



NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

MANGALURU CHAPTER

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03.01.2025

INFORMATION BULLETIN

Sub: Criteria for recognition or renewal of laboratories for conducting medical examination of workers employed in the factories registered under the Factories Act, 1948

With reference to the subject mentioned above, the Government of Karnataka has issued Notification No. LD 116 KABANI 2023, dated 02.01.2025. The notification is appended herewith for your information and necessary compliance in the state of Karnataka.

This is shared for the information and record please.

Yours,

Chairman

**National Institute of Personnel Management (NIPM)
Mangaluru Chapter**

To,

- 1. Members of NIPM Mangaluru**
- 2. Office document File.**



Government of Karnataka

No. LD 116 KABANI 2023

Karnataka Government Secretariat,
Vikasa Soudha,
Bangalore, Dated: 02-01-2025.

NOTIFICATION

Whereas, under Section 41C of the Factories Act, 1948, every occupier of a factory involving any hazardous process shall provide for medical examination of every worker before such worker is assigned to a job involving the handling of, or working with, a hazardous substance, and while continuing in such job, and after he has ceased to work in such job, at intervals not exceeding 12 months, in such manner as may be prescribed. Again in Section 87 of the Factories Act 1948, provision has been provided for making rules applicable to any factory or class or description of factories providing for the medical examination of persons employed, or seeking to be employed in the manufacturing process or operation carried on in a factory that exposes any persons employed in it to a serious risk of bodily injury, poisoning or disease.

In view of the above provisions, the Government of Karnataka hereby notifies the Criteria for recognition or renewal of laboratories for conducting medical examination of workers employed in the factories registered under the Factories Act, 1948 in the State of Karnataka as follows;

Criteria for recognition or renewal of laboratories for conducting medical examination of workers employed in the factories registered under the Factories Act, 1948

01	Should be a laboratory accredited by NABL(National Accreditation Board for Laboratories)
02	Should be registered under KPME Act.
03	Should have facility to issue laboratory reports online and also maintain online reports to be shared with the worker, factory and the Department
04	Qualified Pathologist should be in-charge of the laboratory and all the reports shall countersigned by him with along with his KMC Registration Number
05	Facility to respond to medical emergencies should be available while collecting sample
06	Consent of workers should be taken before collecting sample

07	Proper cold chain facility for storage/transportation of samples should be available
08	Proper reagents shall be available to be used in collecting samples as per NABL guidelines
09	Certificate of qualification of the Pathologist, Doctors and Staffs shall be displayed in the laboratory and shall also be made available on demand to the officers of the department
10	Application for recognition or renewal of laboratories is as per Appendix A.
11	The Laboratory shall pay Rs.10,000/- (Rupees Ten thousand only) as registration fees & Rs.10,000/- (Rupees Ten thousand only) as registration renewal fees which is non refundable. Renewal has to done after every 2 years

Appendix -A

Application form for recognition or renewal of laboratories for conducting medical examination of workers employed in the factories registered under the Factories Act, 1948 in the State of Karnataka from Department of Factories Boilers, Industrial Safety & Health , Karnataka State

01	Name of the Laboratory	
	Full Address of Laboratory	
	Tel. No. of the Laboratory	
	Fax No. of the Laboratory	
	Email address	
02	Name the Director/ Partner/ Owner of the Laboratory	
	Correspondence address of the Director/ Partner/ Owner of the Laboratory	
	Mobile No. of the Director/ Partner/ Owner	
	Email address the Director/ Partner/ Owner	
03	Trade licence number of the laboratory (Attach copy of the Trade Licence)	
04	Name, address, qualifications of the Pathologist, Doctors and Staffs employed in the laboratory (Submit attested documents of educational qualifications)	
05	Certification Number of Registration from NABL (Attach copy of the certificate)	
06	Registration Number of Registration under KPME Act ((Attach copy of the certificate)	
07	Details of facilities available for on-site sample collection/ examination/ transportation	
08	The Laboratory shall pay Rs.10,000/- (Rupees Ten thousand only) as registration fees & Rs.10,000/- (Rupees Ten thousand only) as registration renewal fees which is non refundable. Renewal has to be done after every 2 years.	

Note:

a.	Laboratory applying for recognition should pay the fees online and the fees are non refundable	
	Application shall be submitted to the following office; Address :- Director of Factories, Boilers, Industrial Safety & Health 2nd Floor, Kalyana-Suraksha Bhavana, Dairy Circle, Bannerghatta Road, Bengaluru – 560 029 Tel: 080-26531200 Email: directorfbish@gmail.com	
	Director of Factories, Boilers, Industrial Safety & Health, with prior consent from the Government, will have the right to cancel the recognition if any laboratory is found violating the regulations	

Place:

Date:
the

Signature of

Director/ Partner/ Owner of the Laboratory

(Affidavit should be submitted on Rs.100/- stamp paper and should be should be certified by Notary or Executive magistrate)

AFFIDAVIT

I, Sri/ Smt..... Director / Owner of (Name of Laboratory)

Aged.....years,.....
...

Addresshereby submit on oath in writing as follows.

I have applied on behalf of.....(Name of Laboratory).....for recognition as Laboratory to conduct medical examination of workers employed in the factories registered under the Factories Act, 1948 as mandated under the said act and rules made thereunder.

I submit that the above said information is true & correct as per my knowledge and if any information furnished in this affidavit is found to be false I shall be liable for action against me.

Date:

Place:

Deponent
Name, Signature & Stamp of the
Director/ Partner/ Owner

Witness:

Details of Medical Examination of workers employed in Dangerous Manufacturing Processes or Operations

The following specific medical examinations shall be conducted apart from General physical examination and CBC (Complete Blood Count) in the specific factories carrying out the Dangerous Manufacturing Processes or Operations defined in column (4) of the table below.

Sl. No.	Schedule under Rule 129 of KFR 1969	Duration of Periodical Medical examination	Manufacturing process	Medical examination required to be conducted
1	2	3	4	5
1	II	Pre-employment medical examination and re-examination once in every 6 calendar months	Electrolytic processes Chromium plating Nickel plating Cadmium plating chrome	1. X-ray of the chest and 2. Nasal septum Perforation & test for Chromium in urine 3. Test for Nickel in Urine 4. Test for cadmium in urine & micro globulin in urine
2	III	Pre-employment medical examination and re-examination once in every 3 calendar months	Manufacture & repair of electric accumulators	1. Lead in urine & blood 2. ALA in Urine 3. Hemoglobin content 4. Stippling of cells and steadiness tests
3	IV	Pre-employment medical examination and re-examination Once in every 12 calendar months	Glass Manufacture	1. Pulmonary Function Tests 2. Chest X-Ray as well as tests for lead in urine in suspected cases
4	V	Pre-employment medical examination and re-examination Once in every 12 months	Grinding & Glazing of Metals & processes incidental thereto	1. Pulmonary Function Test 2. Chest X-Rays in suspected cases
5	VI	Pre-employment medical examination and re-examination Once in every 3 calendar months	Manufacture & Treatment of lead and certain compounds of lead	1. Lead in urine & blood 2. ALA in Urine 3. Hemoglobin content 4. Stippling of cells and steadiness test
6	VIII	Pre-employment medical examination and re-examination once in every 12 calendar months	Cleaning or smoothing roughening etc., of articles by a jet of sand metal shot or grit or other available abrasive propelled by blast or compressed air or steam	1. Pulmonary Function Test 2. Chest X-Rays once in every three years
7	IX	Pre-employment medical examination and re-examination once in every 12 calendar months	Liming and tanning of raw hides & skins and processes incidental there to	Skin test for dermatoses & Detection of anthrax bacillus from local lesion by gram stain
8	X	Pre-employment medical examination and re-examination once in every 6 calendar months	Certain lead processes in printing presses and type foundries & certain lead processes carried therein	1. Lead in urine & blood 2. ALA in Urine 3. Hemoglobin content 4. Stippling of cells and steadiness test

9	XI	Pre-employment medical examination and re-examination Once in every 3 calendar months	Manufacture of Pottery	1. Lead in urine & blood
				2. ALA in Urine
				3. Hemoglobin
				4. Stippling of cells
				5. Pulmonary function tests
				6. Chest x-ray once in every three years
10	XII	Pre-employment medical examination and re-examination once in every 6 calendar months	Chemicals worker	1. Detailed clinical examination to ascertain physical suitability of the person
				2. Examination to ascertain health status of the workers
11	XIII	Pre-employment medical examination and re-examination once in every 12 months	Manipulation of stone or any other materials containing free silica	1. Pulamony Function Test
				2. Chest X-Ray once in every three years
12	XIV	Pre-employment medical examination and re-examination once in every 12 months	Handling & processing of Asbestos manufacture of any article of Asbestos and any other process of manufacture or otherwise in which asbestos is used in any form	1. Pulamony Function Test
				2. Tests for detecting asbestos fibres in sputum
				3. Chest X-Ray once in three years
13	XVIII	Pre-employment medical examination and re-examination Once in every 3 calendar months	Manufacture or manipulation of manganese & its compounds	1. Tests for detection of serum calcium
				2. Tests for detection of serum phosphate
				3. Tests for manganese in blood & urine
				4. Steadiness tests & other neuro muscular co-ordination tests
14	XIX	Pre-employment medical examination and re-examination once in every 6 calendar months	Manufacture or manipulation of Dangerous pesticides	1. Test for determination of chemical in blood and in fat tissues
				2. EEG abnormalities and memory tests
				3. Test for depression of cholinesterase in plasma and red blood cells in organo phosphorous compounds
15	XX	Pre-employment medical examination and re-examination once in every 12 months	Manufacture. Handling and usage of benzene and substances containing benzene	1. Detection of Phenol in urine
				2. Determination of urinary sulphide ratio
				3. CNS and haematological tests
16	XXII	Pre-employment medical examination and re-examination once in every 6 calendar months	Manufacture or manipulation Of carcinogenic dye intermediates	1. Detection of methemoglobin in blood (Haematological tests)
				2. Test for paragitrophenol in urine
				3. Pulmonary function test & CNS tests
17	XXIII	Pre-employment medical examination and re-examination once in every 12 months	Operations involving high noise levels	1. Auditory examination which shall include determination of auditory thresholds for pure tones of 125, 250, 500, 1000, 2000, 4000 & 8000 cycles for second

18	XXIV	Pre-employment medical examination and re-examination once in every 12 months	Manufacture of rayon by viscose process	1. Tests for estimation of exposure coefficient (Iodine azide test on urine) and 2. Test for serum cholesterol 3. ECG (Electrocardiogram) 4. CNS Tests
19	XXVI	Pre-employment medical examination and re-examination once in every 12 months	Operations in foundries	1. Pulmonary function test 2. Chest x-ray once in three years

By Order and In the Name of the
Governor of Karnataka,

Venkatarama J.T.
02/01/2025

(Venkatarama J.T)

Under Secretary to Government,
Labour Department,
(Factories & Boilers).

To,

1. The Compiler, Karnataka gazette, Bengaluru with a request to publish this in the next issue of Karnataka Gazette and to send 50 copies of Gazette publication to this office.
2. The Director, Department of Factories, Boilers, Industrial Safety and Health, Karmika Bhavana, Bannerugatta Road, Bengaluru.

Copy for information:

1. The Private Secretary to Hon'ble Minister for Labour, Vidhana Soudha, Bengaluru.
2. The Private Secretary to the Secretary to Government, Labour Department, Vikasa Soudha, Bengaluru.
3. The Deputy Secretary to Government-2, Labour Department, Vikasa Soudha, Bengaluru.
4. Spare Copies/ Section Guard file.