

ICRC employees on a mobile or a resident contract deployed out of their residence country are required to undergo a medical examination prior to the beginning of each mission. The objective is to determine their physical and mental fitness for working with ICRC. No physical or mental medical condition will preclude service, unless this condition renders the individual incapable of performing the essential function of the job, or unless it is determined that the service will pose a direct threat to the individual's own health and/or safety. However, each candidate and staff member should be aware that most of ICRC missions are in remote locations, and any inability to be posted in remote areas will de facto preclude obtaining of a medical clearance.

The ICRC Staff Health Centre of Expertise recommends that certain conditions are considered with particular precaution regarding ICRC field assignments because treatment may not be available, access to health care could be non-existent and/or deployment could put the life of the staff member at risk. Those conditions are the following:

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| 1. Body Mass Index (BMI) > 32 kg/m ² or <16.5 kg/m ² at recruitment and > 35 kg/m ² or <16.5 kg/m ² for any following field assignment |
| 2. Asthma with history of hospitalisation and/or requiring oral corticosteroid therapy |
| 3. Any chronic respiratory disease that limits the functional capacity |
| 4. Cardiac conditions such as: <ul style="list-style-type: none"> • Non-controlled hypertension • Recent acute myocardial infarction (1 year) • Pacemaker • Recent coronary revascularization intervention (1 year) • Any symptomatic cardiac disorder |
| 5. Non-controlled (HbA1c >7.5%) and insulin dependent diabetes mellitus |
| 6. HIV infection: symptomatic and/or CD 4 < 500 cells/mm ³ |
| 7. History of epilepsy (even when treatment has been discontinued, it should be reported) |
| 8. Anticoagulation therapy ongoing for any cause |
| 9. Hypothyroidism after total thyroidectomy |
| 10. Ongoing treatment for cancer |
| 11. Any disease that requires therapy with immunomodulators or immunosuppressants |
| 12. Ongoing therapy for hepatitis B with Interferon |
| 13. History of mental disorders that have required or requires hospitalisation, regular follow-up and/or long-term therapy (> 6 months) |
| 14. Any condition requiring the use of sleeping pills and/or anxiolytics on a regular basis |
| 15. History of allergy with anaphylaxis (Type II-III and IV should be reported) |
| 16. Any condition precluding the capacity of fast and autonomous physical mobilization (i.e. running down the stairs in case of emergency evacuation) |

These are general guidelines, applied to all staff members. The list is not exhaustive. The final decision regarding medical clearance belongs to ICRC Staff Health Support Service. If the Medical Doctor concerned, the National Society representative, or the applicant, wishes to discuss any issue with the Staff Health Centre of Expertise, they are welcome to contact us at: gva_hr_medical@icrc.org.