

# Pre-Employment Medical Guidelines

## Clinic Selection – Worldwide



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### Disclaimer

The purpose of this publication is to provide a source of information that is additional to that available to the maritime industry from regulatory, advisory, and consultative organisations. Whilst care is taken to ensure the accuracy of any information made available no warranty of accuracy is given and users of that information are to be responsible for satisfying themselves that the information is relevant and suitable for the purposes to which it is applied. In no circumstances whatsoever shall North be liable to any person whatsoever for any loss or damage whatsoever or howsoever arising out of or in connection with the supply (including negligent supply) or use of information.

Unless the contrary is indicated, all content is written with reference to English Law. The content of this publication does not constitute legal advice and should not be construed as such. Members should contact North for specific advice on particular matters.

Loss Prevention Briefings for Pre-Employment Medicals have been developed in cooperation with UK medical advisors for the benefit of Members who wish to give more guidance to their manning agents in connection with pre-employment medical examinations.

Loss Prevention Briefings for Pre-Employment Medicals are intended to assist Members by providing guidelines and recommended medical examinations to its manning agent for reducing the likelihood of seafarers being repatriated before the end of their contractual term. The contractual relationship of the enhanced medicals operates solely and exclusively between a Member's chosen manning agent and one of the selected clinics.

Loss Prevention Briefings for Pre-Employment Medicals are not to be considered as medical advice. All decisions as to the sufficiency of the examination, testing, and employment of prospective seamen remain the decisions of the Member and/or its manning agent, and/or the medical clinics. North and YEHS do not undertake or accept any responsibility for such decisions.

This disclaimer is governed by English law and is intended to protect both North and YEHS. In availing itself of this Pre-Employment Medical programmes and guidelines the Member accepts the terms set out above on behalf of itself and its manning agents, servant, agents and employees.

# PEME – Clinic Selection Worldwide

## North's P&I Loss Prevention Briefings on Pre-Employment Medicals include:

- 1 Pre-employment medical programme – PHILIPPINES
- 2 Pre-employment medical guidelines – Clinic selection – WORLDWIDE
- 3 Pre-employment medical programme – UKRAINE

## Contacts

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Abbie Rudd  
Senior Executive (Claims)

## Introduction

Crew illness claims continue to be a substantial cost for the shipowner Members of the Club. One single serious illness claim can force a vessel to deviate and lose time with all the attendant commercial consequences. The resultant hospitalisation, medical treatment and related expenses may potentially cost hundreds of thousands of dollars. There can also be a serious safety risk where a seafarer with an undetected medical condition is for instance a watchkeeper in charge of the ship or its machinery.

Many of these claims could have been avoided if the seafarer had a comprehensive pre-employment medical examination by a reliable medical facility or clinic. These guidelines have been prepared to provide Members with advice on effective pre-employment medical screening and the selection of suitable clinics in their crew supply areas worldwide.

The guidelines consist of:

## Pre-visit checklist

The selection process starts with this list of questions to assess whether a clinic is suitable for conducting pre-employment medicals to the recommended standard.

## Clinic visit checklist

The clinics nominated for visits should be those that have best answered the pre-visit checklist above. This list of questions to be asked during the visit should provide a structured approach and ensure the most efficient use of time spent at the facility. Medical consultants to the Club – Your Excellent Health Service (YEHS) - can be engaged by Members to carry out the selection

process. (Contact details for YEHS can be obtained from Lucy Dixon or Abbie Rudd at North).

## Schedules for recommended pre-employment medical examinations

These schedules take into account claims statistics and:

- specific ailments
- specific conditions induced by eating and drinking habits which can be peculiar to various geographical groupings. Consequently, many of the medical conditions that might lead to subsequent claims should be discovered during the examination.

## Medical examination record

This is a recommended format of medical examination record for use by selected clinics.

## Explanatory notes

These notes provide an explanation of the medical processes and the parameters, which should be recorded on the medical examination record.

## Pre-Visit Checklist

1. Is the clinic recognised by and/or associated with a statutory body?
2. Is the clinic covered by health & safety regulations for both candidates and staff?
3. Does the clinic already undertake pre-employment medicals for seafarers?
4. If yes to 3 - How many pre-employment medicals are currently completed on a daily basis.
5. Location - can the clinic be easily accessed by candidates. Is it near a public transport system. Is it near manning agent's offices?
6. Is the clinic owned and managed by a medical practitioner?
7. Does the clinic have fully qualified doctors and are they employed on a full time basis?
8. Is all medical screening undertaken by a fully qualified medical practitioner who understands the nature of seafarer's work?
9. How much of the examination is actually performed by resident doctors, and how many other general staff, nurses and technicians are involved? Is the medical split into specific examinations or is it a general overview, and is there a full time dentist and optician at the clinic?
10. If the screening includes specific examinations - are the results of all examinations and investigations computerised and retained on a PC database for a minimum of 7 years?
11. Where the examining doctor is unsure of the significance of any examination result - does the clinic have a method of referral to medical specialists?
12. What is the annual expenditure on new equipment and is equipment regularly calibrated. (See Note 1) ?
13. Are onsite facilities available for sampling blood and urine - the clinic should have facilities to conduct their own tests as per the recommendations?
14. Does the clinic give candidates instructions prior to the appointment for examination - particularly about tests requiring blood fasting?
15. Does the clinic have an existing cost structure for medical examinations?
16. Is the clinic already retained by an internationally recognised company or organisation?

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## Medical Clinic / Hospital Audit Checklist

Name of Clinic / Hospital
Total staff strength
Date of Auditing
Place of Auditing
Business license No & validity
ISO Certified - Yes/No
Attended by Clinic / Hospital Rep

Checklist - Part 1	Remarks
Is the clinic recognised by and/or associated with a statutory body? Complies with local government regulations in terms of 1) clinic registration 2) laboratory services and equipment & 3) registration of medical staff	
Is the clinic covered by health and safety regulations for both candidates and staff? Safety and suitability of premises. Medical staff and clinic premises are appropriately insured	
Does the clinic already undertake pre-employment medicals for seafarers? If yes, how many pre-employment medicals are currently completed on a daily basis.	
Can the clinic be easily accessed by candidates? Is it near a public transport system or near manning agent's offices?	
Is the clinic owned and managed by a medical practitioner? Does the clinic have a proper organisational set up & secession plan for senior management and clinical staff? Review of staff education, training and continuous professional development  Clinic staff satisfaction and retention (high turnover can be an indication of both poor management and poor quality)	

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<p>Does the clinic have fully qualified doctors and are they employed on a full time basis?</p> <p>The clinic has an effective process for gathering, verifying and evaluating the credentials (licensure, education, training and experience) of those staff members permitted by law and the clinic to provide patient care without supervision</p>	
<p>Is all medical screening undertaken by a fully qualified Medical practitioner who understands the nature of seafarer's work?</p>	
<p>How much of the examination is actually performed by resident doctors, and how many other general staff, nurses and technicians are involved?</p> <p>Is the medical split into specific examinations or is it a general overview, and is there a full time dentist and optician at the clinic?</p>	
<p>If the screening includes specific examinations — are the results of all examinations and investigations computerized and retained on a PC database for a minimum of 1 years?</p>	
<p>Where the examining doctor is unsure of the significance of any examination result, does the clinic have a method of referral to medical specialists?</p>	
<p>What is the annual expenditure on new equipment and is equipment regularly calibrated?</p>	
<p>Are onsite facilities available for sampling blood and urine? The clinic should have facilities to conduct their own tests as per the recommendations.</p>	
<p>Does the clinic give candidates instructions prior to the appointment for examination, particularly about tests requiring blood fasting?</p>	
<p>Does the clinic have an existing cost structure for medical examinations?</p>	
<p>Is the clinic already retained by an internationally recognized company or organisation?</p>	

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Checklist - Part 2	Remarks
Are the facilities clean, light and airy and do they allow the candidate privacy at all times?	
Are clinical measuring devices modern and is there documentary proof of calibration available as per manufacturer's recommendations?  Equipment is appropriately maintained and annually calibrated and serviced	
Consider overall management of the clinic. There should be areas designated for each examination with organized patient flow from one examination to another. The clinic should have designated areas for audiometry, dentistry, psychiatric testing, optical services and blood testing (known as the Section)	
Are doctors wearing name badges and is their presentation or mode of dress appropriate? Do they look and behave in a professional manner?	
Does the clinic have an appointment system?	
Does the clinic have an I.D. and numbering system for candidates?  Clinic processes in terms of patient identification, examination and testing are consistent with needs of 'fitness' assessment.	
To prevent any potential fraud during the examinations, does the clinic have the ability to photograph candidates on arrival and ensure the photographs accompany the candidate at all times?  Review of fraud detection policy and approaches.	
To eliminate any misunderstanding, do the examining doctors confirm personal information provided by candidates and warn of the potential consequences if information is withheld?  Adequate and appropriate record keeping (confidentiality, security and integrity of data and information are maintained). Records and information are protected against loss, destruction, tampering, and unauthorised access or use.	
Does the clinic ensure general guidance by staff for the candidate to ensure that the examination is completed smoothly and without undue anxiety?	
All candidates should be fully undressed and be provided with clothing that protects privacy while the examination takes place.  A chaperone policy is in place and is effectively used.	

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Toilets where urine samples are taken should be clean, easy to maintain, have hand-washing facilities, and to prevent substitution, sampling should be monitored by clinic staff.	
Where a candidate fails the medical examination, is guidance given on improving health in order to obtain fitness to work status? Overview of numbers seen compared to number rejected as 'unfit'. Review of reasons for rejected as 'unfit'.	
Is the proposed price structure for recommended pre- employment medical examinations realistic? Are prices too cheap or too expensive?	
Would you be happy for the clinic to undertake your own medical?  Patient satisfaction with service — unbiased interpreter with random interviews	
Review of critical incident and complaints policies. Review of how examples or fictional scenarios of critical incidents and complaints are handled.	
Review of trustworthiness of clinic procedures and processes. Are there any obvious conflicts or interest? Has any past bad behaviour been reported or alleged and if so is it likely that more of such might reasonably be expected or not? Does the clinic have known ethical standards and statement of mission, vision and/or principles?	
The clinic identifies the procedures and processes associated with the risk of infection and implements strategies to reduce infection risks to both patients and staff.	

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Auditor's comment (if any):

Name of Auditor

Signature of Auditor

Date :

Clinic's / Hospital's Feedback:



## Schedule A: Far East Nationals excluding Filipinos

Ages 30 years and below

### Pre-employment medical examination

1. Review of past medical history with appropriate declaration discussed with doctor, agreed and signed by candidate.
2. Chest x-ray (14x17)
3. Complete Blood Count
4. Routine Urinalysis
5. Routine Fecalysis
6. Blood Typing
7. Dental Check-up
8. Optical Check-up
9. Complete P.E. & History
10. Psychological examination.
11. Lipid Profile
  - Total Cholesterol (HDL/LDL)
  - Triglycerides
12. Others:
  - Fasting Blood Sugar
  - HIV 1 & HIV 2
  - Audiometry
  - Ishihara
  - Pulmonary Function Test
  - VDRL Screening
  - ECG
  - BUA (Blood Uric Acid)
13. Hepa A
  - Hepa B Antigen Test
  - Hepa C

Additional charges may be made – for example, stool analysis is compulsory for all food-handlers

It is recommended that the seafarer be given anti-malarial injections and instructions for the taking of appropriate medication throughout the term of the contract.

## Schedule B: Far East Nationals excluding Filipinos

Ages 31 to 50 years old

### Pre-employment medical examination

1. Review of past medical history with appropriate declaration discussed with doctor, agreed and signed by candidate.
2. Chest X-ray (14x17)
3. Complete Blood Count
4. Routine Urinalysis
5. Routine Fecalysis
6. Blood Typing
7. Dental Check-up
8. Optical Check-up
9. Complete P.E. & History
10. Psychological Examination
11. Lipid Profile
  - Total Cholesterol (HDL/LDL)
  - Triglycerides
12. Liver Profile
  - Total Bilirubin
  - SGOT
  - SGPT
  - GGTP
13. Kidney Function Test
  - BUN
  - Creatinine
  - Total Protein
14. Others:
  - Fasting Blood Sugar
  - HIV 1 & HIV 2
  - Audiometry
  - Ishihara
  - Pulmonary Function Test
  - VDRL Screening
  - ECG BUA (Blood Uric Acid)
15. Hepa A
  - Hepa B Antigen Test
  - Hepa C

Additional charges may be made – for example, stool analysis is compulsory for all food-handlers

It is recommended that the seafarer be given anti-malarial injections and instructions for the taking of appropriate medication throughout the term of the contract.

# PEME – Clinic Selection Worldwide

## Schedule C: Far East Nationals excluding Filipinos

Ages 51 years and above

### Pre-employment medical examination

1. Review of past medical history with appropriate declaration discussed with doctor, agreed and signed by candidate.
2. Chest X-Ray (14 x17)
3. Complete Blood Count
4. Routine Urinalysis
5. Routine Fecalysis
6. Blood Typing
7. Dental Check-up
8. Optical Check-up
9. Complete P.E. & History
10. Psychological Examination
11. Lipid Profile
  - Total Cholesterol (HDL/LDL)
  - Triglycerides
12. Liver Profile
  - Total Bilirubin
  - SGOT
  - SGPT
  - GGTP
13. Kidney Function Test
  - BUN
  - Creatinine
  - Total Protein
14. Others:
  - Fasting Blood Sugar
  - HIV 1 & HIV2
  - Audiometry
  - Ishihara
  - Pulmonary Function Test
  - VDRL Screening
  - ECG
  - BUA (Blood Uric Acid)
15. Hepa A
  - Hepa B Antigen Test
  - Hepa C
16. Stress Test
  - Cardio Profile

Additional charges may be made – for example, stool analysis is compulsory for all food-handlers. It is recommended that the seafarer be given anti-malarial injections and instructions for the taking of appropriate medication throughout the term of the contract.

# PEME – Clinic Selection Worldwide

## Schedule D: Non-Far East Nationals

Ages 30 years and below

### Pre-employment medical examination

1. Review of past medical history with appropriate declaration discussed with doctor, agreed and signed by candidate.
2. Chest x-ray (14x17)
3. Complete Blood Count
4. Routine Urinalysis
5. Routine Fecalysis
6. Blood Typing
7. Dental Check-up
8. Optical Check-up
9. Complete P.E. & History
10. Psychological Examination
11. Lipid Profile
  - Total Cholesterol (HDL/LDL)
  - Triglycerides
12. Others:
  - Fasting Blood Sugar
  - HIV 1 & HIV 2
  - Audiometry
  - Ishihara
  - Pulmonary Function Test
  - VDRL Screening
  - ECG
13. Hepa A
  - Hepa B Antigen Test
  - Hepa C

Additional charges may be made – for example, stool analysis is compulsory for all food-handlers

It is recommended that the seafarer be given anti-malarial injections and instructions for the taking of appropriate medication throughout the term of the contract.

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## Schedule E: Non-Far East Nationals

Ages 31 years and above

### Pre-employment medical examination

1. Review of past medical history with appropriate declaration discussed with doctor, agreed and signed by candidate.
2. Chest X-ray (14x17)
3. Complete Blood Count
4. Routine Urinalysis
5. Routine Fecalysis
6. Blood Typing
7. Dental Check-up
8. Optical Check-up
9. Complete P.E. & History
10. Psychological Examination
11. Lipid Profile
  - Total Cholesterol (HDL/LDL)
  - Triglycerides
12. Liver Profile
  - Total Bilirubin
  - SGOT
  - SGPT
  - GGTP
13. Kidney Function Test
  - BUN
  - Creatinine
  - Total Protein
14. Others:
  - Fasting Blood Sugar
  - HIV 1 & HIV 2
  - Audiometry
  - Ishihara
  - Pulmonary Function Test
  - VDRL Screening
  - ECG
  - BUA (Blood Uric Acid)
15. Hepa A
  - Hepa B Atigen Test
  - Hepa C
16. Stress Test
  - Cardio Profile

Additional charges may be made – for example, stool analysis is compulsory for all food-handlers. It is recommended that the seafarer be given anti-malarial injections and instructions for the taking of appropriate medication throughout the term of the contract.

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## Medical Examination Record – page 1 of 2

ATTACH PHOTOGRAPH HERE

Numbers in brackets (2) refer to [EXPLANATORY NOTES](#)

LAST NAME		FIRST NAME		MIDDLE INITIAL	SEX	AGE	DATE OF BIRTH	
CIVIL STATUS		PASSPORT NO.		JOB APPLIED FOR			MANNING AGENT	
PRESENT MAILING ADDRESS							TEL. NO.	
HEIGHT (2) m ins	WEIGHT (3) lbs kgs	PULSE /min reg irr	BODY BUILD (4) SS MS LS OW		CHEST: INSP (5) CHEST: EXP ABD GIRTH (6)		ins ins ins	
VISUAL ACUITY UNCORRECTED CORRECTED		FAR VISION L R L R		NEAR VISION L R L R		COLOUR VISION (7)	CLARITY OF SPEECH	
DENTAL UPPER 8 7 6 5 4 3 2 1 - L 1 2 3 4 5 6 7 8 LOWER 8 7 6 5 4 3 2 1 - L 1 2 3 4 5 6 7 8				CHEST X-RAY PA AP X Ray No. NEGATIVE POSITIVE		BLOOD TYPE: BLOOD PRESSURE: (14) (20) (21) /		

FAMILY HISTORY				
	Present Age	Present state of health	Age at death	Cause of death
Father				
Mother				
Brother/	1			
~	2			
	3			
Sister/s	1			
	2			
	3			

MEDICAL HISTORY (8) - Has applicant suffered from, or been told they have (or had) any of the following conditions:					
1. Asthma or wheezing	YES	NO	12. Nose bleeding	YES	NO
2. Bronchitis	YES	NO	13. Hearing problems	YES	NO
3. Pleurisy	YES	NO	14. Rheumatic fever	YES	NO
4. Tuberculosis	YES	NO	15. High blood pressure	YES	NO
5. Pneumonia	YES	NO	16. Heart attack	YES	NO
6. Coughed up blood	YES	NO	17. Chest pain	YES	NO
7. Shortness of breath	YES	NO	18. Palpitations	YES	NO
8. Other chest complaints	YES	NO	19. Poor circulation	YES	NO
9. Sinus trouble	YES	NO	20. Other infections of the heart or circulatory system	YES	NO
10. Frequent colds	YES	NO			
11. Ear infections	YES	NO	21. Varicose veins	YES	NO
				22. Swelling of feet	YES NO
				23. Fainting attacks	YES NO
				24. Migraine	YES NO
				25. Blackouts	YES NO
				26. Fits	YES NO
				27. Epilepsy	YES NO
				28. Muscular weakness	YES NO
				29. Paralysis	YES NO
				30. Stroke	YES NO
				31. T.I.A.	YES NO
				32. Tingling	YES NO

I hereby permit the undersigned physician to furnish such information the company may need pertaining to my health status and other personal medical findings and do hereby release them from any and all legal responsibility by doing so. I also certify that my medical history contained above, is true and any false statements will disqualify me from my employment, benefits and claims.

Signature \_\_\_\_\_ Examiner \_\_\_\_\_ Candidate \_\_\_\_\_ Name of employer \_\_\_\_\_

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## Medical Examination Record - page 2 of 2

Page 2 of 2 for:

LAST NAME	FIRST NAME	MIDDLE INITIAL
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SYSTEMIC EXAMINATION (9)					
	NORMAL	FINDINGS		NORMAL	FINDINGS
1. Skin	YES NO		11. Heart	YES NO	
2. Head, neck, scalp	YES NO		12. Abdomen	YES NO	
3. Eyes - external	YES NO		13. Back	YES NO	
4. Pupils, ophthalmoscopic	YES NO		14. Anus - rectum	YES NO	
5. Ears	YES NO		15. G - U system	YES NO	
6. Nose - sinuses	YES NO		16. Inguinals, genitals	YES NO	
7. Mouth - throat	YES NO		17. Reflexes	YES NO	
8. Neck, L. N. thyroid	YES NO		18. Extremities	YES NO	
9. Chest - breast - axilla	YES NO		19. Dental (teeth)	YES NO	
10. Lungs	YES NO		20. Surgical Operations	YES NO	

AUDIOGRAM		500	1000	2000	4000	6000	8000
Right Ear	Khz						
	JB						
Left Ear	Khz						
	JB						

LUNG FUNCTION TESTS	
FEV 1	
FEV 2	
PEFR	

STANDARD EXAMINATION	
1	Chest X-Ray (14x17) (10)
2	Complete Blood count (13)
3	Routine Urinalysis (11)
4	Routine Fecalalysis
5	Blood Typing
6	Dental Check-up
7	Optical Check-up
8	Complete P.E. & History (12) (15) (22)
9	Psychological Examination

ADDITIONAL EXAMINATION					
10	Lipid Profile		13	Others	
	Triglycerides (19)			Fasting Blood Sugar (24)	
	Cholesterol (16)			HIV 1 & HIV 2	
	HDL (17)			Audiometry	
	LDL (18)			Ishihara	
11	Liver Profile		14	Pulmonary Function Test	
	Total Bilirubin			VDRL Screening	
	SGOT			ECG	
	GGTP			Hepa A	
12	Kidney Function Test		15	Hepa B Antigen Test	
	BUN			Hepa C	
	Creatinine			Stress Test (if applicable)	
	Total Protein			Cardio Profile (if applicable)	

It is recommended that the seafarer is given anti-malarial injections and instructions for the taking of appropriate medication throughout the term of the contract.

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## Explanatory Notes – page 1 of 2

1. Each Laboratory has its own normal parameters for each investigation that should be observed when completing the form. Any result outside normal parameters should be considered abnormal and the candidate reported as unfit. The same principle should apply to all investigations conducted using the clinics instruments/equipment. Documented assessment of all instruments/equipment used by a clinic performing pre-employment medicals should be undertaken regularly as required by manufactures and at least annually.
2. Height: If possible record this in metres to two decimal places
3. Weight: If possible record this in kilograms to two decimal places

The height and weight provide a Body Mass Index (BMI) as follows:

$$\text{BMI} = \frac{\text{Weight (Kgs)}}{\text{Height (m}^2\text{)}}$$

Obese Class II	BMI > 30
Obese Class I	BMI 25 – 29.9
Overweight	BMI 23 – 24.9
<b>Healthy</b>	<b>BMI 18.5 – 22.9</b>
Underweight	BMI < 18.5

4. Body Build: Please record whether short stature (SS), medium stature (MS), large stature (LS) and also state if overweight
5. Chest Inspiration: Measure with tape measure the girth of the chest at the level of the nipples for maximum inspiration, and at full expiration, in inches.
6. Abdominal Girth: This should be measured at the level of the umbilicus, in inches.
7. Colour Vision: This should be done using the Ishihara tests for colour deficiency with particular reference to red and green deficiency.
8. Medical History: Explain the medical terminology to the candidate to ensure a true medical history.
9. Systemic Examination: List all surgical operations and any medical admissions to hospital with dates and results of any investigations.
10. Chest X-ray: Please confirm whether the view taken is anterior/posterior or posterior/anterior.
11. Random Urine samples: Two separate urine samples for testing the presence of glucose, the first taken at the start of the examination and the other at the end of the examination.
12. Smoking: Indicate the number of cigarettes smoked per day, or the amount of tobacco smoked per week.
13. Haematology Blood tests: If possible, obtain a platelet count.
14. Blood Pressure: **No higher than 140/90**
15. Medication: All prescribed medication should be recorded.



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## Explanatory Notes – page 2 of 2

### Heart Disease and Stroke Risk

16. <u>Total Cholesterol</u> (mg/dL)	<160 <b>160 – 199</b> 200 – 239 240 – 279 >280	Desirable <b>Desirable</b> Borderline high High High
17. <u>HDL Cholesterol</u> (mg/dL)	> 60 50 – 59 <b>40 – 49</b> < 40	
18. <u>LDL</u> (mg/dL)	<100 <b>100 – 129</b> 130 – 159 160 – 189 >190	Optimal <b>Near optimal/above optimal</b> Borderline high High Very high
19. <u>Triglycerides</u>	<150 150 – 199 >200	Optimal High Very high
20. <u>Systolic blood pressure</u> (mm/Hg)	<120 <b>120 – 129</b> <b>130 – 139</b> 140 – 159 > 160	Normal <b>Normal</b> <b>Normal</b> High Referral required
21. <u>Diastolic blood pressure</u> (mm/Hg)	<b>No greater than 90 mm/Hg</b>	
22. <u>Medication</u>	Has any Hypotensive medication been taken in the last 48 hours?	
23. Risk factors	<u>LDL</u> 190 or > and 0 or 1 160 or > and 2 or more 130 or > and 2 or more	<u>Risk of Heart Attack in next 10 years</u> Risk Factor: Low Risk Factors: 10% Risk Factors: 10% to 20%

### Diabetes

24. Diabetes  
Any candidate with glycosuria should be investigated with a glucose tolerance test to assess accurately their diabetic status.

If found to be diabetic the type of diabetes must be identified - if the candidate were employed at sea the correct medication to control the diabetes may not be readily available on board ship or ashore.

Insulin dependent diabetes is much more difficult to control on board ship with varying working conditions and – in particular – the heat. For safety reasons – candidates with insulin dependent diabetes should not be employed at sea.

**Note:** The optimum levels are shown in **bold** above. Values above or below optimum levels – and all haematology, biochemistry and serology results that are not within normal parameters - must be investigated before be declared fit for work.