

CHAPTER XIII

MEDICAL EXAMINATION ON FIRST APPOINTMENT

I. BASIC REQUIREMENT

Every new entrant to Government service is required to produce a medical certificate of health :

To ensure that only persons, as are physically as well as mentally sound in health, are admitted to Government service. Every new entrant including a part-time employee on appointment to Government service/post is required to produce a medical certificate of health issued by a competent authority.

Where the post is permanent and the appointment thereto is made in a substantive capacity, the medical certificate of fitness shall be produce before such appointment.

IM/o Finance OM No. 45(1)-EV/54, dt. 24-3-1954l.

II. GOVERNMENT OF INDIA'S ORDERS

(1) *No appointment in pensionable establishment without medical fitness :*

As the Ministries are aware, every new entrant to Government service on initial appointment is required to produce a medical certificate of fitness issued by a competent authority. Powers of the President have been delegated to the Administrative Ministries to authorise in relaxation of F.R. 10 the drawal of pay and allowances for a period not exceeding two months in respect of fresh appointment to Government service without medical certificate of health.

(2) In view of the Government's decision on family pension communicated in Ministry of Finance OM No. 1(10)-E. V(B)/78, dated the 27th January, 1979 (family pension entitlement without minimum service limit), it has been decided that in no case should a person be allowed to join Government service in a pensionable establishment without having been medically examined and found fit.

(3) All appointing authorities are, however, advised to ensure that this does not result in delay in issuing offers of appointments to the candidates recommended by the UPSC/SSC an employee as "not fit" for appointment to the post specified, the services of the employee should, subject to the provisions of the Ministry of Health Office Memorandum No. 5-35/55-H.II dated the 13th December, 1965 be terminated forthwith. Though medical opinion should not declare a candidate as "fit for temporary employment", it sometimes happens that a candidate is declared "temporarily unfit" as requiring re-examination after a specified period in cases where the condition of temporary unfitness is curable in a reasonable period. It has been decided that in such cases, there should be no objection to a Government servant declared "temporarily unfit" physically being retained in service for the period specified by the competent medical authority provided that :

- (i) the period after which a second medical examination is to be conducted is specified by the competent medical authority;
- (ii) the condition leading to temporary unfitness is declared as being curable within a reasonable period;
- (iii) the disease is not of such nature as to be a source of risk to others with whom the Government servant may have to come in contact in the course of his duties; and
- (iv) where the period of such retention is likely to exceed six months, the approval of the Ministry of Finance shall be obtained.

3. In relaxation of the provisions of F.R. 10, it has also been decided that a Government servant so appointed in advance of medical examination should be paid his salary for the period

of his employment, if he is declared "unfit" and for the period of his retention in service or if he is declared "temporarily unfit" as mentioned in paragraph 2 above.

4. Where any Officer has been declared "temporarily unfit" by the competent medical authority and retained in service in accordance with these orders, the period for which the officer has been declared "temporarily unfit" should be intimated to Audit.

[MHA OM No. 5/2/57-RPS, dated the 22nd July, 1957 and M.O.F. UO No. 3617/E. V(B)/63 dated the 25th January, 1964, and MOF OM No. F. 25(24)-EV/66 dated the 24th August, 1966.]

(4) *Delegation of powers and conditions for appointment in anticipation of medical certificate*.—The President has been pleased to delegate powers to the Administrative Ministries and the Comptroller and Auditor-General of India to authorise, in relaxation of F.R. 10, the drawal of pay and allowances for a period not exceeding two months in respect of fresh recruits to Government service without a medical certificate of health, subject to the condition that if the person concerned is subsequently found medically unfit, his services should be terminated after the expiry of the period of one month from the date of communication to him of the findings of the Medical Officer/Board, if no appeal for a second medical examination is made by him during this period or after the case for second medical examination is finally decided, if such an appeal is made and accepted. The condition should be clearly stated in the initial letter of appointment.

2. The Administrative Ministries and the Comptroller and Auditor-General of India shall, however, exercise this power sparingly and in exceptional circumstances only, e.g. when it is considered necessary in the public interest that a selected person should be appointed immediately in anticipation of his medical examination.

3. Where the competent authority authorises the drawal of pay and allowances of a newly appointed Government servant for a period not exceeding two months without medical certificate of health, a certificate to this effect shall be furnished in the first pay bill.

[MOF. OM No. s 67(21)-E V/60 dated the 16th December, 1960 and F. 25(24)-E. V/66 dated the 24th August, 1966.]

(5) *Applicability to promotion to Gazetted post*.—In the case of Government servants other than those covered by clauses (a) and (b) of sub-paragraph (4) of the MOF. OM No. F. 55(11)-EV/59 dated the 12th February, 1960 read with OM No. 15(1)-EV.(B)/62 dated the 5th July, 1962 who are promoted to hold gazetted posts and who are required to undergo medical examination by the appropriate medical authority, it has been decided that the Administrative Ministries and the Comptroller and Auditor-General may exercise powers to authorise, in relaxation of F.R. 10, drawal of pay and allowances without production of fitness certificate in respect of such Government servants for a period not exceeding two months subject to the condition that if the person concerned is subsequently found medically unfit, he should be reverted to the lower post from which he had been promoted after the expiry of one month from the date of communication to him of findings of the examining Medical Authority, if no appeal for a second medical examination is made by him during this period or after the case for second medical examination is finally decided, if such an appeal is made and accepted. This condition should clearly be stated in the relevant orders of promotion to the gazetted post.

[MOF. OM No. F. 20(15)-E. V(A)/65 dated the 16th February, 1966.]

(6) *Complete exemption from medical examination only in exceptional cases*.—The Ministries of the Government of India are competent to dispense with the medical certificate of fitness before appointment to Government service in individual cases. A case has come to the notice of this Ministry in which an officer was appointed to a Group 'A' gazetted post without being medically examined by a medical board at the time of his initial appointment and was subsequently exempted by the Administrative Ministry concerned from medical examination by

a Standing Medical Board at the time of his confirmation in the post on the assumption that they had powers under F.R. 10 to grant this exemption. This action on the part of the Ministry concerned was irregular as the powers delegated could have been exercised by the Ministry only if the decision to dispense with the medical fitness certificate from the competent authority had been taken before his appointment to the post. The Ministry concerned was thus not competent to grant exemption to the officer from medical examination at the time of his confirmation without the concurrence of the Ministry of Finance.

2. Although under F.R. 10 the Ministries are competent to dispense with a medical certificate of fitness before appointment to Government service in individual cases, powers under F.R. 10 should not be exercised by the Administrative Ministries liberally and exemption should be granted only sparingly and in exceptional cases in public interest. The medical examination is necessary both in the interests of the employer and the employee. If any relaxation is considered necessary after the examination in a really deserving case, where the individual concerned is highly qualified and otherwise perfectly fit to hold a particular post under the Government of India, exemption should be granted in consultation with the Ministry of Finance who may consult the Ministries of Home Affairs and Health, where necessary.

[MOF. OM No. F. 20(1)-EV.(A)/64 dated the 24 Feb., 1964.]

(7) *Procedure for recording health certificate on first appointment in service.* It has been decided in consultation with the Comptroller and Auditor-General that the existing practice of affixing the medical certificate to the first pay bill of a Government servant should be dispensed with. However, to meet the requirement of audit, a certificate to the effect that the medical certificate in the prescribed form has been obtained in respect of the Government servant, should be furnished to Audit along with the first pay bill of the Government servant. The procedure for furnishing this certificate in respect of Gazetted and non-gazetted officers will be as follows :—

- (i) In respect of Gazetted Officers certificates furnished by the competent authority to whom the medical certificate has been submitted should be attached to the first pay bill.
- (ii) In respect of non-gazetted officers, the drawing and disbursing officers should furnish such certificates along with the first pay bills of Government servants concerned.

[MOF OM No. F. 25(24)-E V/66, dated the 24th August, 1966.]

(8) *Entry in service book of production of medical certificate of fitness on first appointment.* The medical certificate of fitness furnished by a Government servant is an important document and it should be kept in safe custody along with the other documents connected with his service carrier. However, an entry in his service book may be made under the signature of the Head of the Office that he has furnished the medical certificate of fitness.

[MOF. OM No. F. 25(24)-E V/66, dated 12th April, 1967.]

III. RULES UNDER F.R. 10 & GOVT. OF INDIA ORDERS

A medical certificate of fitness for Government service shall be in the following form :—

"I hereby certify that I have examined A.B. a candidate for employment in the Department, and cannot discover that has any disease (communicable or otherwise), constitutional weakness or bodily infirmity except I do not consider this a disqualification for employment in the office of

A-I GOVERNMENT OF INDIA'S ORDERS

(1) *Affixing of signature/thumb and finger impressions on the physical fitness certificate*

When a candidate for appointment in a non-gazetted post is sent for medical examination the examining Medical Officer or Board should be asked to obtain on the medical certificate

cate the thumb and finger impression of the candidates, in so far as illeterate persons are concerned. These impressions should afterwards be verified by the Head of the Office with those in the Service Book. In the case of literate persons, who can sign either in English, Hindi or the regional language concerned, it will be sufficient if the examining Medical Officer or Board is asked to obtain on the medical certificate the signature of the candidate in his presence and this is afterwards verified by the Head of the Office by comparison with that in the Service Book.

[G.I., C.I.D. No. 5463-183, dated the 5th January, 1909 F.D. Letter No. F. 67-R. 1/28 dated the 19th May, 1928 and MOF. OM No. F. 20(2)-E. V(A)/64, dated the 6th March, 1964.]

(2) *Form of declaration to be given by the candidate.*

In the case of non-gazetted appointments to Government service it has been decided that whenever an individual is required to be examined for his physical fitness for Government service, the authority which directs him for medical examination should also attach, with the form of the medical certificate, a declaration form, as indicated below, which is to be filled in by the candidate concerned in the presence of the medical officer.

CANDIDATES' STATEMENT AND DECLARATION

The candidate must make the statement required below prior to his medical examination and must sign the declaration appended thereto. His attention is specially directed to the warning contained in the Note below :—

- 1. State your name in full (in block letters) _____
- 2. State your age and place of birth. _____
- 3. (a) Have you ever had smallpox, intermittent or any other fever, enlargement or suppuration of glands, spitting of blood, Asthama, heat disease, lung disease, fainting attack, rheumatism, appendicitis ? _____

OR

- (b) Any other disease or accident requiring confinement to bed and medical or surgical treatment ? _____
- 4. When were you last vaccinated ? _____
- 5. Have you or any of your near relations been afflicted with consumption, scrofula, gout, asthma, fits, epilepsy or insanity ? _____
- 6. Have you suffered from any form of nervousness due to overwork or any other cause ? _____
- 7. Have you been examined and declared fit for Government service by a Medical Officer/Medical Board, within the last three years ? _____

8. Furnish the following particulars concerning your family :

Father's age if living and state of health.	Father's age at death and cause of death	No. of brothers living, their ages and state of health	No. of brothers dead, their ages at death and cause of death
1.			
2.			
3.			
Mother's age if living and state of health.	Mother's age at death and cause of death	No. of sisters living, their ages and state of health	No. of sisters dead, their age at death and cause of death.
1.			
2.			
3.			

I declare all the above answers to be, to the best of my belief, true and correct.

I also solemnly affirm that I have not received disability certificate/pension on account of any disease or other condition.

Candidates' Signature _____
Signed in my presence _____
Signature of Medical
Officer

NOTE :—The candidates shall be held responsible for the accuracy of the above statement. By wilfully suppressing any information he will incur the risk of losing the appointment and, if appointed, of forfeiting all claim to superannuation allowance or gratuity.

[M.H. OM No. F.5(11)-55 MII dated the 27th September, 1957.]

B. (1) Such a certificate shall be signed by a Medical Board in the case of a Gazetted Government servant and by a Civil Surgeon or a District Medical Officer or a Medical Officer of equivalent status in the case of a non-gazetted Government servant other than Class IV.

(2) (a) In the case of a female candidate appointed to a gazetted post, the medical certificate shall be signed by a Medical Board consisting of a woman doctor possessing medical qualification included in one of the Schedules to the Indian Medical Council Act, 1956 (102) of 1956), as one of its members, and

(b) in the case of a female candidate appointed to a non-gazetted post (i) in Delhi the medical certificate shall be signed by an Assistant Surgeon Grade I (Woman) under the Contributory Health Service Scheme; and (ii) in any other place by a registered female medical practitioner possessing a medical qualification included in one of the schedules to the Indian Medical Council Act, 1956 (102 of 1956) (Indian Medical Central Act, 1970 and Homoeopathy Central Council Act, 1973).

(3) In the case of Class IV Government servants the medical certificate shall be signed by the Authorised Medical Attendant possessing a medical qualification included in one of the schedules to the Indian Medical Council Act, 1956 (102 of 1956) and when there is no such Authorised Medical Attendant by a Government Medical Officer of the nearest dispensary or hospital possessing such qualification.

(4) A candidate, who is likely to be employed in a temporary capacity continuously for a period exceeding three months, shall produce either before or within a week from the date of employment, the certificate from the competent medical authority as prescribed in this rule. When, however, a Government servant initially employed in an office in a temporary capacity for a period not exceeding three months is subsequently retained in that office or is transferred without a break to another office and the total period of continuous service under Government is expected to last for a period exceeding three months he shall produce such a certificate within a week from the date of the orders sanctioning his retention in that office or joining the new office.

B-1 GOVERNMENT OF INDIA'S ORDERS

(1) Procedure for medical examination to gazetted appointments.

The procedure indicated in the following paragraphs should hereafter be observed in the matter of medical examination of persons appointed to gazetted posts under the Central Government :—

- (i) All persons not already in service under the Central Government or under the Government of a State should be required to undergo medical examination, by a medical board.

- (ii) Persons already in temporary service under the Central Government or under a State, whether in the gazetted or non-gazetted posts, will also be subject *mutatis mutandis* to the general rule in (i) above :

Provided that in case where a person has already been examined by a Medical Board in respect of his previous appointment and if standard of medical examination prescribed for the new post is the same, then he need not be required to undergo a fresh examination.

NOTE 1 :—A person who is appointed to Government service afresh after a break in-service not exceeding one year should be treated as in continuous service for the purpose of these orders, the periods of break not being counted. If, however, the period of break exceeds one year, he should be regarded as a fresh entrant to Government service.

NOTE 2 :—A person who has been in continuous service but in different posts should be deemed for the purpose of these orders to have been in continuous service in the same post.

- (iii) (1) A permanent Central Government servant holding a gazetted post under the Centre, when appointed to another gazetted post under the Central Government, need not be subjected to a fresh medical examination by a Medical Board;
- (2) A permanent State Government servant holding a gazetted post in the State, when appointed to a gazetted post under the Central Government need not be subjected to a fresh medical examination by a Medical Board;
- (3) A permanent non-gazetted State Government servant, when appointed to a gazetted post under the Central Government, will be required to undergo a fresh medical examination by a Medical Board, but when appointed to a non-gazetted post no medical examination will be necessary; and
- (4) In case where the rules for recruitment to new appointments prescribe a fresh medical examination in respect of all candidates, all directly recruited/selected candidates, irrespective of whether they are already in permanent or quasi-permanent Government service in the same or in other departments or are fresh appointees, should undergo a medical examination by the prescribed standard and by the prescribed medical authority, provided that a fresh medical examination will not be necessary in the case of—
- (a) a person who has already been medically examined by the prescribed medical standard and the appropriate medical authority, irrespective of the fact whether that person was permanent, quasi-permanent or temporary in his previous appointment, and
- (b) a person who is already in permanent, or quasi-permanent employ in the same line, and being eligible for promotion to the new appointment against a promotion quota of vacancies, is actually so promoted.

Exemptions under Supplementary Rule 4-A will continue to be granted in the same way as at present by the Ministry of Finance in consultation, where necessary, with the Ministries of Home Affairs and Health.

[MOF. OM No. F.53(8)-V/50, dated the 5th October, 1950 No. F.55(11)-E.V/59, dated the 12th February, 1960, and No. F.15(1)-E.V(B)/62 dated the 5th July, 1962 and U.O. No. 3617-E.(V)/B/63 dated the 25th January, 1964.]

(2) *Communication of adverse medical report*

It has been decided in supersession of the earlier orders that in case where a Government servant or a candidate for Government service is declared unfit for retention in Government service or for appointment in the Government service by an individual Medical Officer/Medical Board, as the case may be, the grounds for rejection may be communicated to him in broad terms without giving minute details regarding the defects pointed out by the Medical Officer/

Medical Board. Cases, where the grounds of rejection have not been clearly stated by the Medical Board in their report, may be referred to the Health Ministry for advice.

[MO. Health OM No. F.5(11)-45/56, M-II dated the 17th November, 1956 received with MOF. OM No. F.43(20)-EV/56 dated the 28th November, 1956]

(3) *Re-examination only in case of possible error of Judgement*

It has been decided that there should be no right of appeal from the findings of a Civil Surgeon or an authorised medical attendant, but that, if Government are satisfied on the evidence placed before them by the candidate concerned of the possibility of an error of judgment in the decision of the Civil Surgeon or the authorised medical attendant, it will be open to them to allow re-examination by another Civil Surgeon or a specialist or by a Medical Board, as may be considered necessary. The fee for such examination, if any, will be paid by the candidate concerned.

[M.H. OM No. F.7(1)-27/51 M-II dated the 18th January, 1952 and M.H.A. Endt. No. 38/5/52-Ests, dated the 1st February, 1962.]

(4) *Evidence regarding possible error of judgment must refer to original certificate*

With reference to the instructions contained in Order (3) above, it has been decided that if any medical certificate is produced by a candidate or Central Government servant as a piece of evidence about the possibility of an error of judgment in the decision of Medical Board/Civil Surgeon or other medical officer who had examined him in the first instance, the certificate will not be taken into consideration unless it contains a note by the medical practitioner concerned to the effect that it has been given in full knowledge of the fact that the candidate has already been rejected as unfit for service by a Medical Board, a Civil Surgeon or other medical officer.

[M.H. OM No. F.7(1)-6/53, M-II dated the 27th March, 1953.]

(5) *All appeals to be referred to the Ministry of Health*

To ensure uniformity of procedure, all appeals shall at first be referred to the Ministry of Health who shall advise on the evidence produced, as to whether there is an error of judgment on the part of the examining medical authority who first conducted the medical examination and whether the appeal should be accepted or not and if accepted, by whom such re-examination should be conducted.

[MH O.M. No. F.5(11)-45/56, M-II dated the 26th October, 1956.]

(6) *Re-examination by special medical board in case unfitness on account of visual acuity*

If a candidate is declared medically unfit on account of visual acuity, an appeal preferred by him/her should be dealt with by a special Medical Board, the composition of which should include three ophthalmologists. Ordinarily, the finding of the special Medical Board should be considered as final; but a second appeal shall be permissible in doubtful cases and under very special circumstances.

[Min. of Health OM No. F.5(11)-12/57 M-II (Pt. II) dated the 17th December, 1957.]

(7) *Time-limit for preferring appeal for re-examination*

With reference to the instructions contained in Order (3) above, appeals should be submitted by those concerned together with the requisite evidence in support of their case within one month from the date of issue of the communication in which the findings of the Medical Officers/Medical Boards were communicated to the candidates/Government servant.

[M.H. OM No. F.7(1)-10(53)M-II dated the 1st May, 1953 circulated with M.O.F. OM No. 61(5)-E.V/53 dated the 23rd June, 1953.]

In case no appeal is preferred by a candidate who is already in service within one month of the date of the communication to him of the findings of the examining medical authority, his service shall be terminated on the expiry of the period of one month and ordinarily no appeal shall be allowed after expiry of that period.

[M.H. OM No. F.5-35/55M-II dated the 13th December, 1953.]

(8) *Applicability to extra-Departmental Agents, part-time and work-charged staff*

Part-time employees are also required to produce medical certificate of fitness in the same manner and under the same conditions as whole-time employee. The medical examination fees, where paid by the person concerned to the medical officer or board, as the case may be, will also be reimbursable to him in the usual manner.

[G-I M.F. OM No. F-45(1)-EV/54 dated the 24th March, 1954]

NOTE 1—The above decision also applies to the part-time Government servants/contingent staff in the P&T Department E.D. Agents in the P&T Department are treated as part-time employees for this purpose.

(D G. P. & T's letter No. S.P.B. 61/10/54 dt. the 17th December, 1954)

NOTE 2 :—It has been decided that the Extra Departmental Agents and other Part-time Government servants need not be medically examined on their absorption in Class III or IV posts provided that :—

- (i) at the time of their appointment as Extra-Departmental Agents or part-time-employees, they have been medically examined by a medical authority which is recognised by the appointing authority as equivalent to that prescribed for Class III or Class IV posts to which they are appointed subsequently.
- (ii) that there is no break between their service as part-time employees or Extra-Departmental Agents, and regular employees.

(D.G. P&T's Circular letter No. 34/1/60-S.P.B.-I dated the 20th July, 1961 issued in consultation with Ministries of Finance, Home Affairs and Health and D.G., P&T's Letter No. 34/5/65-S.P.B.I dated the 30th September, 1965)

(9) *Conditions for acceptance of certificates given by Honorary Medical Officers*

It has been decided that certificates of physical fitness required for entry into Government service and on subsequent occasions, if any, may be issued by the Honorary Medical Officers, equal in status to the corresponding Government Medical Officers and accepted, provided that such certificates are accepted for the same purpose in respect of its own employees by the Government of the State in which the candidate is appointed under the Central Government or in which his medical examination is arranged.

For this purpose honorary Physician/Surgeon may be treated as equal to Civil Surgeon and honorary Assistant Surgeon as equal to Assistant Surgeon.

[M.O. F. OM No. F.15(1)E-V(B)/63 dated the 30th March, 1963.]

(10) *Medical examination of non-gazetted employees by doctors of C.H.S.*

It has been decided in consultation with the Department of Personnel and Training that for purposes of medical examination of non-gazetted Government employees, general Duly Officers Grade I of the Central Health Services who are In-Charge of the Central Government Hospitals in far-flung remote areas and all the Specialist Grade II Officers of Central Health Services may be treated as equal in status to Civil Surgeons/District Medical Officers and the medical fitness certificates issued by them could be accepted.

[MH & F.W. OM No. 17011/12/79-MS, dated the 26th September, 1979.]

(11) *Re-appointment of non-gazetted Staff without fresh medical examination where break in service does not exceed one year*

A question has been raised whether a non-gazetted Government servant appointed to a post in Government service afresh after a break in service not exceeding one year can be treated as in continuous service for the purpose of medical examination on the analogy of the orders contained in Note 1 below paragraph 1(ii) of Order (1) above. It has now been decided that the orders

contained in the said Note will apply in the case of non-gazetted Government servants also provided the break in service is not due to medical reasons or to resignation.

[M.F. OM No. F.55(5)-E.V(B)/59 dated the 18th February, 1960 and U.O. No. 3617-E.V(B)/63 dated the 25th February, 1964.]

(12) *Procedure in case of temporary servant declared unfit*

In accordance with the instructions contained in Government of India's Orders (3) and (4) above, candidates/Government servants who are declared unfit by Civil Surgeon, etc. have been given the right to appeal within one month from the date of issue of communication in which the findings of the Medical Officers, etc., are communicated to them. While candidates for appointment to Government service who are declared unfit for Government service are not allowed to join duty till they are declared fit by the second or subsequent medical authority as a result of admission of their appeal, the following questions have now been raised as to what should be done in the case of a temporary Government servant declared medically unfit :—

- (a) Whether he should be discharged from service (i) immediately on receipt of the adverse report, or (ii) after one month of the date of communication to him of the findings of the Civil Surgeons etc., or
- (b) Whether he should be allowed to continue in service until either his request for an appeal board is rejected or until the appeal board, if agreed to, has been constituted and has given its verdict.

2. After a detailed examination of the above questions it has now been decided that the procedure indicated in paragraphs 3 to 5 below should be observed in future to deal with such cases.

3. Normally an officer should be medically examined before his appointment. In certain cases, however, when an officer is required to join immediately for work or for training, the appointment may be made without first obtaining the medical certificate, though the appointment should be subject to the officer being declared medically fit. In all such cases, if an officer is declared unfit on medical examination and he prefers an appeal on the basis of Orders (3) and (4) above he should be retained in service till the case is finally decided.

4. Similarly, in the case of a Government servant whose appointment is made on a temporary basis on the strength of a medical certificate issued by a lower authority or without such a certificate, it may be necessary to get a certificate of fitness from the appropriate medical authority. If the appropriate medical authority finds that the person is not fit for retention in service at all and if an appeal for a second medical examination from the Government servant concerned is accepted, the person concerned should be allowed to continue in service till the verdict of appropriate medical authority is known. In case it is decided not to accede to the request for further medical examination the services of the officer should be terminated forthwith.

5. It has also been brought to the notice that the instructions contained in Orders (3) and (4) above are not usually followed in a number of cases. For a proper observance of the procedure in the above paragraph it is necessary that the intimation regarding unfitness should immediately, on receipt, be communicated to the person concerned with a note that appeal, if any, must be made by the candidate/Government servant concerned within one month of the communication of the findings of the Civil Surgeon/Medical Officer/Medical Board and that if any medical certificate is produced as a piece of evidence about the possibility of an error of judgement in the decision of the Civil Surgeon/Medical Officer/Medical Board who examined him in the first instance, the certificate must contain a note by the Medical Practitioner concerned to the effect that it has been given in full knowledge of the fact that the candidate has already been rejected as unfit for service by a Civil Surgeon/Medical Officer/Medical Board.

In case no appeal is preferred by the candidate/Government servant within one month of the date of communication to him of the findings of the Medical Officer/Board his service should

be terminated forthwith on the expiry of the period of one month and ordinarily no appeal should be allowed after the expiry of that period.

[Health OM No. 5(35)/55-H-II dated the 13th December, 1955]

(13) *Employment of women candidates in a state of pregnancy*

It has been decided that a woman candidate, who as a result of tests, is found to be pregnant of 12 weeks' standing or over, should be declared temporarily unfit until the confinement is over. The candidates should be re-examined for a fitness certificate six weeks after the date of labour, subject to the production of medical certificate of fitness from a registered medical practitioner.

[MOF OM No. F-5-21/68/M.A. dated the 12th December, 1958]

It has been noticed that certain Ministries/Departments have not strictly followed the instructions contained above and certain women candidates were appointed even while they were in advanced stage of pregnancy. In order to avoid recurrence of such instances it has been decided that a woman candidate who as a result of tests is found to be pregnant of twelve weeks' standing or over shall be declared temporarily unfit and her appointment held in abeyance until the confinement is over.

She should be re-examined for a fitness certificate after the date of confinement, subject to the production of medical certificate of fitness from a registered medical practitioner. The vacancy against which the woman candidate was selected should be kept reserved for her. She should be re-examined for medical fitness six weeks after the date of confinement. If she is found fit she may be appointed to the post kept reserved for her and allowed the benefit of seniority in accordance with para 4 of annexure to M.H.A. OM No. 9/11/55-RPS, dated the 22nd December, 1959.

[Deptt. of Personnel & A.R. O.M. No. 14034/5/75-Estt(D), dated the 19th July, 1976.]

(14) *Medical examination of candidates having neural leprosy*

Reference is invited to M.H. O.M. No. 5(11)-41/56-M.II dated 24th October, 1957 on the subject mentioned above. After careful consideration of the development of knowledge and treatment in the field of leprosy, it has been decided that candidates having suffered from leprosy but now declared as 'disease-arrested' or 'cured' by a competent authority should not be regarded as physically unfit for public services subject to the following conditions :—

- (i) In addition to the normal medical examination by the appropriate medical authority prescribed in the rules from time to time for physical fitness for initial appointment to Government service, candidates should also be examined at the time of their initial appointment, by a Government Leprosy Medical Officer working in a Leprosy Control Unit or Hospital or as District Leprosy Officer trained in Leprosy from a recognised Leprosy Training Centre and with not less than five years' standing in the diagnosis and treatment of leprosy;
- (ii) It should be specifically certified by the Government Leprosy Medical Officer who examines the candidates at the time of their first appointment that the candidates concerned have taken the full course of treatment and have been declared as 'disease arrested' verifying from the available records of treatment and certificate of the patient, as well as clinical and bacteriological examination of the patient.
- (iii) Ministries, in consultation with the Department of Health, may exclude certain specific posts where high standard of physical fitness is necessary, but such exclusion should be reduced to the minimum as the main purpose of this order is to break the psychological barrier between harmless ex-leprosy patients and the public. The position should be reviewed after a period of five years.
- (iv) Apart from the initial medical examination at the time of recruitment, such persons should be medically examined annually (for a period of five years after initial appoint-

ment) to check that they take the maintenance dose of the drug, if any, advised by the medical officer who declared him as 'disease-arrested' and that the disease-arrested condition has been maintained. In case, the medical examination discloses, at any time, that the person concerned is having a recurrence of the disease with infectiousness, such cases should be dealt with under the normal rules for the purpose of their being given leave for treatment and the treatment period if required to be continued for over three years to make the patient non-infectious he/she may be considered for invalidation from service.

- (v) The confirmation of such a Government servant should be proceeded with only after two years of service during which he is continued to be non-infective and the disease has remained in the arrested or cured condition.

In all cases of doubt or where a departure is required to be made from the above procedure, the case should be referred to the Department of Health.

[MH No. A-17011/6/79-MS(I) dated 25th June, 1980]

(15) *Appointment in another suitable post of person declared medically unfit*

Many instances have come to the notice of the Department of P & A.R. where persons have become medically unfit for discharging the duties of the posts for which they were recruited. The question whether they could be considered for other posts for which they may be suitable has been considered and it has been decided in consultation with the Staff Selection Commission and D.G.E. & T. that a Group 'C' or Group 'D' Officer found medically unfit for the post he is holding and from which he is proposed to be discharged or has been discharged may, wherever practicable, be considered for another identical/equivalent post for which he may be found suitable against direct recruitment quota without insisting on the condition of appointment through the employment exchange/SSC for this purpose. His previous service under Central Government should be deducted from his actual age and if the resultant age does not exceed the prescribed maximum age-limit by more than three years, he should be deemed to satisfy the condition of upper age-limit for appointment to the post in question under the Central Government.

[MHA O.M. No. 14034/1/80-Estt(D), dated the 30th October, 1980.]

Ex-T.B. Patients who were discharged from Central Government service on account of affliction with T.B. but who have subsequently been declared non-infective and medically fit for Government service by a T.B. Specialist or an authorised medical authority, are eligible for re-appointment to the posts previously held by them, if vacancies exist or to equivalent posts in their own Department, the usual condition regarding age-limits not being enforced in their case. Such persons will be eligible for re-appointment by the Ministry/Department concerned without the intervention of Employment Exchanges whenever there are suitable vacancies. If such persons cannot be re-employed in the Ministry/Department concerned. For want of vacancies, employment assistance will be rendered to them by Employment Exchanges. For this purpose, as also for the purpose of relaxation of age-limits these persons will be treated as "Retrenched Central Government employees."

[MHA OM No. 37/1/52-DGS, dated 10th July, 1945]

Central Government employees discharged on account of affliction with Pleurisy/Leprosy and subsequently declared non-infective and medically fit may be re-appointed in the same or equivalent posts of the Ministry/Department concerned without the intervention of the Employment Exchanges.

[MHA OM No. 37/1/52-DGS dated 10th July 1954 OM No. 13/4/56-RPS dated the 29th September 1956 and OM No. 13/4/57-RPS dated the 14th July, 1958]

C. Except where a competent authority by general or special order directs otherwise, the following classes of Government servants are exempted from producing a medical certificate of health :

- (1) A Government servant recruited through a competitive examination who had to undergo medical examination in accordance with the regulations prescribed for appointment to service under Government.
- (2) A qualified student of the Thomason college, Roorkee, permanently appointed to the Public Works Department within 18 months from the date of the health certificate granted to him on the completion of the College course.
- (3) A Government servant appointed in a temporary vacancy for a period not exceeding three months.
- (3-A) A Class IV Government servant of the Indian Posts and Telegraphs Department confirmed in his grade before the 15th May, 1942 on promotion to Class III service, subject to his being examined for communicable diseases.
- (4) A temporary Government servant, who has already been medically examined in one office, if transferred to another office without a break in his service.
- (5) A retired Government servant re-employed immediately after retirement.

NOTE : (a) The production of medical certificate is necessary when—

- (1) a Government servant is promoted from non-qualifying service paid from a local fund to a post in Government service;
 - (2) a person is re-employed after resignation or forfeiture of past service.
- (b) When a person is re-employed in circumstances other than those referred to in clause (a) (2) above, the appointing authority will decide whether a medical certificate should be produced.

GOVERNMENT OF INDIA'S ORDERS

(6) *Medical examination before undergoing training*

It has been decided that candidates entering the subordinate service in the Posts and Telegraphs Department must produce the medical certificate of fitness before undergoing the prescribed training.

[F.A. (C's) endorsement No. Es. B-2-1/41, dated the 10th March, 1941]

(7) *Medical examination on fresh appointment after resignation*

As an exception to the provision of clause (2) of Note 1 above the Government of India have decided that a person re-employed after resignation should be exempted from producing a medical certificate of fitness if the resignation was for taking up another appointment under Government or quasi-Government body for which he applied with the approval of and through the appropriate departmental authority, provided that he was medically examined by a competent medical authority and declared fit according to the medical standards not lower than those required in his new post.

[M.O.F. OM No. F.67-(22)-E.V/60 dated the 13th December, 1960]

NOTE :—In the case of a Government servant to whom the above provision applies, the appointing authority for the new post shall ascertain from the previous employer whether he had previously undergone examination by the appropriate medical authority and by the prescribed standard, if any.

(Explanation II, Para 3, Section I, Chapter I of 'A Hand Book on Medical Examination—Second Edition).

(8) *Medical examination on deputation to gazetted post in another department*

Government of India have decided that the non-gazetted Central Government servants, deputed to hold gazetted posts in other Departments of the Government of India, need not be

subjected to fresh medical examination by Medical Boards, provided that they had been examined by competent medical authority and declared fit for holding their previous appointment.

[M.O.F. OM No. 15(2)-E.V(B)/62 dated the 18th August, 1962]

(9) The following further decisions of general nature have been reached in consultation with the Ministry of Health and the Ministry of Home Affairs (Now Department of Personnel & Trg) :

(i) A permanent Central Government servant holding a gazetted post under the Centre, when appointed to another gazetted post under the Central Government, need not be subjected to a fresh medical examination by a Medical Board;

(ii) A permanent State Government servant holding a gazetted post in the State, when appointed to gazetted post under Central Government need not be subjected to a fresh medical examination by a Medical Board.

(iii) A permanent non-gazetted State Government servant, when appointed to a gazetted post under the Central Government, will be required to undergo a fresh medical examination by a Medical Board, but when appointed to a non-gazetted post no medical examination will be necessary.

(iv) In case where the rules for recruitment to new appointment prescribe a fresh medical examination in respect of all candidates, all directly recruited/selected candidates, irrespective of whether they are already in permanent or quasi-permanent Government service in the same or in other Department or are fresh appointees, should undergo a medical examination by the prescribed standard and by the prescribed medical authority, provided that a fresh medical examination will not be necessary in the case of :

(a) a person who is already in employ of the Government and has already undergone medical examination by a medical authority which are recognised by the appointing authority as equivalent to those prescribed for the new appointment for which he is recruited or selected and

(b) a person who is already in permanent or quasi-permanent employ in the same line, and being eligible for promotion to the new appointment against a promotion quota of vacancies, is actually so promoted.

[M/o Finance OM No. 55(ii)-EV/59, dated 12-2-60]

NOTE :—A person who has already been medically examined by the prescribed medical standards and the appropriate medical authority, should not be subjected to fresh medical examination at the time of his appointment to the new post, irrespective of the fact whether that person was permanent, quasi-permanent or temporary in his previous appointment.

[M.O.F. O.M. No. F.15(1)/EV(B)/62 dt. 5-7-62]

All the Ministries, etc. of the Government of India were required to amend the recruitment rules in respect of Class I and Class II with which they were concerned in consultation with the U.P.S.C. in the light of decisions contained in the above paragraph and which should also be kept in mind while framing any new set of recruitment rules.

[M/o Finance No. F.(15)(1)/EV(B)/62 dated 5-7-62]

D—STANDARD OF FITNESS

(1) For employment in the I.A.S., I.P.S., I.F.S. and other Central Services, recruitment to which is made by competitive examination through U.P.S.C. as prescribed in Medical Regulations and Medical Report form for I.A.S., I.P.S., I.F.S. and Central Services—Annexure-I.

(2) For employment in the Engineering Services and Survey of India—as laid down in the relevant regulations.

(3) Civil Aviation Department Technical (Gazetted post) :

In the case of Assistant Aerodrome Officers (Grade I and Grade II) of the Civil Aviation Department, the International Civil Aviation Organisation medical standards for Air Traffic Controllers would apply.

(4) Other Class I and Class II Gazetted posts

As prescribed in the "Medical Regulations and Medical Report form for I.A.S., IPS, I.F.S. and Central Services" unless specific provision is made to the contrary.

[M.O. Health OM No. F7(1)-28/52-M-11 dated 7-4-53]

(5) For employment in non-gazetted posts

No specific standard of physical fitness other than visual acuity have been prescribed for examining candidates for non-gazetted appointments. Designation and nature of duty should be indicated in the letter to the medical authority and it is left to the discretion of the examining medical officer to determine whether in his existing state of health the candidate is fit to discharge the duties required of him continuously and efficiently. The standard of visual acuity for employment in non-gazetted post will be as is given in annexure II.

Standard of visual acuity for employment in non-gazetted post in the Aerodrome Organisation of the Civil Aviation Department, who have to deal with aircraft operations, is given in Annexure III.

[M.O. Health O.M. No. 5(ii)-12/57-M.II, dated 17-12-1957]

(6) Physically handicapped persons

(i) Cases of physically handicapped persons seeking employment in the public services that may be referred to the appointing and medical authority shall be viewed with the utmost sympathy.

[M.H.A. OM No. 20/29/57-Estt(D)-dated 15-1-1958]

(ii) On nomination of the physically handicapped persons by the Employment Exchanges for appointment against posts under the Government, they should not be subjected to the usual medical examination on first appointment in Government service, but the question of their appointment should be decided on the basis of the reports of the Medical Board attached to the special Employment Exchanges for the Physically Handicapped. These persons need not be examined by the Medical Board at the time of their registration with the Employment Exchange, but they should be sent for medical examination to the Medical Board attached to the Special Employment Exchanges after they have actually been selected for a particular post.

[MHA OM No. 5/1/60, dated 28-6-60 No. 5/1/62-Estt(D) dated 31-7-67 No. 5/1/66-Estt(D) dated 12-10-66 and 8-12-1967]

E—STAMMERING NOT A DISQUALIFICATION FOR A CLERICAL POST

Stammering is not to be considered a physical defect requiring disqualification of a candidate for a clerical post.

[M.O. Health OM No. 5(1)-55-H.II dated 6-6-55]

F—DEAF MUTENESS OR DEAFNESS NOT A DISQUALIFICATION

In the case of appointment to Class III or Class IV posts of the artisan class or those involving manual or skilled labour or a routine type of work, deaf muteness or deafness by itself need not be regarded as a disqualification against appointment, provided that the person concerned is otherwise fit and qualified to hold the post. Subject to this and to any other rules and order in force, the possibility of affording avenues of employment to deaf or deaf-mute persons should be examined at the time of making recruitment to any posts.

[M.H.A. OM No. 60/137/50-Estt. dated 28-7-50]

G—PROCEDURE FOR MEDICAL EXAMINATION

(1) No medical officer in Government employ shall examine a candidate for determining his/her physical fitness for Government service under Government of India except on written request from the Head of the Office concerned.

[Late Deptt. of E.H.&L. letter No. 16/4/41-H. dated 18-1-41 recirculated with Government of India M.O. Health letter No. 7(1)/2/53-M II dated 17-2-1953]

(2) *Procedure for addressing Medical Officer*

When a candidate including a person already in Government service is required to produce a medical certificate of fitness from a Government Medical Officer the head of the office concerned should make a written request to that officer to have the candidate examined giving full particulars indicating—

- (a) the name and address of the candidate and also the post for which he is a candidate;
- (b) the correct date of birth of the candidate;
- (c) the date of entry into Government service.
- (d) the status and nature of duties of the post;
- (e) specific standards, if any, of physical fitness prescribed for the post;
- (f) whether the candidate has prior to the appointment suffered from tuberculosis.

[M/o Health OM No. 7(1)10/53-M. II, dated 3-10-53 and OM No. 7(1) 24/53-H. II, dated 16-10-54.]

(3) Administrative Medical Officers to be addressed direct by heads of offices

(A) *Medical Examination by Medical Board*

If the candidate is required to be examined by a Medical Board (i) *in Delhi* the request shall be addressed to the Chairman, Medical Boards, Willingdon/Safdarjung Hospital, New Delhi by name.

[M/o Health letter No. 7(1)2-52, M. II, dated 4-2-1952; Memo No. 5(1) 1/54-Hosp. dated 18-9-54 & letter No. 5(1)1/54-H-II, dated 16-2-55.]

(ii) *Outside Delhi* : The request shall be addressed by the Head of the Office of the candidate direct to the Administrative Medical Officer of the State in which the candidate is residing, giving all particulars indicated in clause (2) above.

[M/o Health Letter No. 7/1/52-M. II, dated 4-2-52]

(B) *Medical Examination by Single Medical Officer*

If the candidate is required to be examined by a Civil Surgeon or District Medical Officer *in Delhi* the request shall be addressed to the Staff Surgeon (Man) Willingdon Hospital and the Assistant Surgeon Grade I (Woman) under the Contributory Health Service Scheme for male and female candidates respectively.

[M/o Health OM No. 7(1)/9/54-Hosp. II, dated 24-12-54]

(C) *Medical Examination by Authorised Medical Attendant*

In case the candidate is to be examined by authorised Medical Attendant (i) *in Delhi* the request shall be made to the Assistant Surgeon Grade I or Lady Assistant Surgeon Grade I of the Contributory Health Service Scheme Dispensary of the area in which the candidate is residing for male and female candidate respectively.

[M/o Health OM No. D1558 H-154, dated 25-11-54 & F. No. 7(1)/54-Hosp-II, dated 24-12-54.]

(ii) *Outside Delhi* reference shall be made to the State Administrative Medical Officer concerned for arranging the candidate's medical examination by medical officer of appropriate rank.

[M/o Health letter No. 7(1)/2/52-M. II, dated 4-2-52.]

Signature and/or Thumb impression on the certificate

The signature of the candidate (or his thumb and finger impressions if he is illiterate) shall be obtained on the body of the certificate by the examining Medical Authority in his presence and the Head of the Office shall later verify this with reference to the signature or thumb impressions in the service book of the person concerned.

[Govt. of India order below S. R. 3-Choudri's Compilation of FRs & SRs. Vol. II, Supplementary Rules 5th edition 1971.]

(4) Ex-T.B. Patients

The authority sending a candidate who has been ex-T.B. patient, for medical examination should inform the medical examining authority that the candidate had suffered from tuberculosis. If the medical examination is to be conducted by a Medical Board, one of the members of the

H—CATEGORIES FOR REPORTING THE FINDINGS BY MEDICAL AUTHORITIES

H—CATEGORIES FOR REPORTING THE FINDINGS BY MEDICAL AUTHORITIES

The findings of the examining medical authority shall be recorded under one of the following three categories only :—

- (1) Fit
- (2) Unfit
- (3) Temporarily unfit.

The last category is only in respect of those who, in the opinion of the medical authority, are suffering from a temporary ailment, e.g. Trachoma, Hydrocele etc. and which can be cured by treatment in a short period. A woman candidate who as a result of test is found to be pregnant of 12 weeks standing or over, should be declared temporarily unfit until the confinement is over. Any other category shall be avoided.

[DGHS Memo No. 8-C-3/58-M. II, dated 15-3-58, read with Deptt. of Health O.M. No. 5-21/68-MA, dated 12-12-68.]

Though medical opinion should not declare a candidate as "fit for temporary employment", sometimes it happens that a candidate is declared "temporarily unfit" as requiring re-examination after a specified period in cases where the condition of temporary unfitness is curable in a reasonable period. In such cases, there should be no objection to a Government servant declared "temporarily unfit" physically being retained in service for the period specified by the competent medical authority provided that :—

(i) the period after which a second medical examination is to be conducted is specified by the competent medical authority.

(ii) the condition leading to temporary unfitness is declared as being curable within a reasonable period;

(iii) the disease is not of such a nature as to be a source of risk to others with whom the government servant may have to come in contact in the course of his duties; and

(iv) where the period of such retention is likely to exceed six months, the approval of the Ministry of Finance shall be obtained.

In relaxation of the provisions of F.R. 10, it has also been decided in consultation with the Ministry of Finance and the Comptroller and Auditor General that a Government servant so appointed in advance of medical examination should be paid his salary for the period of his employment if, he is declared 'unfit' and for the period of his retention in service if he is declared 'temporarily unfit', as mentioned above.

[MHA OM No. 5/2/57-RPS, dated 22-7-57.]

1—CONFIDENTIAL NATURE OF THE MEDICAL REPORTS

On the conclusion of the examination, the examining medical authority will communicate its findings to the Head of the Office concerned. These findings shall normally be treated as confidential. But in cases where a Government servant or a candidate for Government service is declared unfit for appointment in Government service by the examining medical authority as the case may be, the grounds for rejection may be communicated to the candidate in broad terms without giving minute details regarding the defects pointed out by the examining medical authority. The reports of the cases in which the grounds of rejections have not been clearly stated by the Medical Board, may be referred to the Health Ministry for advice. However, in cases where

candidates are declared only temporarily unfit by the medical authority on account of minor curable defect after treatment, the same may be intimated to the candidates also. The department may arrange re-examination of those candidates after treatment. A woman candidate who has been declared temporarily unfit due to pregnancy should be re-examined for a fitness certificate six weeks after the date of confinement subject to the production of a medical certificate of fitness from a registered medical practitioner.

[M/o Health O.M. No. 5(11)/46/50 M.II dated 17-11-56 M/o Finance OM No. 43/20 EV/56 dated 28-12-56 and M/o Health OM No. 5-21/68-MA dated 12-12-68]

IV. MISCELLANEOUS

A—Fees to be borne by candidates

The fees for the following kinds of medical examination shall be borne by the candidates themselves :

- (i) Medical examination of candidates recruited through competitive examination held by the U.P.S.C. for appointment to gazetted post e.g. I.A.S., I.P.S., I.F.S. and other Central Services.
- (ii) Second and subsequent medical examination allowed on appeal in all cases.
[M/o Health OM No. 7(1)-25/51-M II, dated 15-10-51.]

The fees for the following medical examination shall be borne by the Government of India :

- (i) Medical examination of candidates for appointment to posts either through the UPSC by advertisement or through any other agency.
- (ii) Medical examination of gazetted Government servants already in temporary Government service who are asked by their departments/offices to appear before a Medical Board.
[M/o Health OM No. 7(1)-25/51-M.II, dated 15-10-51.]
- (iii) Class IV Government servants stationed in or passing through Calcutta, medically examined by private registered practitioner, upto the limit prescribed from time to time.
- (iv) Medical examination of a non-gazetted Government servant who is already permanent or quasi-permanent, when appointed to a gazetted post which is not in the normal line of promotion and requires a different medical standard from that required in his permanent or quasi-permanent appointment or the rules for recruitment to which prescribe a fresh medical examination in respect of all candidates.
- (v) Re-examination of the aforesaid candidates at the instance of the medical Boards.
- (vi) Medical examination of woman candidates by private registered medical practitioners outside Delhi for appointment to non-gazetted posts; restricted to the extent prescribed from time to time.

[M/o Health OM No. F7(1)-11/51-M II dt. 10-4-51]

- (vii) Medical examination of local recruits at present in the Indian Missions abroad by one of the doctors on the approved panel for treatment of India-based staff :
Provided that the fee for medical examination shall not exceed the fee charged by approved doctor for his first consultation at his clinic.

[M/o External Affairs OM No. 15(53)-EII/51, dt. 28-4-52]

- (viii) Medical examination of part time employees.

[M/o Finance OM No. 45(1)EV/54, dated 24-3-54.]

In all the States other than Union Territories the candidate concerned shall first pay the fee, direct to medical officer and then claim reimbursement from the Department concerned after joining duty. No reimbursement will be allowed in the case of candidate who are found unfit.

Travelling allowance is not admissible for a journey undertaken to procure a health certificate on first appointment to Government service.

B—Incidental charges to be borne by the candidates

The expenses incurred on the radio-graphic examination of the chest, other X-ray examination, Medical Specialist fee, hospitalization charges, laboratory fees for blood sugar and other test called for by the Medical Specialist shall be borne by the candidates themselves in all cases.

[M/o Health O.M. No. 5(11)-37/60-M II, dated 21-11-60.]

ANNEXURE I

Regulations as to the physical examination of candidates for admission into Technical and Non-Technical Civil Service Class I and class II (Gazetted) under the Government of India except technical Posts under the civil aviation Department, Land Defence Services Personnel

The classification of various Services under the two categories, namely "Technical" and "Non-technical" will be as under :—

A. Technical

- (1) Railway Engineering Service (Civil, Electrical, Mechanical and Signal), Railway Traffic Service, Special Class Railway Apprentice and posts on the Marine Establishment.
- (2) Central Engineering "Class I & II, Telegraph Engineering Class I, Electrical Engineering Classes I & II, Survey of India, Class I & II and Class I & II posts in the Engineering branch of the Overseas Communication Service, Technical Officers, Class I & II of the Inspection Wing of the Directorate General of Supplies & Disposals.
- (3) Indian Forest Service.
- (4) Indian Police Service.

B. Non-Technical

IAS, IFS, IA & AS, Indian Customs Service, Indian Railway Accounts Service, Indian Railway Stores Service, Railway Protection Force, Railway Board Secretariat Service Class II and all other Class I & II posts in Railways, Indian Defence Accounts Service, Income Tax Officers (Class I, Grade II and Class II) Service, Indian Postal Service (Class I) and Military Lands and Cantonment Service, Class I & II, Geological Survey of India, Class I & II and other Central Civil Services Class I and II; Technical Officers of Wireless Planning and Coordination-Organisation, Classes I and II.

NOTE 1. These Regulations are published for the convenience of candidates and in order to enable them to ascertain the probability of their coming up to the required physical standard. The regulations are also intended to provide guidelines to the medical examiners and a candidate who does not satisfy the minimum requirements prescribed in the regulations, cannot be declared fit by the medical examiners. However, while holding that a candidate is not fit according to the norms laid down in these regulations, it would be permissible for a medical board to recommend to the Government of India for reasons specifically recorded in writing that he/she may be admitted to service without disadvantage to Government.

2. It should, however, be clearly understood that the Government of India reserve to themselves, absolute discretion to reject or accept any candidate after considering the report of the Medical Board.

1. 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/her appointment.

2. (a) In the matter of the correlation of age, height and chest girth of candidates of Indian (including Anglo-Indian) race, it is left to the Medical Board to use whatever correlation figures are considered most suitable as a guide in the examination of the candidates. If there be any disproportion with regard to height, weight and chest girth, the candidate should be hospitalised for investigation and X-ray of the chest taken before the candidate is declared fit or not fit by the Board.

(b) However, for certain services the minimum standards for height and chest girth, without which candidates cannot be accepted, are as follows:—

	Height	Chest girth (fully expanded)	Expansion
(i) Railway Engineering Service (Civil, Electrical, Mechanical and Signal), Transportation (Traffic and Commercial Departments), Railway Protection Force and posts on the Marine Establishment and Class I & II posts in the Engineering Branch of the Overseas Communication Service.	152 cms	84 cms	5 cms (for men)
	150 cms	79 cms	5 cms (for women)
(ii) Indian Police Service	165 cms	84 cms	5 cms (for men)
	150 cms	79 cms	5 cms (for women)
(iii) Indian Forest Service	163 cms	84 cms	5 cms (for men)
	150 cms	79 cms	5 cms (for women)

The minimum height prescribed is relaxable in case of candidates belonging to races such as Gorkhas, Garhwalis, Assamese, Nagaland Tribals etc., whose average height is distinctly lower.

3. The candidate's height will be measured as follows:—

He/She will remove his/her shoes and be placed against the standard with his/her feet together and the weight thrown on the heels and not on the toes or other sides of the feet. He/She will stand erect without rigidity and with the heels, calves, buttocks and shoulders touching the standard; the chain will be depressed to bring the vertex of the head level under the horizontal bar, and the height will be recorded in centimetres and parts of a centimetre to halves.

4. The candidate's chest will be measured as follows:—

He/She will be made to stand erect with his/her feet together, and to raise his/her arms over his/her head. The tape will be so adjusted round the chest that its upper edge touches the inferior angles of the shoulder blades behind and lies in the same horizontal plane when the tape is taken round the chest. The arms will then be lowered to hang loosely by the side, and care will be taken that the shoulders are not thrown upwards or backwards so as to displace the tape. The candidate will then be directed to take a deep inspiration several times and the maximum expansion of the chest will be carefully noted, and the minimum and maximum will then be recorded in centimetres. 84-89, 86-93.5 etc. In recording the measurements, fractions of less than half a centimetre should not be noted.

N.B. The height and chest of the candidates should be measured twice before coming to a final decision.

The candidate will also be weighed and his/her weight recorded in kilograms, fractions of half a Kilogram should not be noted.

6. (a) The candidate's eye-sight be tested in accordance with the following rules. The result of each test will be recorded:
- (b) There shall be no limit for minimum naked eye vision but the naked eye vision of the candidates shall, however, be recorded by the Medical Board or other medical authority in every case, as it will furnish the basic information in regard to the condition of the eye.
- (c) The following standards are prescribed for distant and near vision with or without glasses for different types of Services.

Class of Service	Distant vision		Near vision	
	Better eye (corrected vision)	Worse eye (corrected vision)	Better eye (corrected vision)	Worse eye (corrected vision)
<i>Class I and II</i>				
(i) Technical	6/6 6/9	6/12 6/9	J.I	J. II
(ii) Non-Technical	6/9	6/12	J. I	J. II

(d) In every case of myopia, fundus examination should be carried out and the results recorded. In the event of pathological condition being present which is likely to be progressive and affect the efficiency of the candidate, he/she should be declared unfit. In respect of the Services mentioned under the category "Technical" and for also any other services concerned with the safety of public the total amount of Myopia (including the Cylinder) shall not exceed 4.00 D. Total amount of Hypermetropia (including the Cylinder) shall not exceed 4.00 D.

(e) *Field of vision*:—The field of vision shall be tested in respect of all services by the confrontation method. When such test gives unsatisfactory or doubtful results, the field of vision should be determined on the perimeter.

(f) *Night blindness*:—Broadly there are two types of night blindness: (1) as a result of Vit. A deficiency and (2) as a result of Organic disease of Retina—a common cause being Retinitis pigmentosa. In (1) the fundus is normal, generally seen in younger age group and ill nourished persons and improves by large doses of Vit. A. In (2) the fundus is often involved and mere fundus examination will reveal the condition in majority of cases. The patient in this category is an adult, and may not suffer from malnutrition. Persons seeking employment for higher posts in the Government will fall in this category. For both (1) and (2), dark adaptation test will reveal the condition. For (2) specially when fundus is not involved electro-Retinography is required to be done. Both these tests (dark adaptation and retinography) are time consuming and

require specialised set up, and equipment; and thus are not possible as a routine test in a medical check up. Because of these technical considerations, it is for the Ministry/Department to indicate if these tests for night blindness are required to be done. This will depend upon the job requirement and nature of duties to be performed by the prospective Government employee.

- (g) *Colour vision*—The testing of colour vision shall be essential in respect of all the services mentioned under the category 'TECHNICAL' and also for services relating to medical, Railway Protection Force and Chemist and Metallurgists under the Ministry of Railways. As regards the non technical services/posts, the Ministry/Department concerned will have to inform the Medical Board that the candidate is for a service requiring colour vision examination or not.

N.B.—Colour perception should be graded into a higher and lower grade depending upon the size of aperture in the lantern as described in the table below :—

<i>Grade</i>	<i>Higher grade of colour Perception</i>	<i>Lower grade of colour Perception</i>
1. Distance between the lamp and candidate	16'	16'
2. Size of aperture	1.3 mm	1.3 mm
3. Time of exposure	5 seconds	5 seconds

For the services concerned with the safety of the public, higher grade of colour vision is essential but for others lower grade of colour vision should be considered sufficient.

Satisfactory colour vision constitutes recognition with ease and without hesitation of signal red, signal green and white colours. The use of Ishihara's plates, shown in good light and suitable lantern like Edridge Green's shall be considered quite dependable for testing colour vision. While either of the two tests may be ordinarily considered sufficient in respect of the services concerned with road, rail and air traffic, it is essential to carry out the lantern test. In doubtful cases where a candidate fails to qualify when tested by only one of the two tests, both the tests should be employed.

- (h) *Ocular conditions other than visual acuity*—(i) Any organic disease or a progressive refractive error if the visual acuity in each eye is of the prescribed standard should be considered a disqualification.
- (ii) *Squint*—For technical services where the presence of binocular vision is essential, squint even if the visual acuity in each eye is of the prescribed standard, should be considered a disqualification. This will also apply in the case of candidates for Railway Protection Force. For other services the presence of squint could not be considered as a disqualification, if the visual acuity is of the prescribed standard.
- (iii) If a person has one eye or if he has one eye which has normal vision and the other eye is amblyopic or has subnormal vision, the usual effect is that the person lacks stereoscopic vision for perception of depth. Such vision is not necessary for many civil posts. The medical board may recommend as fit, such persons provided the normal eye has.
- (i) 6/6 distant vision and J.I. near vision with or without glasses provided the error in any meridian is not more than 4 diopters for distant vision.
- (ii) has full field of vision.
- (iii) normal colour vision wherever required.

Provided the board is satisfied that the candidate can perform all the functions for the particular job in question.

The above relaxed standards of visual acuity will not apply to candidates for posts/services classified as "TECHNICAL". The Ministry/Department concerned will have to inform the Medical Board that the candidate is for a "TECHNICAL" post or not.

- (i) *Contact Lenses*—During the medical examination of a candidate, the use of contact lenses is not to be allowed. It is necessary that when conducting eye test, the illumination of the type letters for distant vision should have an illumination of 15 foot-candles.

7. *Blood Pressure*

The Board will use its discretion regarding blood pressure. A rough method of calculating normal maximum systolic pressure is as follows :

- (i) With young subjects 15-25 years of age the average is above 100 plus the age.
- (ii) With subjects over the 25 years of age the general rule of 110 plus half the age seems quite satisfactory.

N.B.—As a general rule any systolic pressure over 140 and diastolic over 90 should be regarded as suspicious and the candidate should be hospitalised by the Board before giving their final opinion regarding the candidate's fitness or otherwise. The hospitalization report should indicate whether the rise in blood pressure is of a transient nature due to excitement etc. or whether it is due to any organic disease. In all such cases

X-Ray and electro-cardiographic examinations of heart and blood, urea clearance test should also be done as a routine. The final decision as to the fitness or otherwise of the candidate will, however, rest with the Medical Board only.

Method of taking blood Pressure

The mercury manometer type of instrument should be used as a rule. The measurement should not be taken within fifteen minutes of any exercise or excitement. Provided the patient and particularly his/her arm, is relaxed, he/she may be either lying or sitting. The arm is supported comfortably at the patient's side in a more or less horizontal position. The arm should be freed from clothes to the shoulder. The cuff completely deflated should be applied with the middle of the rubber over the inner side of the arm, and its lower edge an inch or two above the bend of the elbow. The following turns of cloth bandage should spread evenly over the bag to avoid bulging during inflation.

The brachial artery is located by palpitation and the bend of the elbow and the stethoscope is then applied lightly and centrally over it below, but not in contact with the cuff. The cuff is inflated to about 200 mm. Hg. and then slowly deflated. The level at which the column stands when soft successive sounds are heard represents the Systolic pressure. When more air is allowed to escape the sounds will be heard to increase in intensity. The level at which the column well-heard clear sounds change to soft muffled fading sounds represents the diastolic pressure. The measurements should be taken in a fairly brief period of time as prolonged pressure of the cuff is irritating to the patient and will vitiate the readings. Rechecking, if necessary, should be done only a few minutes after complete deflation of the cuff. (Sometimes as the cuff is deflated sounds are heard at a certain level; they may disappear as pressure falls and reappear at a still lower level. This 'Silent Gap' may cause error in reading).

8. The urine (passed in the presence of the examiner) should be examined and the result recorded, where a Medical Board finds sugar present in candidate's urine by the usual chemical tests the Board will proceed with the examination with all its other aspects and will also specially note any signs or symptoms suggestive of diabetes. If except for glycosuria the Board finds the candidate conforms to the standard of medical fitness required they may pass the candidate 'fit subject to the glycosuria being non-diabetic' and the Board will refer the case to a specified specialist in Medicine who has hospital and laboratory facilities at his disposal. The Medical Specialist will carry out whatever examination, clinical and laboratory he/she considers necessary including a standard blood sugar tolerance test, and will submit his/her opinion to the Medical Board upon which the Medical Board will base its final opinion "fit or unfit". The candidate will not be required to appear in person before the Board on the second occasion. To exclude the effects of medication it may be necessary to retain a candidate for several days in hospital, under strict supervision.

9. A woman candidate who as a result of tests is found to be pregnant, of 12 weeks standing or over, should be declared temporarily unfit until the confinement is over. She should be re-examined for a fitness certificate six weeks after the date of confinement, subject to the production of medical certificate of fitness from a registered medical practitioner.

10. The following additional points should be observed :

- (a) The candidate's hearing in each ear is good and that there is no sign of disease of the [ear.] In case it is defective the candidates should be got examined by the ear specialist, Provided that if the defect in hearing is remediable by operation or by use of a hearing aid, a candidate cannot be declared unfit on that account provided he/she has no progressive disease in the ear. This provision is not applicable [in the case of Railway Services; and Military Engineering Services;
- (b) that his/her speech is without impediment ;
- (c) that his/her teeth are in good order that he/she is provided with dentures where necessary for effective mastication (well filled teeth will be considered as sound).
- (d) that the chest is well formed and his chest expansion sufficient; and that his/her heart and lungs are sound;
- (e) that there is no evidence of any abdominal disease;
- (f) that he/she is not ruptured;
- (g) that he/she does not suffer from hydrocele, a severe degree of varicocele, varicose veins or piles;
- (h) that his/her limbs, hands and feet are well formed and developed and that there is free and perfect motion of all joints;
- (i) that he/she does not suffer from any inveterate skin diseases;
- (j) that there is no congenital malformation or defect;
- (k) that he/she does not bear traces of acute or chronic disease pointing to an impaired constitution.]

- (l) that he/she bears marks of efficient vaccination ; and
 (m) that he/she is free from communicable disease.

11. Screening of the chest should be done as a routine in all cases for detecting any abnormality of the heart and lungs, which may not be apparent by ordinary physical examination. Where it is considered necessary a skiagram should be taken.

When any defect is found it must be noted in the certificate and the medical examiner should state his/her opinion whether or not it is likely to interfere with the efficient performance of the duties which will be required of the candidate.

NOTE :— Candidates are warned that there is no right of appeal from a Medical Board, special or standing, appointed, to determine their fitness for the above services. If however, Government are satisfied on the evidence produced before them of the possibility of an error of judgement in the decision of the first Board, it is open to Government to allow an appeal to second Board. Such evidence should be submitted within one month of the date of the communication in which the decision of the first Medical Board is communicated to the candidate, otherwise no request for an appeal to second Medical Board will be considered.

If any medical certificate is produced by a candidate as a piece of evidence about the possibility of an error judgement in the decision of the first Board, the certificate will not be taken into consideration unless it contains a note by the medical practitioner concerned to the effect that it has been given in full knowledge of the fact that the candidate has already been rejected as unfit for service by the Medical Board.

The procedure regarding filing an appeal, described in note below para 11 is not applicable so far as the candidates for the Combined Competitive Examination are concerned. The candidates for this examination will be required to deposit an appeal fee of Rs. 50 in such manner as may be prescribed by the Government of India in this behalf by the Department of Personnel & A.R. This fee will be refundable only to those candidates who are declared fit by the Appellate Medical Board whereas in the case of others, it will be forfeited. The candidates, may if they like, enclose medical certificates in support of their claim of being fit. The appeals should be submitted within 21 days of the date of communication in which the decision of the first Medical Board is conveyed to the candidate; otherwise, requests for second medical examination by an Appellate Medical Board will not be entertained. The second medical examination by the Appellate Board will be arranged at New Delhi only at candidate's own cost. No travelling allowance or daily allowance will be admissible for the journeys performed in connection with the second medical examination. Necessary action to arrange medical examination by the Appellate Medical Board will be taken by the Department of Personnel & A.R. on receipt of appeals accompanied by the prescribed fees.

Medical Board's Report

The following intimation is made for the guidance of the Medical Examiner :

The standard of physical fitness to be adopted should make due allowance for the age and length of service if any, of the candidate concerned.

No person will be deemed qualified for admission to the Public Service who shall not satisfy Government, or the appointing authority, as the case may be that he/she has no disease, constitutional affliction, or bodily infirmity unfitting him/her, or likely to unfit him/her for that service.

It should be understood that the question of fitness involves the future as well as the present and that one of the main objects of medical examination is to secure continuous effective service and in the case of candidates for permanent appointment to prevent early pension or payments in case of premature death. It is at the same time to be noted that the question is one of the likelihood of continuous effective service and the rejection of a candidate need not be advised on account of the presence of a defect which in only a small proportion of cases is found to interfere with continuous effective service.

The Board should normally consist of three members, (i) a Physician (ii) a Surgeon and (iii) an Ophthalmologist, all of whom should as far as practicable be of equal status. A lady doctor will be co-opted as a member of the Medical Board whenever a woman candidate is to be examined.

Candidates appointed to the Indian Defence Accounts Service are liable for field service in or out of India. In the case of such a candidate, the medical board should specifically record their opinion as to his fitness or otherwise for field service.

The report of the medical board should be treated as confidential.

In cases where a candidate is declared unfit for appointment in the Government service the grounds for rejection may be communicated to the candidate in broad terms without giving minute details regarding the defects pointed out by the Medical Board.

In cases where a Medical Board considers that a minor disability disqualifying a candidate for Government service can be cured by treatment (medical or surgical) a statement to that effect should be recorded by medical board. There is no objection to candidate being informed of the Board's opinion to this effect by the appointing authority and when a cure has been effected it will be open to the authority concerned to ask for another medical board.

In the case of candidates who are to be declared 'Temporarily Unfit' the period specified for re-examination should not ordinarily exceed six months at the maximum. On re-examination after the specified period these candidates should not be declared temporarily unfit for a further period but a final decision in regard to their fitness for appointment or otherwise should be given.

(A) Candidate's statement and declaration

The candidate must make the statement required below prior to his/her medical examination, and must sign the Declaration appended thereto. His/her attention is specially directed to the warning contained in the note below:—

1. State your name in full (in block letters)
2. State your age and birth place :
2. (a) Do you belong to races such as Gorkhas, Garhwalis, Assamese, Nagaland Tribals etc. whose average height is distinctly lower, Answer 'Yes' or 'No' and if the answer is 'yes' state the name of the race ?
3. (a) Have you ever had smallpox, intermittent or any other fever, enlargement or suppuration of glands, spitting of blood, asthma, heart disease, lung disease, fainting attacks rheumatism, appendicitis ?

OR

- (b) any other disease or accident requiring confinement to bed, and medical or surgical treatment ?
4. When were you last vaccinated ?
5. Have you suffered from any form of nervousness due to overwork or any other cause ?
6. Furnish the following particulars concerning your family :—

Father's age if living and state of health	Father's age at death and cause of death	No. of brothers living, their ages and state of health	No. of brothers dead, their ages at death and cause of death
.....
.....

Mother's age, if living and state of health	Mother's age at death and cause of death	No. of sisters living, their ages, and state of health	No. of sisters dead, their ages at death and cause of death
.....
.....

7. Have you been examined by a Medical Board before ?
- . If answer to the above is, yes, please state what Service/Services you were examined for ?

- (l) that he/she bears marks of efficient vaccination ; and
 (m) that he/she is free from communicable disease.

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When any defect is found it must be noted in the certificate and the medical examiner should state his/her opinion whether or not it is likely to interfere with the efficient performance of the duties which will be required of the candidate.

Note — Candidates are warned that there is no right of appeal from a Medical Board, special or standing, appointed to determine their fitness for the above services. If however, Government are satisfied on the evidence produced before them of the possibility of an error of judgement in the decision of the first Board, it is open to Government to allow an appeal to second Board. Such evidence should be submitted within one month of the date of the communication in which the decision of the first Medical Board is communicated to the candidate, otherwise no request for an appeal to second Medical Board will be considered.

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In cases where a candidate is declared unfit for appointment in the Government service the grounds for rejection may be communicated to the candidate in broad terms without giving minute details regarding the defects pointed out by the Medical Board.

9. Who was the examining authority ?
10. When and where was the Medical Board held ?
11. Result of the Medical Board's examination, if communicated to you or if known

I declare that all the above answers are to the best of my belief, true and correct.

Candidate's signature

Signed in my presence

Signature of Chairman of the Board

NOTE:—The candidate will be held responsible for the accuracy of the above statement. By wilfully suppressing any information he/she will incur the risk of losing the appointment and, if appointed, of forfeiting all claim to superannuation allowance or gratuity.

Report of the Medical Board on (name of candidate) physical examination.

General Development : Good.....Fair.....Poor.....

Nutrition : Thin.....Average.....Obese

Height (without shoes).....Weight.....

Best weight.....When ?.....Any recent change in weight.....

.....Temperature.....

Girth of Chest:—

- (1) After full inspiration
- (2) After full expiration

- (2) Skin : Any obvious disease
- (3) Eyes: (1) Any disease
- (2) Night blindness
- (3) Defect in colour vision
- (4) Field of vision
- (5) Visual acuity
- (6) Fundus examination

Acuity of vision	Naked eye	With glasses	Strength of Glasses		
			Sph.	Cyl.	Axis
Distant Vision	R.E.				
	L.E.				
Near Vision	R.E.				
	L.E.				
Hypermetropia (Manifest)	R.E.				
	L.E.				

4. Ears : Inspection.....Hearing : Right Ear
- Left Ear.....
5. GlandsThyroid
6. Condition of teeth
7. Respiratory System : Does physical examination reveal anything abnormal in the respiratory organs ?.....
-
-
- If yes, explain fully
-
-

8. Circulatory system :
- (a) Heart : Any organic lesions? Rate : Standing
 After hopping 25 times.....
 2 minutes after hopping.....
- (b) Blood pressure : Systolic Diastolic.....
9. Abdomen : Girth..... Tenderness..... Hernia.....
- (a) Palpable : Liver..... Spleen..... Kidneys.....
 Tumors.....
- (b) Hemorrhoids Fistula.....
10. Nervous System : Indications of nervous or mental disabilities.....
11. Loco-Motor System : Any abnormality.....
12. Genito Urinary System : Any evidence of Hydrocele, Varicocele etc.
 Urine Analysis]:
 (a) Physical appearance (b) Sp. Gr. (c) Albumin
 (d) Sugar (e) Casts (f) Cells
13. Report of Screening/X-Ray Examination of Chest.

14. Is there anything in the health of the candidate likely to render him/her unfit for the efficient discharge of his/her duties in the service for which he/she is a candidate ?

NOTE :- In the case of a female candidate, if it is found that she is pregnant of 12 weeks standing or over, she should be declared temporarily unfit vide Regulation 9 (Appendix No. 1) M/o Health O.M. No. F5-15/71, MA, dt. the 5th October, 1971. }

15. (i) State the Service for which the candidate has been examined :-
- (a) Indian Administrative Service & Indian Foreign Service. |
 (b) IPS & Delhi-Himachal Pradesh Police Service
 (c) Central Service, Class I & II. |
 (d) Indian Forest Service.
- (ii) Has he/she been found qualified in all respects for the efficient and continuous discharge of his/her duties in—
- (a) Indian [Administrative] Service & Indian Foreign Service. |
 (b) IPS and Delhi-Himachal Pradesh Police Service
 (see specially height, chest, eye-sight, colour blindness and locomotive system) []
 (c) Transportation [Traffic & Commercial] Departments of the Indian Railways.....
 (see specially height, chest, eye-sight, colour blindness). |
 (d) Other Central Services,
 Class | I/II.....
 (e) Indian Forest Service.
- (iii) Is the candidate fit for FIELD SERVICE

NOTE :- The Board should record their findings under one of the following three categories :

- (i) Fit |
 (ii) Unfit on account of
 (iii) Temporarily unfit on account of

Place | Chairman
 Date | Member
 Member

ANNEXURE II

Standards of Visual Acuity for Employment in non-gazetted posts

Class of Service	Distant Better eye	Vision Worse eye	Near Better eye	Vision Worse eye
All non-gazetted posts other than Class IV posts and also excluding the posts of Aerodrome Operators, Fire Foremen and Fire Operators in the Civil Aviation Departments	6/6	Nil.	0.6	0.8
	6/12	OR 6/12		
	6/9	OR 6/18		
CLASS IV	6/9	OR Nil		No] standards
	6/18	OR 6/18		
	6/12	OR 6/24		
Drivers	6/9	OR 6/9	0.6	0.8
	6/6	OR 6/12		

[in addition colour vision (Red & Green) of candidates should be intact.]

(M/o Health No. 5 (II)-17/61, dated 7th August, 1961).

When the age of the candidate at the time of first appointment is 35 years or more the correct visual acuity will be reduced by one step as under :—

All non-gazetted posts other than Class IV posts and also excluding the posts of Aerodrome Operators, Fire Foremen and Fire Operators, in the Civil Aviation Department.	6/9	OR Nil		
	6/18	OR 6/18		
	6/12	OR 6/24		
Class IV	6/12	OR Nil		
	6/24	OR 6/24		
	6/18	OR 6/36		

- (a) (i) No limit for the amount of refractive error in respect of non-gazetted services is prescribed provided their visual acuity is in accordance with the standards mentioned above.
- (ii) In respect of non-gazetted services under the Ministry of Railways the existing practice of testing colour vision followed by that Ministry is to be continued. In respect of other non-gazetted services a test for colour perception is to be carried out only when specifically asked by the department concerned.
- (iii) In respect of Aerodrome Operators and Fire Foremen, Fire Operators in the Civil Aviation Department the visual standards as indicated in Appendix III would apply.
- (iv) The presence of squint is not to be considered as a disqualification if the visual acuity is of the prescribed standards.
- (v) The loss of one eye is not a disqualification for non-gazetted services provided the prognosis about the functioning eye is good and its vision is not likely to be endangered by the condition of the worse eye and the visual acuity standards mentioned above are fully satisfied.

[Ministry of Health O.M. No. F 5(II)-22/57-M.II (pt. II) dated the 17th December, 1957].

- (vi) The above standards do not apply in the case of candidates for the posts of Inspector, Sub-Inspector and Sepoy in the Central Excise Department.

[Ministry of Health O.M. No. F 5-(II)-1/60 M.II. dated the 27th January, 1960.]

- (vii) If the duties of non-gazetted posts, other than Class IV, include field work and such posts as those of Air Survey Draftsman and Photogrammatic Operators who are required to have binocular vision the standards of visual acuity will be the same as are prescribed for Class I and Class II, Technical posts (of Appendix I). Squint, even if the visual acuity is of prescribed standard, is to be considered as disqualification. One-eyed persons are also not to be accepted for such posts.

(NOTE :— Government may relax any one of the conditions in favour of any candidate for special reasons).

[Ministry of Health O.M. No. 5 (II)—12/57. (Pt. II) dated the 4th November, 1958].

ANNEXURE III

Standards of visual acuity of Government servants in the Aerodrome Organisation of the Civil Aviation Department who have to deal with Aircraft, Operations

Category of post	Minimum visual standards required.
1. Aerodrome Operators, Grade I	Without glasses 6/60 each eye with glasses 6/6 each eye.
2. Aerodrome Operators, Grade II Fire Foreman Fire Operators	Without glasses Better eye 6/6 worse eye 6/60 With glasses 6/12 each eye.

- (a) Myopic correction acquiring a lens of more than 6 dioptries in any meridian should cause rejection.
- (b) Hypermetropia of more than 4 Dioptries should not be allowed.
- (c) Colour Test—Normal or defective safe.
- (d) Night blindness should be a cause for rejection. No disease of the eyelids likely to become chronic or media or retina producing a visual impairment to constitute a cause for failure in the efficient performance of these duties should be present. Squint, a tendency to undue ocular fatigue or recurrent headaches should also be a cause for rejection.
- (e) The Aerodrome Operators, Grade I, will be examined with reference to these standards annually. Aerodrome Operators Grade II, Fire Foreman and Fire Operators will be examined after every two years.