

HINDUSTAN AERONAUTICS LIMITED

PRE - EMPLOYMENT MEDICAL EXAMINATION STANDARDS

S No	Particulars		Standard	
			40 years & below	above 40 years
(1)	(2)	(3)	(4)	(5)
1	General Examination			
	a) Height	Male	152.5 cms	152.5 cms
		Female	147.5 cms	147.5 cms
	b) Weight	Male	Min. 45Kg.	Min. 45Kg.
		Female	Min. 39Kg.	Min. 39Kg.
			NOTE : MO should use his clinical discretion for abnormal height, weight & BMI for further clinical evaluation in respect of medical fitness. Significant under weight/ over weight & height more than 200 cms needs further investigations before declaring FIT	
2	a) Hearing		Should demonstrate an ability to hear an average conversational voice in a quiet room using both ears at a distance of six feet from the examiner with the back turned to the examiner. Pure Tone Audiometry as & when required.	Should demonstrate an ability to hear an average conversational voice in a quiet room using both ears at a distance of six feet from the examiner with the back turned to the examiner. Pure Tone Audiometry as & when required.
3	EYES		Should not suffer from any chronic eye diseases.	Should not suffer from any chronic eye diseases.
A	Visual Acuity			
	i) Distant & Near vision for trades like Pilots		6/6 both eyes without glasses, without any myopia	Refer Annexure II
	ii) Distant vision for other trades		Better eye Worse eye	Better eye Worse eye
	a) with glasses for Tech jobs		6/9 6/9 or 6/6 6/12	6/9 6/12 or 6/6 6/18
	b) with or without glasses for non tech jobs		6/9 6/18	6/12 6/18
	iii) Near vision with or without glasses for other trades			
	a) Tech Jobs		N-6 both eyes	N-6 both eyes
	b) Non tech jobs		N-8 both eyes	N-8 both eyes
B	ONE EYE		Suitable for desk jobs only provided other parameters in relation to eye are normal.	Suitable for desk jobs only provided other parameters in relation to eye are normal.
C	Intra Ocular Lens		Eye IOL may be accepted if visual acuity is ok.	Eye IOL may be accepted if visual acuity is ok.

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D	Color Vision		Normal Colour Vision is a must for all jobs.	Normal Colour Vision is a must for all jobs.
E	Squint cases		There is no good binocular vision. Even after surgery the chances of binocular vision are rare. They may be accepted for desk jobs only.	There is no good binocular vision. Even after surgery the chances of binocular vision are rare. They may be accepted for desk jobs only.
G	Myopia		Upto (-6) may be accepted provided the vision is normal after correction & retina is in good health. All candidates must be subjected to Fundoscopy & Indirect ophthalmoscopy. In case Myopia is not within acceptable limits, the candidate can be reassessed after correction through surgery.	Upto (-7) may be accepted provided the vision is normal after correction & retina is in good health. All candidates must be subjected to Fundoscopy & Indirect ophthalmoscopy. In case Myopia is not within acceptable limits, the candidate can be reassessed after correction through surgery.
H	Hypermetropia		Upto (+7) may be accepted provided the vision improves to 6/9 & have a binocular vision.	Upto (+7) may be accepted provided the vision improves to 6/9 & have a binocular vision.
I	Pterygium		Not affecting the Vision is acceptable.	Not affecting the Vision is acceptable.
J	Retinal Detachment		The condition is treatable now, with advanced technology. Hence, the candidate with such abnormality should be given an option for correction. After correction, if the vision is normal, the candidate can be considered for employment in HAL. The candidate is required to come back after correction within 3 months for pre-employment medical examination. The expenses towards such correction will be borne by the candidate.	The condition is treatable now, with advanced technology. Hence, the candidate with such abnormality should be given an option for correction. After correction, if the vision is normal, the candidate can be considered for employment in HAL. The candidate is required to come back after correction within 3 months for pre-employment medical examination. The expenses towards such correction will be borne by the candidate.
K	Macular Degeneration		To be rejected	To be rejected
L	Retinitis Pigmentosa		To be rejected	To be rejected

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4	Skin		a) Treated/ cured Hansen's disease with no deformity is acceptable except in food handling areas. Hansen should not be considered as a criteria for disqualification.	a) Treated/ cured Hansen's disease with no deformity is acceptable except in food handling areas. Hansen should not be considered as a criteria for disqualification.
			b) Psoriasis & Systemic Lupus Erythematosus, if extensive (not treatable) should be considered for rejecting the candidate.	b) Psoriasis & Systemic Lupus Erythematosus, if extensive (not treatable) should be considered for rejecting the candidate.
			c) Vitiligo (Leukoderma) should not be considered as cause for rejection since it is neither communicable nor contagious.	c) Vitiligo (Leukoderma) should not be considered as cause for rejection since it is neither communicable nor contagious.
5	AIDS		<p>Elisa HIV I & II Testing are recommended for all candidates with consent.</p> <p>A written consent / undertaking will be obtained from the candidate before administering the test(App. I). Depending on the nature of jobs to be performed by the candidate / the post to which the candidate is selected, acceptance or rejection will be decided. Personnel who are HIV +ve would be fit for appointment only to such Departments / Areas of work where there is no risk involved towards the health of themselves and others viz in Departments like Design, Planning, Marketing, IT, MS, Finance, HR(excluding Canteen) Purchase, Security, Vigilance, wherein they will not be working on/with Machines, Tools etc</p>	<p>Elisa HIV I & II Testing are recommended for all candidates with consent.</p> <p>A written consent / undertaking will be obtained from the candidate before administering the test(Appendix I). Depending on the nature of jobs to be performed by the candidate / the post to which the candidate is selected, acceptance or rejection will be decided. Personnel who are HIV +ve would be fit for appointment only to such Departments / Areas of work where there is no risk involved towards the health of themselves and others viz in Depts like Design, Planning, Marketing, IT, MS, Finance, HR(excluding Canteen) Purchase, Security, Vigilance wherein, they will not be working on/with Machines, Tools etc</p>

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6	Cardio vascular system			
	a) General Exam		There should not be any abnormality congenital or acquired. There should not be any significant functional or structural abnormality of the circulatory system. ECG should be mandatory.	There should not be any abnormality congenital or acquired. There should not be any significant functional or structural abnormality of the circulatory system. ECG should be mandatory.
	b) Blood Pressure		Blood pressure should be in the range of 130/90 mm/Hg or below.	Upper limit of acceptable limit should be 140/90 mm/Hg without any target organ damage.
	c) Heart size		All cases of Cardiomegaly should be assessed by Echocardiographic and diastolic dysfunction with poor LV function is not to be accepted.	All cases of Cardiomegaly should be assessed by Echocardiographic and diastolic dysfunction with poor LV function is not to be accepted.
	d) Rh. Heart Disease		Rheumatic Heart diseases & other valvular diseases are not to be accepted.	Rheumatic Heart diseases & other valvular diseases are not to be accepted.
	e) MVPS		All cases need to be investigated in the form of ECG, 2D Echo & Mitral Regurgitation, AF, Complex ventricular ectopics & Infective endocarditis to be ruled out before considering medical fitness.	All cases need to be investigated in the form of ECG, 2D Echo & Mitral Regurgitation, AF, Complex ventricular ectopics & Infective endocarditis to be ruled out before considering medical fitness.
	f) ASD		Acceptable after surgical correction. Small ASD for which surgical correction is not advised is also acceptable with cardiologist opinion.	Acceptable after surgical correction. Small ASD for which surgical correction is not advised is also acceptable with cardiologist opinion.
	g) VSD		Acceptable after surgical correction. Small VSD for which surgical correction is not advised is also acceptable with cardiologist opinion.	Acceptable after surgical correction. Small VSD for which surgical correction is not advised is also acceptable with cardiologist opinion.
	h) PDA		Acceptable after surgical correction	Acceptable after surgical correction
	i) CCF, COPD Cases		Not to be accepted	Not to be accepted
	ii) Isolated Dextrocardia		Before accepting to be evaluated by cardiologist	Before accepting to be evaluated by cardiologist
i) Sinus Arrhythmias		Sinus arrhythmia may be accepted.	Sinus arrhythmia may be accepted.	

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6	ii) other conduction disorders		PVC more than 5/min/in pairs or multifocal, AF, RBBB & LBBB should be valuated by Echo, Holter, TMT & opinion of cardioloaist.	PVC more than 5/min/in pairs or multifocal, AF, RBBB & LBBB should be valuated by Echo, Holter, TMT & opinion of cardioloaist.
	K) Murmurs		All cardiac murmurs to be evaluated by 2D echo by doing other relevant investigations & opinion of cardiologist to be taken for medical fitness.	All cardiac murmurs to be evaluated by 2D echo by doing other relevant investigations & opinion of cardiologist to be taken for medical fitness.
	I) IHD		Not to be accepted	All the candidates must be subjected to TMT.Cases who have already undergone Angioplasty/CABG should be considered after cardiologist opinion.
7	Respiratory System		a) Should not be suffering from any chronic respiratory diseases.	a) Should not be suffering from any chronic respiratory diseases.
			b) Bronchial asthma with normal-pulmonary functions accepted.	b) Bronchial asthma with normal-pulmonary functions accepted.
			c) Pulmonary tuberculosis accepted after completion of treatment & full recovery. MDR cases of Pulmonary tuberculosis to be reiected	c) Pulmonary tuberculosis accepted after completion of treatment & full recovery. MDR cases of Pulmonary tuberculosis to be reiected
			d) Significant Lungs cysts should be accepted after successful surgery.	d) Significant Lungs cysts should be accepted after successful surgery.
			Cases of Bronchiectasis with good respiratory reserve can be considered for employment.	Cases of Bronchiectasis with good respiratory reserve can be considered for employment.

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8	Abdomen		a) Organomegaly, abdominal masses should be investigated before employment.	a) Organomegaly, abdominal masses should be investigated before employment.
			b) Inguinal hernia, Hydrocoele Para Umbilical hernia, fistula in Ano, Hemorrhoids, Varicocele undescended testes, Pilonidal sinus should be surgically corrected before appointment.	b) Inguinal hernia, Hydrocoele Para Umbilical hernia, fistula in Ano, Hemorrhoids, Varicocele undescended testes, Pilonidal sinus should be surgically corrected before appointment.
			c) Any palpable lymph node to be biopsied & fitness to decide after the biopsy report.	c) Any palpable lymph node to be biopsied & fitness to decide after the biopsy report.
			d) Varicose veins without complications can be accepted after surgeon's opinion	d) Varicose veins without complications can be accepted after surgeon's opinion
9	Genito Urinary System		a) Phimosis & Paraphimosis/ Hypospadiasis to be accepted after surgical correction at the expense of the candidate.	a) Phimosis & Paraphimosis/ Hypospadiasis to be accepted after surgical correction at the expense of the candidate.
			b) Testicular mass proved due to malignancy should be rejected	b) Testicular mass proved due to malignancy should be rejected
			c)Renal stones of above 4mm can be accepted after treatment/ Lithotripsy provided Renal functions are proved normal by IVP/USG/ other test.	c)Renal stones of above 4mm can be accepted after treatment/ Lithotripsy provided Renal functions are proved normal by IVP/USG/ other test.
			d) Mobile kidney/single kidney/Horse shoe shaped kidney can be accepted provided Renal functions are proved normal by IVP/Renal Isotope study.	d) Mobile kidney/single kidney/Horse shoe shaped kidney can be accepted provided Renal functions are proved normal by IVP/Renal Isotope study.
			e) Poly cystic kidney to be rejected	e) Poly cystic kidney to be rejected
10	HBsAg positive cases		HBsAg (Australian Antigen +ve) but without complication may be accepted	HBsAg (Australian Antigen +ve) but without complication may be accepted

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11	Nervous System			
	a) Speech / Gait		<i>It should be Normal & abnormality to be evaluated thoroughly before appointment</i>	<i>It should be Normal & abnormality to be evaluated thoroughly before appointment</i>
	b) Nystagmus		<i>Candidate with Nystagmus should be evaluated by a competent neurologist for fitness of the specific job.</i>	<i>Candidate with Nystagmus should be evaluated by a competent neurologist for fitness of the specific job.</i>
	c) Motor system		<i>Should be Normal</i>	<i>Should be Normal</i>
			<i>a) Candidates should not be suffering from chronic nervous diseases however, congenital facial palsy is accepted.</i>	<i>a) Candidates should not be suffering from chronic nervous diseases however, congenital facial palsy is accepted.</i>
			<i>b) Epilepsy Candidates under regular treatment may be accepted only for desk jobs.</i>	<i>b) Epilepsy Candidates under regular treatment may be accepted only for desk jobs.</i>
12	Musculoskeletal System		<i>Only progressive musculoskeletal disorders should be considered as disqualification. Non-progressive congenital abnormality should be evaluated by another specialist before fitness for the specific job.</i>	<i>Only progressive musculoskeletal disorders should be considered as disqualification. Non-progressive congenital abnormality should be evaluated by another specialist before fitness for the specific job.</i>
			<i>Muscular dystrophies can be considered under physically handicapped quota.</i>	<i>Muscular dystrophies can be considered under physically handicapped quota.</i>

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(1)	(2)	(3)	(4)	(5)
13	Gynaecology		a) Fibroid uterus, Ovarian cyst should be removed before appointment, if symptomatic & clinically significant.	a) Fibroid uterus, Ovarian cyst should be removed before appointment, if symptomatic & clinically significant.
			b) Pregnant women shall not be appointed till the confinement is over. They can be made fit any time after six weeks, but not later than six months from the date of delivery.	b) Pregnant women shall not be appointed till the confinement is over. They can be made fit any time after six weeks, but not later than six months from the date of delivery.
			c) Any Lump in the Breast like Fibro adenoma to be operated before joining & malignancy to be excluded.	c) Any Lump in the Breast like Fibro adenoma to be operated before joining & malignancy to be excluded.
14	Psychiatry		Schizophrenia, paranoid disorders, alcohol abuse, presenile Dementia & Drugs addicts are not suitable.	Schizophrenia, paranoid disorders, alcohol abuse, presenile Dementia & Drugs addicts are not suitable.
15	Endocrine System			
	a) Diabetes Mellitus		Not to be considered	If blood sugar level, HbA1c, ECG & CxR & if required 2D Echo are normal with drug therapy & there is no target organ damage, candidates can be considered for Employment
	b) Thyrotoxicosis		Can be considered if under control with drug therapy & there are no complications proved by investigations.	Can be considered if under control with drug therapy & there are no complications proved by investigations.
	c) Goiter & Hypothyroidism		Cases of goiter to be evaluated fully & cases of Hypothyroidism can be considered good control with drug therapy & there are no complications proved by investigations.	Cases of goiter to be evaluated fully & cases of Hypothyroidism can be considered good control with drug therapy & there are no complications proved by investigations.
16	Malignancy/ Cancer		It should be considered as Unfit for employment	It should be considered as Unfit for employment