**SUMMARY OF EXCLUSION CRITERIA IN PRE- EMPLOYMENT SCREENING FOR CLINICAL STAFF**

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| **EXAMINATION** | **EXCLUSION/ UNFIT CRITERIA** | |
| 1. **General** | * Cancer (with/ without ongoing treatment) * Epilepsy or history of seizure (even single episode) * Asthma Uncontrolled by Medications * Scar/ Keloids which restrict organ function * Infected Pilonidal sinus * Chest X-ray abnormality * Positive pregnancy test | |
| * BMI: less than 19 or greater than 32 * Height: * Male: less than 160 cm * Female: less than 155 cm | |
| 1. **Psychiatric Examination** | * Any psychiatric disorder even if it is controlled by medication | |
| 1. **Mouth** | * Cleft palate of hare lip * Abnormal dentures- unless treated | |
| 1. **Nose** | * Deviated septum that affects nasal airways patency | |
| 1. **Chest** | * Pectus Excavatum * Pectus Carinatum | |
| 1. **Heart** | * Murmurs * Arrhythmias * Valvular lesions * History of heart disease * History of heart surgery | |
| 1. **Upper and Lower Limbs** | * Amputations * Neurological defects * Arthritis * Severe flat feet * Hallux Valgus (bunion) * Claw feet * Callosities | * Missing toes * Genu Valgum (Moderate to Severe) * Genu Varum (Moderate to Severe) * New and old Fractures with internal fixation in situ with limitations of joint movements |

I, hereby declare that I do not have any medical condition/ illness included in the above list that can affect the result of my pre- employment medical test.

Name and Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **EXAMINATION** | **EXCLUSION/ UNFIT CRITERIA** | |
| 1. **Spine** | * Scoliosis- acceptable for less than 10° Cobb’s Angle * Kyphosis * Restricted back movements * Disc disorders | |
| 1. **Skin** | * Acne vulgaris- cystic, nodular or extensive * Chronic Skin Disease (Eczema, Psoriasis) * Prominent vitiligo * Tattoo- cannot be covered during working hours | |
| 1. **Genitalia** | * Varicocele * Hydrocele * Undescended testes | * Hernias * Piles |
| 1. **Endocrine Disorder** | * Type I Diabetes * Thyroid Hormone disease- uncontrolled by medication | * Type II Diabetes- if with other chronic illness * Any hormonal disturbance that can affect work performance |
| 1. **Audiometry** | * Low frequency hearing loss * High frequency hearing loss | |
| 1. **Visual** | * Ptosis * Nystagmus * Squint * Keratoconus * Color vision defective | * Cataract * Glaucoma * Pterygium (which affect vision) |
| 1. **Blood Disease** | * Thalassemia disease and/or Sickle cell disease | |
| **Unfit if two (2) or more conditions exist:**   * Thalassemia trait * Sickle Cell disease trait * G6PD trait | |
| **Anemia:**   * Hemoglobin less than 12 gm/dl for Males * Hemoglobin less than 10 mg/dl for Females | |

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| **EXAMINATION** | **EXCLUSION/ UNFIT CRITERIA** |
| 1. **Renal disease** | * Progressive * History of Congenital Renal Disease |
| 1. **Serology** | * HIV Positive * Hepatitis B Positive * Hepatitis C Positive |

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