

CHAPTER 2
THE JOINT MEDICAL EMPLOYMENT STANDARD (JMES)

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LEAFLET

Leaflet 2-01 MES Limitation Codes and Descriptors

CHAPTER 2

THE JOINT MEDICAL EMPLOYMENT STANDARD (JMES)

Reference. JSP 950 Part 6 Chapter 7 (JSP 346 Chapter 5) The Joint Medical Employment Standard

0201. Introduction

a. The JMES is awarded by medical staff in order to inform the chain of command of the deployability and employability of Service personnel. Using a series of codes it describes the functional and geographical employability of an individual as well as providing medically related employment limitations. A JMES may be temporary or permanent.

b. The JMES relates an individual's PULHHEEMS profile to their branch/trade duties and expresses it as a deployment standard and numerical degrees of fitness in four functional areas, indicated by the letters **A**, **L**, **M** and **E**. These reflect medical fitness for duties in the **A**ir, **L**and and **M**aritime environments and any requirement for **M**edical and **E**nvironmental Support

c. An individual's JMES should be reviewed at every consultation to ensure that the chain of command has the most up to date and accurate reflection of the patient's ability to deploy and be employed in their normal duties.

d. When recorded on DMICP the JMES will be automatically updated on JPA each night.

0202. The Medical Deployment Standard

The Medical Deployment Standard (MDS) ([Table 2-1](#)) indicates the ability of an individual to be deployed to complete their duties.

Table 2-1. Medical Deployment Standard

Code	Meaning	Awarded when P category is:	Notes
MFD	Medically Fully Deployable	P2	Fit for all branch / trade, naval and military duties worldwide.
MLD	Medically Limited Deployability	P3	A grade of MLD requires a risk assessment to be carried out for each deployment and the decision on that deployment will depend on the medical condition, individual function, the proposed employment, length of the deployment and the medical support available.
MND	Medically Not Deployable	P0, P4, P7, P8	

0203. Medical Employment Standard

a. Based on the PULHHEEMS grade the Medical Employment Standard (MES) categories in [Table 2-2](#) are used to indicate the individual's ability to undertake their branch / trade and military duties.

b. A1-A3 are only to be used for RN / RM aircrew.

Table 2-2. Medical Employment Standard

	Code	Description	P category	Notes
Air (A)	A1	Fit for flying duties without restriction	P2	Only for aircrew
	A2	Fit for flying duties but has sub-optimal hearing or eyesight	P2	Only for aircrew
	A3	Fit for limited flying duties	P2, P3, P7	Only for aircrew
	A4	Fit to be flown in a passenger aircraft	P2, P3, P4, P7, P0, P8	
	A5	Unfit to be taken into the air	P3, P4, P7, P0, P8	
	A6	Air assessment not currently required		Not normally used
Land (L)	L1	Fit for unrestricted duties	P2	
	L2	Fit for unrestricted duties but with a medical risk marker	P2, P3	Examples of medical risk markers are early noise induced hearing loss, stable chronic condition requiring medical monitoring
	L3	Fit for limited duties but with some restriction subject to medical risk assessment	P3, P4, P7	
	L4	Fit for specific limited duties within branch/trade	P7	
	L5	Unfit for service in the Land environment	P0, P8	
	L6	Land assessment not currently required		Not normally used
Maritime (M)	M1	Fit for unrestricted duties	P2	
	M2	Fit for restricted duties with caveats to be stated	P3	
	M3	Fit for limited duties in harbour or ashore with caveats to be stated	P7	Used for personnel who are fit to work on ships alongside
	M4	Fit for limited duties ashore only, may not be in own trade or skill, with caveats to be stated	P4, P7	
	M5	Unfit for service in the maritime environment	P0, P8	
	M6	Maritime assessment not currently required		Used by the Army and RAF
Environment and Medical Support (E)	E1	Fit for worldwide service in all environments	P2	
	E2	Restricted employment outside UK	P3, P4, P7	For example unfit hot or cold environments
	E3	Employment in UK only	P4, P7	
	E4	Employment subject to single Service manning restriction	P2, P3, P7	Not normally used in the RN
	E5	Medically unfit for duty and under medical care (holding category)	P0, P8	
	E6	Pregnant	P4	Only to be used when the woman has formally informed her employer of her pregnancy (e.g. using Mat B1) and she has given her consent in writing for MES to be displayed as E6 or a contemporaneous record has been made in the clinical notes confirming permission granted

0204. Use of Limitation Codes

- a. To further refine the MES a series of medically related employment limitations may be given to an individual. These Medical Limitation (ML) codes are in [Leaflet 2-01](#).
- b. The ML codes given to an individual must be regularly review to ensure that recovery, rehabilitation and return to work are not delayed by over-restrictive limitations on employment.

0205. The L2 Category

- a. An L2 category may be awarded by NSMBOS or a Regional or Air-station Occupational Health Consultant. An L2 category is normally only to be awarded to an individual holding a P2 category. The award of an L2 category is appropriate under the following circumstances:
 - (1) An individual who has, or has had, a medical condition that may lead to a later disability but requires no employment restriction at present.
 - (2) An individual who is below the entry medical standard to be awarded a L1 category in their branch/trade but there is no requirement for employment restriction.
 - (3) An individual who has a condition that would disqualify them from certain specialist non-core branch/trade duties but they remain otherwise fully fit.
- b. When awarding an L2 category, care is to be exercised to ensure that it is appropriate and the individual is in reality able to safely fulfil all their general service and core branch/trade duties.
- c. Although an individual with a L2 category may currently have no disability or limitation to duty, it does not mean that they will remain fully fit in the future.

0206. Use of the E6 MES for Pregnancy

Like the P4 grading, the E6 MES category is only to be used once a servicewoman has declared her pregnancy to her employer, e.g by use of the Form Mat B1. Verbal consent to displaying the E6 grade should be recorded in a contemporaneous record in the servicewoman's electronic or paper medical record.

0207. Constructing a JMES

The JMES gives much better granularity to employing authorities (CoC, appointers and career managers) to allow the most appropriate employment and utilisation of personnel. The following guidance should be used when re-grading an individual's JMES:

- a. JMES entries are to be recorded in DMICP using the template provided. Those units still using EMIS are to record the JMES at the end of the consultation text.
- b. Only NSMBOS or a Regional / Air-station OH Consultant may grant a permanent JMES. All other changes to JMES are temporary and must include a review date. Medical Officers and CMPs may only grant temporary JMES for the periods laid down in [Table 5-1](#).

- c. The requirement to apply any limitation code to a patient will automatically lead to the patient having their MDS re-graded to MLD or MND dependant upon the limitation.
- d. Changes to MDS should have an effect on all 3 MES Areas (L, M & E) and the A MES for aircrew. It is highly unlikely that a patient requiring a restriction in one MES area will not require changes to the other MES.
- e. Whilst Limitations Codes are grouped by service RN MO and CMPs may use any code appropriate to the patients condition irrespective of which service 'owns' the code.
- f. Once Limitation Codes have been set the MDS and MES codes should be reviewed to ensure that any limitations set are compatible with the MDS and MES.
- g. When re-grading patients to a higher JMES it is necessary to identify individual limitations within DMICP and remove them. If this is not done that limitation will still appear on JPA and the patient employed within those limitations, even though the MO / CMP may consider the patient fully fit.