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Level 2

Competence Specific Medical Fitness Requirements

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Issue record

1	01 December 2008	First issue
2	05 December 2009	Revised issue to give clearer explanation to actions on failure to meet medical fitness levels and implementation of risk assessment

Compliance

This Network Rail standard is mandatory and shall be complied with by Network Rail and its contractors if applicable from 06 March 2010.

When this standard is implemented, it is permissible for all projects that have formally completed GRIP Stage 4 to continue to comply with the Issue of any relevant Network Rail Standards current when GRIP Stage 4 was reached and not to comply with the requirements contained herein, unless the designated Standard Owner has stipulated otherwise in the accompanying Briefing Note.

Reference documentation

NR/L2/CTM/021	Competence and Training in Track Safety
NR/L1/OHS/051	Drugs and alcohol
NR/L2/OHS/018	Supplier requirements for the approval of medical assessments and drug and alcohol screening and certification.
NR/SP/OHS/050	Sentinel Scheme Rules
L108	Controlling Noise at Work-The Control of Noise at Work Regulations 2005:Guidance on Regulations
HRA/2007	Health Risk Assessment - Guidance for Managers.
	Disability Discrimination Act 1995 (as amended)

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1 Purpose

This document defines the competence specific medical fitness requirements for employees and contractors working on Network Rail managed infrastructure.

2 Scope

The standard applies to Network Rail and all Sponsors of individuals who hold specific competences that require them to be medically fit to work for or on behalf of Network Rail.

3 Definitions

Competence: As defined in the Network Rail standard NR/L2/CTM/021.

Contractor: Any contractor, sub contractor, agency employee or other person engaged under a contract of service to work for or on behalf of Network Rail.

Employee: Any person who is on the payroll of Network Rail, either on a permanent or temporary basis.

Medical Examiner: A health professional (being either a practice nurse, occupational health nurse or occupational physician) who is responsible for performing medical assessments under the delegated authority of the responsible occupational physician.

Medical Supplier: Suppliers who meet the minimum requirements for medical assessments and drugs and alcohol screening specified in NR/L2/OHS/018 and NR/L1/OHS/051

NCCA: National Competency Control Agency.

Responsible Occupational Physician: An accredited specialist in occupational medicine, on the specialist registers of the General Medical Council, who is competent to give advice on fitness for railway work in general and safety-critical work in particular. Such a specialist shall be able to show current evidence of knowledge, experience, skills and understanding relevant to occupational health practice in the railway industry.

Sponsor: As defined in the Network Rail standard NR/SP/OHS/050.

4 Fitness for Duty

The employer or Sponsor shall have in place arrangements to monitor and where appropriate maintain the fitness for duty of individuals working for or on behalf of Network Rail who hold one or more of the competences listed in Appendix A and make certain that they are not impaired by:

- a) alcohol, drugs (this shall include illegal drugs and substance of abuse, drugs where there is no legitimate medical reason for use and certain prescription or over the counter medication),

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- b) fatigue caused by excessive hours of work, working time patterns or other factors,
- c) illness or the effects of treatment for an illness,
- d) any of the circumstances or conditions listed in section 6.5 of this standard,
- e) any other circumstances or conditions of which they have been notified of or should be reasonably aware of.

The employer or Sponsor shall have policies in place that require individuals to communicate information about their fitness for duty to their employer or Sponsor, where necessary on a confidential basis.

The employer or Sponsor shall have in place arrangements to assess as soon as is reasonably practicable after an accident or incident has occurred, whether the individuals involved are medically fit to work.

5 Medical Assessment

5.1 Introduction

Medical assessments to meet the requirements of this standard shall be carried out by Medical Suppliers approved by Network Rail. A process shall be established by the employer or sponsor for the booking of initial and periodic medical assessments and for the recording of outcomes.

NOTE Arrangements for the booking of initial and periodic medical assessments within Network Rail are undertaken by the Human Resource Shared Services (HRSS) organisation.

The employer or Sponsor shall decide the level of medical fitness required dependant on the competences required for the individual role, in accordance with reference to the competences listed in Appendix A. Where different competences are required for the individual role, the employer or Sponsor shall decide the most suitable medical fitness level to cover all competences held and provide this information to the Medical Supplier prior to the medical assessment taking place.

6 Medical Fitness Standards

6.1 Standard Levels

The six levels of medical fitness requirements are set out in Table 2 and specified in detail in sections 6.2 to 6.6 below.

6.2 Visual Acuity

- a) Except as shown in paragraph (b), distance vision shall be at least 6/9 in the better eye and 6/12 in the other eye for **Level 1, 2, 3 and 4** medical fitness requirements, with spectacles or contact lenses if worn,
- b) Individuals requiring **Level 5**, distance vision shall be at least 6/12 in the better eye and 6/36 in the other eye, with spectacles or contact lenses if worn,
- c) Individuals requiring **Level 6**, distance vision shall be at least 6/9 in the better eye and 6/12 in the other eye, with spectacles or contact lenses if worn. If

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spectacles or contact lenses are needed to achieve this standard, uncorrected visual acuity shall be at least 3/60 in each eye,

- d) If an individual normally uses contact lenses in order to meet these requirements, spectacles of an equivalent prescription shall be carried when on duty,
- e) There shall be no evidence of a pathological condition of the eyes likely to cause visual impairment,
- f) For individuals requiring **Level 6** photochromic prescription lenses are prohibited; but the use of tinted or photochromic prescription spectacles for all other Levels is permitted, subject to the requirements of sub-paragraph (e).

6.3 Colour Vision

- a) Colour vision shall be recorded as normal or defective.
- b) For **Level 1, 2, 5 and 6** normal colour vision shall be required.
- c) The use of coloured spectacles or contact lenses as a means of passing a colour vision test or to perform tasks requiring normal colour vision is not permitted.

6.4 Hearing

- a) Hearing loss for **Level 1, 2, 3, 4 and 6**, should not exceed 30dB averaged over frequencies of 0.5, 1, and 2 kHz in either ear.
- b) There shall be no evidence of medical condition likely to cause a sudden or unpredictable change in hearing.
- c) Provided that the standard is met without the use of a hearing aid, a hearing aid may be used to improve hearing further.
- d) In the case of individuals requiring **Level 5** medical fitness, if the above audiometric standard is not met, hearing shall be assessed by the medical examiner to be certain that it is adequate to permit understanding of normal conversation, use of a telephone and hearing of audible alarms in conditions of moderate background noise.

6.5 General Health

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

- a) sudden loss of consciousness
- b) impairment of awareness or concentration
- c) sudden incapacity
- d) visual impairment of a temporary or transient nature
- e) impairment of balance or co-ordination; or
- f) significant limitation of mobility.