

TABLE 7
Functional Interpretation of JMES / PULHHEEMS Grades

Grade	JMES	Function Capacity and Employment/ Deployment Limitations
Physical	2 Medically Fully Deployable (MFD)	<p>Medically Fit for unrestricted service worldwide. The absence of a medical condition or functional limitation that would prevent the individual from meeting any of the following requirements: Undertaking all elements expected of both rank and Career Employment Group (CEG) in barracks and whilst deployed. – Unrestricted World-wide deployment</p> <p>Objective tests. – Pass all MATTs (appropriate to the individual's Arm or Service).</p>
	3 Medically Limited Deployability (MLD)	<p>Medically fit for duty with minor employment limitations. An individual who has a medical condition or functional limitation that prevents the meeting of all MFD requirements. The individual must: Be able to undertake full-time employment in barracks, but there may be minor limitations on their employment on exercise or deployments. - Not be vulnerable to a significant deterioration of their condition if there is an interruption to the supply of medication, delay in planned medical review or interruption in treatment. - Not impose a significant and / or constant demand on the medical services if deployed on exercise or deployments and therefore the individual may deploy on operations or overseas exercises providing the appropriate risk assessment is completed. - Have no limit in their ability to function wearing personal equipment demanded of the environment and their CEG and rank. - Not be vulnerable to exacerbation of their medical condition as a result of deployment or employment providing reasonable precautions are put in place.</p> <p>Objective tests. - Walk 3.2 Km unassisted, without walking aids but inclusive of prosthetics where appropriate, carrying 15 Kg within one hour and repeat the test after 24 hours. - Able to pass Weapon Handling Test (WHT) without assistance - Pass MATT 1 Level 1 including ACMT (Annual Combat Marksmanship Test) using current infantry standard weapon² - Pass non-physical MATTs</p>
	7 Medically Not Deployable (MND)	<p>Medically fit for duty with major employment limitations. An individual who has a medical condition or functional limitation that prevents the meeting of all MLD requirements. They may require regular, continued medical care or supervision, regular long-term medication and/or access to secondary level (hospital) medical facilities. They are not fit to deploy on military operations but should be able to deploy on exercises in the UK subject to the appropriate risk assessment. If employed in accordance with their CEG the condition or functional limitation should not be exacerbated. The individual must be: - Capable of performing the requirements of their CEG and/or formally established (i.e. has a PID) employment within limits of restrictions. - Able to work effectively for at least 32.5 hours per week (allowing 1 hr per day for treatment or rehabilitation, not including travel time).</p>

¹ Or exceptionally P7.

² At time of writing an unmodified SA80 A2. Test in accordance with the AOSP Vol 1

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		<p>Objective tests.</p> <ul style="list-style-type: none"> - Able to pass WHT without assistance - Able to pass MATT 1 Level 2 (including all live firing) using current Infantry standard weapon³ - Walk 3.2 Km unassisted, without walking aids but inclusive of prosthetics where appropriate, within one hour and repeat the test after 24 hours
	8	<p>Medically unfit for Service. The individual fulfils one or more of the following:</p> <ul style="list-style-type: none"> - Unable to perform the individual's primary employment/CEG with reasonable adaptation and restrictions. - Unable to attend work for 32.5 hours per week. - Employment would exacerbate the individual's condition and have a significant effect on the individual's health. - Unable to deploy, including on local exercises in any capacity.
Function Capacity and Employment/ Deployment Limitations		
Strength, Range of Movement and General Efficiency of Upper Arm, Shoulder and Upper Back	Grade	<p>JMES</p> <p>Medically Fully Deployable (MFD)</p> <p>The absence of a medical condition affecting the upper limbs likely to affect the individual's ability to perform their CEG. This includes all MATTs appropriate to the individual's Arm or Service. No limit to wearing of current in-Service operational heavy body armour⁴, helmet, personal weapon and personal equipment appropriate to their CEG and rank.</p> <p>The presence of a physical limitation to upper limb function likely to affect the individual's ability to perform their CEG. No limit to ability to:</p> <ul style="list-style-type: none"> - Function wearing personal equipment specific to primary employment/CEG. - Wear a helmet and the minimum theatre entry standard body armour⁵ - Must be able independently to lift (ie place over shoulder) and carry 300m personal equipment (haldait etc up to 55 Kg) - Note: if unable to wear full current in-Service operational body armour, then this limits deployability to designated main operating bases (PJHQ CAT 1)
	2	
	3	<p>Medically Limited Deployability (MLD)</p> <p>The individual must be:</p> <ul style="list-style-type: none"> - Able to write, use a telephone and operate IT and other office equipment for 32.5 hours per week (allowing 1 hour per day for treatment or rehabilitation). - The individual may be unable to wear full current in-Service operational body armour but must be able to wear minimum theatre entry standard body armour to complete MATT 1 Level 2 (Weapon Handling including live firing). <p>Unable to write, use a telephone and operate IT or other office equipment.</p> <p>Unable to pass a weapons handling test.</p> <p>Unable to wear full current in-Service operational body armour or the minimum theatre entry standard body armour.</p>
	7	
	8	

³ At time of writing an unmodified SA80 A2. Test in accordance with the AOSP Vol 1

⁴ At time of publishing, this equates to OSPREY (approximate weight 10.5 Kg)

⁵ At time of publishing, this equates to ECBA (approximate weight 4.5 Kg)

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Grade	JMES	Function Capacity and Employment/ Deployment Limitations
2	Medically Fully Deployable (MFD)	The absence of a medical condition affecting locomotion likely to affect the individual's ability to perform their CEG. This includes all MATTs appropriate to the individual's Arm or Service. No limit to wearing of current in-Service operational body armour, helmet, personal weapon and personal equipment appropriate to their CEG and rank.
3	Medically Limited Deployability (MLD)	<p>The presence of a physical limitation to lower limb function likely to affect the individual's ability to perform their CEG. No limit to ability to:</p> <ul style="list-style-type: none"> - Function wearing personal equipment appropriate to role. - Wear a helmet and the minimum theatre entry standard body armour - If not be able to wear full current in-Service operational body armour. This will limit deployability to designated main operating bases (PJHQ CAT 1) - Walk 3.2 Km unassisted, without walking aids but inclusive of prosthetics where appropriate carrying 15 kgs. within one hour and repeat the test after 24 hours.
7	Medically Not Deployable (MND)	<p>Able to:</p> <ul style="list-style-type: none"> - Independently organise and manage travel to work requirements. - Move around the proposed place of work relevant to the individual's CEG – a minimum of 2 flights of stairs and 100m over uneven ground. - Can stand for moderate (25 mins unsupported) but not prolonged periods relevant to the individual's CEG. - Walk 3.2 Km unassisted, without walking aids but inclusive of prosthetics where appropriate within one hour and repeat the test after 24 hours.
8		<p>Unable to pass a weapons handling test. Unable to wear full current in-Service operational body armour or the minimum theatre entry standard body armour.</p>

L
Strength, Range of Movement and Efficiency of Feet, Legs, Pelvic Girdle and Lower Back

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	JMES	Medically Fully Deployable (MFD)	Medically Limited Deployability (MLD)	Medically Not Deployable (MND)	
	Grade	2	3	7	8
HH	Audiometrically Assessed Acuity of Hearing. Sum of the Hearing Loss at:	Acceptable practical hearing for service purposes.	Impaired hearing but the individual is able to fire a personal weapon with normal or operationally issued hearing protection, operate equipment related to their CEG and communicate using telephone or radio without significant medical restrictions and without likelihood of causing further hearing damage.	Impaired hearing but the individual is able to fire a personal weapon with additional hearing protection, operate equipment related to their CEG and communicate using telephone with medical restrictions and without likelihood of causing further hearing damage.	Unable to fire personal weapon or operate equipment related to the individual's CEG, with hearing protection, or communicate using a telephone without likelihood of causing further hearing damage.
EE	Visual Acuity. The Degrees under EE are Simple Records of Distant Visual Acuity		Right eye correctable to 6/12		Right eye not correctable to 6/12 (E3) or loss of sight in both eyes.
M	Mental Capacity	The absence of a medical condition affecting normal mental function.	The presence of a limitation to mental function likely to affect the individual's ability to perform in their CEG. Able to perform commensurate with the individual's CEG, current rank and training. Able to provide supervisory, leadership and management responsibilities commensurate with their rank and CEG. Fit to perform MATTs.	Able to read, speak and to operate a computer (or be trained to do so). Able to perform commensurate with the individual's CEG, current rank and training. Able to provide supervisory, leadership and management responsibilities commensurate with their rank and CEG.	Unable to either: - read - speak - operate a computer - undertake training - provide supervisory, leadership and management responsibilities commensurate with their current rank and CEG.
S	Emotional Stability (Combat Temperament)	The absence of a medical condition affecting normal emotional stability.	The presence of a minor limitation to emotional stability likely to affect the individual's ability to perform in their CEG and at their appropriate rank. Fit to attempt ACMT and pass all MATTs. Able to handle live ammunition and operate a weapon without any risk to themselves or others.	The presence of a significant limitation to emotional stability likely to affect the individual's ability to perform in their CEG and at their appropriate rank. Not able to handle live ammunition and operate a weapon without risk to themselves or others for a period not exceeding 12 months. Able to function within a military work environment.	The presence of a major limitation to emotional stability likely to affect the individual's ability to perform in their CEG (at their substantive rank). Unable to function in a military work environment or handle live ammunition for a period exceeding 12 months.

Notes:

