

**CIRCULATED TO ALL MEMBERS, BROKERS AND DIRECTORS
ATTENTION INSURANCE DEPARTMENT**

**1 JULY 2002
JB**

SUPERSEDED – Pre-Employment Medical Scheme

URGENT NOTICE: THIS CIRCULAR IS OBSOLETE AND ANY QUERIES SHOULD BE ADDRESSED TO JUDITH BURDUS/LUCY DIXON. INFORMATION OUTLINING THE CURRENT ARRANGEMENTS CAN BE VIEWED IN [LOSS PREVENTION BRIEFING - PRE-EMPLOYMENT MEDICALS - PHILIPPINES](#).

PRE-EMPLOYMENT MEDICAL SCHEME

The Association is becoming increasingly concerned about the risks of claims against Members arising out of the employment of seafarers suffering from medical conditions which could and should have been identified by pre-employment examination and testing.

Accordingly, we strongly recommend shipowner Members who employ Filipino officers and crew to consider (in co-operation with their manning agents) imposing a requirement that potential seafarers undergo enhanced pre-employment medical screening, only at reliable clinics.

There are a number of clinics who offer such a screening service and we cannot and do not control our Member's choice in this respect. However, the clinics which the Association currently recommend are able to comply with and maintain the following minimum standards and specific requirements:-

1. The provision of three ranges of standard tests according to age 18 to 30, 31 to 50 as set out in schedules A and B and in the case of 51 and above, the tests will be based on those for age 31-50 with the option of including two additional tests as set out in the attached schedule C.
2. These tests to be provided at a fixed price common to any of the recommended clinics, the prices currently being as set out in the attached schedules.
3. The tests to be carried out objectively and without influence from the manning agent or its principal or the seafarer.
4. Any clinic which carries the Associations, recommendation may, at any time during the currency of that recommendation, be audited by United Kingdom based, Medical Rescue International ("MRI") in accordance with standards and requirements laid down by MRI in consultation with the Association. MRI will seek to confirm and verify the accuracy, thoroughness and objectivity of the test procedure. It is presently intended that these audits would occur annually in October of each year and the continued recommendation of the Association is conditional upon full and free access and information being provided to MRI during these audits.

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5. Test records are to be maintained by the clinic for five years from the date of the test. In addition, the clinics are to produce statistics on a monthly basis. These are to be made available to the Association or MRI (upon the request of either) in order to review the efficiency of the recommended scheme.

6. The clinic is to give specific attention to the identification of:-

- a. diabetics, excluding those seafarers who control same with diet; and
- b. hypertension cases;

and in each of these cases the clinic will draw these conditions to the attention of the manning agent.

7. The clinic must at all times be government accredited.

Our current recommended clinics are:

Maritime Clinic For International Services Inc (MCIS)
10th Floor
Times Plaza Building
U.N. Ave,
Cor Taft Avenue,
Ermita,
Manila 1000,
Philippines

S M Lazo Medical Clinic Inc
1755 Taft Avenue Cor
J Nakpil Street
Malate
Manila
Philippines

The list of clinics will be reviewed after each voluntary audit and/or any other event which we consider relevant, and in any event from time to time as we think fit, and we reserve the right to withdraw, increase, or reduce the list of clinics at any time without prior notice.

We must make it clear that neither the Association nor MRI has any contractual or other legal relationship with the clinics. Any claim for fees in accordance with the agreed charges are to be invoiced to the manning agent. Any other charges for additional tests outside the scope of those set out in A, B and C are to be paid in accordance with arrangements to be made directly between the clinic and the seafarer.

The Members are advised to give the manning agents details of tests for each age group (those set out in Schedules A, B and C) to present to the seafarer prior to arrival at the clinic to ensure that the seafarer is aware of the nature and extent of the testing to which they will be subject. Members should be aware that rejection rates may be higher than their previous experience given that the system is designed to effectively screen out seafarers who could be a danger to themselves, other crew members, the ship on which they sail, and the person or property of third parties if employed on Members' vessels.

Disclaimer

The Pre-Medical/recommended Clinic Scheme has been developed in co-operation with Medical Rescue International (MRI) for the benefit of Members who wish to give more guidance to their manning agents in connection with pre-employment medical examination.

The scheme is intended to assist the Member by providing guidelines and pricing schedules to its manning agent for the purpose of reducing the likelihood of seamen having to be 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 two approved clinics. The Scheme is 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 of England P&I Association and MRI do not undertake or accept any responsibility for such decisions.

This disclaimer is governed by English law and is intended to protect both the Association and MRI.

In availing itself of this Scheme the Member accepts the terms set out above on behalf of itself and its manning agents, servant, agents and employees.

J BURDUS

SENIOR EXECUTIVE (CLAIMS) - North Insurance Management Limited

As Managers on behalf of the North of England P&I Association Limited

SCHEDULE A

North of England Association P&I Package

For ages 30 and below A. Pre-employment Medical Examination.

1. Chest x-ray (14x17)
2. Complete Blood Count
3. Routine Urinalysis
4. Routine Fecalalysis
5. Blood Typing
6. Dental Check-up
7. Optical Check-up
8. Complete P.E. & History
9. Psychological Examination.

B. Additional Examination.

1. Lipid Profile.

Triglycerides

Cholesterol

HDL

LDL

2. Others:

Fasting Blood Sugar

HIV 1 & HIV 2

Audiometry

Ishihara

Pulmonary Function Test

VDRL Screening

ECG

3. Hepa A

Hepa B Atigen Test

Hepa C

PACKAGE COST: \$80

SCHEDULE B

North of England Association P&I Package

For ages 31 to 50 years old

A. Pre-Employment Medical Examination

1. Chest X-ray (14x17)
2. Complete Blood Count
3. Routine Urinalysis
4. Routine Fecalalysis
5. Blood Typing
6. Dental Check-up
7. Optical Check-up
8. Complete P.E. & History
9. Psychological Examination

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B. Additional Examination

1. Lipd Profile

Triglycerides

Cholesterol

HDL

LDL

2. Liver Profile

Total Bilirubin

SGOT

SGPT

GGTP

3. Kidney Function Test

BUN

Creatinine

Total Protein

4. Others:

Fasting Blood Sugar

HIV 1 & HIV 2

Audiometry

Ishihara

Pulmonary Function Test

VDRL Screening

ECG

5. Hepa A

Hepa B Atigen Test

Hepa C

PACKAGE COST: \$100

SCHEDULE C

North of England Association P&I Package

For ages 51 years old and above.

A. Pre-Employment Medical Examination

1. Chest X-Ray (14 x17)

2. Complete Blood Count

3. Routine Urinalysis

4. Routine Fecalysis

5. Blood Typing

6. Dental Check-up

7. Optical Check-up

8. Complete P.E. & History

9. Psychological Examination

B. Additional Examination

1. Lipid Profile

Triglycerides

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Cholesterol
HDL
LDL

2. Liver Profile

Total Bilirubin
SGOT
SGPT
GGTP

3. Kidney Function Test

BUN
Creatinine
Total Protein

4. Others:

Fasting Blood Sugar
HIV 1 & HIV2
Audiometry
Ishihara
Pulmonary Function Test
VDRL Screening
ECG

5. Hepa A

Hepa B Atigen Test
Hepa C

PACKAGE COST: \$100

Stress Test }

Cardio Profile } \$35.00