

(1) The appropriate procedures have been followed.

(2) No additional information is needed.

(3) There are no other factors which must be taken into account.

h. Following this review, the Federal Air Surgeon shall:

(1) Sustain the decision if he finds satisfactory compliance with the review criteria.

(2) Rescind the medical determination if he determines that it is incorrect.

(3) Request the Regional Flight Surgeon provide additional information.

i. The decision of the Federal Air Surgeon on the appeal shall be the final agency medical determination.

j. If the ATCS remains disqualified, the case shall be referred for administrative review as described in paragraph 60.

SECTION 2. INTERVAL MEDICAL PROBLEMS

53. IDENTIFICATION. A medical problem or condition of an ATCS may arise at any time not in connection with the required periodic examination. A problem may be identified by the ATCS or by facility management.

54. MEDICAL STATUS DETERMINATION. The Flight Surgeon shall examine the ATCS or evaluate medical information provided and make a medical determination of the medical status of the ATCS. If the medical condition warrants, the Flight Surgeon may authorize referral examinations for evaluation, and compare all medical findings with established medical standards.

55. WORK STATUS DETERMINATION. The air traffic facility management shall assign ATCSs placed in restricted or incapacitated status to leave or administrative duties. An ATCS who fails to meet standards will be considered as if he/she had failed to meet standards in a periodic evaluation (see paragraph 51). Cases of ATCSs who are determined to be incapacitated, or the period of recovery will or is anticipated to exceed 30 days, shall be forwarded to the region for review and action (see paragraph 60).

56. PERIODIC REEVALUATION. ATCSs placed on restriction will be medically reviewed or reevaluated within a period not to exceed every 30 calendar days. If it is determined that the ATCS is recovered, restrictions will be removed and the ATCS returned to duty. ATCSs about whose condition a final determination cannot yet be made may be left in restricted status. If the determination is made that the ATCSs medical condition has become indefinitely incapacitating, the case shall be forwarded to the region for review and action (see paragraph 60).

57. INCAPACITATION. When there is a determination that an ATCS is incapacitated, the case shall be forwarded to the region for review and action (see paragraph 60). When an ATCS meets the medical standards, but is determined to be indefinitely incapacitated, the procedures outlined in FPM Supplement 8311, paragraph S1010, as well as the procedures in this

order, shall be followed.

58. RESERVED.

SECTION 3. ADMINISTRATIVE REVIEW

60. EMPLOYMENT STATUS REVIEW AND DETERMINATION. The employment status of disqualified and/or indefinitely incapacitated employees who request placement consideration will be reviewed by the Air Traffic Division to determine the operational suitability and feasibility of retaining the employee in the ATC system. If the ATCS cannot perform control duties and:

a. The medical condition is temporary, the ATCS shall be placed on administrative duties or leave by air traffic management. The ATCS shall be periodically reevaluated to determine the ATCS medical status. This evaluation will include an application of standards if appropriate. If it is determined that the medical condition has become permanent, the provisions of paragraph 60b will apply. If the ATCS has recovered (both meet standards and is able to perform control functions) the ATCS shall be reassigned to an available ATCS position. If the ATCS is able to perform control functions but does not meet standards, a special consideration may be granted in accordance with paragraph 23b.

b. The medical condition is permanent, the Air Traffic Division Chief, may effect reassignment to a staff position (ATCSs permanently assigned to staff positions in some cases are no longer required to meet medical standards). If the ATCS is not reassigned to a staff position, the ATCS shall be referred to the Personnel Management Division for placement in other available Positions or for other appropriate personnel actions.

61.69. RESERVED.

CHAPTER 6. PROGRAM EVALUATION

70. THE FEDERAL AIR SURGEON. The Federal Air Surgeon shall periodically conduct evaluations of the ATCS Health Program. The Federal Air Surgeon shall collect and maintain all records required to perform post audits of all aspects of program operation with special attention to the granting of Special Consideration and Medical Determinations of Disqualification. The evaluation will insure equitable and consistent application of the standards and use of Special Consideration consonant with aviation safety.

71. THE DIRECTOR, AIR TRAFFIC SERVICE. The Director, Air Traffic Service shall maintain records required to evaluate the operational administration of the program. Areas reviewed shall include the relevance of medical standards to the functional needs and safety requirements of the airspace system and the utilization of physically impaired ATCS's.

72.79. RESERVED.

APPENDIX 1. MEDICAL QUALIFICATION STANDARDS

This appendix contains the Physical Requirements section of the Office of Personnel Management Qualification Standards for the Air Traffic Control Series, GS2152:

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT AIR TRAFFIC CONTROL SERIES

1. INITIAL EMPLOYMENT.

Applicants for initial appointment to air traffic control specialist positions must comply with the

following requirements:

a. Eye.

- (1) The applicant must demonstrate: Distant visual acuity of 20/20 in each eye separately, without correction, or distant visual acuity of 20/200 or better in each eye separately, with correction to 20/20 in each eye. Glasses or contact lenses are permitted.
- (2) The applicant must demonstrate: Near visual acuity of $v=.50$ (or equivalent according to table of equivalent scale) or better in each eye separately without correction or near visual acuity of $v1.25$ or better in each eye separately, with correction to $v=.50$ in each eye. Glasses or contact lenses are permitted.
- (3) An applicant who must utilize both glasses and contact lenses to demonstrate acceptable near and distant vision is disqualified.
- (4) The applicant must demonstrate normal color vision.
- (5) The applicant must demonstrate normal central and peripheral fields of vision.
- (6) If any medication is routinely required for control of intraocular tension, the applicant is disqualified.
- (7) The applicant must demonstrate no hyperphoria or hypophia greater than one prism diopter.
- (8) The applicant must demonstrate no esophoria greater than six prism diopters.
- (9) The applicant must demonstrate no exophoria greater than six prism diopters.
- (10) If examination, including tonometry, of either eye or adnexa reveals any form of glaucoma or cataract formation, uveitis, or any other acute or chronic pathological condition that would be likely to interfere with proper function or likely to progress to that degree, the applicant is disqualified.
- (11) An applicant under any form of treatment for any chronic disease of either eye is disqualified.
- (12) The applicant must demonstrate full range of motion of external ocular muscles.

b. Ear, Nose, Throat, Mouth.

- (1) Examination must show no outer, middle, inner ear disease, either acute or chronic, unilateral or bilateral.
- (2) Examination must show no active disease of either mastoid.
- (3) Examination must show no unhealed perforation of either eardrum.
- (4) Examination must show no deformity of either outer ear that might interfere with the use of headphones of the applied or semiinserted type.
- (5) Examination must show no disease or deformity of the hard palate, soft palate or tongue that interferes with enunciation. The applicant must demonstrate clearly understandable speech, and an

absence of stuttering or stammering.

(6) The applicant must demonstrate, by audiometry, no hearing ^{loss} 1088 in either ear of more than 25 decibels in the 500, 1000, or 2000 HZ ranges and must demonstrate no hearing 1088 in these ranges of more than 20 decibels in the better ear using ISO (1964) or ANSI (1969) standards. Hearing loss in either ear of more than 40 decibels in the 4000 HZ range may necessitate an otological consultation. Incipient disease processes which may lead to early hearing 1088 will be a cause for disqualification.

c. Cardiovascular.

(1) An applicant must have no medical history of any form of heart disease. The applicant must demonstrate absence of any form of heart disease to clinical examination including resting and postexercise electrocardiogram.

(2) An applicant must have blood pressure levels no greater than the appropriate values in the following table:

Maximum Reclining

Blood Pressure

Age Systolic Diastolic

20 to 29 140 90

30 to 39 150 90

40 to 49 150 100

50 and over 160 100

(3) An applicant must demonstrate to Xray no evidence of increase in heart size beyond normal limits.

(4) An applicant under any form of treatment for any disease of the cardiovascular system is disqualified.

d. Neurological.

(1) Applicant must have no medical history or clinical diagnosis of a convulsive disorder.

(2) Applicant must have no medical history or clinical diagnosis of a disturbance of consciousness without satisfactory medical explanation of the cause.

(3) Applicant must have no other disease of the nervous system that is found by the Federal Air Surgeon to constitute a hazard to safety in the Air Traffic Control System.

(4) An applicant under any form of treatment, including preventive treatment, of any disease of the nervous system, is disqualified.

e. Musculoskeletal.

(1) The applicant must have no deformity of spine or limbs of sufficient degree to interfere with the requirements of the position of employment being sought. Certain limitations of range of motion may be acceptable for certain specific options or positions, in which case acceptance for employment will be noted specifically for that position or option only. (Terminal, Center, Flight Service Station.)

(2) The applicant must have no absence of any extremity or digit or any portion thereof sufficient to interfere with the requirements for locomotion and manual dexterity of the position being sought. Acceptance of limitations for employment for a specific option or position will be noted for that option or position only.

(3) The applicant must have no condition which predisposes to fatigue or discomfort induced by long periods of standing or sitting.

f. General Medical.

(1) An applicant must have no medical history or clinical diagnosis of diabetes mellitus.

(2) The applicant must possess such a body build as not to interfere with sitting in an ordinary office armchair.

(3) The applicant must have no other organic, functional or structural disease, defect or limitation found by the Federal Air Surgeon to clinically indicate a potential hazard to safety in the Air Traffic Control System. A pertinent history and clinical evaluation, including laboratory evaluations will be obtained and when clinically indicated, special consultations or examinations will be accomplished.

g. Psychiatric.

The applicant must have no established medical history or clinical diagnosis of any of the following:

(1) A psychosis;

(2) A neurosis;

(3) Any personality disorder or mental disorder that the Federal Air Surgeon determines clearly indicates a potential hazard to safety in the Air Traffic Control System. The determinations will be based on the medical case history (including past social, and occupational adjustment) supported by clinical psychologists and board certified psychiatrists, including such psychological tests as may be required as a part of medical evaluation as the Federal Air Surgeon may prescribe.

h. Substance Dependency.

A history, review of all available records, clinical and laboratory examination will be utilized to determine the presence or absence of substance dependency, including alcohol, narcotic, and nonnarcotic drugs. Wherever clinically indicated, the applicant must demonstrate an absence of these on thorough psychiatric evaluation, including any clinical or psychological tests required as part of the medical evaluation.

RETENTION REQUIREMENTS

The physical requirements in this section apply to: