

SOUTH EASTERN RAILWAY

Office of the
Pr.Chief Personnel Officer,
Garden Reach, Kolkata-43.

Estt. Srl. No. 104/2019

RBE No. NIL

No. 'SER/P-HQ/Ruling/0/800

Dated : 4.06.2019

To
All concerned

Sub: ~~Policy~~ Policy for 3 types of Medical Examination cases.

.....

Reference are being received from various corners regarding formulating a policy regarding medically de-categorisation post recruitment cases viz: Lasik cases, colour blindness cases and in the case of Malingering.

The matter has been examined at length in this office in consultation with Medical deptt. and the General Manager has kindly approved the following:

1. Colour Blind cases: Colour blindness is a congenital disease; hence detection of such cases in PME's are not acceptable. Such employees may be declared medically decategorized by the Medical Deptt. Based on his/her medical fitness category as ascertained by the Medical deptt., the employee may be redeployed in alternative post.

Such staff should be taken up under DAR, under major penalty. It is mandated that Medical department should have declaration submitted by the employees at the time of recruitment. Concerned medical authority must give the declaration form of such employees to the Disciplinary Authority. Individual cases will be examined by PCMD for appropriate action against individual doctors who have conducted the initial ME tests.

2. Lasik Cases: Such cases fall broadly in two categories:-

- (i) LASIK done prior to appointment, detected in subsequent PME.
- (ii) LASIK done after appointment, without informing Administration and detected in subsequent PME.

..2

Such employee may be declared medically decategorized by the Medical deptt. Based on his/her medical fitness category as ascertained by Medical dett., employee may be redeployed in alternative post.

Such staff should be taken up under DAR, for major penalty. It is mandated that Medical department should have the declaration submitted by employee at the time of recruitment. Concerned medical authority must give all the declaration forms of such employees to the Disciplinary Authority. Individual cases will be examined by PCMD for appropriate action against individual doctors who have conducted the initial ME tests.

- (iii) In case wherein employee denies of having undergone LASIK but Medical Authorities confirm LASIK, Medical Board may be set up by CMD for re-examination.

3. Cases of Malingering:-

If malingering is established, the employee is psychologically not fit to remain in service and may be declared unfit in all categories as per para 512(2)(ii) IRMM.

This disposes General Secretary/SERMC's letter no. SERMC/CENT/GRC/Rg. Staff/LASIK/651 dt. 03.05.2019.



(S.K. Pramanik)

Asstt. Personnel Officer (Court)
for Pr.Chief Personnel Officer.