

CHAPTER VIII
RULES RELATING TO MEDICAL EXAMINATION

Pre-employment Medical Examination

1. Pre-employment medical examination will be done for all new appointees either by a Company Medical Officer or by a Medical Board Consisting of company's Medical Officers formed as per orders of CMO.

Medical examination will be done as per standards laid down below

A standard form should be used to record the findings; (vide Annexure Form No. III). The Form No. IV (vide Annexure) requires to be filled up by the candidate.

Physical standard for pre-employment medical examination

The minimum physical standard for the above is as under :

A. MINIMUM PHYSICAL STANDARD FOR ALL CLASSES OF EMPLOYEES DIRECTLY CONNECTED WITH COAL MINING (MINING, GEOLOGICAL, SURVEY, MECHANICAL, ELECTRICAL, ELECTRONICS, OPEN CAST, PERSONNEL, MINING TRAINEES, AUTHORISED DRIVERS AND WATCH AND WARD EMPLOYEES, ETC.)

(i) A candidate must be in sound mental and physical health and free from any physical defect likely to interfere with the efficient performance of his duty. He should not be grossly over-weight or under-weight.

(ii) Minimum standard of height may be relaxed to 60" in case of watch and ward candidates belonging to races such as Gorkhas, Garhwalis and Assamese Tribals etc. Height must be taken without shoes.

(iii) Hearing must be good and there should be no progressive disease affecting hearing.

(iv) Speech must be without impediment, excluding stammering of moderate degree.

(v) Chest measurement : The girth of the chest in full expiration should be recorded to determine the range of expansion (between the minimum and maximum). In all doubtful cases the functional capacity of the lungs may be tested.

In the examination of candidates the following table of correlation of height and chest girth will be applied.

HEIGHT		CHEST MEASUREMENT			
In inches	In cm	On full expiration		On full inspiration	
		In inch	In cm	In inch	In cm
Between 62- $\frac{1}{2}$ & 65	Between 159 & 165	30	75	32	81
Between 65 & 68	Between 165 & 173	31	79	33	84
Between 68 & 70	Between 173 & 178	32	81	34	86
Between 70 & 72	Between 178 & 183	33	84	35- $\frac{1}{2}$	90
More than 72	More than 183	34	86	36- $\frac{1}{2}$	93

(vi) Chest must be well formed, the lungs and heart must be normal. After 20 hops (or stands and squattings) pulse should return to normal within 3 minutes. There should be no evidence of Chronic palmonary, bronchial, laryngeal, valvular diseases or gross arteriosclerosis.

(vii) Blood pressure should be normal in recumbent posture.

(viii) The teeth must be in good order, decayed or broken teeth must be properly stopped or crowned and deficient teeth replaced by artificial teeth where necessary. Gums should be in healthy condition.

(ix) There should be no hernia.

(x) There should be no hydrocele. In case there is a hydrocele the person may be permitted to get operated within 3 months and if the operation is successful, he may be declared fit.

(xi) The limbs, hands, fingers, feet and toes must be well formed and developed with free and perfect motion of all joints.

(xii) Candidates should not suffer from chronic or extensive ulcers, ailments of skin or other system. Subjects of Palsy, Paralysis and Epilepsy are to be rejected.

(xiii) Vision should be of the following standards :

	Naked eye	Corrected with glasses	Near vision
Better eye	6/12	6/6	0.6
Worse eye	6/24	6/9	0.8
or Each eye hypermetropia	6/18	6/9	0.8

Note :

(a) Total Myopia in the above standard should not exceed -6D.

(b) Manifest Hypermetropia should not exceed -3D, total.

(c) In case of total error of refraction about -2D, Ophthal-moscopic examination should be conducted to detect any progressive morbid changes of the choroid, or retina.

(d) Night blindness and colour blindness : Candidate's night vision will be tested to ascertain whether or not he suffers from night blindness. Tests also should be done for colour blindness.

(e) In case of defective vision due to nebula of the cornea the candidate will be rejected.

(f) Squint or any morbid condition subject to risk or aggravation or recurrence in either eye may cause rejection of a candidate.

(xiv) Urine should be examined particularly for the presence of sugar and albumin.

(xv) Examiners will use their own discretion as to the scope of the general physical examination in each case, and will judge cases on their merits, taking into consideration the prospective duties of the examinees. In the examination of the candidate's hearing the speaking voice test will be employed. The examiner will speak in an ordinary conversational voice, the examinee will be at a distance of three yards and with his back to the examiner; the ears will be separately tested by the occlusion of other ear. It should be understood that the question of fitness involves the future as well as the present; that the main object of medical examination are to secure continuous effective service to prevent early retirement and payments in case of premature death or payments of accidents compensation attributable to physical deficiencies and unusual medical expenditure on employees of poor physique.

(xvi) Particulars against items Nos. 1 to 4 in the prescribed medical examination form are to be furnished by the appointing authorities concerned to the medical examiner.

(xvii) The report of the medical examination should be treated as confidential.

(xviii) Personal statement and declaration should be obtained from all candidates for medical examination in the prescribed form.

B. MINIMUM PHYSICAL STANDARD REQUIRED FOR RECRUITMENT TO POSTS OTHER THAN GROUP 'A'

(i) A candidate must be in good mental and bodily health and free from any physical likely to interfere with the efficient performance of his duty. He should not be grossly over-weight or under-weight.

(ii) Hearing must be good and there should be no progressive disease affecting hearing.

- (iii) Speech must be without impediment, stammering of moderate degree excluded.
- (iv) Chest must be well formed with minimum girth not less than 30 inches (76 cm) on full expiration and not less than 32 inches (81 cm) on inspiration.
- (v) Height must not be less than 60 inches without shoes.
- (vi) Respiratory system : Lungs should be sound and free from any chronic bronchial or laryngeal disease.
- (vii) Circulatory system : There should be no evidence of enlargement of heart, chronic vascular disease or gross arteriosclerosis. Blood pressure should be normal in recumbent posture. Pulse should return to normal within 3 minutes after 20 hops or standard and squattings.
- (viii) There should be no Harnia.
- (ix) There should be no Hydrocele. A person with Hydrocele may be declared fit after successful operation within three months after pre-employment medical examination.
- (x) The limbs, hands, fingers, feet and toes must be well formed and developed with free and perfect motion of all joints.
- (xi) Candidates should not suffer from chronic ailments of skin or other system. Subjects of Palsy, Paralysis and Epilepsy are to be rejected.
- (xii) Vision should be of the following standard :

Class of service	Better eye (Distant vision)	With worse eye	or	Without glass better eye	Worse eye (Near vision)
Class I & II employees	6/9			0.6	0.8
		OR			
	6/6			0.6	0.8
Class III Senior Subordinate employees	6/12			0.6	—
		OR			
	6/9			0.6	No standard
Junior Subordinate Class III, Class IV employees excluding watch & ward personnel	6/12			Nil	
		OR		6/18	

Note : Total Myopia should not exceed -6D, Hypermatropia (total) should not exceed + 4D. For total myopia over -4D presence of any progressive disease must be eliminated by fundus examination.

(xiii) Alimentary system : The candidates should have sufficient number of natural or artificial teeth for mastication and healthy gums.

(xiv) Genito urinary system : There should be no evidence of Kidney disease and urine should be particularly examined for presence of sugar and albumin. Duration of pregnancy if present, should be recorded in case of female candidates.

(xv) Skeleto-nervous system : The limbs should be well formed and developed and function of all limbs should be within normal limits. Any deformity should be recorded. There should be no evidence of paralysis, palsy and epilepsy.

(xvi) Cutaneous system : There should be no evidence of extensive and chronic skin disease or ulceration.

(xvii) Examiners will use their own discretion as to the scope of the general physical examination in each case, and will judge cases in their merits. For hearing the speaking voice test will be employed. The examiner will speak an ordinary conversational voice; the examinee will be at a distance of three yards and with his/her back to the examiner; the ears will be separately tested by the occlusion of the other ear.

It should be understood that the question of fitness involves the future as well as the present that the main object of medical examination are to secure continuous effective service to prevent early retirement and payments in case of pre-mature death or payments of accident compensations attributable to physical deficiencies and unusual medical expenditure on employees of poor physique.

(xviii) The blood pressure of candidates will be examined. The examination of urine will be compulsory for all categories of candidates and the specimen should be passed in the presence of the examiner.

(xix) Particulars against item No. 1 to 4 in the prescribed Medical Examination Form are to be furnished by the appointing authorities concerned to the Medical Examiner.

(xx) The report of the medical examination should be treated as confidential.

(xxi) Personal statement and declaration should be obtained from all candidates for medical examination in the prescribed form.

Medical Examination for Re-employment

2. In case of re-employment after superannuation, the person concerned will be medically examined by a Medical Board constituted by CMO of the company for issue of a certificate of fitness. No fees will be charged for such medical examination except for investigation, facilities for which are not available in the company.

3. Medical Examination for Retirement on Medical Ground

(i) An employee who desires to retire on medical grounds or an employee who has been reported as permanently incapable of performing his duties on medical grounds, will be examined by a Medical Board constituted by CMO.

(ii) An Appealate Medical Board will be constituted by CMO, if necessary.

4. Medical Examination in Connection with Leave on Medical Ground

(a) Leave application of a Company employee on medical grounds should be supported by a medical certificate either from a Doctor of the Company, or from a private registered practitioner in case where Company's Doctor is not available at the station. In the former case the certificate of fitness should be obtained from the Doctor of the Company and in the latter case the certificate of fitness obtained from the private registered practitioner should be countersigned by a Doctor of the Company.

(b) In case of application for Leave on medical ground, or for prolonged illness or where administration may so desire, the certificate of registered practitioner for leave on medical ground should be issued or countersigned by the Doctor of the Company as the case may be.

(c) In case referred to above where certificates are issued or countersigned by the Doctor of the Company, no fees will be charged.

(d) Employees returning to duty from medical leave should report to the Company Medical Department either with or without medical certificate etc. as the case may be, for certification of their fitness to return to duty. Belated submission of fitness certificate to the Company Medical Department for countersignature will not be entertained.

5. Periodical Medical Examination

Periodical medical examination of coal miners will be conducted as per Mines Act, 1952 and Mines Rules, 1955. The procedure of above examination will be as per said Act and Rules.

CHAPTER IX SAVINGS

Relaxation of Rules

1. The Chairman, CIL and CMDs of the subsidiary companies may relax the provisions of any of these rules in exceptional circumstances.
2. Cases already decided shall not be reopened.
3. These rules can be withdrawn at the discretion of the CIL without any notice and assigning any reason thereunder.
4. CIL reserves to itself the right to alter and/or to amend any rule or issue a new rule thereunder at any time and without assigning any reason thereof.
5. These rules are applicable when medical treatment is undertaken in India. There is no provision in these rules for treatment outside India.