

Standard



Category: 5
Number: 5-268 (formerly 2-02401-000)
Issue no: A2
Issue date: April 2016

London Underground

Fitness Standards for Operational Posts

Contents

1	Purpose	2
2	Scope	2
3	Requirements	2
4	Responsibilities	2
4.1	Managers in Trains and Stations	2
4.2	General Manager (Human Resources)	3
4.3	Head of Occupational Health	3
5	Supporting information	4
5.1	Fitness Standards	4
6	References	10
6.1	References	10
6.2	Requirement owner	10
6.3	Document history	10

A Standard is defined as:

A mandatory document which sets out minimum requirements expressed as outputs; or a mandatory document which defines an interaction or commonality which meets a defined LU requirement.

Authorised by:	Name _____ Title _____	Date:	Date _____
Approved by:	Name _____ Title _____	Date:	Date _____
Standard owner:	Name _____ Title _____	Date:	Date _____



1 Purpose

- 1.1 The purpose of this Standard is to define the fitness standards required for operational jobs in Trains and Stations, so that the standards demanded correctly reflect the physical, sensory and mental aptitude requirements for the work. The Standard has been developed to take account of health and safety needs, operational requirements and relevant legal issues raised by the Disability Discrimination Act 1995. It shall be used in conjunction with London Underground Occupational Health (LUOH) Clinical Standards to ensure that employees meet the fitness levels required for their post.

2 Scope

- 2.1 This Standard applies to all employees of London Underground Limited (LU) in Trains and Stations operational grades and the appropriate managers with responsibilities relating to their fitness standards.
- 2.2 This Standard supports the following LU Policies:

Note: The identification of Policies shown below shall have no material impact upon Infraco or other Suppliers beyond the obligations already contained in this Category 1 Standard. They are provided for LU reference purposes only.

Number	Title	Version
1-01102-001	Health, Safety and Environment	A2
1-01106-001	Employment	A2

3 Requirements

- 3.1 Employees shall meet the criteria outlined in the fitness standards relevant to their job, as defined in section 5.1. This Standard shall not preclude the Company fulfilling its legal obligation to consider specific "reasonable adjustments" for an employee or job applicant who is protected by the Disability Discrimination Act 1995. Any consideration of "reasonable adjustment" would take account of; inter alia, Health and Safety issues and operational requirements of the service.

4 Responsibilities

4.1 Managers in Trains and Stations

- 4.1.1 Shall be familiar with this Standard and in particular with the fitness criteria for the operational posts under their management.
- 4.1.2 Shall ensure that the employees in operational grades in their areas of responsibility are aware of and meet the fitness standards appropriate to their grades.
- 4.1.3 Shall be clear that the Fitness Standards operate within the context of the Company's legal requirement to consider appropriate "reasonable adjustments" for individuals protected by the Disability Discrimination Act 1995 who cannot fully meet all aspects of the Standard.



4.2 General Manager (Human Resources)

- 4.2.1 Shall ensure that the appropriate Fitness Standard for specific jobs (as per the relevant part of section 5.1) is included with person specifications / recruitment packs for job applicants.
- 4.2.2 Shall ensure that existing employees called for age-related or other medicals by LUOH are sent a copy of the appropriate Fitness Standard for their post, with other documentation relating to the medical examination.
- 4.2.3 Shall review the effectiveness of this Standard.

4.3 Head of Occupational Health

- 4.3.1 Shall ensure that this Standard informs LUOH staff considering the Clinical Standards to be applied to specific posts and to assess individuals in Trains and Stations accordingly.