

GENERAL INTRODUCTION

1. Modern warfare makes increasing demands, both qualitative and quantitative, upon the serving man. In the first place, a high degree of physical capacity is needed, varying in nature and quality according to the demands of the employment. Secondly, an increasing level of intelligence is demanded to grasp the technical applications of science and of organisation. Finally, temperamental stability assumes an added importance in determining conduct under war conditions.

2. The complexities of service life, and the great number of widely differing occupations involved, call for precise selection of personnel on both physical and mental grounds. The success of a fighting service, as of a team, depends on the capacity of each member to fulfil completely the individual tasks assigned to him. Any man unable to carry out his particular duties acts as a brake on the performance of the unit.

3. Not only must the individual characteristics of a man as a whole be correctly and completely assessed, but also the requirements of the occupation in which he is to be employed. Correct employment of the individual means greater working efficiency and less wastage.

4. To summarise, the two essentials needed in a system of classification are:-

- a. A detailed qualitative estimation of the individual.
- b. A qualitative analysis of the employment requirements, expressed in the same terms.

5. The system of medical classification described in the following pages can be applied equally to all ranks of the three services (male and female) including officers. The words man and men used throughout the text should be interpreted accordingly.

6. It is emphasised that the final assessment allotted to any individual must rest with the Medical Officer responsible for allocating it, and that the instructions given in this pamphlet are to be used by him as a guide, his final decision being dependent on his clinical judgement.

TERMINOLOGY

Qualities

7. The PULHHEEMS system of medical classification requires the general use of the following terminology:-

P	=	physical capacity
U	=	upper limbs
L	=	locomotion
HH	=	hearing (hearing acuity)
EE	=	eyesight (visual acuity)
M	=	mental capacity
S	=	stability (emotional)

These are referred to as qualities, eg 'P' quality, 'L' quality etc.

DESCRIPTION OF SYSTEM

General

0101. Medical standards are designed for the use of service medical officers. Two considerations should be kept in mind by medical officers and boards examining personnel. The first is the danger of classifying a man as fit for overseas service by regarding a disability too lightly. It must be realised that this may involve a large expenditure in training, maintenance, and transport overseas (and back) all of which lessen combat strength. The second consideration is the reverse; a man, in whom a moderate degree of disability is found, who has carried out his work as a civilian unaffected by that disability and who is otherwise fit, should not be given too low an assessment because of a vague fear that the disability will be aggravated by service. To strike the mean between undue optimism on the one hand, and unjustified pessimism on the other demands clinical judgement in every borderline case.

0102. The decision should be based primarily on function, that is, the capacity to perform the work involved in a given type of duty. Allocation of a man to a particular service employment is not the responsibility of the medical officer or the board, whose task is to award a medical employment standard, except in the case of the Central Royal Marine Medical Board. The process of classification is based upon the general function to be performed by the man, there is nevertheless an intimate relationship between medical classification and personnel selection. Under PULHHEEMS System of Medical Classification examination of the individual is carried out with particular reference to certain subdivisions of bodily and mental function, the code letters of which go to make up the word "PULHHEEMS" as follows:

P	=	physical capacity
U	=	upper limbs
L	=	locomotion
HH	=	hearing (hearing acuity)
EE	=	eyesight (visual acuity)
M	=	mental capacity
S	=	stability (emotional)

0103. The sub-divisions listed above are known as qualities, and the combined assessment under each of these qualities forms the PULHHEEMS code number or profile. An assessment has been made of a physical and mental requirement of the various service trades and employments in the same terms (code number or profile) and this ensures that a man will not be employed on any duties for which he is not physically and mentally suited.

Qualities

0104. The factors to be considered under each of the qualities above are as follows:

- a. P—Physical capacity. This should be a guide to a man's general physical development, to his potential capacity to acquire physical stamina with training, and to his capacity for work, i.e. employability and posting. (See also paragraphs 0505, 0506, 0509)

- b. **U—Upper limbs.** This indicates the functional use of the hands, arms, shoulder girdle and upper spine, and in general the individual's manual dexterity. Pathological conditions of the upper limbs having a constitutional basis will affect the assessment under P in addition to the assessment under U.
- c. **L—Locomotion.** It is important that it be clearly understood that L refers to the functional efficiency of the man's locomotor system and not to any anatomical defect. Thus the fact that a man's feet happen to have flattened arches or are disfigured by bunions need not affect the degree of L, providing such deformities are "symptomless" and do not affect locomotor efficiency. The functional efficiency of the lumbar vertebrae and coccyx, pelvis, hip joints, thighs, knees and legs all enter into the assessment of L, and these structures must be considered when the assessment is made. Pathological conditions of the locomotor system having a constitutional basis will affect the assessment under P in addition to the assessment under L.
- d. **HH—Hearing (hearing acuity).** Diseases of the ear will be assessed under the P quality.
- e. **EE—Eyesight (visual acuity).** Diseases of the eyes will be assessed under the P quality.
- f. **M—Mental capacity.** The quality M is one which could be best assessed by the practical method of finding whether the man is able to understand his duties. As such a method of assessment, involving trial and error, would be wasteful, the man's M assessment must be judged by consideration of:
- (1) His selection test results, with particular reference to those tests most closely concerned with the measurement of intelligence itself but also with reference to tests of acquired ability.
 - (2) His record of school and occupational progress.
 - (3) The impression he gives on personal interview with regard to his alertness and intelligence.
- g. **S—Stability (emotional).** Latent instability may be revealed by symptoms which appear purely somatic. Where somatic symptoms of psychogenic origin are predominant, an adjustment of the assessment under other qualities may be necessary, as well as the lowering of the S assessment (eg, of P in an anxiety state with marked "effort syndrome" features; or U in hysterical paresis of arm).

Degree of each quality

0105. There are eight degrees of quality, but for reasons given in paragraphs 0108 and 0109 not all of these are used in the case of U, L, H, M and S, as the following table shows:

	P	U	L	H	H	E	E	M	S
1	1	1	1	1	1	1	1		
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4				4	4	4	4		
5						5	5		
6						6	6		6
7	7	7	7			7	7	7	7
8	8	8	8	8	8	8	8	8	8

Climatic restriction

0106. To avoid sending men to climates where they will break down because of disabilities which remain quiescent only in certain climates it is essential to indicate the necessity for climatic limitation; degrees 4, 5, 6 and 7 are used for this purpose. In the assessment of the qualities U and L, any pathological condition of the limbs such as osteomyelitis, will have a general constitutional effect. This also applies to diseases of the ears and eyes (as opposed to hearing (H) and eyesight (E)). It is, therefore, convenient to confine the specification of climatic restriction so far as the qualities P, U and L are concerned to the assessment of the P quality only, and for this reason degrees 4, 5 and 6 are not used under U and L.

0107. Men of low intelligence adapt themselves poorly to strange and unfamiliar surroundings. Men whose mental capacity is incompatible with employment in any part of the world can only be employed at home (ie. degree 7) hence degrees 4, 5 and 6 are not used under M. The S quality has a material bearing on climatic restriction, a man who requires restriction to service in a temperate climate because of emotional instability is unlikely to be employable in a combatant role. Therefore, under S degrees 6 and 7 are used. Men with psychosomatic disorders, eg effort syndrome, functional dyspepsia, etc may require a lower assessment under P as well as under S.

0108. From the foregoing it will be seen that CLIMATIC RESTRICTION IS DECIDED BY THE ASSESSMENT OF THE INDIVIDUAL, ONLY UNDER THE QUALITIES P AND S, AND TO A LESSER EXTENT UNDER THE QUALITY M. Employment is dependent thereafter on a complete assessment.

Functional interpretation of the degrees of each quality

0109. The assessment will in general conform to the following degrees of fitness; these degrees of fitness are related to climatic restrictions as follows:-

Degree	Functional Capacity	Combatant Capacity	Climatic Restriction
1	Above average	Full	Nil
4	Above average	Full	Temperate only*
2	Average	Full	Nil
5	Average	Full	Temperate only*
3	Below average	Restricted	Nil
6	Below average	Restricted	Temperate only*
7	Markedly diminished	Restricted	Service in UK/BAOR only (Refers to P & S only)
8	MEDICALLY UNFIT FOR ANY FORM OF SERVICE		

*Temperate regions. Owing to the variation in service commitments and the different conditions of employment within each of the three Services, the delineation of temperate regions is made by each individual Service.

The degrees of the qualities HH and EE are related to definite standards of auditory acuity and visual acuity respectively. Degree 8 under either H signifies that a man is medically unfit for any form of service.

0110. At Annexes A, B, C and D to this publication are tables detailing the functional requirements of the degrees under each of the qualities.

Temporary assessment - Remediable defects

0111. a. When a man has a remediable condition not requiring immediate treatment in hospital, and the man remains on duty, he is to be classified according to his present capacities (but not lower than 7). The letter R is to be inserted immediately after the degree of P, U, L or S affected. Such a temporary lowering of assessment should not usually be expected to exceed six months, but in no circumstances is it to exceed twelve months.
- b. Following admission to hospital, no action is to be taken to alter a man's P.U.L.H.EEMS assessment until he is discharged or appears before a medical board, whichever is the earlier. Where a man appears before a medical board before he is ready for discharge from hospital he should be assessed as in sub-para d. below.