



Policy

Title: Medical Standards

Medical Examinations are carried out in accordance with Network Rail's requirements.

All medical examinations are carried out by RISQS approved occupational health practitioners, details of such suppliers being included within the Invicta Rail Ltd (Invicta) approved suppliers list. Any medical examination undertaken is to be accompanied with an alcohol and drugs test as outlined in Network Rail standard NR/L2/OHS/00120.

Certification of medical fitness

Certification of fitness is issued by the practitioner via upload of the details to the Sentinel database, associated paper copy certificates will be held in the relevant personal file. The details are also entered into the staff training matrix for monitoring associated expiry dates.

Identification of limitations as applicable

Any limitations are identified on the medical certificate; this could include hearing or vision defects or the need to be accompanied.

Expiry date with regard to age

Medical certificate age related expiry dates are in accordance with Network Rail's requirements. The expiry date is entered onto the staff training matrix and can also be found on the Sentinel database.

The training matrix is used as an advanced notification system which indicates when medical certification is due to expire.

Glasses /contact lens wearers

Records of those members of staff who wear glasses / contact lenses are maintained in the personal files. All contact lens wearers are required to carry spectacles at all times when on site. Checks are also made during personnel audits by senior members of staff, details of which are recorded.

Records

The Rail Administrator compiles, updates and files all records. The Rail Administrator also arranges medical re-certifications when they are due (as indicated by the advance flag up system incorporated into the staff training matrix).

Failure of medical examination

Should any member of staff fail a medical examination we (Invicta) will withdraw the individual's competency certification and ensure that Sentinel has been informed through the recognised process.

Defective colour vision



Defective colour vision will restrict the track safety certification which can be held by the individual to; Personal Track Safety (PTS), Individual Working Alone (IWA) and Controller of Site Safety (COSS).

Notification to COSS

Any restriction or impediment must be notified by any individual to the COSS before work commences on site.

A handwritten signature in black ink, appearing to read 'Michael Cooper', written over a faint, light grey background.

Signed: Michael Cooper

Position: Director

Dated: 01/04/2024