

**APPENDIX N (DOI only)  
Medical Examination Requirement**

Employment Category	Fitness Requirement	Clearance Process	
		MSP	HSQ
	Arduous	MSP	HSQ
<b>Permanent, Career-Seasonal &amp; TERM</b>	Arduous	X	
	Moderate/Light		X
<b>Temporary Seasonal</b>	Arduous	X	
	Moderate/Light		X
<b>AD/EFF Under Age 45</b>	Arduous		X
	Moderate/Light		X
<b>AD/EFF Age 45 and Older</b>	Arduous	X (annual)	
	Moderate/Light		X

Note: MSP: Medical Standards Program  
HSQ: Health Screen Questionnaire

**Permanent, Career-Seasonal and TERM Employees**

- Baseline exam in the first year.
- A “Periodic Exam” every 5th year when under age 45.
- A “Periodic Exam” every 3rd year when age 45 and older.
- An “Annual Exam” in intervening years.
- Exit exam upon retirement or removal/reassignment from arduous level.

**Seasonal Employees**

- Annual Exam every year when under age 45.
- Periodic Exam at age 45 and every 3<sup>rd</sup> year thereafter.
- Annual Exam in intervening years when over age 45.

**AD/EFF**

- An “Annual Exam” when age 45 and older.
- A HSQ when under age 45 or annual exam if “yes” answers on HSQ and determined as agency mission critical.