

<b>Ref:</b> NR/L2/OHS/00124	<b>Issue:</b> 3
<b>Title:</b> Competence specific medical fitness requirements and supplier requirements for medical assessments	
<b>Publication Date:</b> 03/12/2016	<b>Compliance Date:</b> 04/03/2017
<b>Standard Owner:</b> Director of Risk Analysis and Assurance	
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**Purpose:**

The implementation of this standard contributes to:

- a. controlling the risk of employees being appointed to roles they are not medically fit for;
- b. reducing the risk of employees' health impacting on their work; and
- c. supporting suppliers in providing safe, appropriate and effective services.

**Scope:**

This standard defines:

- a. the minimum medical fitness requirements for employees and contractors working on Network Rail managed infrastructure;
- b. the requirements for conducting a competence specific medical assessment; and
- c. the requirements for providers to become registered as Network Rail approved suppliers of medical assessments.

The standard applies to:

- a. Network Rail employees and contractors who hold one or more of the competences listed on Sentinel;
- b. all sponsors of individuals who hold specific competences that require them to be medically fit to work for or on behalf of Network Rail; and
- c. all providers of occupational health services who wish to become a registered, approved Network Rail supplier for medical assessments.

This standard does not apply to the Industry Common Induction (ICI) competence.

**What's New/ What's Changed and Why:**

The key changes within the standard are:

1. amendment of wording regarding general health issues as the current wording could be considered overly restrictive and too stringent, given the current mitigation measures in place (see section 6.2);
2. the introduction of Driver and Vehicle Licensing Agency (DVLA) guidance for the management of general health issues, so that there is a stable and suitable benchmark for occupational health professionals working in the rail industry to refer to (see section 6.2);
3. the inclusion of speech impediments as part of the general health review, as the ability to communicate in a safety critical situation is paramount to the health and safety of employees (see section 6.4);
4. a review of the assessment of field of vision is to be included. This can be undertaken with a confrontation test, as is set out in the DVLA guidance document (see section 6.5);
5. the inclusion of advice on laser eye surgery, as per RSSB's Guidance on Medical Fitness for Railway Safety Critical Workers (GO/GN 3655) (see section 6.5);
6. the periodicity of medicals will be amended as follows:
  - a. ten-yearly until aged 40;
  - b. five-yearly until the age of 65; and
  - c. renewed annually thereafter (see section 8).
7. the inclusion of the opportunity for further health interventions and support for healthy lifestyle changes at an occupational health assessment focussing on safety, but also an improvement in the quality of life and wellbeing for the individual, in order to encourage good health and wellbeing in our employees (see section 6.2); and
8. the inclusion of NR/L2/OHS/018 into this standard, so that the supplier requirements are included within the standard.

The whole standard has been revised to improve clarity.

**Affected documents:**

<i>Reference</i>	<i>Impact</i>
NR/L2/OHS/00124 ISSUE 2	Superseded
NR/L2/OHS/018 ISSUE 5	Withdrawn

**Briefing requirements:** Where Technical briefing (T) is required, the specific Post title is indicated. These posts have specific responsibilities within this standard and receive briefing as part of the Implementation Programme. For Awareness briefing (A) the Post title is not mandatory.

Please see <http://ccms2.hiav.networkrail.co.uk/webtop/drl/objectId/09013b5b804504da> for guidance.

<b>Briefing</b> <i>(A-Awareness/ T-Technical)</i>	<b>Post</b>	<b>Team</b>	<b>Function</b>
T	Occupational Health and Wellbeing Managers		Network Operations
T	HoRSHE/Heads of S&SD (incl. Supply Chain Operations/IP/GDR)		Network Operations/Supply Chain Operations/IP/GDR
T	Head of Corporate Workforce Safety	STE Leadership	STE
A	Occupational Health providers (through RISQS)		Rail Industry Contractors
A	All line managers, with people management responsibilities	All	Network Rail
A	Human Resources Business Partners	Human Resources	All
A	ISLG Chairman for Rail Industry Association of Contractors	Rail Industry Contractors	Rail Industry Contractors

\*NOTE: Contractors are responsible for arranging and undertaking their own Technical and Awareness Briefings in accordance with their own processes and procedure