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## NALCO MEDICAL EXAMINATION RULES' 2006.

Ref.No.8.1(a)	Date 22.01.2007
Title	NALCO MEDICAL EXAMINATION RULES' 2006
Approved By	Board of Directors 212 <sup>th</sup> Meeting held on 22.01.2007.
Effective Date	22.01.2007
Replaces/Modification Clarification	

**1. SHORT TITLE AND COMMENCEMENT:**

These Rules may be called **NALCO Medical Examination Rules 2006** and shall come into force with immediate effect.

**2. OBJECTIVE:**

The objective of NALCO Medical Examination Rules is to prescribe nature, contents, norms and procedures of Medical Examination for determining the medical fitness of a candidate for appointment in the Company.

**3. DEFINATION:**

- (i) **“Company”** means National Aluminium Company Limited
- (ii) **“Authorised Medical Officer”** means the Medical Officer of the Company nominated by the Chief Medical Officer / Head of the Hospital of the Company specifically for the purpose of conducting medical examination and certifying a candidate as medically fit or unfit or temporarily unfit.
- (iii) **“Competent Medical Authority”** means the Chief Medical Officer / Head of the hospital of the Company.

**4. SCOPE AND COVERAGE:**

- (i) The NALCO Medical Examination Standards, norms & procedures laid down there under will be applicable for appointment to all categories of posts in the Company including that of Mines & Trainees inducted against regular vacancies.
- (ii) All the newly selected candidates in order to be eligible for appointment in the service of the Company, shall be required to undergo Medical Examination under these Rules and produce a medical fitness certificate as may be prescribed under these rules from time to time.

- (iii) To be considered fit for employment, the candidate must be in good mental and physical health and free from any physical defect likely to interfere with the efficient performance of the duties.
- (iv) Employees of the Central/State Govt./Public Sector Undertaking joining the service of the company on deputation will not be covered under these rules.

## 5. **CLASSIFICATION:**

For the purpose of medical examination and issue of fitness certificate the jobs have been classified in to the following categories.

- (i) **Category-A - Technical / Engineering services, Mining, Telecommunication, Fire services and such other operation and maintenance jobs**  
(Persons engaged in Engineering and Maintenance services, Mines employees, all types of vehicle drivers, Operators, Skilled Workers inside plant / Mines and township, Chargeman, Foreman, Laboratory Assistant, Technicians, Chemist, Safety personnel, all unskilled employees engaged in Operation and Maintenance jobs inside the plant/Mines, Construction Workers inside the plant, Doctors /Para-medical staffs, System personnel etc.)
- (ii) **Category- B - Non-Technical Services**  
(Finance & Accounts, Materials, Marketing, HRD Administration, unskilled workers employed in township, Canteen, Horticulture, Ministerial staff etc.)

**NOTE:-** Indicated service functions under categories 'A' & 'B' above are illustrative only and not exhaustive.

## 6. **NORMS AND STANDARDS:**

Medical fitness of the candidates will be determined on the basis of Medical Examination to be conducted with reference to the manner and medical standards and norms as laid down in **Schedule –‘A’**

7 **PROCEDURE FOR MEDICAL EXAMINATION:**

- (i) Medical Examination as prescribed in these rules will be conducted by the Authorized Medical Officer of the Company nominated specifically for the purpose by the Chief Medical Officer/Head of Medical Department, of the concerned Unit, who will be the only authority competent to certify a candidate as medically fit in respect of all appointments made in the unit or establishment concerned.
- (ii) Medical fitness of the candidates by a Doctor/ Medical Practitioner other than the Authorised Medical Officer of the Company will not be permitted. For this purpose the Company's Medical Officer's report shall be considered as final. In exceptional cases, however, where the Unit Head i.e. Executive Director/Head of the Complex is satisfied that there might have been an error of judgment in the decision of the Authorised Medical Officer as Countersigned by the Competent Medical Authority, he may, at his discretion refer the case for re-examination to the Medical Board.
- (iii) In Units/Offices where no facilities exist for conducting some or any of the medical tests the candidates may be referred to the Company's empanelled hospitals/ diagnostic Centres for the same. On receipt of the medical report the Authorised Medical Officer will declare the candidate **fit** or **unfit** or **temporarily unfit** on the basis of medical standards laid down under these Rules.
- (iv) The Authorised Medical Officer may at his / her discretion obtain the opinion of a Specialist of the Company as and when required. If necessity arises, the specialist may seek the advice/ opinion of Super Specialist of Govt. / Recognized Hospitals.
- (v) The Authorised Medical Officer will submit the medical examination report and the medical certificate of fitness in the prescribed proforma **(Appendix-1&2)** to the Competent Medical Authority, declaring the candidate either 'fit' or 'unfit' or 'temporarily unfit'. On satisfying himself that the medical reports are correct and complete in all respects, the competent Medical Authority will countersign the documents and retain the medical report for the hospital records and forward the medical certificate of fitness to the HRD Department. However, in respect of the candidates to be employed in the Mines, the medical examination report will be as per FORM – 'O' of Mines Act. 1952 and the rules made there under **(Appendix-3)**. In order to facilitate transfers between Mines and other Units, the standards of medical fitness is so chosen as to include the minimum standards specified under Mines Rules-29(F).

- (vi) Where a candidate has been declared 'temporarily unfit' by reasons of short term sickness, which is curable within a period of six months, the candidate will be informed by the HRD Deptt. of the disease or defect in the prescribed form **(Appendix-4)** along with the intimation that he will be required to undergo a re-examination maximum within six months from the date of his being declared 'temporarily unfit'. At the time of re-examination he will be required to produce proof of treatment and a certificate of cure from the Doctor who treated him for the disease for which he was declared 'temporarily unfit'. On satisfying himself that the short term sickness is cured the Authorized Medical Officer in consultation with the concerned Specialist of the Company will certify that the candidate is medically fit, which will be counter signed by the Competent Medical Authority.
- (vii) Where a candidate is declared 'Unfit', the result of the medical examination together with the reasons, as recorded in the certificate of the Competent Medical Authority, will be communicated to him by the HRD Department.
- (viii) To determine the medical fitness or otherwise of a person for appointment in the service of the Company is the sole and exclusive discretion of the management. However, in exceptional cases, where on an appeal and on the basis of evidence produced before him the Unit Head /Unit In-Charge is satisfied that there might have been an error of judgement in the decision of the Authorized Medical Officer as countersigned by the Competent Medical Authority, he may, at his discretion, refer the case for re-examination within four weeks from the date of the medical examination by a Medical Board. The Medical Board will be constituted comprising of Chief Medical Officer / Head of the Hospital of the Unit and two other Company Doctors. The Board may seek opinion of the Super Specialist of NALCO empanelled hospitals, if necessity arises. The Medical Board will give its report within one month from the medical examination of the candidate.
- (ix) In case of a female candidate, a lady Medical Officer/ Staff Nurse duly authorized by the chief Medical Officer will be present at the time of Medical Examination.

**8. RELAXATION FOR PHYSICALLY HANDICAPPED PERSONS:**

- (i) Apart from due compliance with the directives of the Government in this regard, NALCO, as a Central Public Sector Enterprise accepts it as an important social obligation to make every endeavour to provide employment to the handicapped persons in selected areas where such persons can perform their specified duties with reasonable efficiency and without undue physical strain or hazard. The specific jobs in which the handicapped may be gainfully employed and the nature and extent of relaxation of medical standards and norms with reference to each job will be notified by the Company from time to time.
- (ii) Where a handicapped person is selected through an open competition he may be declared 'handicapped but fit' if:
  - (a) Except for the handicap he otherwise satisfies all other physical standards as prescribed in these rules; and
  - (b) Considering the nature of duties and responsibilities of the job, location, hazard, strain and other factors, the handicap is not likely to interfere with the performance of duties of the post with reasonable efficiency and without possible deterioration of his physical and mental health.

**9. MEDICAL EXAMINATION FOR SERVING EMPLOYEES:**

- (i) All the employees working in the hazardous areas as defined in the statute should be examined once in a year and others once in two years.
- (ii) Where the Competent Authority has reasons to believe that a serving employee is suffering from a contagious disease or a physical or mental disabilities, which in his opinion is likely to interfere with the efficient discharge of his duties he may direct the employee to undergo a fresh Medical Examination by a duly constituted Medical Board.
- (iii) The employees who are considered unsuitable to perform their jobs may be rehabilitated in an alternative job wherever possible. However, name of the employees who are not found fit to perform any kind of job will be communicated to the Management for further necessary action.

10. **RELAXATIONS:**

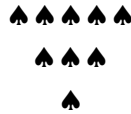
Relaxation of any of the medical standard as laid down herein will require the specific approval of the Chairman-Cum-Managing Director.

11. **INTERPRETATIONS:**

In case of doubts or disputes regarding the interpretation of any of the provisions of these rules and the schedule, such doubts or disputes will be referred to the Chairman-Cum-Managing Director, whose decision in the matter shall be final.

12. **AMENDMENT:**

These Rules may be amended or modified at any time by the Chairman-Cum-Managing Director.



**NATIONAL ALUMINIUM COMPANY LIMITED**

(A Government of India Enterprise)

NALCO BHAWAN, P/1, Nayapalli, Bhubaneswar-751013.

**NORMS AND STANDARDS FOR MEDICAL FITNESS**

1. **A person to be appointed in NALCO should have:-**

- (i) Good mental and bodily health and a strong constitution.
- (ii) Free from physical defect or abnormality-congenital or acquired, likely to interfere with the efficient performance of duties.
- (iii) No evidence of maldevelopment-physical or mental.
- (iv) Joints and locomotor functions are within normal limits.
- (v) No deformity from old fractures or depressions of skull bones.

2. **HEIGHT AND WEIGHT:**

**Minimum Height:**

**Minimum Weight:**

157 cm - Male

50 Kg - Male

145 cm - Female

40 Kg - Female

The minimum height required for Drivers is 162 cms.

The table of standard weight for various groups is given below.

**Height – Weight Table**

	Height	Age		
	Cms	20-24 years Kg.	25-29 years Kg.	30-34 years Kg.
<b>M</b>	152.5	48	49	50
	155.0	49	50	51
<b>A</b>	157.5	50	51	52
	160.0	51	52	53
<b>L</b>	162.5	52	53	54
	165.0	53	54	56
<b>E</b>	167.0	54	56	58
	170.0	56	58	60
<b>S</b>	172.5	58	60	60
	175.0	60	62	64
	177.0	62	64	66
	180.0	64	66	68
	183.0	66	68	70



The above standards regarding height & weight may be varied in case of **women candidates**.

**Height:** Measurement will be taken in centimeters with the individual standing bare footed and straight weight thrown on both heels kept together. Tendency to stand on toes or raise heels will be strictly avoided. The candidate will stand erect with chin drawn in to bring the vertex of the head in level under the horizontal bar of the stand and calves, buttocks and shoulders touching the vertical portion of the stand with body fully relaxed and spine straight but not strained.

3. **CHEST:**

(i) **Minimum Chest**

Male - 72 cms – 75 cms on expansion

Female - 75 cms – 79 cms on expansion.

Acceptable chest measurement at full expiration will be 72 cm (relaxable by 5 cm) and minimum expansion 5 cm. The range of expansion upto 4 cm. i.e. a deviation of 20% will be acceptable.

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

(ii) For females, the general state of physical development will be taken into account and body weight recorded in each case.

4. **EYE:**

Standards and procedures of examination in respect of visual acuity and colour perception are as follows:

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

- (a) **General:** The candidate's eyes will be submitted to a general examination directed to the detection of any disease or abnormality. The candidate may be rejected if he suffers from morbid condition of eyes, eye-lids or contiguous structures of such a nature as would render him/her unfit for service at the time of appointment or at a future date.
- (b) **Visual Acuity:** The examination for determining the acuity of vision includes two tests, one for distant, the other for near vision. Each will be examined separately.
- (c) Standard of visual acuity for personnel of various categories, with or without glasses will be as follows:

<i>Standard</i>	<i>Distant Vision</i>		<i>Near Vision</i>	
	<i>Better Eye</i>	<i>Worse Eye</i>	<i>Better Eye</i>	<i>Worse Eye</i>
Standard I	6/9 6/6	6/9 or 6/12	N6	N8
Standard II	6/6 6/12 6/9	6/12 or 6/12 or 6/18	N6	N8
Standard III	6/12 6/18 6/12	Nil 6/18 6/18	No standard	

NOTE: Subject to the fact that visual standards as laid down above are satisfied; the amount of refractive error allowed for various categories of personnel shall be as follows:

- i) All Technical Services: Visual standards should be Standard I, but, in myopia and hypermetropia, the total refractive error should not exceed 4.00 D including the cylinder.
  - ii) Non-Technical service: Visual standards should be Standard II.
    - (a) For candidates upto the age of 20 years: Total amount of myopia shall not exceed (-) 6.00 D and total amount of hypermetropia shall not exceed (+) 6.00D.
    - (b) For candidates above the age of 20 years: Total myopia shall not exceed (-)8.00 D and total amount of Hypermetropia shall not exceed (+) 8.00 D.
  - iii) Non-Technical staff comparable to Class-IV of Govt. Servant, the visual acuity should be upto the Standard III of 4(c) above.
  - iv) A person will be considered unioocular when there is physical loss of one eye or there is functional loss of vision of one eye. The vision of such person should be 6/12 with or without glasses.
- (d) Fundus Examination:**
- i) In every case of Myopia, fundus examination should be carried out and the results recorded. In the event of a pathological condition being present which is likely to be progressive and affect efficiency of the candidate he/she should be declared unfit.
  - ii) Fundus and media should be healthy and within normal limits.
  - iii) No degenerative signs of vitreous or chorioretinitis to be present, suggesting progressive myopia.
  - iv) There should be no organic disease likely to cause exacerbations or deterioration of vision.
- (e) Colour Vision:** The testing of colour vision shall be essential for all candidates. Colour vision shall be tested with Ishihara's isochromatic test chart in good light. Inability to recognize primary colours Red and Green should be considered as a disqualification.

(f) **COLOUR BLINDNESS**

i) **Permissible:** This will not be a disqualification for employment in purchase, sales accounts, ministerial (clerical and SKs) canteen peons, sweepers, apprentices covered by Apprentices Act and any other category wherein defective colour vision is not likely to interfere with his work or create risk for others working with him.

ii) **Not permissible:** Primary Colour blindness for Red and Green is a disqualification for the following:

(a) Industrial staff dealing with machines involving recognition of coloured signals.

(b) Doctors and Para-medical Staff.

(c) Engineering Executive Trainees.

(d) Engineering equipment erection and O&M

(e) Other occupations where perception of colour is considered essential in view of the nature of duties of the offered post and future posts likely to be occupied by the candidate either on appointment, promotion or on job rotation/transfer.

(f) Drivers

iii) Whenever an employee suffering from colour blindness is posted or transferred into a category wherein colour perception is required his eyes will be re-examined for the same, along with the examination for visual acuity.

- (g) **Field of vision:** The field of vision shall be tested by the confrontation method. Where such test gives unsatisfactory or doubtful results, the field of vision should be determined on the visual field screener/perimeter.
- (h) **Night Blindness:** The medical officer will have the discretion to improvise such test e.g. recording of visual acuity with reduced illumination or by making the candidate recognize various objects in a dark room after he/she has been there for 20 to 30 minutes. Candidate's own statements should not always be relied upon, but they should be given due consideration. Night blindness is a disqualification.
- (i) Any organic disease of the eye or a progressive refractive error which is likely to result in lowering of the visual acuity shall be considered as disqualification.
- (j) **Squint:** For technical services skilled jobs, where the presence of binocular vision is essential, squint, even if the visual acuity is of the prescribed standards should be considered as disqualification. For other services, the presence of squint should not be considered as a disqualification if the visual acuity of each eye is of the prescribed standard.
- (k) **One eyed persons:** For technical service and Drivers one eyed individual shall be considered as unfit. It will be ensured that the prognosis of the functioning eye is good and its vision is not likely to be endangered by the condition of the worse eye and the prescribed visual acuity standards are fully satisfied as per the relevant act. However, one eyed person is allowed for ministerial jobs.
- (l) **Contact Lenses:** Correction with contact lenses is no bar for employment provided the prescribed standards are fulfilled.

5. **EAR:**

A candidate should be free from any active disease of the ear. The candidate should be able to hear speaking voice separately in both the ears at a distance of 3 meters. A candidate who fails in this test will be declared medically unfit. Any progressive diseases affecting hearing should be recorded. (Mines Act to be followed by the Mines employee).

6. **NOSE:**

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

7. **THROAT:**

Throat, palate, gums, jaws, temporo - mandibular joint, tonsils and dentition should be healthy.

8. **BLOOD-PRESSURE (BP):**

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

Systolic : Not exceeding 140 mg

Diastolic : Not exceeding 90 mg

9. **GLANDS:**

Thyroid should be normal, not enlarged. There should be no lymphadenopathy.

10. **SKIN:**

No acute or chronic skin disease. There should be no evidence of extensive and chronic disease or ulceration. In case of infective type of skin disease, the candidate should be made fit after he has undergone a treatment.

11. **SPEECH:**

Speech must be without serious impediment.

12. **ALIMENTARY SYSTEM:**

There should be no sign of any obvious disease or abnormality.

13. **ABDOMEN:**

- (i) **Liver :** Liver should not be palpably enlarged or tender.
- (ii) **Spleen:** Spleen should not be palpably enlarged or tender. There should not be any evidence of disease of other abdominal organs which is likely to affect his efficient discharge of duties.

14. **CARDIO VASCULAR:**

There should not be any organic disease of the Heart, Blood vessels and Lymphatic which may interfere with his efficient employment.

15. **RESPIRATORY:**

There should be no deformity of chest or sign of any acute or chronic diseases of Larynx, Bronchus, Lungs and Pleura. Tuberculosis of Lungs which is not active should not be a disqualification. Lungs function test (spirometry) to record forced vital capacity (FVC) and forced expiratory volume in one second (FEV1) should be made and there should be no evidence of any pulmonary disease.

16. **GENITO URINARY:**

There should be no abnormality on physical examination of Genito Urinary System.

In case the candidate has hernia he may be declared fit after he has been successfully operated for the same.

Hydrocele, Varicocele, Ectopic Testis, if present should not impede the normal activities of the candidate. In such cases he may be declared fit after he has been successfully operated.

17. **LOCOMOTOR SYSTEM:**

The limbs should be well formed and developed and the function of all the limbs and joints should be within normal limits. Any deformity should be recorded. There should be no deformity/ paralysis which may interfere with his efficient employment. There should be no evidence of serious deformity of spine or limbs.

18. **CENTRAL NERVOUS SYSTEM:**

(a) The Nervous System should be sound. Persons with history of Epilepsy or any other type of organic diseases and fits should not be declared fit. There should be no history of psychiatric illness. There should be no motor or sensory deficit.

(b) **DEFECTS:** Congenital or acquired physical defects of nervous system, if any noticed, will be recorded on the medical examination form with a clear opinion as to whether it is likely to interfere with the efficient performance of the duties for which the candidate is under consideration for employment.

19. **INVESTIGATION**

The following tests will be carried out for all candidates.

- (1) **Urine** - Routine and Microscopic
- (2) **Hematology** - Blood Hb%, DC, TLC, Sick ling test, BT, CT.
- (3) **Blood Grouping and Rh Typing.**
- (4) **Biochemical** - Blood Sugar, Serum Urea and Creatinine.
- (5) **Radiological Examination** - X-Ray Chest, P-A view.
- (6) **ECG**
- (7) **If necessary, other special investigations may be carried out and opinion of specialists/super specialists may be obtained from recognised institution/ hospital.**



**20. DISEASES OR DISORDERS CAUSING DISQUALIFICATION FOR APPOINTMENT IN NALCO.**

1. Blindness
2. Glass Power beyond 8D
3. Squint (except non-technical service)
4. Primary colour blindness.
5. Congenital Heart Disease.
6. Glaucoma
7. Retinopathy.
8. Chorio-retinitis, choroiditis.
9. Hypertension
10. Valvular Heart Disease
11. Ischemic Heart Disease
12. Heart Blocks
13. Leprosy with deformity.
14. Thyrotoxicosis
15. Sickle Cell anaemia
16. Haemophilia
17. Blood Dyscrasias
18. Diabetes mellitus
19. Ankylosing spondylitis
20. Congenital or Acquired deformity of spine.
21. Impaired Hearing.
22. Portal Hypertension
23. Cirrhosis of liver
24. Chronic Renal disease.
25. All types of mental diseases.
26. Myopathies
27. Malignancies of all types
28. Peripheral vascular disease.

**DECLARATION OF CANDIDATE AND FORM OF MEDICAL EXAMINATION WHICH WILL BE RETAINED IN THE MEDICAL DEPARTMENT.**

**A. Candidate's 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. Name in full .....  
(in block letters)
2. Age and birth place .....
3. (a) Do you have/had Chronic cough, Prolonged fever  
Diabetes, Tuberculosis, High Blood Pressure,  
Heart disease, Lungs disease, fainting attack, fits,  
Mental disorder? .....

OR

- (b) Any other disease or accident requiring confinement  
to bed for medical or surgical treatment for more  
than 15 days? .....
4. Have any of your near relations been afflicted with the  
above diseases? .....
5. Have you suffered from any form of occupational  
diseases? .....
6. Furnish the following particulars concerning your family.

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

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

All the above answers are true to the best of my knowledge and correct.

Space for  
Passport size  
Photograph

Candidate's signature .....

Sign in my presence.....

Signature of Medical Authority.....

Note: The candidate will be held responsible for the accuracy of the above statement. By willfully suppressing any information he will incur the risk of losing the appointment and, if appointed, forfeiting all claims to superannuation benefits.

**B. Report of the Medical Authority on (name of candidate)**

.....physical examination.  
Age (as per medical opinion) .....

1. **General development** : Good/fair/poor

**Nutrition** : Thin/average/obese.

**Height** (without shoes) :.....cm **Weight** .....kg.

**Girth of Chest:**

(1) (After full inspiration) .....cm  
(2) (After full expiration) .....cm

2. **Skin:** Any obvious disease .....

3. **Eyes:** (1) Any disease : .....

(2) Night Blindness : .....

(3) Visual Acuity : .....

Acuity of vision	Naked Eye		With Glass		Strength of Lenses		
	RE	LE	RE	LE	Sph.	Cyl.	Axis
Distant Vision							
Near Vision							

- (4) Colour vision : .....
4. **Ears:** Inspection .....  
Hearing: Right Ear ..... Left Ear .....
5. **Glands:** ..... **Thyroid** .....
6. **Condition of teeth**.....
7. **Respiratory system:** Does physical examination reveal anything abnormal in the respiratory organs?  
.....
8. **Circulatory system:**
- (a) **Heart:** Any organic lesions? ..... Rate .....
- (b) **Blood Pressure :** Systolic ..... Diastolic .....  
( in recumbent position)
9. **Abdomen:** Girth ..... Tenderness .....
- (a) Palpable: Liver ..... Spleen .....
- (b) Hemorrhoids..... Fistula .....
- (c) **Hernia** .....
10. **Nervous System:** Indications of any motor disabilities or sensory deficit.....  
Indication of any psychological abnormality.....
11. **Loco-motor System:** Any abnormality.....
12. **Genito Urinary System:** Any evidence of Hydrocele, Ectopic Testis, presence of any other congenital or acquired defect.....

13. **Investigation Reports**

- (i) Urine: Albumin..... Sugar .....
- Cells ..... Casts ..... RBC .....
  
- (ii) Blood: Hb% -
- DC -
- TLC -
- BT -
- CT -
- Sickling Test -
  
- (iii) Blood Group : ..... Rh Typing .....
- (iv) Blood Sugar : (Fasting/Random): .....
- (v) Blood Urea : .....
- (vi) Serum Creatinine: .....
- (vii) X-Ray chest P-A view: .....
- (viii) Any other test advised and result thereof .....

14. Conclusion ..... fit/unfit/temporary unfit.  
 (where a candidate is declared temporary unfit or unfit, brief reasons for the conclusion may be given)

15. Remarks .....

Signature with name, designation and  
 Address of the Medical Officer(s)

1. .... ..... ..... (Authorised Medical Officer)	2. .... ..... ..... (Any other Specialist consulted)
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3. ....  
 .....  
 .....  
 (Competent Medical Authority)

Place.....  
 Date: .....

APPENDIX -2

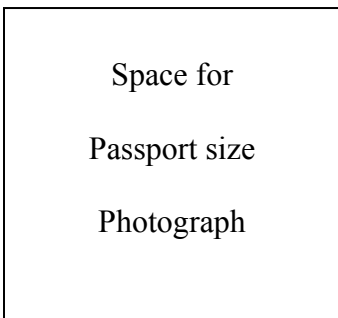
**FORM OF MEDICAL CERTIFICATE OF FITNESS/UNFITNESS**

“I hereby certify that I have examined Shri/Smt..... who is a candidate for employment in the National Aluminium Company Limited, for the post of ....., whose photograph is affixed below and could not discover that he/she has any disease (communicable or otherwise), constitutional weakness, or bodily infirmity, except ..... I do not consider this as a disqualification for employment in the Company. I, therefore, certify that this candidate is medically Fit/Unfit.

Shri/Smt.....’s age is according to his/her own statement ..... years, and by appearance about ..... years".

His/her Blood Group is .....

His/her visual standard is .....



( Signature of Authorised Medical Officer )  
Designation .....  
Name .....  
Address.....  
.....  
.....

( Signature of the Competent Medical Authority )  
Designation .....  
Name .....  
Address.....  
.....  
.....

Place:  
Date:

FORM - 'O'

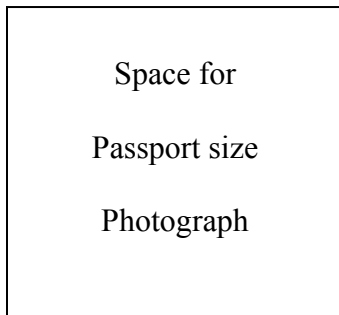
[See rules 29-F(2) and 29-L]  
Report of Medical Examination under rule 29-B

Certificate No.

Certified that Sri/Smt\*..... employed as  
..... in National Aluminium Company Limited,  
..... mines, Form D, has been examined for an initial/  
periodical\* medical examination. He/she\* appears to be ..... years of age. The  
findings of the examining authority are given in the attached sheet. It is considered  
that Sri/Smt.\* .....

- \* (a) is medically fit for any employment in mines.
- \* (b) is suffering from ..... and is medical unfit for
  - i) any employment in mine; or
  - ii) any employment below ground; or
  - iii) any employment or work .....

\* (c) is suffering from ..... and should get this  
disability\* cured/controlled and should be again examined within a period of .....  
Months. \*He/she will appear for re-examination with the result of test of .....\*  
and the opinion of .....specialist from ..... \*He/she may  
be permitted/not permitted\* to carry on his duties during this period.



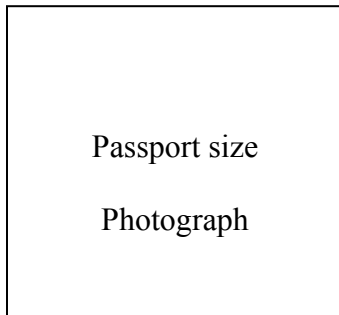
Signature of Examining Authority  
Name and Designation in Block letters.

Place:  
Date:

**FORM OF CERTIFICATE OF TEMPORARY UNFITNESS**

I hereby certify that I have examined Shri/Smt.....  
who is a candidate for employment in the National Aluminium Company Limited, for  
the post of ....., whose photograph is affixed below and  
found him/her suffering from ..... which is a  
condition for temporary disqualification as per Annexure-II of Norms and Standards  
for medical fitness.

He/she may get himself/herself treated suitably before he/she can be  
examined within six months for further consideration.



( Signature of Authorised Medical Officer )  
Designation .....  
Name .....  
Address.....  
.....  
.....

( Signature of the Competent Medical Authority )  
Designation .....  
Name .....  
Address.....  
.....  
.....

Place:

Date: