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U. S. DEPARTMENT OF THE INTERIOR
OFFICE OF SURFACE MINING
RECLAMATION AND ENFORCEMENT

DIRECTIVES SYSTEM

Subject Number: PER-31

Transmittal Number: 488

Date: 11/21/88

Subject: Medical Examinations for Surface Mining Reclamation Specialist

Approval: Title: Acting Deputy Director

1. Purpose. This Directive provides the Office of Surface Mining Reclamation and Enforcement's policy guidance on the medical examinations required for Surface Mining Reclamation Specialist or Supervisory Surface Mining Reclamation Specialist, GS-1801-5 through 13.

2. Definitions. None.

3. Policy/Procedures.

a. Policy. This Directive establishes the agency policy with respect to the application and payment of medical examinations for Surface Mining Reclamation Specialist positions.

b. Responsibility.

(1) The Administrative Officers are responsible for:

(a) scheduling and monitoring medical examinations for employees who have met the three year reexamination period;

(b) providing the medical standards (Attachment-1), for physicians use, to applicants who have been tentatively selected for or employees who occupy a Surface Mining Reclamation Specialist position;

(c) forwarding completed medical examination findings (Attachment-2) to the Department Medical Director for employment determinations;

(d) notifying selectee or employee of the Medical Director's findings; and

(e) processing invoices from physicians/clinics for payment of medical examinations.

(2) Servicing Personnel Officers are also responsible for:

(a) receiving and maintaining medical documentation and records;

(b) providing assistance, guidance and procedures for processing of medical documentation and records; and

(c) advising Administrative Officers of due dates for current employees who have met the 3 year reexamination period.

c. Procedures. The procedures for the application and payment of medical examinations for Surface Mining Reclamation Specialist positions are as follows:

(1) applicants - applicants prior to appointments tentatively selected for a Surface Mining Reclamation Specialist position, are required to have a preemployment physical examination conducted by a private physician or medical clinic of their choice.

(a) The applicant is responsible for the cost of the examination.

(b) Candidates who pass the physical examination may be appointed any time after the Medical Directors approval.

(c) Candidates who fail the physical examination can not be appointed.

(d) If the applicant disagrees with the Medical Director's decision he/she may request a reevaluation of his/her physical examination. This can be done by submitting in writing to the Medical Director the reasons why he or she believes the medical disqualification is not warranted. Evidence submitted in support of the reasons may include any additional medical or other evidence which the applicant wishes to present. The request must be made within 20 days of the applicant's notification that he/she failed to pass the physical examination.

(e) If the applicant does not pass the examination after the reevaluation and he/she still disagrees with the Medical Directors decision he/she may appeal to the Office of Personnel Management. The candidate must submit in writing the reasons why he/she believes the medical disqualification is not warranted, along with any supporting documents to the address below.

Office of Personnel Management
Staff Operations Division, Room 6A12
1900 E Street, N.W.
Washington, D.C. 20415

(2) current employees - employees occupying a Surface Mining Reclamation Specialist position must be reexamined every three years to determine if he/she is physically fit to perform his/her duties.

The examination will be conducted by a physician designated by the Field Office Director. However, if there is no doctor or medical facility designated for the reexamination, the employee may have the examination conducted by a private physician or medical clinic of his/her choice.

(a) The Office of Surface Mining Reclamation and Enforcement will bear the cost for:

1) the required three-year reexamination based on the attached medical standard; and

2) any additional medical test which is ordered by the Department Medical Director.

(b) The employee will bear the cost for any test which is conducted by a private physician or medical clinic that is not part of the medical standard or was not ordered by the Medical Director.

(c) Employees who pass the physical examination will remain in their Surface Mining Reclamation Specialist positions.

(d) An employee who fails the physical examination can not remain in his/her Surface Mining Reclamation Specialist position, unless a waiver of medical standards/physical requirements have been approved by the Medical Director [see (e) below]. Every effort will be made to reassign the employee to a position in the Office of Surface Mining Reclamation and Enforcement for which he/she is physically capable to perform. However, if this can not be done the employee will be separated in accordance with the Federal Personnel Manual Chapter 752.

(e) A supervisor may request a waiver of the medical standards or physical requirements of a current employee, who did not pass the reexamination. The waiver must be addressed to the Chief of the Servicing Personnel Office and contain a detailed explanation for the waiver. The request must show sufficient evidence that the employee, with or without reasonable accommodation, can perform the essential duties of the job without endangering the health or safety of the employee or others. The Servicing Personnel Office will forward the request for waiver to the Medical Director for approval. Employees who have approved medical waivers may remain in their Surface Mining Reclamation Specialist positions.

(3) The Administrative Officer forwards medical examinations to the Medical Director at the following address:

Dr. Mariano B. Pimentel, Medical Director
Medical and Health Services, Room 7045
Department of the Interior
18th & C Street, N.W.
Washington, D.C. 20240

Inquiries regarding the status of an applicant's or employee's medical may be made by contacting the Medical Director on FTS or (202) 343-2801.

(4) Invoices from physicians or clinics for payment of an employee's physical examination must be forwarded to the Administrative Officer for processing as follows:

(a) Field Offices with an approved blanket purchase order for physical examinations must submit a Receiving Report (Form OSM-67) and the physician's invoice to the address below; and

(b) Field Offices that do not have an approved blanket purchase order for physical examinations must submit the physician's invoice along with a purchase order to the following address.

Office of Surface Mining Reclamation
and Enforcement
Division of Financial Management
P.O. Box 25065
Denver, Colorado 80225

4. Reporting Requirements. None.

5. Reference. 5 CFR Part 339.

6. Effect on Other Documents. None

7. Effective Date. Upon Issuance.

8. Contact. Chief, Branch of Personnel Policy and Evaluation, Division of Personnel (202) 343-1010

MEDICAL STANDARDS FOR SURFACE MINING RECLAMATION SPECIALIST POSITIONS (GS-1801) IN THE OFFICE OF SURFACE MINING AND RECLAMATION

The following medical qualification standard applies to Reclamation Specialist and Supervisory Surface Mining Reclamation Specialist positions in the Office of Surface Mining and Reclamation which are arduous-hazardous in nature and which involve regular onsite inspections of mines, stripping sites, and/or other hazardous work areas:

General

The duties of these positions require arduous physical exertion under dangerous and rigorous conditions. Employees may work irregular and protracted hours and are subject to all the dangers inherent in strip mining. Any organic, functional, or structural disease, defect, or limitation which interferes with safe and efficient performance of the duties of these positions will disqualify an applicant for appointment.

Incumbents of these positions will be subject to periodic requalification medical examinations at three-year intervals following appointment. If such examination reveals any physical or mental condition which prevents efficient performance of the duties of the position, or which causes the employee to be hazard to himself, herself, or to others, employment in the position may be terminated.

Vision

--Distant visual acuity must be at least 20/50, Snellen, in one eye and 20/70 in the other, without glasses, and must be correctable (contact lenses are not acceptable) to at least 20/30, Snellen, in one eye and 20/50 in the other.

--Near visual acuity, corrected or uncorrected, must be sufficient to read Jaeger type 2 at fourteen inches.

--Ability to distinguish basic colors is required, as are normal depth perception, peripheral vision, and accommodation.

Hearing

--Using the ISO or ANSI scale, applicants will be tested in the 500, 1000, and 2000 cps ranges and must have no hearing loss in either ear of more than forty decibels in any of these ranges. Using the ASA scale, applicants must have no loss in either ear of more than thirty decibels in any of these ranges. Use of a hearing aid is not permitted.

--Chronic disease of the ear which affects hearing or equilibrium is disqualifying.

--Perforation of an ear drum is disqualifying.

Nose, Mouth, and Throat

--Chronic diseases or conditions which interfere with distinct speech or with free breathing (with or without a breathing apparatus) are disqualifying.

--Normal sense of smell is required.

Respiratory System

Any of the following chronic diseases or conditions which result in reduced pulmonary function, shortness of breath, painful respiration, or which otherwise impair full performance of duties are disqualifying:

1) history of pulmonary tuberculosis which has been arrested (inactive or cured) for less than one year

2) pleurisy, bronchitis, or pneumothorax

3) empyema, bronchiectasis, or asthma

4) emphysema

5) silicosis, anthracosilicosis, and coal miner's pneumoconiosis in any degree beyond the initial or simple stages

6) any other irremediable disabling condition of the lungs, pleura, or mediastinum

Cardiovascular System

The following diseases or conditions are disqualifying:

1) symptomatic organic heart disease, with or without medication

2) coronary heart disease, cardiac enlargement, or angina pectoris

3) cardiac arrhythmia or irregularity other than sinus arrhythmia or occasional extrasystole

4) arteriosclerosis beyond that normal for the applicant's age

5) symptomatic varicose veins manifested by ulceration or discoloration of the skin.

The following conditions are also disqualifying if the initial reading is above or below the given standards and applicant fails to meet the standard upon two retestings conducted on separate days:

1) a persistent pulse rate, at rest, which exceeds 120 or is less than 50

2) a blood pressure (whether controlled or uncontrolled by medication) reading which exceeds 160 systolic, or 100 diastolic, or which is less than 105 systolic, or 60 diastolic.

Occupational Mine Diseases

Any chronic occupational mine disease or irremediable poisoning, such as mercury, lead, asbestos, beryllium, arsenic, uranium (cancer), and other metallic and non-metallic mine-induced disease or poisoning is disqualifying.

Blood Disease

Any current blood dyscrasia is disqualifying.

Gastrointestinal System

The following, and any chronic, disabling disease of the abdominal viscera are disqualifying:

1) active or recurrent peptic ulcer requiring medication

2) uncorrected hernia

3) symptomatic enlargement of liver or spleen

4) mucus and ulcerative colitis, Crohn's disease, or cirrhosis of the liver

5) chronic recurrent cholecystitis and cholelithiasis, ascites

Endocrine System

The following diseases or conditions are disqualifying:

1) Diabetes mellitus which require more than 25 units of insulin daily or an oral or other hypoglycemic medication for control, or which involves any of the following:

    a) an insulin reaction, diabetic coma, or serious side effects within the past two years

b) a significant change in the amount of insulin required during the past two years

c) a poor work record or other indication of instability of the diabetic condition

2) symptomatic adrenal, thyroid, or pituitary dysfunction

Genitourinary System

The following diseases or conditions are disqualifying:

1) chronic symptomatic genitourinary disease

2) chronic symptomatic inflammation or hypertrophy or prostate.

3) large or painful varicocele or hydrocele

Skin

Any chronic skin disease which interferes with safe and efficient performance of duties or which would be aggravated by exposure to the environment encountered in the mines or mills is disqualifying.

Spine, Pelvis, Sacroiliac, and Lumbosacral Joints

Any of the following diseases or conditions which interfere with function and prevent safe and efficient performance of job duties are disqualifying:

1) significant curvature, deformity, or malformation of the spine

2) herniated nucleus pulposus, with or without surgery, within the past five years

3) chronic or intermittent low back pain

4) residuals of hemiparalysis

5) chronic sciatica, chronic symptomatic arthritis

Extremities

Any anomaly, deformity, or other condition which demonstrably interferes with safe and efficient job performance is disqualifying.

Nervous System

The following diseases or conditions are disqualifying:

1) clinically diagnosed psychotic disorder or emotional instability

2) epilepsy, unless applicant has been seizure-free without medication for two years

3) paralysis, paresis, chronic demyelinating diseases, Parkinson's disease

4) Muscular atrophies or dystrophies which interfere with full performance

Other

Any other disease, defect, or limitation, though not specifically named above, which demonstrably interferes with safe or efficient performance of any of the duties of these positions is disqualifying. Remediable defects and acute or curable diseases which interfere with safe and efficient performance are disqualifying for these positions if existent at the time of appointment consideration. However, submission of proof of remedy of the register of eligibles will result in restoration of the applicant's medical eligibility for further consideration for these positions.

UNITED STATES DEPARTMENT OF THE INTERIOR
OFFICE OF SURFACE MINING RECLAMATION AND ENFORCEMENT

MEDICAL EXAMINATION FINDINGS--FEDERAL MINE INSPECTION AND INVESTIGATION

Name ..... **Date of Exam** .....
(Last, First, and Middle)

Date of Birth..... **Social Security Number**.....

Type of Examination ☐ **Pre-employment** ☐ **Fitness-for-duty**

1. **BUILD.** What is examinee's height? ..... weight? ..... frame? .....

2. **BLOOD PRESSURE AND PULSE.** Blood pressure systolic..... diastolic..... Pulse rate sitting..... after exercise (step test)..... two minutes after ..... [Note - If pulse rate at rest exceeds 110 or is less than 50 or if blood pressure readings exceed 160 systolic or 90 diastolic or are less than 105 systolic or 60 diastolic then at least two (2) retestings will be conducted during the course of the examination and the results of each retest included in the findings.] Any history of hypo/hyper tension? Explain.....

3. **EYES. Glaucoma (intraocular pressure, both eyes) and vision test with optical vision and screening apparatus required.** Vision test should include acuity near and far depth perception color vision vertical and lateral balance. **Submit results.**
   Do any of the following conditions exist? If so describe
   (a) acute or chronic disease of either eye.....
   (b) injury to either eye.....
   Has examinee had eye surgery? If so (a) when.....
   (b) kind.....

4. **EARS. Audiogram Required.** (Report decibel readings under the A scale in the 500 1000 and 2000 cps ranges) Hearing aid is not permitted during test. **Submit results.**
   Do any of the following conditions exist? If so describe
   (a) acute or chronic disease of the external middle or inner ear?.....
   .....
   (b)perforation of ear drum? .....

5. **NOSE, MOUTH AND THROAT.** Do any conditions exist which would interfere with distinct speech or with free breathing required in use of breathing apparatus?.....
   Do any of the following conditions exist: pyorrhea with loose teeth? extensive dental caries and Vincent's disease, severe or suppurative sinus disease?.....

Does examinee wear dentures or bridge? Yes..... No.....
If yes, is there good occlusion? .....
Are they in good repair.....

6. **CARDIO-VASCULAR. Electrocardiogram required. Submit 12 lead cardiogram results.**
Do any of the following conditions exist? If so describe
(a) organic heart disease, whether compensated or not.....
(b) coronary heart disease, cardiac enlargement, or angina pectoris.....
.....
(c) cardiac arrhythmia or irregularity other than sinus arrhythmia or occasional extrasystole.....
(d) arteriosclerosis beyond that normal for the examinee's age.....

7. **LUNGS. 14 X 17 chest X-ray, forced vital capacity, and one second timed vital capacity tests required. Submit X-ray plates and readings.**
Do any of the following conditions exist? If so, describe.
(a) acute or chronic pleurisy, bronchitis, pneumothorax, tuberculosis
.....
(b) empyema, bronchiectasis, and asthma.....
(c) silicosis, anthracosilicosis, and coal miner's pneumoconiosis.....
.....
(d) any other irremedial condition of lungs, pleura, or mediastinum ....
.....
(e) emphysema with reduced pulmonary function.....
Does examinee have a history of pulmonary tuberculosis with more than moderate involvement? If yes, for what period of time has the tuberculosis been healed or arrested? .....years.

8. **ABDOMEN.** Do any of the following conditions exist? If so, describe below
(a) active or recurrent peptic ulcer
(b) uncorrected hernia
(c) significant enlargement of liver or spleen (d) mucus and ulcerative colitis, Crohn's disease, cirrhosis of the liver (e) chronic recurrent cholecystitis and cholelithiasis, ascites (f)any acute or chronic disease of the abdominal viscera....-
.....

9. **GENITO-URINARY. Complete urinalysis and serology required. Submit results.** Do any of the following conditions exist? If so, describe below
(a) acute or chronic prostatitis (b) large or painful varicocele or hydrocele with functional impairment (c) any acute or chronic genito-urinary disease (d) evidence of venereal disease (e) disease of the gonads
.....

10. **SPINE, PELVIS, SACROILIAC AND LUMBO SACRAL JOINTS.** Do any of the following conditions exist? If so, describe below.
(a) any significant curvature, deformity or malformation of the spine (b) a history of herniated nucleus pulposus with or without surgery (c) spondylolisthesis, gibbous, scoliosis (d) any chronic or intermittent low back pain which interferes with function (e) acute or chronic sciatica and acute or chronic arthritis (f) arthritis-specify.....
.....

11. **NERVOUS SYSTEM.** Is there any established medical history or clinical diagnosis of the following conditions? If so, describe below.
(a) epilepsy (b) fainting spells (c) paralysis or paresis (d) muscular atrophies or dystrophies (e) a history of transient paralysis (f) psychoses, all chronic demyelinating diseases, Parkinson's disease (g) chronic alcoholism or drug addiction.....
.....

12. **EXTREMITIES.** Do any of the following conditions exist? If so, describe below.
(a) anomalies of the extremities which produce significant deformity or which interfere with function (b) un-united fractures and nonreducible dislocations or united fractures and reduced dislocations with incomplete restoration of function (c) amputation - specify (d) ankylosed joints, chronic knee conditions, varicose veins other than mild in degree (e) pes cavus, flatfoot with symptoms, weakfoot, clubfoot (f) any condition which interferes with function or will prevent efficient performance of duties.....

13. **SKIN.** Are any skin diseases present or is there any established medical history of chronic skin diseases which would interfere with performance of duties or could abe aggravated by exposure to the environment encountered in the mines? If so, describe below.....
.....

14. **BLOOD, METABOLIC, AND OCCUPATIONAL MINE DISEASES. Complete blood count differential, blood sugar, and blood urea nitrogen required. Submit results.**
Do any of the following conditions exist? If so, describe below.
(a) blood dyscrasia or anemia (b) diabetes mellitus that requires insulin or any other hypoglycemic drug for control (c) pancreatic, adrenal, thyroid, and parathyroid, and pituitary dysfunction (d) gout, any other systemic metabolic disease (e) myxedema or hyperthyroid (f) any irremedial poisoning such as mercury, lead, asbestosis, beryllium, arsenic, or uranium (g) collagen diseases.....
.....

15. Is the examinee being treated for any medical condition or deficiency?
Specify.....
Is the examinee regularly taking any medication? Explain.....
.....

16. **Other.** Any condition other than noted above of a medical or functional nature that will prevent efficient performance of duty?.....
.....
.....

Signature of Physician .....

Office Address .....
(Number and Street)

.....
(City, State, and Zip Code)

Office Area Code and Telephone Number.....