



HINDUSTAN PETROLEUM CORPORATION LIMITED

Pre-Employment Medical Examination

Standards

1.1 **General Physical Examination**

Height & Weight

Height [Minimum requirement].

For Males: 152.5 cm

For Female: 140 cm

Weight: [Minimum requirement].

For Male : 48 kg

For Female: 45 kg.

1.2 Chronic diseases of Mouth, Nose, and Throat including Tonsils, Palate, Jaws, Temporo-mandibular joints, Oral Cavity, Teeth and Gums will be disqualification.

1.3 Cardio-Vascular System (CVS):

Hypertension and its adverse effect on target organs.

Ischaemic Heart Disease.

Organic or Valvular or Congenital heart disease,

Pacemaker with definite clinical signs and symptoms.

All of these will be disqualification.

1.4 Respiratory System(RS):

Bronchial Asthma : For Refinery and Field locations.

Chronic Obstructive Pulmonary Disease.

H/O Lobectomy / Pneumonectomy.

1.5 Cirrhosis or Chronic Liver Disease will be considered as disqualification.

1.6 Seizure disorders, Fits, epilepsy, Parkinsonism, Ataxia, Psychosis and Psychotic illness, depression or any other major Neurological Disorder will be a disqualification.

1.7 Chronic renal failure will be a disqualification.

1.8 Undescended Testes will be a disqualification.

1.9. Deformity of Spine or any limb, congenital or acquired (Except for PwBD) will be a disqualification. In case of PwBD the government guidelines will be followed.

1.10 Diabetes and its complications e.g. Nephropathy, Retinopathy, Neuropathy etc. will be a disqualification.



HINDUSTAN PETROLEUM CORPORATION LIMITED

Pre-Employment Medical Examination

Standards

1.11 Thyroid and Pituitary disorders will be a disqualification.

2. Eyes

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

2.1 The candidate's eyes will be subjected to a general examination directed to detect any disease or abnormality. The candidate will be rejected if he/she suffers from morbid condition of eyes, eyelids or contiguous structures.

2.2 If any candidate is suspected to have any refractive error in either or both eyes, organic or progressive disease of any part of the eyes, a thorough ophthalmic check-up and report from the specialist in ophthalmology is essential.

2.3 VISUAL ACUITY

Standard of visual acuity with or without correction (glasses / contact lense / IOL / Implantable contact lens) will be as follows :-

Age	Visual Acuity			
	Distance		Near	
	Better Eye	Worse Eye	Better Eye	Worse Eye
Below 35 years	6/9 Or 6/6	6/9 6/12	Sn 0.6	Sn 0.6
35 years & Above	6/12 Or 6/9	6/12 6/18	Sn 0.8	Sn 0.8

Any organic disease or a progressive refractive error which is likely to result in lowering of the visual acuity will be considered as a disqualification.

2.4 Depth perception is to be tested for drivers, forklift operators, or any other technical job requiring perception of depth.

2.5 Fundus:- Following fundus/Refractive findings amount to disqualification.

1. Any progressive pathological condition of eyes.
2. Vitreous or Chorioretinitis. Any Retinal disease in Diabetes, Hypertension.
3. Atherosclerosis
4. Corrected Myopia (including the cylinder) exceeding (-) 6D and Hypermetropia (+) 4D in each eye up to 35 years of age.
5. Corrected Myopia (including the cylinder) exceeding (-) 6D and Hypermetropia (+) 6D in each eye beyond 35 years of age.



HINDUSTAN PETROLEUM CORPORATION LIMITED

Pre-Employment Medical Examination

Standards

2.6 COLOUR VISION

The testing of colour vision is essential for all candidates. Colour vision will be tested with Ishihara's Isochromatic plates in good light.

Colour blindness will be disqualification for the technical or other jobs like employment in Manufacturing, Maintenance, Technical Services, R & D Projects, Refinery Operator, Refinery Technician, Operator, Chemist, Draughtsman, Crane operator, Driver of all categories, Nurse, Nursing Assistants, Fireman, Security, Engineer, Doctor, Materials Management, offshore going personnel etc., and jobs where perception of colours is considered essential.

2.7 SQUINT

For technical category where the presence of binocular vision is essential, squint, even if the visual acuity is of prescribed standards, will be considered as a disqualification. For others, the presence of squint will not be considered as a disqualification if the visual acuity of each eye is of prescribed standard.

2.8 CONTACT LENSES

Use of contact lenses for correction will be accepted for employment only for non-process, non-technical jobs like personnel, finance etc.

2.9 NIGHT BLINDNESS

Night blindness is disqualification.

3. **Ear / Nose / Throat**

The candidate should be free from signs or symptoms of ear diseases. Audiometric screening to measure the hearing loss will be carried out for technical jobs, Refinery jobs, Aviation and field employees drivers, forklift operator. Impairment of hearing acuity in one or both ears, perforated ear drum, chronic ear discharge etc., will be considered as disqualification. A candidate should be free from any active disease of the nose, throat, palate, gums, jaws, Temporo mandibular joints and dentition should be within normal limits.

4. **Blood Pressure**

The normal limits of blood pressure will be assessed as: Normotension < 140 SBP and < 90 DBP. Candidates diagnosed as a case of hypertension will be declared temporarily unfit. A Cardiologist opinion will be taken if necessary.



HINDUSTAN PETROLEUM CORPORATION LIMITED

Pre-Employment Medical Examination

Standards

5. **Glands**

Thyroid status of the candidate should be normal and no hypo or hyper thyroid status will be accepted, and also there should be no any enlargement of thyroid gland or any other clinical sign suggestive of thyroid disorder.

There should not be any generalised enlargement of lymph glands. Scars, if any, of the previous removal of tubercular glands should be normal and there must not have been any active disease.

6. **Skin & Venereal disease**

Any abnormality should be duly recorded with specialist comments. As per our HIV/AIDS at workplace policy we will not be testing or asking about HIV status of the candidate.

7. **Pregnancy**

Pregnancy is not a disqualification. If at the time of PEME a candidate is pregnant, she will be declared temporarily unfit until she has completed six weeks after confinement / miscarriage. The candidate will be required to undergo a medical examination of fitness again.

Pregnant female candidate will not be sent for x-ray. However x-ray will be done after she comes back for re-examination.

Apart from the above, candidates will be subjected to specific tests depending on the declaration from the candidate.

8. **Radiological Exam**

Chest x-ray of all the candidates will be essentially required other than female candidates who are pregnant.

9. **Urine**

If albumin, sugar or any other abnormality detected, further laboratory test will be conducted to determine the cause. A Specialist opinion is required in case of abnormality.

10. **Lung Function Test**

Lung function tests will be done for all the candidates.

11. **Other Investigations**

Biochemical tests, ECG and other special investigations will be done as per routine and any deviations from the normal limits will be properly investigated before declaring the candidate fit.



HINDUSTAN PETROLEUM CORPORATION LIMITED

Pre-Employment Medical Examination

Standards

12. Relaxation for PwBD

The Medical examination of the PwBD candidate will be guided by the various government guidelines.

PwBD persons (orthopaedic, hearing and visual) may be selected against the identified Posts, where such persons can perform their duties with reasonable efficiency and without undue physical strain or hazard.

The candidate except for the handicap must be within the normal range of all other physical standards.

Any change in the nature of the job of this category will require remedical examination for ascertaining suitability of the candidate for the job.

Where a handicapped person is selected, he/she may be declared "handicapped, but fit" if

- a) Except for the handicap, he/she otherwise satisfies all other physical standards as prescribed 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/her health.