Ref	PL/011
Version	5

Medical Fitness Policy

Meeting the medical fitness requirements indicates that a person is sufficiently medically fit to look after their own safety when on or near the line and this has to be verified in line with company standard NR/L2/OHS/00124. 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.

Medical assessments are to meet the requirements of company standards NR/L2/OHS/00124. 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.

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 employees PTS certification 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

The Rail Manager is responsible for maintaining the information on Universal Group staff database and using the competency management database to produce reports detailing when age related medical re-examinations are due.

The below table details the maximum validity of the medical certificate, relative to the age of the employee.

Age at Date of Medical Assessment and A&D Test	Maximum Validity of Medical
Less than 40	10 years
From 40 to 65	5 years
65 years and Beyond	Annually

Obesity shall be assessed by the Medical Examiner to determine whether it is likely to limit mobility or be related to any medical abnormality that could increase the risks to safety while working.

The Rail 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.

This policy will be reviewed annually, as a minimum.

Signed
Richard Lowe
Managing Director

Dated 01/11/2026