



Railway Vehicle Driver Permit Requirements

Requirements Document

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1 Introduction

1.1 Background and Scope

The Ministry of Transport (MOT) is responsible for the regulatory and monitoring function of all railway activities in the State of Qatar.

This Requirements document sets out the minimum mandatory requirements for the issuance, management, and monitoring of Railway Vehicle Driver Permits. The requirements aim to ensure that drivers are competent, medically and psychologically fit, to operate Railway Vehicles safely.

The Train, Tram and Railway Vehicle Driver Permit Requirements previously issued in 2019 (Ref. no. MOTC-TAD-RQM-00001) is now superseded by "Railway Vehicle Driver Permit Requirements" (this document, Ref. no. MOT-PTA-SRA-RQM-00004, version 1.0).

The term "Railway Vehicle" covers all types of vehicles operating on any type of railway tracks, including those used for passenger transportation, freight services, and operation and maintenance activities.

The requirements for a Railway Vehicle Driver Permit shall apply to any person who drives a Railway Vehicle during the applicable lifecycle phase, regardless of the type of Railway Vehicle or the characteristics of the railway network on which the Railway Vehicle operates.

The requirements apply to three primary groups:

1. Railway Vehicle Drivers
2. Railway Operators (or delegated Service Providers)
3. Trainers and Examiners of Railway Vehicle Drivers



The applicability of these requirements varies depending on the lifecycle phase of the railway system, as outlined in the table below.

Phase	Applicability and Requirements
Infrastructure Development Phase	The Railway Infrastructure Developer shall be responsible to ensure that any Railway Vehicle operation undertaken during this phase is performed exclusively by drivers who have been assessed and verified as competent. Competence shall be determined in accordance with an auditable competence framework. The Railway Vehicle Driver Permit requirements contained within this document shall not apply during the Infrastructure Development Phase.
Operations and Maintenance Phase	Applicable to railway infrastructure that: - Forms part of the railway system that has been certified for passenger and/ or freight operations and issued with an Infrastructure Safety Certificate and Operational Safety Certificate for the network. - Have previously been certified and have been temporarily closed for the purpose of maintenance, renewals, or upgrades. The Railway Operator shall be responsible for the issuance, management, monitoring, and ongoing compliance of the requirements set out in this document.

1.2 Key Abbreviations

Abbreviations	Description
CEFR	Common European Framework of Reference for Languages
CMS	Competency Management System
IDL	Railway Infrastructure Development License
IEC	International Electrotechnical Commission
ISO	International Organization for Standardization
MOT	Ministry of Transport
O&M	Operations & Maintenance
OML	Operations and Maintenance License
QID	Qatar Identification (issued by the Ministry of Interior)
RRV	Rail-Road Vehicle
SMS	Safety Management System
SOP	Standard Operating Procedure



1.3 Definitions

Term	Definition
Competence	The ability of a member of staff to perform work assigned to him/her based on fulfilling key criteria, qualifications, experience and skills, relevant to the discipline, according to the Infrastructure Developer's/ Operator's Competency framework.
Examination	A process to assess a Railway Vehicle Driver's or trainee driver's competence in accordance with the Railway Operator's Safety Management System (SMS) and Competency Management System (CMS) by written and practical means.
Examiner	A person having the relevant skills and competence, recognized to conduct and mark examinations for the purpose of issuing a Railway Vehicle Driver Permit on behalf of the Railway Operator.
Railway Infrastructure	All establishments, facilities, systems and software required for the operation of the railway including the railway tracks and associated track structures, service roads, signalling and communication systems, rail control systems, signs and notices, electric power supply, electric traction system, buildings, stations, warehouses, depots, stabling yards, equipment and machinery, structures, track ways, diversions, tunnels, bridges, sidewalks, barriers and supporting works, gates, drainage works, and any other facilities related to the railways.
Railway Infrastructure Developer	An entity, holding a valid Infrastructure Development Licence (IDL) ¹ issued by the Ministry of Transport (MOT), accountable and responsible for the development of railway infrastructure, including activities related to design, construction, testing, and commissioning prior to the commencement of Operations and Maintenance (O&M) activities.
Railway Operation	The operation or movement or causing the operation or movement of railway vehicles for the purpose of operating a railway service (including maintenance, modification or restoration of railway infrastructure or railway vehicles or both). The above includes: • development and assembly of railway vehicles; • scheduling, control and monitoring of railway vehicles being operated or moved on railway infrastructure; • the management, commissioning, maintenance, repair, modification, installation, operation or decommissioning of rail infrastructure and/ or railway vehicles.

¹ Refer to Ministry of Transport's Licensing Requirements for Railway Developers and Operators, ref. MOT-PTA-SRA-RQM-00005.



Term	Definition
Railway Operator	An entity, holding a valid Operations and Maintenance License (OML) ¹ issued by the Ministry of Transport (MOT), accountable and responsible for railway operations and/ or maintenance of the railway infrastructure and/ or railway vehicles on its certified network, for the purposes of transportation.
Railway Vehicle	All types of vehicles that operate on any type of railway tracks, including those used for passenger transportation, freight services, and railway operation and maintenance activities.
Railway Vehicle Driver (Permit Holder)	A person holding a valid permit to drive Railway Vehicles.
Railway Vehicle Driver Permit (Permit)	A Permit indicating the holder satisfies the requirements stated in this document and is authorized to drive a Railway Vehicle.
Recognized Psychologist and Recognized Doctor	A person certified by the approved medical authority to practice in the State of Qatar in the specialized fields of psychological examination and general medical examination respectively.
Service Provider	Any entity, holding a valid Operations and Maintenance License (OML) ¹ issued by the Ministry of Transport (MOT), engaged by the Railway Operator to operate a network or part of it, or to provide any railway services against fees on its behalf.
Trainee Driver	A person who is training to be a Railway Vehicle Driver.
Trainer	A person having the relevant skills and competence, recognized to conduct training for trainee drivers, including theoretical and practical assessment, for the purpose of issuing a Railway Vehicle Driver Permit on behalf of the Railway Operator.



1.4 References

The following were consulted in the production of this document:

- Law No. 11 of 2020 on Railways.
- The Ministry of Transport's document titled "Train, Tram and Railway Vehicle Drivers Permit Requirements" previously issued in 2019 (ref. no. MOTC-TAD-RQM-00001), now superseded by this document ref. MOT-PTA-SRA-RQM-00004, version 1.0.
- The Ministry of Transport's Licensing Requirements for Railway Developers & Operators, ref. MOT-PTA-SRA-RQM-00005.
- The Ministry of Transport's Safety Certification Requirements for Railways and Other Guided Transport Systems, ref. MOT-PTA-SRA-RQM-00003.
- ORR Guideline – A Guide for Train Operator – Train Driving Licenses and Certificates Regulations 2010.
- Train Drivers – Suitability and Medical Fitness Requirements Ref. RIS-3451-TOM - Rail Industry Standard - Rail Safety and Standards Board (RSSB).
- Common European Framework of Reference for Languages (CEFR).
- Identification cards - Physical characteristics Ref. ISO/IEC 7810:2019 Identification cards - Integrated circuit cards - Part 1: Cards with contacts - Physical characteristics Ref. ISO/IEC 7816-1:2011.
- Psychometric Assessment in Train Driver Selection Ref. RIS-3751-TOM - Rail Industry Standard - Rail Safety and Standards Board (RSSB).
- Train Driving Licenses and Certificates Regulations Ref. (TDLCR) 2010 – The Office of Rail and Road (ORR) Guidance.
- Guidelines for the Psychological Assessment of Train Drivers and other Safety Related Personnel – Ref. CER Psychologists' Subgroup (2009) - Community of European Railway and Infrastructure Companies.

1.5 Compliance with Requirements

This document sets out the requirements that must be complied with and be demonstrated by Railway Vehicle Drivers, Railway Operator (or delegated Service Providers), and Trainers and Examiners of Railway Vehicle Drivers.

The Ministry of Transport is the sole authority to determine if compliance has been achieved.



2 Railway Vehicle Driver Permit Requirements

2.1 Railway Vehicle Drivers

2.1.1 Eligibility Requirements

No.	Category	Requirements
1.	Basic Eligibility	a. Attained the age of 20 years. b. Completed at least 10 years of education at primary and secondary level. c. Possess knowledge of the railway, including the knowledge of the Railway Operator's network and Safety Management System (SMS).
2.	Language Proficiency	a. Recommended to possess the language skills at a minimum of Level C1, as referred to in Appendix C. b. Able to: - i.) Communicate effectively and clearly. - ii.) Communicate with the Operations Control Centre by radio. - iii.) Make public announcements to passengers. - iv.) Understand a wide range of texts and conversations, and express fluently and spontaneously to effectively manage operational and emergency situations.
3.	Physical & Medical Fitness	a. Be physically capable of safely occupying the cab and operating all relevant controls as per the driver's competence assessment. b. Have passed the required medical examination that covers the criteria set out in Appendix A and is conducted by or under the supervision of a recognized doctor. c. Have passed the required occupational psychological fitness examination set out in Appendix A and is conducted by or under supervision of a recognized psychologist or recognized doctor.
4.	Training & Competency	Have successfully completed the training (set out by the Railway Operator) and passed the general and specific professional competence examination that covers the objectives and the minimum requirements as set out in Appendix B.





No.	Category	Requirements
5.	Road Driving License	a. Hold a valid full and unrestricted road vehicle driving license issued by the State of Qatar for at least two (2) years prior to applying for a Railway Vehicle Driver Permit; or b. Hold a valid and unrestricted road vehicle driving license issued by the applicant's home country for at least two (2) years prior to applying for a Railway Vehicle Driver Permit. The license shall be eligible for direct exchange² to a Qatar driving license. Notes: The requirements in Part 4 (a & b) above shall: 1. Apply to drivers undertaking Light Rail, Tram and Rail-Road Vehicle (RRV) operations. 2. Not apply to drivers operating exclusively within a fully segregated railway network, including depots, where there is no operational interface with public road traffic³.

2.1.2 Obligations of the Permit Holder

A Railway Vehicle Driver holding a valid Permit shall always comply with the following obligations:

1. Be medically and psychologically fit for duty.
2. Operate strictly within the scope of the Permit, including the authorized type(s) of Railway Vehicle and Infrastructure.
3. Carry his/her valid Permit when performing driving duties and present it at the request of the MOT or the Railway Operator.
4. Comply with all applicable SOPs, operating rules, safety bulletins, and requirements issued by the MOT and the Railway Operator, including adherence to the SMS.
5. Immediately inform the Railway Operator of any changes that may affect the conditions under which the permit was granted.
6. Participate in the required periodic refresher training, assessments, and medical examinations as required by the Railway Operator (refer to Section 2.2.1 item 4).
7. Continue to meet the eligibility requirements set out in Section 2.1.1 for the duration of the validity of the Permit.

² Direct exchange means the arrangement whereby the State of Qatar recognizes a driving license issued by certain countries and allows its direct exchange for a Qatar driving license without requiring the holder to complete additional driving lessons or pass theory or practical driving tests.

³ Drivers excluded under Note 2 shall remain subject to the requirement to hold a valid Railway Vehicle Driver Permit.



2.2 Railway Operator

2.2.1 Obligations

No.	Category	Requirements
1.	Permit Governance	a. Responsible for the issuance, management, and monitoring of Railway Vehicle Driver Permits for its certified railway infrastructure. b. Ensure all permits issued comply with the requirements set out in this document.
2.	Registers & Records	a. Keep detailed up-to-date registers of trainers, examiners, recognized doctors, psychologists, training records, and Railway Vehicle Driver Permits issued by it, as outlined in section 3.4. b. Take all reasonable steps necessary to avoid the falsification of Railway Vehicle Driver Permits and any tampering of registers and records.
3.	Notification	a. Provide information, upon request, on the status of any Railway Vehicle Driver Permits issued by it to the MOT. b. Inform as soon as practicable the MOT of the following events: - i.) The driver stops working as a driver. - ii.) Updates to Permits. - iii.) Notification of work incapacity in excess of three months. - iv.) Drivers failing the medical assessment (including periodic checks) resulting in the revocation or suspension in their Permit. - v.) Suspension, cancellation or withdrawal of Permit. c. Inform and escalate any non-compliance by the Railway Vehicle Drivers, Trainers, Examiners and Service Providers.



No.	Category	Requirements
4.	Procedures (SMS & CMS)	The Railway Operator shall have procedures, as part of their SMS and CMS, for the following: - Issuance and management of the Railway Vehicle Driver Permit including its validity, renewal and update. - Training and examining both trainee drivers and the Railway Vehicle Driver trainers and examiners, including: - Defining and implementing general and specific professional competence requirements in accordance with Appendix B. - Ensuring that examinations comprise both theoretical and practical assessments, including driving ability on the relevant infrastructure; simulators may be used to assess performance in specific or degraded scenarios; and - Language assessment during the interview and selection process, in accordance with Appendix C. - Ensure periodic refresher training is provided for Railway Vehicle Drivers (including route knowledge). - Monitoring all Railway Vehicle Drivers to ensure compliance with MOT's requirements, guidelines and their own process and SMS. - Undertake periodic checks (including periodic medical/drugs/alcohol⁴ examinations) to verify validity of the Permit is maintained, in accordance with Appendix A. - Suspension and withdrawal of Permit and driver prohibition. This should include the period of continuous unemployment that would trigger a review, suspension or reassessment of the Permit. - Establishing and maintaining a formal appeal process for decisions relating to suspension, withdrawal or cancellation of Permits.

⁴ The frequency of alcohol and drug testing shall be determined by the operator in accordance with its Safety Management System (SMS), specifically the Drug and Alcohol (D&A) Policy, and associated procedures.



No.	Category	Requirements
5.	Driver Authorization & Operation	a. Deploy a person to drive Railway Vehicle on any part of its Railway Infrastructure only if that person: - i.) holds a valid Railway Vehicle Driver Permit; and - ii.) is specifically authorized to undertake the driving task through a documented operational control (e.g. duty allocation, work order, or equivalent control defined within the SMS). b. Ensure that a Railway Vehicle Driver operates only within: - i.) the scope of their Permit (Railway Vehicle type and Infrastructure), and - ii.) the operational authorization issued for the specific task. c. Ensure that a trainee driver can only drive a Railway Vehicle when an authorized driver/trainer holding a valid Permit accompanies and supervises the trainee driver in the cab. However, this is not allowed during passenger operation.
6.	Language & Communication	a. Ensure all safety critical communication between Train Controllers and Railway Vehicle Drivers are made in English. b. Ensure all Railway Vehicle Drivers possess sufficient English language proficiency to: - i.) Communicate effectively and clearly. - ii.) Communicate with the Operations Control Centre by radio. - iii.) Make public announcements to passengers. - iv.) Understand a wide range of texts and conversations, and express fluently and spontaneously to effectively manage operational and emergency situations. c. It is the Operator's responsibility to determine and ensure that all drivers possess sufficient English language proficiency to understand technical procedures, communicate with controllers during disruptions, prepare reports and manage safety-related communications. The Operator must be able to demonstrate that the drivers meet the required English language standard. Ensure the English language proficiency level for Trainers and Examiners meet the required Level C1 stated in Appendix C.





No.	Category	Requirements
7.	Training & Competency	a. Responsible for training, assessing, and monitoring the competence of Railway Vehicle Drivers, trainers, and examiners, in accordance with the procedures defined in its SMS and CMS. b. Review driver competence following any road traffic violations (points or convictions). c. Ensure driver training and assessment are conducted by authorized trainers and/or examiners, either in-house or through approved external providers. d. Maintain processes to ensure the competence, suitability, and impartiality of trainers and examiners. e. Ensure all training, whether delivered internally or externally, complies with this document and aligns with the Railway Operator's SMS and CMS; external training must be appropriately approved and accredited. f. Ensure training and examination criteria demonstrate compliance with competence and impartiality requirements. g. Ensure separation of trainer and examiner roles, and that examinations are conducted impartially, free from undue influence. Trainers and examiners shall demonstrate the capability to deliver and assess the required training programmes. h. Maintain governance to ensure trainers and examiners possess the required competence. i. Ensure adequate staffing, facilities, and equipment to support training delivery. j. Maintain a quality management system to monitor compliance with, and adequacy of, training-related systems and procedures.
8.	Use of Service Providers	Where the Railway Operator uses the services of a Service Provider/Contractors for railway activities, including operations and maintenance, it shall, in accordance with Section 2.4: a. Set or approve the general and specific professional competence examination relevant to its Railway Vehicle or infrastructure. b. Establish criteria for a person to be designated as a trainer and/or examiner. c. Approve the trainer and/or examiner.



2.3 Trainers and Examiners

2.3.1 Eligibility Requirements

No.	Category	Requirements
1.	Professional Experience	Have a minimum of three (3) years of professional experience in driving a Railway Vehicle, obtained within a period of not more than five (5) years prior to becoming a trainer and/or examiner. The requested period of professional experience may include periods of experience as a manager of Railway Vehicle Drivers or a trainer for tasks relevant to the driving of railway vehicles.
2.	Professional Licensing & Certification	- Have a current Qatari road vehicle driving license (refer to Part 4 of Section 2.1.1) before commencing the role. - Hold a valid and current Railway Vehicle Driver Permit relating to the specific railway vehicle and specific infrastructure that training is delivered on.
3.	Competency & Skills Requirements	- Possess the skills and the aptitude required for conducting training and examinations. - Have thorough knowledge of the type of railway vehicle that training is to be conducted, and relevant examination methods and documents as determined in the SMS and CMS.
4.	Medical & Psychological Fitness	- Pass the required medical examination set out in Appendix A. - Pass the required occupational psychological fitness examination set out in Appendix A.
5.	Language Proficiency	Possess the required language skills at minimum Level of C1, as set out in Appendix C.



2.3.2 Obligations of the Trainers and Examiners

A trainer and/or examiner shall comply with the following obligations:

1. Be medically and psychologically fit for duty.
2. Conduct training and examinations in accordance with the applicable requirements of the SMS, CMS, and any procedures or instructions required by the MOT and the Railway Operator.
3. Ensure that all assessments are carried out in a fair, objective, and impartial manner, free from bias or undue influence.
4. Assess competence based on defined general and specific professional knowledge requirements, including route knowledge, operating rules, and relevant procedures for the applicable Railway Vehicle and infrastructure.
5. Ensure refresher training is aligned with the identified operational risks and is implemented in accordance with the Railway Operator's SMS and CMS.
6. Maintain the integrity, accuracy, and confidentiality of all training and examination records and outcomes.

2.4 Delegation of Functions by the Railway Operator

The Railway Operator may delegate specific functions related to Railway Vehicle Driver Permit issuance, training, assessment, administration, or record management to a Service Provider. Any such delegation shall be formally documented, controlled, and subject to appropriate oversight arrangements.

Delegation of functions shall not transfer, reduce, or otherwise affect the accountability of the Railway Operator. The Railway Operator shall remain solely responsible for ensuring compliance with all requirements of this document.

For certified Railway Infrastructure, the Railway Operator shall ensure that every driver engaged in Operations and Maintenance activities holds a Permit that fully complies with the requirements of this document. No driver shall be authorized or deployed to undertake such activities without a valid and compliant Permit.

The Railway Operator shall retain full accountability for the issuance, management, monitoring, validity, and ongoing compliance of all Railway Vehicle Driver Permits requirements throughout the period of validity of its Infrastructure Safety Certificate and/or Operational Safety Certificate.

Reliance on a Service Provider shall not constitute a defense against any regulatory enforcement action.



3 Permit Content and Management

3.1 Characteristics

The form of a Railway Vehicle Driver Permit issued by the Railway Operator shall comply with all of the following:

No.	Category	Requirements
1.	Physical Characteristics	In conformity with ISO Standards ISO/IEC 7810:2019 and ISO/IEC 7816-1:2011. The card shall be made of polycarbonate.
2.	Language	Bilingual with all information presented in both Arabic and English.
3.	Mandatory Permit Content	The Permit shall have the following mandatory contents: - Permit name "Railway Vehicle Driver Permit"; - Surname and given name(s) of the holder; - Date of birth of the holder; - QID number of the holder; - Photograph of the holder; - Name of the Railway Operator of the permit; - Railway Infrastructure and the type of Railway Vehicle(s) that the holder is authorized to drive; - Permit number; - Date of issue and date of expiry of the permit; - Signature of the holder; and - Signature of the Railway Operator.

The Railway Operator may make use of a smartcard as a permit. Such smartcards could have the advantage of combining other elements and applications either in security or for driver management purposes.

3.2 Validity

The maximum validity of a Permit shall not exceed five (5) years.

Continued validity of a Permit is conditional upon the Permit Holder maintaining compliance with all medical, psychological and competency requirements throughout the validity period.



3.3 Suspension and Withdrawal

The Railway Vehicle Driver Permit may be suspended by the Railway Operator for reasons including, but not limited to:

- Failure of a medical examination.
- Failure of Drugs and Alcohol tests.
- A breach of an SOP(s) which resulted in an accident/incident.
- A breach of an SOP(s) more than once which could potentially have resulted in an accident/incident.
- Serious misconduct or behaviour that may adversely affect operational safety or public confidence.

Responsibility for the management and resolution of all suspensions and non-compliances relating to Railway Vehicle Driver Permits shall rest with the Railway Operator, which shall also establish and maintain a formal appeal process for affected drivers.

Determination of whether a suspension warrants the withdrawal of a Permit shall be made by the Railway Operator, taking into account the severity and nature of the case. Upon cessation of a driver's employment, the Permit shall be withdrawn without delay and the official register shall be updated accordingly.



3.4 Record Register and Management

The register shall include details of the Permits, such as new, renewal, amendment, expiry, suspension or withdrawal and record any loss, theft or damage. The Registers shall be maintained and updated. Proper record management practices shall be applied to ensure data accuracy, security, and traceability.

As a minimum, the registers should include the following:

No.	Info/ Data Field	Requirements
1.	Driver Identification	Full name, QID no., Nationality, Date of Birth.
2.	Permit Information	Permit number, Issue date, Expiry date, and Issuing entity (if delegated to Service Provider).
3.	Road Driving License	Driving license issue and expiry date.
4.	Authorized Railway Vehicle	Type(s) of Railway Vehicle that is authorized to be driven.
5.	Authorized Infrastructure	Railway Infrastructure (or sections within) that is authorized to be driven.
6.	Non-compliances and Incidents	Details of any history of non-compliance, incidents, etc.
7.	Language Skills	Level of competence.
8.	Amendments	Changes to categories or types of Railway Vehicles that can be driven.
9.	Suspensions	Details of the suspension(s) (if applicable).
10.	Withdrawals	Details of the withdrawal(s) (if applicable).
11.	Lost Permits	Details of the lost permit(s) (if applicable).
12.	Medical and Drug/Alcohol Checks	Details of last medical test and failed drug/alcohol checks.
13.	Personnel Records	Details of authorized trainers, examiners, recognized medical doctors, recognized psychologists, and other relevant personnel involved in Permit issuance, training, assessment, or administration.



Appendix A – Medical Requirements

The requirements detailed in this Appendix represent the minimum medical requirements conducted by or under the supervision of a Recognized Psychologist and Recognized Doctor. The recognized medical authority in the State of Qatar should be consulted to determine appropriate clinical criteria and ensure the completeness of the medical assessment requirements.

A1 – General Requirements

No.	Category	Requirements
1.	Medical Fitness	Drivers shall not be suffering from any medical conditions or be taking any medication, drugs or substances which are likely to cause: - sudden loss of consciousness. - reduced attention or concentration. - sudden incapacity. - a history of blackouts, epilepsy (since the age of five), sudden loss of balance, coordination or any significant limitation of mobility etc. Drivers with diabetes shall be subject to assessment by a recognized doctor to determine fitness for Railway Vehicle driving duties. Insulin-dependent diabetes shall not normally be permitted unless otherwise assessed and approved by a recognized doctor. Type 2 diabetes managed through prescribed medication (e.g. Metformin) may be considered subject to assessment and approval by a recognized doctor.



No.	Category	Requirements
2.	Vision	a. Railway Vehicle driving is not permitted by people who have lost sight of an eye or have defective color vision. b. Aided or unaided distance visual acuity: 1.0; minimum of 0.5 for the worse eye. c. Maximum corrective lenses: hypermetropia + 5/ myopia - 8. d. Near and intermediate vision: sufficient, whether aided or unaided. e. Contact lenses and corrective glasses may be used, provided they are prescribed and subject to periodical review by a qualified eye care specialist.⁵ f. Normal color vision: use of a recognized test, such as Ishihara, as well as another recognized test if required. g. Field of vision: full. h. Vision for both eyes: effective. i. Binocular vision: effective. j. Recognition of color signals: the test shall be based on recognition of single colors and not on relative differences. k. Sensitivity to contrast: good. l. No progressive eye disease. m. No pathological condition of the eyes likely to cause visual impairment shall be present. n. Lens implants, keratotomies and keratectomies are allowed on condition that they are checked on a yearly basis or at intervals set by a recognized doctor. o. Corrective vision contact lenses are permitted provided that the wearer has demonstrated that the lenses can be tolerated in place for the duration of the complete turn of duty of the maximum rostered length and that the nature of the work and the working environment is suitable for the wearing of contact lenses. p. Where necessary (subject to the individual's needs), a pair of spectacles correcting visual acuity to 6/9, 6/12 shall be used while at work.

⁵ The frequency of review shall be determined by the specialist based on the individual's clinical needs.



No.	Category	Requirements
3.	Hearing and Speaking	Shall have normal hearing in both ears with no more than 30dB hearing loss averaged over frequencies 0.5, 1 and 2kHz. Sufficient hearing confirmed by audiogram, i.e. hearing good enough to hold a phone conversation and to be able to hear warning sounds and radio messages. The following values should be taken as guidelines: - The hearing deficiency shall not be higher than 40dB at 500Hz and 1000Hz. - The hearing deficiency shall not be higher than 45dB at 2000Hz for the ear with the worst air conduction of sound. - No anomaly of the vestibular system is allowed. - The use of hearing aids is allowed in special cases. - No chronic speech disorder is allowed (given the necessity to exchange messages loudly and clearly).
4.	Pregnancy	Any applicable legal requirements of the State of Qatar relating to pregnant employees and/or drivers shall be complied with, in addition to obtaining medical clearance from a recognized doctor confirming the individual's fitness to perform the role. The Operator is responsible for ensuring that appropriate arrangements, risk controls, and workplace provisions are implemented to enable pregnant drivers to carry out their duties safely, comfortably, and effectively. Where necessary, a suitable risk assessment shall be conducted and reasonable adjustments made to accommodate the individual's condition.





A2 – Content of Examination before Appointment

No.	Category	Requirements
1.	Medical Examination	- A general medical examination covering the requirements specified in Appendix A1. - Examination of sensory functions (vision, hearing, color perception). - Be subject to diabetes (urine/blood), Electrocardiogram (heart) and blood pressure tests. - Tests for psychotropic substances such as illicit drugs or psychotropic medication. - Cognitive: attention and concentration; memory; perception; reasoning. - Communication. - Psychomotor: reaction time, hand coordination.
2.	Occupation Psychological Examinations ⁶	The psychological evaluation shall assess that the applicant driver has no established occupational psychological disorders, particularly in operational aptitudes or any relevant personality factor. The scope of assessment should be determined by the Operator based on the applicable challenges and risks of its railway network. Psychometric assessments and tests to measure personality characteristics and aptitude (cognitive abilities). Some of the criteria that the Railway Operator may choose to assess as part of psychometric assessments, but are not limited to: - Ability to retain and recall job information. - Ability to learn new information. - Ability to remain calm in emergencies/ stressful situations and respond appropriately. - Ability to anticipate elements in active traffic environment i.e. when to reduce speed. - Ability to communicate (oral and in writing) clearly and effectively.

⁶ Where required, the following guidelines can be considered:

- Psychometric Assessment in Train Driver Selection Ref. RIS-3751-TOM - Rail Industry Standard - Rail Safety and Standards Board (RSSB).
- Train Driving Licenses and Certificates Regulations Ref. (TDLCR) 2010 – The Office of Rail and Road (ORR) Guidance.
- Guidelines for the Psychological Assessment of Train Drivers and other Safety Related Personnel – Ref. CER Psychologists' Subgroup (2009) - Community of European Railway and Infrastructure Companies.



No.	Category	Requirements
		f. Ability to solve problems and make decisions. g. Coordination and reaction time. h. Ability to follow set rules and procedures. i. Ability to undertake checks, does not make assumptions. j. Is proactive and tenacious.

A3 – Periodic Medical Examinations after Appointment

No.	Category	Requirements
1.	Examination Frequency	a. For drivers up to the age of 45 years: every 5 years. b. For drivers aged between 46 years and 55 years (inclusive): every 2 years. c. For drivers aged 56 years or above: every year.
2.	Additional Examinations (as applicable)	a. A recognized doctor may increase the frequency of examination if the health of the member of staff so requires. b. Should the driver be deemed medically unfit to perform the duties of a Railway Vehicle Driver, the permit shall be withdrawn. c. An appropriate medical examination shall be carried out when there is a reason to doubt that the Railway Vehicle Driver permit holder fulfils the medical requirements set out in this Requirements document. d. Physical fitness shall be checked regularly, and after any occupational accident or any period of absence. The recognized doctor can decide to carry out an appropriate additional medical examination, particularly after a period of at least 30 days' sick leave. The Railway Operator shall ask a recognized doctor to check the physical fitness of the Railway Vehicle Driver if it has to withdraw the driver from service for safety reasons. e. A psychological assessment may be undertaken where there is reasonable concern that a driver's psychological fitness may be impaired and could affect safe performance of duties.



Appendix B – General and Specific Professional Knowledge Requirements

B1 – Objectives

The Railway Operator shall develop, approve and maintain the general and specific knowledge training content. The conditions that have to be met for a driver to hold a Railway Vehicle Driver Permit are essentially their general suitability to drive railway vehicles. This includes a minimum level of general knowledge and specific knowledge about the railway vehicle and the infrastructure on which they will be driving.

The general and specific training has the following objectives, but is not limited to:

- Acquiring the knowledge and procedures regarding railway technologies, including safety principles and the philosophy behind operational regulations.
- Acquiring knowledge and procedures regarding the risks related to railway operation and the various means to be used to control them.
- Acquiring knowledge and procedures regarding the principles guiding one or more railway operating modes.
- Acquiring knowledge and procedures regarding Railway Infrastructure and the Railway Vehicle, their composition and technical requirements on traction units and other Railway Vehicles.

B2 – Competency Assessment

The general and specific professional competence examination shall assess the applicant's competence in relation to the Railway Vehicle and the Infrastructure to which the permit applies. This shall include, but not be limited to, route knowledge, operating rules, and applicable procedures.



B3 – Training Content Requirements

The Railway Operator shall ensure that the driver training course, as part of its Competency Management System (CMS), covers at least the minimum requirement set out in the table below. The Railway Operator may decide to add more requirements to ensure the driver is competent.

General Knowledge	Infrastructure	Railway Vehicle
- principle of operation - understanding of hazards - understanding principles governing rail traffic safety - safe behaviors - language skills - responsibilities and functions of persons involved - significance of clear communication - procedures for communicating - procedures applicable to accidents or incidents. - emergency evacuation procedures - applicable traffic rules - determine where to stop the train or tram in the event of fire and facilitate the evacuation of passengers (if necessary).	- how the infrastructure works - general characteristics of tracks, stations, depots etc. - railway structures (tunnels, points etc.) - signalling and train control systems - safety installations (Tunnel Ventilation System etc.) - traction power supply (catenary, third rail etc.) - route knowledge - operating rules - emergency procedures and degraded working - determine type of running and the limit speed of the train on the basis of characteristics of the line - thorough knowledge of the railway lines and installations on their route - transition between different operating or power supply systems - particular braking conditions	- how that particular railway vehicle works - carrying out checks and tests prior to the departure - driving safely - dealing with malfunctions and emergencies - particular operating features - know all the controls and indicators placed at their disposal - apply brakes for deceleration and stops (taking account of the railway vehicle and installations) - adjust the running of the train/ tram in accordance with the timetable - familiarity with mechanical structures running gear, electrical and pneumatic systems, communication equipment, current and high-voltage systems etc. - detailed knowledge of braking characteristics of the railway vehicle in conjunction with line speed - immobilization of the train or tram



Appendix C – Language Proficiency Requirements

Referencing to the Common European Framework of Reference for Languages (CEFR), Section 3.3: Global Scale – Common Reference Levels, as outlined in the table below, which is an excerpt from the standard.

User Category	CEFR Level	Proficiency Description
PROFICIENT USER	C2	- Can understand with ease virtually everything that's heard or read. - Can summarize information from different spoken and written sources, reconstructing arguments and accounts in a coherent presentation. - Can express him/herself spontaneously, very fluently and precisely, differentiating finer shades of meaning even in more complex situations.
	C1	- Can understand a wide range of demanding, longer texts, and recognize implicit meaning. - Can express him/herself fluently and spontaneously without much obvious searching for expressions. - Can use language flexibly and effectively for social, academic and professional purposes. - Can produce clear, well-structured, detailed text on complex subjects, showing controlled use of organizational patterns, connectors and cohesive devices.
INDEPENDENT USER	B2	- Can understand the main ideas of complex text on both concrete and abstract topics, including technical discussions in his/her field of specialization. - Can interact with a degree of fluency and spontaneity that makes regular interaction with native speakers quite possible without strain for either party. - Can produce clear, detailed text on a wide range of subjects and explain a viewpoint on a topical issue giving the advantages and disadvantages of various options.





User Category	CEFR Level	Proficiency Description
	B1	- Can understand the main points of clear standard input on familiar matters regularly encountered in work, school, leisure, etc. - Can deal with most situations likely to arise whilst travelling in an area where the language is spoken. - Can produce simple connected text on topics which are familiar or of personal interest. - Can describe experiences and events, dreams, hopes & ambitions and briefly give reasons and explanations for opinions and plans.
BASIC USER	A2	- Can understand sentences and frequently used expressions related to areas of most immediate relevance (e.g. very basic personal and family information, shopping, local geography, employment). - Can communicate in simple and routine tasks requiring a simple and direct exchange of information on familiar and routine matters. - Can describe in simple terms aspects of his/her background, immediate environment and matters in areas of immediate need.
	A1	- Can understand and use familiar everyday expressions and very basic phrases aimed at the satisfaction of needs of a concrete type. - Can introduce him/herself and others and can ask and answer questions about personal details such as where he/she lives, people he/she knows and things he/she has. - Can interact in a simple way provided the other person talks slowly and clearly and is prepared to help.

