

Medical guidance notes and information

Restrictions (Guidance for Managers)

When OH are asked to advise managers on medical issues for employees, this will often include an outline of duties that we advise should not be performed ie we advise that they should be restricted from certain work activities. This will form part of wider, more in depth advice regarding possible work adjustments and supports as appropriate

It should be noted that “restrictions” only form a small part of the OH advice and should always be interpreted in context of the employee’s individual circumstances. If at any time you are unsure about the advice given by OH, managers should contact the advisor who has provided that advice to discuss it.

It should also be noted that OH do not “restrict” employees, only a manager can do this. OH only inform managers what restrictions we advise are put in place.

Common “Restrictions” – what they mean

- No track work – no work on the track at all. Does not mean an employee is restricted from all platform duties.
- No live track work – when the current is off (and there are no train movements), the employee can attend the track
- No work at the platform edge – when there is not a train in the station, the employee should not stand/walk beyond the yellow line
- No work alone/no lone working – employee should not work in an area where there are no other members of staff. This is usually used by the advisor when an employee is at significantly increased risk of sudden incapacity or collapse. By accommodating this advice, manager is preventing a situation where the employee becomes incapacitated and there is no-one to raise the alarm or assist.
- No work alone for prolonged periods – as above but where the risks of incapacity are considered less by the advisor. The expectation would be that there would be more discursive advice around what is meant by “prolonged” for that particular individual
- No duty where sudden incapacity would affect his or others safety – each operational role has its own inherent tasks. On getting this advice, managers should review the risk assessment for that role at that location and then ensure that the employee does none of the tasks where, if they collapsed, they would be at increased danger. Managers may wish to ask a safety advisor to help with this if they need assistance.
- No work with hazardous unguarded moving machinery – self explanatory. Please note, this restriction DOES NOT refer to gateline UTS gates, using

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escalators or being on the platform when there are trains moving. It is likely you will see this phraseology less going forward.

- No train operating – employee should not operate a train
- No prolonged standing/walking etc – this restriction is always followed up with what OH mean by prolonged in terms of time for specific individual. It would also be expected that the manager discusses such issues directly with the employee
- No work in deep tunnels – employee should not operate a train that uses deep tunnel sections. This is rarely used as there are few conditions where this would apply. Again, the advisor would provide advice on why this has been advised.
- Would benefit from working at a quieter location – we would expect this advice to be given in a larger, more explanatory context stipulating the considerations for that individual employee and why.

No work on uneven surfaces – this is rarely used these days but it refers to working on ballast.

Less common “Restrictions” – what they mean

- No platform work- means no work on a platform at all. This may be because the person cannot work in crowds , cannot stand /walk for long periods of time or cannot work in cold/hot (open stations)
Restriction should usually be accompanied by additional explanation to clarify the situation.
- No shift work- means no changing work patterns and does not mean work between 9am and 5pm. Employees could work dead earlies /lates or weekends providing that start and finish is steady
- No stairs- very rarely used without further description such as “repeated climbing stairs or climbing several flights of stairs”. If restriction reads No stairs this would mean that other modes or reaching different levels should be used (working escalators /lifts/ramps)

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