

# PROTOCOL FOR MEDICALS FOR SAFETY CRITICAL WORKERS

*This protocol replaces all previous versions and will take effect from 1<sup>st</sup> April 2015*

All personnel undertaking 'Safety Critical' roles on Costain sites will be required to undertake 'fit for work' medicals in accordance with the following protocol.

## **Definition:**

The following workers will be deemed to be Safety Critical:

- Mobile plant operators
- Road workers: Any person:
  - required to work within 5 metres of live traffic without a fixed barrier and an adequate barrier deflection zone
  - working within temporary traffic management (even if there is a fixed barrier) in a high speed environment (50mph or more, prior to any temporary traffic restrictions being implemented).
- Asbestos licensed workers
- Tunnellers or those working in a confined space
- Traffic marshalls
- Banksmen
- Slinger signallers
- Tasks carried out at height where collective preventative measures to control risk are not practicable, e.g. scaffolders, steel erectors and persons erecting or dismantling tower cranes. Further examples include a tower crane operator, as he must be fit enough to climb up to the cab, and a crane operator carrying out manriding duties. All other personnel engaged in working at height should be assessed during the risk assessment process to ascertain whether the role is safety critical or not.

N.B. Although not classified as safety critical, standards of fitness for workers such as crane supervisor, crane co-ordinator and crane operator (*excluding tower crane operator*), are laid down in BS 7121 (Part 1 Section 8) and should be followed.

## **Type of Medical:**

The level of medical undertaken will be adequate to enable the medical professional to ascertain whether the individual is 'fit for work' relevant to the job role he/she will be performing.

## **Frequency of Medicals:**

- Safety Critical Workers are to undertake an initial medical before starting work. In the case of prospective new Safety Critical Costain employees, any job offer will be subject to satisfactory completion of a pre-placement medical.

This initial medical will be followed by further medicals as follows:

- Workers aged between 30 and 54 to undertake a further medical every 5 years
- Workers aged between 55 and 64 to undertake a further medical every 2 years.
- Workers aged 65 and over to undertake a further medical every year

**IMPORTANT NOTE:** If a worker has already undergone a suitable medical prior to being employed on a Costain site within the time frames outlined above and can produce a certificate to demonstrate that he/she is 'fit for work', **there is no need for him/her to undergo another medical** until the next one is due according to the frequency set out above.

**PTS medicals** are acceptable as evidence of fitness to work (*subject to meeting the time frames set out above*). N.B. Frequencies for PTS medicals for workers aged between 30 and 59 are less stringent than this protocol so dates must be checked and medicals arranged if appropriate.

**HGV medicals** are **not** acceptable as fitness for work for safety critical workers. They are acceptable for delivery drivers.

***Medical Support:***

In the case of Costain employees, our current provider (Optima Health) or on-site occupational health support (where relevant) will be requested to conduct the medicals. In the event that workers employed by members of our supply chain are required to undertake medicals and the contractor does not have a provider of their own, medicals can be arranged through our own provider but the subcontractor will be charged for this service.

***Exceptions:***

This protocol will **NOT** apply to safety critical roles where the specific requirements are already more stringent than those set out above (e.g. rail trackside workers, confined space workers and those working with lead).

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