye	Better eye	Worse eye
6/9**	6/9**	N6	N8
6/6*	6/12***	N6	N8

(During the medical test candidate is not allowed to wear contact lenses.)

\*6/6 - where one can read a certain line of letters from a distance of six metres in Snellen's chart.

\*\*6/9 - One can only read a line at six metres that a normal individual could read at nine metres.

\*\*\*6/12 - One can only read a line at six metres that a normal individual could read at twelve metres.

To evaluate near vision, the eye doctor may use a small hand-held card called a Jaeger eye chart or similar chart. It should be held at a distance of 14 inches from patient. A Jaeger eye chart contains several blocks of successively smaller text, generally ranging in size from J10 (large print) to J1 (very small print).

#### NOTE

1. Candidates with Implantable Collamer lens, Radial Keratotomy/Laser Correction (Lasik) will be subjected to examination by Ophthalmologist, if found normal on retina, cornea and other detailed examination will be declared fit if vision is as per table given above.

2. Candidates having PCIOL (Posterior Chamber Intraocular Lens) in eye will be examined by ophthalmologist, and if found normal, will be declared fit.

5.3.3. The total amount of myopia (including the cylinder) shall not exceed - 6.00 D. The total amount of hypermetropia (including the cylinder) shall not exceed + 6.00D. in each eye.

- 5.3.4. No degenerative signs of vitreous or chorioretinitis to be present, suggesting progressive myopia.
- 5.3.5. There should be no organic disease likely to cause exacerbations or deterioration for e.g., Glaucoma, Retinitis Pigmentosa.
- 5.4. Colour vision - The testing of colour vision shall be essential for all candidates. Colour vision shall be tested with Ishihara's Isochromatic plates in good light.
- 5.5. Field of vision - The field of vision shall be tested by the confrontation method. Where such test gives unsatisfactory or doubtful results, the field of vision should be determined on the visual field screener/perimeter. If any abnormalities detected in the field of vision, then detailed ophthalmic examination should be conducted and fitness decided accordingly.

#### Ocular conditions other than visual acuity

#### 5.6. Colour Blindness

- 5.6.1. Permissible: This will not be a disqualification for employment in departments like HR, Finance and any other category wherein defective colour vision is not likely to interfere with his work or create risk for others working with him.
- 5.6.2. Not permissible - Colour blindness is a disqualification for the following:
- a) Industrial staff dealing with machines involving recognition of coloured signals.
  - b) Technicians engaged in Laboratory work and chemists.
  - c) Crane operators and Pointsmen
  - d) Draughtsmen
  - e) Electricians
  - f) Scientific Assistants
  - g) Drivers of all categories
  - h) Security Personnel
  - i) Doctors
  - j) Engineering Executive Trainees
  - k) Engineering equipment erection, construction, and O&M.
  - l) Other occupations where perception of colour is considered essential in view of the nature of duties of the offered post and future posts likely to be occupied by the candidate either on appointment on promotion or on job rotation / transfer.
- 5.6.3. Whenever an employee suffering from colour blindness is posted or transferred into a category wherein colour

perception is required his eyes will be re-examined for the same along with the examination for visual acuity.

- 5.7. Night Blindness - The medical officer will have the discretion to improvise such test e.g. recording of visual acuity with reduced illumination or by making the candidate recognise various objects in a dark room after he/she has been there for 20 to 30 minutes. Candidate's own statements should not always be relied upon, but they should be given due consideration. If any abnormalities detected in the night vision, then detailed ophthalmic examination should be conducted and fitness decided accordingly.
  - 5.8. Any organic disease or a progressive refractive error which is likely to result in lowering of the visual acuity shall be considered as disqualification.
  - 5.9. Trachoma - Trachoma, unless complicated shall not ordinarily be a cause for disqualification.
  - 5.10. Squint - For positions outlined in point 5.6.2, where binocular vision is a critical requirement, the presence of a squint, even if the visual acuity meets the prescribed standards, should be considered a disqualification. For other services, (list same as point 5.6.1) the presence of squint should not be considered as a disqualification if the visual acuity of each eye is of the prescribed standard.
  - 5.11. One eyed person - For regular service, individuals with vision in only one eye shall be considered unfit, except for employment in departments such as HR, Finance, or any other department where the absence of binocular vision is unlikely to interfere with their work or pose a risk to others. It will be ensured that the prognosis or the functioning eye is good, and its vision is not likely to be endangered by the condition of the worse eye and the prescribed visual acuity standards are fully satisfied.
  - 5.12. Contact Lenses - Correction with contact lenses is no bar for employment provided the prescribed standards are fulfilled.
  - 5.13. Person with abnormal depth perception will be made unfit.
6. EAR - A 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 2 feet in a quiet room. A candidate who fails in this test will be declared medically unfit.

Procedure for hearing test: The examining medical officer will test the hearing standards of a candidate in a quiet room. The test will be carried out with the medical officer and the candidate standing at a distance of 2 feet, from each other. Both the ear will be examined separately. The ear not being tested will be marked by a masking apparatus or by rubbing a piece of paper against pinna by an attendant. The candidate will face at right angles the examining medical officer with the ear under examination facing him. He will use the whispering voice (whisper produced with the residual air i.e. after an ordinary expiration). The hearing will be considered normal if the candidate can reproduce the whisper.

#### 7. NOSE

- 7.1. A candidate should be free from any active disease of nose.
- 7.2. Anosmia -unfit for technical jobs.

#### 8. THROAT

- 8.1. 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 joint, and dentitions should be within normal limits.
- 8.2. Hoarseness of voice of severe degree - temporarily unfit for a maximum period of 6 weeks and then review will be done.

#### 9. BLOOD-PRESSURE (BP) - The normal limits of blood pressure, shall be as follows:

Systolic	Diastolic
Not exceeding 140 mmHg	Not exceeding 90 mmHg

In case of hypertension, if Blood Pressure is in control (as per limits mentioned above) with drugs, will be considered fit. But any hypertensive case with evidence of any of target organ involvement shall be deemed unfit irrespective of age.

#### 10. ECG - If there are abnormal clinical findings or an irregular resting ECG, the candidate may be required to undergo additional advanced cardiac tests or be referred to a physician or cardiologist at a government or empanelled hospital for further evaluation.

11. GENITO URINARY SYSTEM ETC

11.1. Testicles: Individuals detected to be having undescended testicles on one or both sides shall be declared temporarily unfit for maximum period of 6 weeks. Fitness can only be granted if the candidate reports back with orchidectomy with negative biopsy report for malignancy, within 6 weeks of medical examination.

11.2. Candidates with Hydrocele, piles, varicocele, and hernia shall be declared temporarily unfit for a maximum period of 6 weeks during which period candidate will have to undergo definitive treatment.

12. GLANDS - Thyroid should be normal in shape and size with no evidence of hypo or hyperthyroidism or generalised enlargement of lymph glands. Any abnormality will be subjected to further investigation and review. 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 orthostatic albuminuria will be a cause for rejection.

14. ABDOMEN - In the event of any abnormalities detected in blood or urine investigations, or during the physical examination, the examining physician may require the candidate to undergo an abdominal ultrasound, if considered clinically necessary.

15. BLOOD SUGAR -

15.1. All candidates with Type-1 diabetes will be declared unfit irrespective of age.

15.2. All candidates with Type-2 Diabetes without organ involvement with HbA1c < 7.0 will be declared FIT.

15.3. Individuals with type-2 diabetes, without organ involvement, and an HbA1C level greater than 7.0 will be declared temporarily unfit for a maximum period of 3 months. During this time, their blood sugar and HbA1C levels must return to normal limits; otherwise, the candidate will be declared unfit.

15.4. All diabetics with any of target organ involvement shall be declared unfit.

16. RADIOLOGICAL EXAMINATION - A chest skiagram will be taken for all new entrants. If any significant abnormalities are detected, the individual will be declared temporarily unfit and will undergo further investigations and review.

17. VENEREAL DISEASE - Candidates diagnosed with a venereal disease will not be deemed fit unless a detailed examination of a urethral smear and/or serological test returns negative results, and there is no evidence of

permanent organ disability. Such candidates may be classified as temporarily unfit for up to six weeks. After this period, a review will be conducted, and if necessary, an additional six-week extension may be granted. A candidate can be classified as temporarily unfit for a maximum of three months from the date of the initial examination, with no further extensions allowed.

18. PREGNANCY - 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 six weeks after confinement.
19. SKIN DISEASE - All contagious skin cases will be a criterion for temporary unfitness for a maximum period of 3 months.
20. FITS - Candidates with fits will be deemed unfit for all jobs, except for HR and Finance Department candidates. However, cases of epilepsy that show evidence of organic brain disease will also be considered unfit for all types of job.
21. MUSCULOSKELETAL SYSTEM: The candidate should be free from physical defect or abnormality- congenital or acquired, likely to interfere with the efficient performance of duties.

Congenital or acquired physical defects/deformity/maldevelopment (Flat foot, knock knees, old fractures/post operative deformity etc.); if any noticed, will be recorded on the medical examination form. Progressive musculoskeletal disorder will be disqualification.

22. MISCELLANEOUS - Signs of mental retardation, incontinence of urine or enuresis or permanent faecal incontinence at the time of pre-employment examination will declare candidate unfit for employment.
23. The norms and standards shall however be further relaxed for Persons with Benchmark Disabilities (PwBD) candidates as per government guidelines.

\*This document will come into effect from the date of issue. This will be applicable for pending or future pre-employment medical examinations. Earlier settled cases will not be dealt with these guidelines.