

Guidance

G1148 Medication and Fitness for work

Applies to all of TfL			
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Contents

1	Introduction	2
2	How to use this guidance	2
3	Pain killers (Analgesia)	3
4	Gout	6
5	Migraine	6
6	Mental health (including depression, anxiety, stress, bipolar disorder)	7
7	Cold and cough medication	10
8	Influenza (flu) vaccination	13
9	Diabetes	13
10	Blood pressure (Hypertension)	14
11	Cardiovascular (Heart) conditions	16
12	Cholesterol lowering medications (including Statins)	17
13	Pacemakers and other implantable devices	18
14	Ear conditions and medications	18
15	Eye conditions and medications	20
16	Hay fever and antihistamines	22
17	Asthma	23
18	Stomach and gastrointestinal disorders	25
19	Antibiotics	29
20	Skin conditions	30
21	“Alternative” medications e.g herbal remedies, homeopathic treatments	30
22	Travel vaccinations	31
24	Vitamins and supplements	32
25	Reference	33
25.1	Person accountable for the document	33
25.2	Document history	33

1 Introduction

The following guidance has been developed to assist managers in deciding if an individual can undertake their duties when they report to work with:

- New medication to treat symptoms or a medical condition.
- Change of dose or stoppage of known medication.

When making your decision, you should consider the following:

- The medication being taken
- The underlying medical condition it treats and their symptoms.
- The employee's subjective view of whether they feel able to carry out their full duties

Employee responsibilities

Any employee in a safety critical role must declare any new medication to his manager (this includes any over-the-counter or herbal medication).

Any medication has the potential to cause side-effects; therefore employees must not rely on their judgement about the risks and implications of a medication.

All employees undertaking safety critical work should advise their medical practitioner (GP or specialist) that they undertake such work when any prescription is given to them.

Any employee experiencing ill health or side-effects which may jeopardize safety at work must inform their manager as soon as possible.

2 How to use this guidance

You can search using the "Control F" function on the medication itself (trade name or generic name) or the medical condition.

You can browse the relevant area of the guidance

IMPORTANT – some medications treat a variety of different medical conditions and so it is important that you look at both the medication and the condition.

REMEMBER

If you are ever in doubt, seek definitive advice from OH by using the e-form ((http://luintranet.tfl/managers_handbook/occupational_health/3317.html) or, if appropriate, refer the employee to the medical advisory service for advice (F0211). Please note that all e-form queries must come via the manager.

3 Pain killers (Analgesia)

Overview

- There are many over-the-counter and prescribed painkillers available and more medications are introduced frequently. The following list is not exhaustive.
- Certain pain killing medications can cause sedation and therefore affect performance.
- All medications containing codeine have potentially sedative side effects.
- The underlying condition should be considered
- Occupational Health has a physiotherapy department – for information regarding its services and advice on referral http://luintranet.tfl/managers_handbook/occupational_health/1921.htm
- For the purpose of this guidance, pain relieving medications are split into two groups, 1 Sedating 2 Non-sedating

1. Sedating painkilling (pain relieving) medications

Co-Codamol (Kapake, Tylex, Solpadol)	Co-proxamol	Nurofen plus
Co-Codaprin	Dihydrocodeine	Paramol
Codeine Phosphate	Distalgesic	Remedeine
Codis	Fortagesic	Solpadeine
Codafen	Migraleve	Syndol
Cosalgesic	Morphine	Tramadol (Zanadol, Zydol)
Co-Dydramol		

Other potentially sedating medication used for pain relief

Amitrptyline	Gabapentin (Neurontin)
Carbamazepine (Tegretol)	Pregabalin (Lyrica)
Diazepam (Valium)	Robaxin (Methocarbamol)
Duloxetine (Cymbalta)	Zanaflex (Tizanidine)

Occupational considerations

For employees taking the above medications, we advise that until OH advice is received, they be restricted from any duties where impaired performance, sedation or drowsiness may affect theirs or others safety e.g.

- Track work
- Work at the edge of the platform
- Work with hazardous / unguarded / moving machinery
- Operating company vehicles including trains, fork lifts and cranes
- Work at heights
- Safety critical decision making
- Any duty where impaired judgement/performance could affect safety

*Normally restriction from platform edge would mean no work beyond the yellow line unless there is train at the platform station.

Mobility and the employee's ability to physically perform duties will be a significant factor when considering what duties they are able to safely undertake.

For employees taking codeine (or codeine containing medication) for 3 days or more, please follow the medication advice section on Working at TfL: [Medical Advisory Services](#) .

2. Non-sedating pain killing medication

Analgesics

- Anadin
- Paracetamol
- Panadol

Anti-inflammatories:

Aspirin	Naproxen (Nasprosyt)	Nurofen (express)
Azapropazone (Rheumox)	Froben (Flurbiprofen)	Oruvail
Brufen (Ibuprofen, Nurofen)	Ibuprofen (Advil)	Piroxicam (Feldene)
Clinoril (Sulindac)	Indomethacin (Indaocin)	Rheumox (Azapropazone)
Colchicine	Ketoprofen (Orudis, Oruvail)	Sulindac (Clinoril)
Diclofenac Sodium (Voltaren)	Mefenamic Acid	Surgam (Glicosamine)
Diflunisal (Dolobid)	Mobiflex (Tenoxicam)	Synflex
Dexketoprofen (Keral)		Tranexamic Acid
Dispirin (Aspirin)	Nabumetone	Voltarol
Celecoxib (Celebrex)		
Etoricoxib (Arcoxia)		
Rofecoxib, Valdecoxib		
Aceclofenac (Preservex)		

Occupational considerations

- The above list of common medications do not in themselves, lead to any work restrictions if taken for musculoskeletal pain.
- When considering whether an employee is fit for their full duties while taking such medications the manager should consider the underlying condition or symptoms.
- Patients often take a combination of pain relieving medication when they have acute symptoms. Make sure you review all of them.

4 Gout

Overview

Gout is a condition affecting the joints caused by increased in uric acid levels in the blood. This increase leads to tiny urate crystals accumulating in the joint causing red, swollen, painful joints. The most common joint affected is the big toe, but it can affect any joint. A gout attack typically lasts between 3-10 days. Most people go on to have further episodes of Gout.

The acute symptoms of pain are treated with pain killers such as anti-inflammatory medications (see "pain killers"). Colchicine can also be used in individuals that do not respond to the usual treatment.

Medication to help prevent Gout

Allopurinol (Zyloric)

Occupational considerations

During the acute phase of an episode of Gout, and depending on the joint affected, there may be mobility issues to consider when determining duties. Please see relevant section of pain killers regarding any restriction due to medication.

Allopurinol – this medication helps to prevent further episodes of Gout however, when first commenced, can precipitate an acute Gout attack. In itself, it does not commonly cause side effects that would impact on fitness for work.

5 Migraine

Overview

A migraine is usually a severe headache felt as a throbbing pain at the front or on one side of the head. Some people also have other symptoms, such as nausea and sensitivity to light. Migraine is a common health condition, affecting about 15% of adults in the UK. Everyone will experience migraines differently. Some people have attacks frequently, up to several times a week. Other people only have a migraine occasionally. It is possible for years to pass between migraine attacks. Treatment can include treating the acute symptoms (pain and nausea) or help prevent attacks.

Common medications to treat migraine

This list does not include pain killers covered under "Painkillers" or anti-sickness medications covered under "Gastrointestinal medications" both of which can be used alone or in combination to treat Migraine.

Sumatriptan (imigran)

Almotriptan (Almogran)

Eletriptan (Relpax)

Frovatriptan (Prova)

Naratriptan (Naramig, Anerge)

Zolmitriptan (Zomig)

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Page 6 of 33

 **Documents**
Document Sharing Hub

Ergotamine (Ergomar)

Occupational considerations

The above medications can cause dizziness and drowsiness. If the employee has no side effects and has no symptoms of migraine that impair performance (eg visual disturbance, poor co-ordination, concentration problems) and feel well enough, can perform full duties.

Common medications used to help prevent migraine.

Pizotifen (Sanomigran)

Clonidine (Catapres)

Occupational considerations

The above medications can cause dizziness and drowsiness. If the employee has no side effects and has no symptoms of migraine that impair performance (eg visual disturbance, poor co-ordination, concentration problems) and feel well enough, can perform full duties.

6 Mental health (including depression, anxiety, stress, bipolar disorder)

Overview

With conditions affecting mental/psychological health, both the underlying medical condition and the medication used to treat it can impair performance.

Advice should be sought from OH if an employee is diagnosed with or is prescribed medication to treat poor sleep, stress, depression or anxiety. Other serious mental health conditions such as, psychotic illness or bipolar disorder should also prompt urgent referral to Occupational Health.

Occupational Health has a counselling department and all employees have access to an EAP http://luintranet.tfl/managers_handbook/occupational_health/1861.htm

Common antidepressant/sleeping medication

Amitriptyline	Efexor	Prothiaden
Buspirone (Buspar)	Imipramine	Prozac
		Seroxat
Cipramil	Lofepamine	Temazepam
Clomipramine	Lorazepam	Trimipramine
	Lustral	
Diazepam	Mianserin	Tryptophan
Dosulepin	Mirtazepine	Reboxetine
Dothiepin	Moclobemide	Venlafaxine
Doxepin	Nortriptyline	Zimovane
Dutonin	Nitrazepam	Zopiclone
Duloxetine	Oxazepam	

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Page 7 of 33

Occupational considerations

Until further information is sought from OH, we advise that employees taking the above medications are restricted from any duty where impaired performance and drowsiness would affect their safety or the safety of others. Such duties include:

- Track work
- Work at the edge of the platform
- Work with hazardous / unguarded / moving machinery
- Operating company vehicles including trains, fork lifts and cranes
- Work at heights
- Safety critical decision making
- Any duty where impaired judgement/performance could affect safety.

Depression in station staff

Station Staff taking a particular type of antidepressant medication (Selective Serotonin Re-Uptake Inhibitors) may be able to resume their full duties after 6 weeks with OH advice. Some commonly prescribed SSRIs include:

- Citalopram (trade name Cipramil)
 - Escitalopram (trade name Cipralex)
 - Fluoxetine (trade name Prozac)
 - Fluvoxamine Maleate (trade name Favarin)
 - Paroxetine (trade name Seroxat)
 - Sertraline (trade name Lustral)
-
- Staff taking this type of medication will initially be restricted as previously advised.
 - Once established on treatment with this type of medication for *6 weeks, it may be possible*, following advice from OH, to remove some or all of the restrictions.
 - Removal of restrictions will be based on SSRI questionnaire assessment by the medical team.
 - The Manager should print the SSRI Questionnaires from the Occupational Health web site six weeks after the employee had started taking their medication. The questionnaire has two sections, one for the manager to complete and one for the employee. Both sections need to be completed and then returned to Occupational Health. Use form F 0205
 - The Questionnaires will be reviewed by one of our medical teams and the manager advised further. DO NOT remove any restrictions without advice from OH.

Other psychological medications (including mood stabilisers, antipsychotic medication)

These types of medication are used to treat serious mental ill health.

Common medications

Chlorpromazine (Thorazine)
Clozapine
Flupenthixol (Depixol, Fluanxol)
Fluphenatine
Haloperidol (Haldol)
Levomeprazine (Methotrimeprazine)
Olanzapine (Zyprexa)
Quetiapine (Seroquel)
Pimozide
Pipotiazine
Promazine
Risperidone
Sertindole
Sulpiride
Trifluoperazine
Valproic acid
Zotepine
Zuclopenthixol
Carbamezepine
Lithium
Quetiapine
Valproic acid
Carbamezepine
Lithium

Occupational considerations

All employees taking this type of medication **need assessment by OH**. They should be restricted from any work where safety could be compromised **until the OH assessment, where we will advise further**. Such duties include:

- Track work
- Work at the edge of the platform
- Work with hazardous / unguarded / moving machinery
- Operating company vehicles including trains, fork lifts and cranes
- Work at heights
- Safety critical decision making
- Any duty where impaired judgement/performance could affect safety

Click here for the referral form [F0211](#)

7 Cold and cough medication

Overview

- There are innumerable over-the-counter and prescribed medications to treat these symptoms.
- When deciding on fitness for duties, managers should consider the employee's overall condition,
- For the purpose of this guidance, medications have been split into 1. Ingredients with potentially sedative side effects, 2. Medications with no known side effects of concern, 3. Decongestants with no known side effects of concern
- New medications are being constantly marketed by drug companies and this list in particular could never be exhaustive. If you have concerns regarding an employee's medical suitability to perform their full duties please contact OH
http://luintranet.tfl/managers_handbook/occupational_health/3317.html

1. Medication Ingredients with potentially sedative side effects

Medications used to treat the above are usually made up of more than one ingredient. Please check list of ingredients on bottle or packet. For **any** of the following ingredients:

Brompheniramine Chlorpheniramine Co-dydramol Co-proxamol Codeine Codeine Phosphate Dextromethorphan	Diphenhydramine Diphenylpraline Doxylamine Pheniramine Pholcodine Promethazine Tripolidine
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Occupational considerations

If the medication contains **any of the above** then the employee should be restricted from:

- Track work
- Work at the edge of the platform
- Work with hazardous / unguarded / moving machinery
- Operating company vehicles including trains, fork lifts and cranes
- Work at heights
- Safety critical decision making
- Any duty where impaired judgement/performance could affect safety