



SJVN LIMITED

(A Joint Venture of Govt. of India & Govt. of Himachal Pradesh)
An ISO 9001:2000 Company & A Mini Ratna & Schedule 'A' PSU

NORMS AND STANDARDS FOR MEDICAL FITNESS

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 locomotor functions are within normal limits.
5. No deformity from old fractures or depressions of skull bones.

6. HEIGHT AND WEIGHT

The table or standard weight for various groups is given below. The CMO/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 Drivedrs is 162 cms.

HEIGHT-WEIGHT TABLE

MALES

| Height | Age | | |
|--------|-------------|-------------|-------------|
| | 20-24 years | 25-29 years | 30-34 years |
| Cms | Kg. | Kg. | 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 | 56 |
| 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.

- a) Height measurement will be taken in centimeters 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 standard clavides, buttocks and shoulders touching the vertical portion of the stand with body fully relaxed and spine straight but not strained.
- b) Chest: - Acceptable chest measurement at full expiration will be 79 cm. (relaxable by 5 cm) and minimum expansion 5 cm. the range of expansion upto 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 permitted to throw shoulders upwards or backwards so as 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 centimeters thus 70-75, 78-84 etc. Fraction of cm below 0.5 will be ignored and over 0.5 taken as one.

- c) 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 eye will be tested and results of the test recorded in accordance with the following rules.

- a) General : - The candidate's eye 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 eyes, eye-lids 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.
- b) Visual Acuity :- The examination for determining the acuity of vision includes two tests, one for distant, the other for near vision. Each will be examined separately.

c) Standard of visual acuity for personnel of various categories, with or without glasses will be as follows:-

| | Age | Distant vision | | Near Vision | |
|--|-----------------------|----------------|--------------|-------------|-----------|
| | | Better Eye | Worse Eye | Better Eye | Worse Eye |
| Foe Employees in E1 & | Below 35 yrs of Age | 6/9 | 6/9 | Sn. 0.6 | Sn. 0.6 |
| | | OR | | | |
| | 35 yrs of Age & above | 6/6 6/12 | 6/12 6/12 | Sn. 0.8 | Sn. 0.8 |
| Others (except security & Fire Services Personnel) | Below 35 yrs of Age | 6/9 | 6/18 | Sn. 0.6 | Sn. 0.6 |
| | | 6/9 | 6/12 | | |
| | | 6/9 | 6/12 | | |
| | | OR | 6/18 | | |
| | | OR | | | |
| | 35 yrs of Age & above | 6/12 | 6/24 | Sn. 0.8 | Sn. 0.8 |
| 6/12 | | 6/60 | | | |
| OR | | 6/24 | | | |
| OR | | 6/18 | 9/36 | | |

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

The total amount of myopia (including the cylinder) shall not exceed -4.00 D. The total amount of hyper metropia (including the cylinder) shall not exceed +4.00 D. In each eye.

ii) Fundus and media should be healthy and within normal limits.

iii) No degenerative signs of vitreous or chorioretinitis to be present, suggesting progressive myopia.

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

iv) There should be no organic disease likely to cause exacerbation or deterioration.

vi) In case a candidate is found unfit merely on grounds of highmyopia, the matter should be referred to another ophthalmologist to assess whether this myopia is pathological or not. In case this is not pathological, the CMD may declare the candidate fit if he fulfils the visual requirement as per (c) above.

vii) 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.

viii) 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.

- d) Ocular conditions other than visual acuity.

COLOUR BLINDNESS

- A. Permissible : This will not be a disqualification for employment in purchase, sales accounts, ministerial (Clerical and SKs), Canteen Peon, Sweepers, Apprentices covered by Apprentice Act and any other category wherein defective colour vision is not likely to interfere with his work or create risk for others working with him.
- B. 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 Point Men.
 - d) Draughtsmen
 - e) Electricians
 - f) Scientific Assistants
 - g) Drivers of all categories
 - h) Security Personnel
 - i) Doctors
 - j) Engineering Executive Trainees
 - k) Engineering, equipments erection 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 or promotion or on job rotation / transfer.
- C. 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 the same alongwith the examination for visual acuity.
- D. 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 recognized 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.
- E. Any organic disease or a progressive refractive error which is likely to result in lowering of the visual acuity shall be considered as disqualification.
- F. Trachoma: Trachoma, unless complicated shall not ordinarily be a cause for disqualification.

G. Squint: For technical services skilled jobs, where the presence of binocular vision is essential, squint, even if the visual acuity is of the prescribed standards should be considered as a disqualification. For other services, the presence of squint should not be considered as a disqualification if the visual acuity of each eye of the prescribed standard.

H. One eyed person: For regular service one eyed individual shall be considered as unfit except for ministerial and allied jobs where binocular vision is not considered essential. 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.

I. Contact Lenses: Correction with contact lenses is no bar for employment provided the prescribed standards are fulfilled.

8. EAR

A candidate should be free from any active disease for the ear. The candidate should be able to bear 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 20 ft. from each other. Both the ears will be examined separately. The ear not being tested will be marked by a masking apparatus or by rubbing a piece of paper against pinned 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. Those with perforated ear drum will not be accepted as cooks.

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, temporomandibular joint and dentitions should be within normal limits.

11. BLOOD PRESSURE (BP)

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

Systolic: a) 15-25 years of age - Age plus 100 systolic.
 b) Age 26 years & above – 110 plus half the age.

Diastolic: All age groups – 90mm of below

12. GLANDS

Thyroid should be normal with no evidence of hypo or hyperthyroidism or generalized 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 test, 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 utilized in lieu, whenever available. Cases diagnosed as suffering from pulmonary tuberculosis will be declared unfit. Such candidates are considered to be unsuitable for employment in view of the industrial hazards.

15. VENERAL DISEASE

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

16. SKIN DISEASE

Candidate suffering from leprosy or chronic and inveterate skin conditions will be declared unfit. Vitiligo cases are acceptable.

17. FIT

Candidates suffering from epilepsy will be declared unfit. Those suffering from epileptic attack are dangerous in certain occupations like Driver, Crane Operators, Mechanist, 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. They will be declared unfit.

18. MISCELLANEOUS

Sign of mental retardation, incontinence of urine or enuresis, at the time of pre-employment examination will declare candidate unfit for employment.

19. 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 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 up for a final medical examination.

20. DEFECTS

Congenital or acquired physical defects if any notice will be recorded on the medical examination from 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.
