**Rail Health Assessment Requirements & the Rail Industry Worker (RIW) Card**

This bulletin provides further advice to Metro employees and contractors on the health assessment requirements since the National Health Standard came into effect 20 January 2013.

**Pre-placement or change of risk category health assessments**

Rail Safety Workers (RSW) classified in Categories 1, 2 and 3 require health assessments at pre-placement and before changing to a position involving tasks of a higher risk category. These are referred to as ‘change of grade’ medicals.

**Periodic health assessments**

Periodic health assessments are conducted to identify health conditions that may affect an individual’s ability to perform rail safety work. They should be conducted for Categories 1, 2 and 3 according to the following defined frequencies:

**Category 1 and 2: Safety Critical Workers**

At time of commencement, then:
- every 5 years to age 50, then
- every 2 years to age 60, then
- every year.

**Category 3: Around the Track Personnel in an Uncontrolled Environment**

At time of commencement, then:
- at 40 years of age, then
- every 5 years.

**Example 1: Date of Birth – 01/05/63, Last Medical – 21/3/12, Next Medical Due – 21/03/14**

All RSWs requiring a Category 1 and Category 2 health assessment must have a health assessment conducted within 2 years after turning 50 years old, and within 1 year after turning 60 years old.

**Example 2: Date of Birth – 1/5/73, Last Medical – 1/12/12, Next Medical Due – 1/5/13**

For Category 3 Around The Track Personnel, the worker must have a health assessment conducted once they turn 40 regardless of when their previous health assessment was conducted.
The frequencies are a minimum requirement based on evidence of rate of age-associated degenerative illness, the power of the assessment to detect RSWs at risk and comparison with local and overseas standards.

*In my last periodic health assessment I was given ‘fit subject to review’. Does that change my periodic health assessment due date and my competency expiry date?*

In most cases a review health assessment does not affect your periodical due date and competency expiry date.

If the result is listed as ‘fit for duty and full medical required’ or ‘fit annual review’ the review date will be your new competency expiry date.

**Health Assessments and the RIW Card**

Whilst Metro has a system to ensure a contractor holds the correct health assessment for their RSW role. This includes the expiry of associated competency tickets, as such, the system relies on sighting a hard copy of the health assessment as a prerequisite to any given course.

With the introduction of the RIW Card system, contractors now have a secure location for their health assessment to be stored against their own profile. Therefore, to improve the management of health assessments and to provide consistency with ARTC, Metro will create a competency requirement against each role within the RIW Card system. This will simply require the corresponding health assessment to be scanned and uploaded.

*Can I attend a Metro training course without a valid health assessment being provided prior to the start of course?*

No.

**Action by 2 December 2013**

All contractors will be required to scan and upload their current health assessment by this date.

**What if I have multiple roles selected?**

The highest category will dictate the health assessment required. Once your health assessment is uploaded they will auto-populate across into other roles where the health assessment is required to be stored.

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Rail Safety Worker Competency Website www.metrotrains.com.au/academy