

# Competence specific medical fitness requirements and occupational health provider requirements for medical assessments

*Standard Update Briefing*



home safe plan

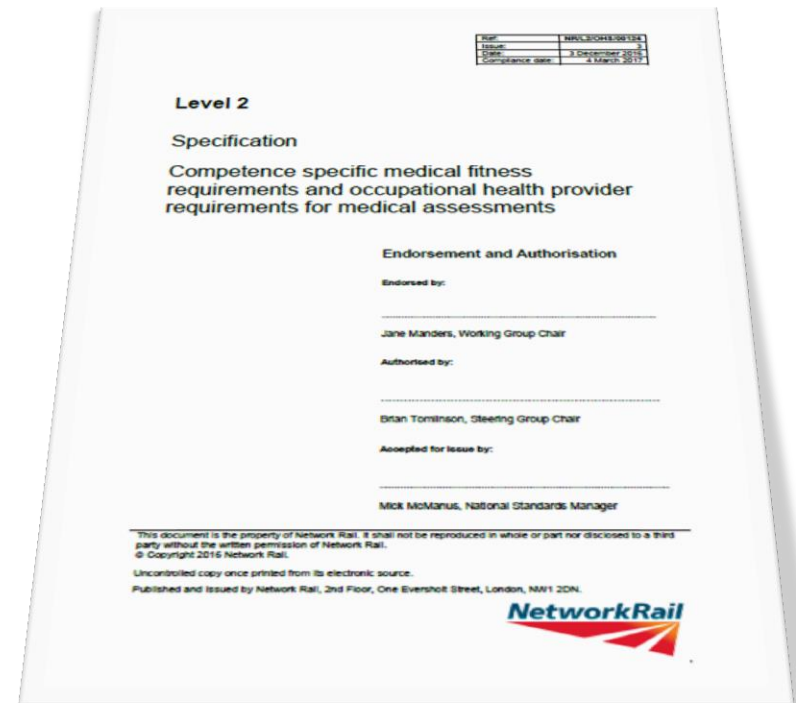
**This Network Rail standard is mandatory and shall be complied with by Network Rail and its contractors if applicable from 4th March 2017.**

Network Rail's commitment to supporting the health and wellbeing of its employees, complies with the Health and Safety at Work etc. Act 1974.

# Why do we need a company standard?

The company standard defines;

- the minimum medical fitness requirements for colleagues working on managed infrastructure
- the requirements when completing a competence specific medical assessment
- the requirements for occupational health providers to become registered as Network Rail approved suppliers of medical assessments




# ***What is the purpose of the standard?***

- To control the risk of individuals being placed in roles that they are not medically fit for, which can impact their own or their colleagues' safety
- To reduce the risk of individuals' health impacting on their work
- To support our Occupational Health provider to provide safe, appropriate and effective services

# *Who does the standard apply to?*


- Network Rail employees and contractors who hold one or more of the competencies listed on Sentinel
- Sponsors of individuals who hold specific competences that require them to be medically fit to work for, or on behalf of, Network rail
- All providers of occupational health services who wish to become an approved supplier for Network Rail medical assessments

# What's been updated and why?



Driver & Vehicle  
Licensing  
Agency

**Assessing fitness to drive**  
– a guide for medical professionals



[www.gov.uk/dvla/fitnesstodrive](http://www.gov.uk/dvla/fitnesstodrive)

May 2016

Amendment of the wording regarding general health issues as the current wording could be considered overly restrictive and too stringent, given the current mitigation measures in place. The standard now states:

*“Individuals should not be suffering from medical conditions, or be taking any medical treatment, likely to cause:*

- *sudden loss of consciousness*
- *impairment of awareness or concentration*
- *sudden incapacity*
- *temporary visual impairment*
- *impairment of balance or co-ordination*
- *significant limitation of mobility”*

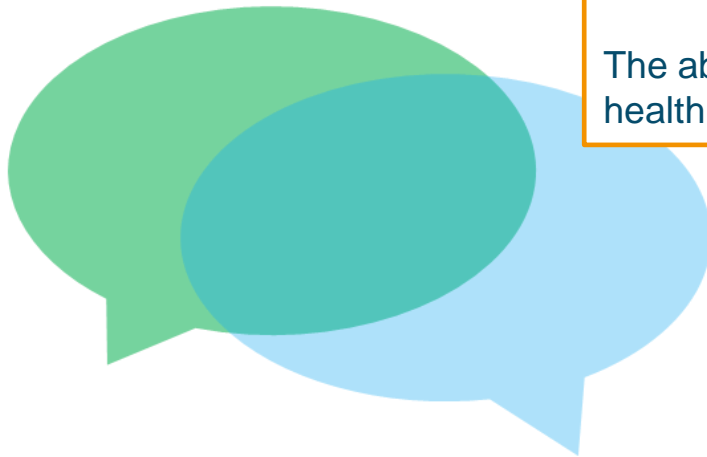
Using the Driver and Vehicle Licensing Agency (DVLA) guidance for the management of general health issues as a benchmark for occupational health professionals working in the rail industry to refer to when assessing whether an employee is medically fit for work.

# *What's been updated and why?*

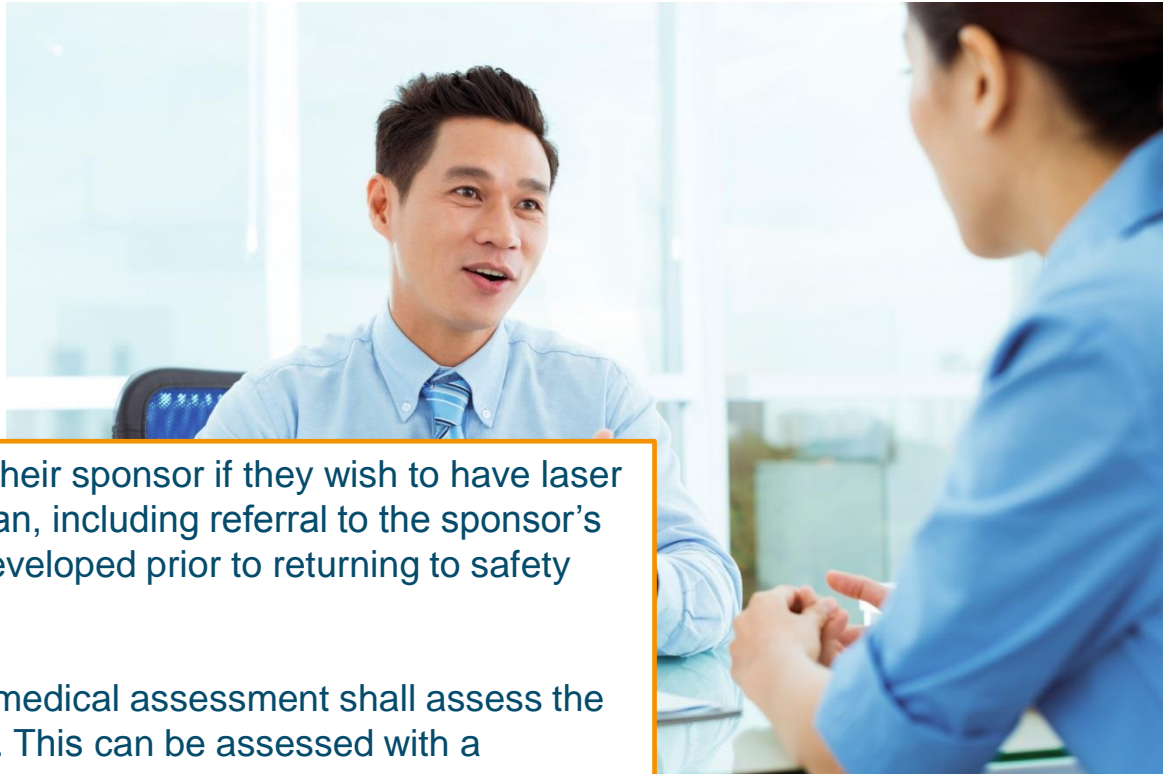
The standard now includes speech impediments as part of the general health review.

The Medical Examiner conducting the medical assessment should review the impact of speech impediments on an individual's ability to communicate in safety critical situations.

The ability to communicate in an emergency is essential to the health and safety of employees.



# *What's been updated and why?*



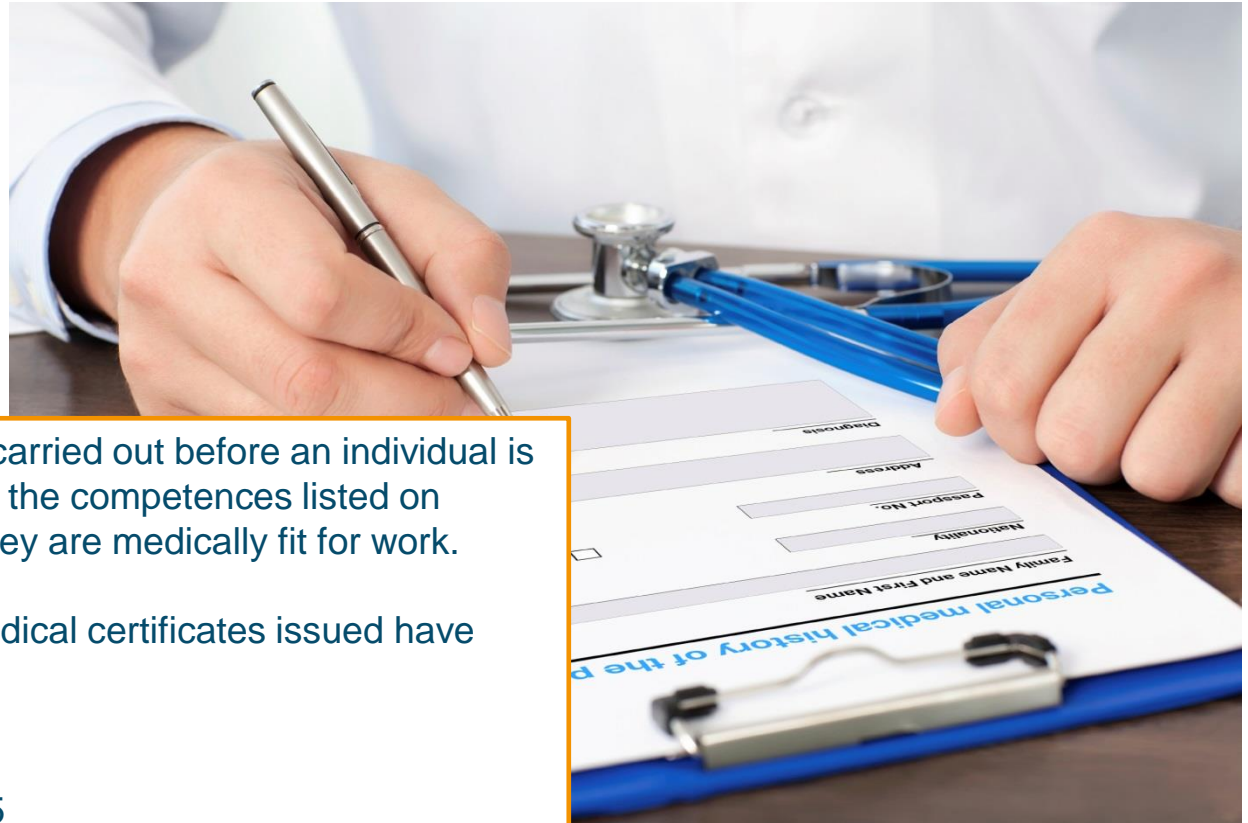
Individuals are now required to inform their sponsor if they wish to have laser eye surgery, so that a return to work plan, including referral to the sponsor's occupational health provider, can be developed prior to returning to safety critical duties.

The Medical Examiner conducting the medical assessment shall assess the individual's visual fields at assessment. This can be assessed with a confrontation test, as defined in the DVLA guidance.

The requirement for safety critical workers should be 120 degrees vision.



# What's been updated and why?



A medical assessment shall be carried out before an individual is permitted to hold one or more of the competences listed on Sentinel, except ICI to ensure they are medically fit for work.

The maximum expiry date of medical certificates issued have been updated and are now:

- ten-yearly until aged 40
- five-yearly until the age of 65
- renewed annually thereafter

Shorter expiry dates may be issued for medical reasons.

# What's been updated and why?

Ref:	NR/L2/OHS/00124
Issue:	3
Date:	3 December 2016
Compliance date:	4 March 2017

## Level 2

### Specification

Competence specific medical fitness requirements and occupational health provider requirements for medical assessments

#### Endorsement and Authorisation

Endorsed by:

.....  
Jane Manders, Working Group Chair

Authorised by:

.....  
Brian Tomlinson, Steering Group Chair

Accepted for issue by:

.....  
Mick McManus, National Standards Manager

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The whole standard has been revised to improve clarity.

- Supplier requirements for the approval of medical assessments and drug and alcohol screening and certification standard (NR/L2/OHS/018) has been included into this standard, so that the provider requirements are included. This standard (NR/L2/OHS/018) will now be withdrawn
- The occupational health provider of medical assessments shall advise the sponsor if there are concerns regarding an individual's fitness to perform a specific task
- The opportunity for further health interventions has also been included. This is to support employees to improve their quality of life and wellbeing, so that good health is encouraged in all our workforce.

# Further Support

## OH Assist

**Occupational health  
support**

**0845 608 0656**

**Or**

**via Safety Central**

<https://safety.networkrail.co.uk/healthandwellbeing/network-rail-employee-area/occupational-health-service/>

## Safety Central

**Medical Standards**

<https://safety.networkrail.co.uk/healthandwellbeing/network-rail-employee-area/medical-standards/>

Password: wellbeing