

MEDICAL FITNESS LIMITATIONS POLICY

As a leading company within the Construction Industry M J Church Ltd, as a responsible employer, recognises that their employees must be medically fit to undertake their general duties and are committed to ensuring the highest possible safety standards in all our operations.

SUMMARY

Meeting the medical fitness requirements indicates that a person is sufficiently medically fit to look after their own safety including Railway Work, when on or near the line, this has to be verified in line with Network Rail company standards NR/SP/OHS/00120 & 121. It shall not be assumed that the person concerned is medically fit to undertake safety critical work or engineering work on or near the line.

INTRODUCTION

Any Medical assessments required are to meet the requirements of Network Rail company standards NR/SP/OHS/00120 & 121. Medical assessments shall only be carried out by or under the supervision of a registered medical practitioner with experience of occupational medicine. Also have an understanding of the hazards of the trackside environment, and how lack of fitness could reduce the effectiveness of safety systems of work intended to control those hazards.

INSTRUCTION

Where a person does not meet all of the medical requirements at a medical assessment, a decision to permit that person to continue to hold a PTS certificate may be taken by a railway group member.

The advice of the occupational physician shall be obtained on the likely effects on the ability of that person to look after their own safety when on or near the line and appropriate measures to mitigate those effects.

Management will:

- ◆ Document the measures taken to mitigate any adverse effects identified.
- ◆ Inform the person concerned and their immediate manager of any restrictions
- ◆ Assess and make any necessary changes to their system of work
- ◆ Ensure the persons PTS certification / Sentinel Card is endorsed with the relevant symbol, (red triangle, blue circle) that pertains to their identified limitation.
- ◆ Document the processes for ensuring that any restrictions or changed systems of work are communicated to the employee and all relevant personnel, i.e. COSS

RESPONSIBILITIES & RECORDS

The Appropriate Manager has the responsibility to ensure that he and the employee come to a clear understanding of the identified limitations. This will be documented as an instruction and signed by all appropriate parties to record understanding and acceptance as a declaration.

The employee must report any medical conditions as advised by his/her own GP.

It is the responsibility of the employee to communicate his/her limitations to the rest of the working team

All relevant medical records and documented restrictions will be held on the employee's personal file, in line with the data protection act.

It is the responsibility of every manager, employee and persons working on our behalf to comply with this policy and to respond to any issue or discuss any possible improvements or requirements. It is the responsibility of every manager to monitor the hours worked by employees and to seek advice from the Health & Safety / Compliance Manager at the earliest sign or notification of a breach of this policy.

This policy will be periodically reviewed and amended if required, to ensure its effectiveness and the performance monitored.

For & on behalf of M J Church



S.P. Blower.
Managing Director

Last reviewed: April 2017