

Fit for Work Service – Working for GPs

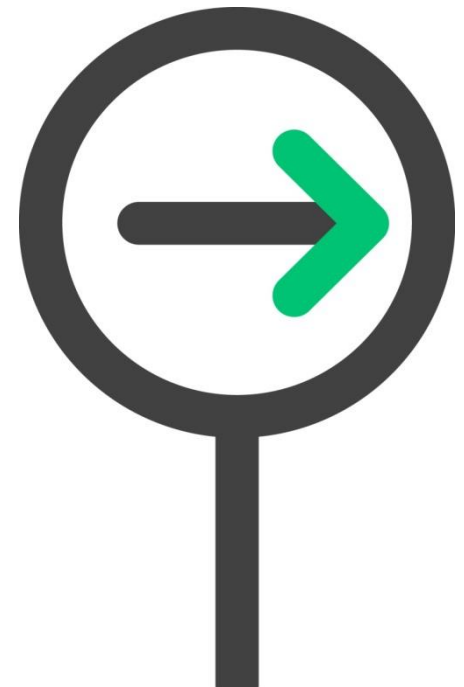


- **What is Fit for Work?**
- **Why do we need it?**
- **How does it help?**
- **How does it work?**

What is Fit for Work?

Fit for Work is...

- Fit for Work is a voluntary scheme for individuals who are on sick leave from work.
- A GP or, after four weeks, an employer can refer an individual to dedicated support where Health Professional (HP) case managers will create a return to work plan.
- It is a biopsychosocial assessment covering medical and non medical issues. The assessment will take place within two working days of referral.
- This is primarily a telephone service. Face to face assessments are limited to those who cannot use the telephone (assessment within five working days).
- A Fit for Work advice line and web portal will



Fit for Work is not...

Fit for Work

- Competing with Primary Care/the NHS – it is designed to give GPs a new referral point for people in work who have longer term illnesses.
- An Occupational Health Service – it is a biopsychosocial health and work assessment.
- Mandatory – referrals are entirely voluntary. Consent must be given by the patient to share the Return to Work Plan with their GP & employer.
- For the self employed or unemployed.
- A self referral service.

The logo for UNWELL, featuring the word "UNWELL" in a bold, dark grey, sans-serif font. A thick green horizontal line is positioned across the middle of the letter "U".

Why do we need
it?

Why Fit for Work?

- **Sickness absence from work places substantial demand on primary and acute care services.**
- **Review by Dame Carol Black into the health of the UK workforce recommended health and work advice is made accessible to a wider population to promote early intervention when employees are off work for a long time due to ill health.**
- **All the available evidence shows being in work is better for an individual's health, wealth and family and social environment.**
- **Each year around 900,000 people have sickness absence of four weeks or more.**
- **Sickness absence from work costs employers £9bn, employees £4bn and the Taxpayer £4bn year (source DWP).**

How does it
help?

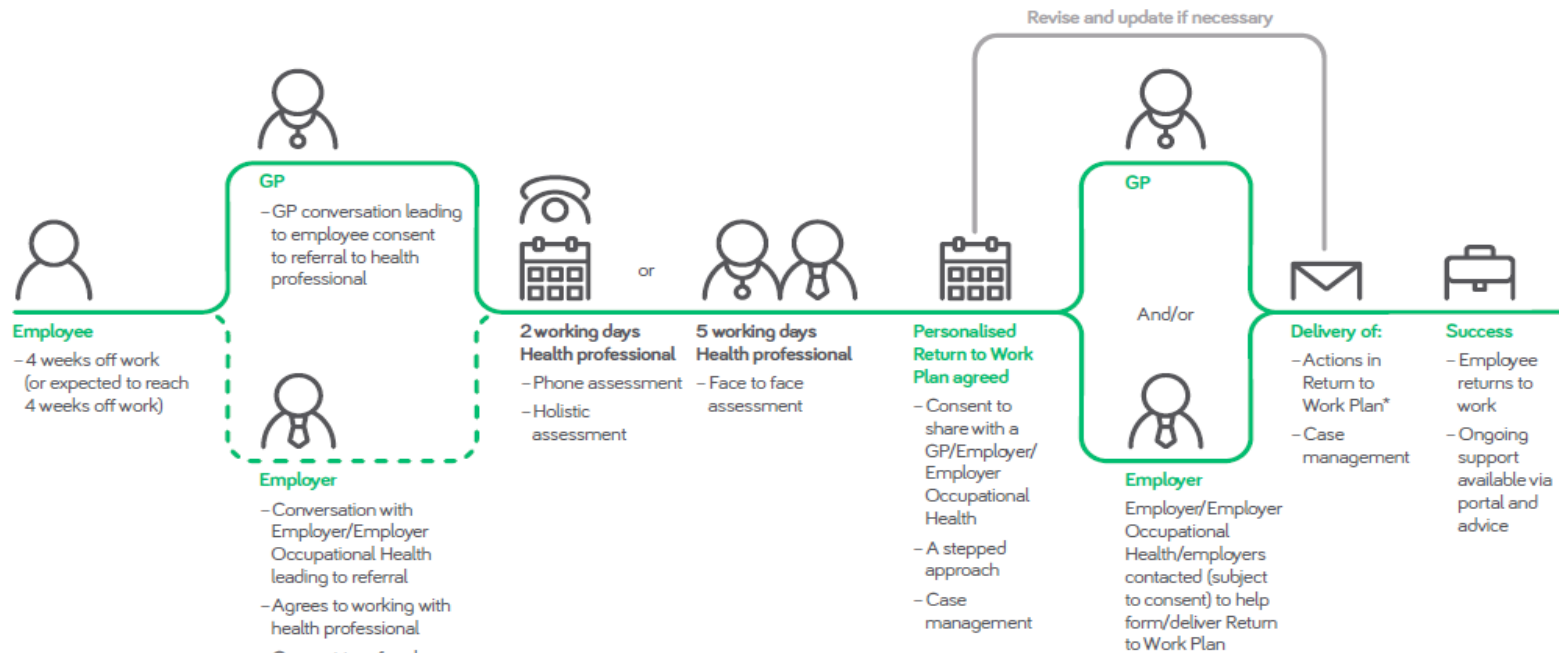
How does Fit for Work help GPs?

- **Fit for Work is first and foremost a referral service for GPs. The expectation is that GPs will refer but if they do not then an employer can after four weeks.**
- **It will enable GPs to refer patients with potentially long-term conditions and multiple issues for earlier intervention and wider guidance about returning to work.**
- **It will ease the pressure on GP practices. The more GPs refer the more time they will have for other patients. GPs can refer at ANY time.**
- **It will complement and enhance the services GPs can offer their patients.**
- **It will help tackle local health inequalities**
- **IT IS NOT DESIGNED TO FORCE SICK PEOPLE BACK TO WORK**

How does it
work?

- GP explains the process to the patient and gets initial verbal consent from them to be referred.
- Required patient information: Name; telephone number; address; DoB; date and diagnosis in the Fit Note; special needs requirements; GP contact details.
- Helpful information: Patient's email address.
- Referrals are straightforward – via telephone or website –fitforwork.org
- Telephone assessment will take place within two working days (five days for face-to-face assessment).
- The phone call will discuss biopsychosocial issues, how they can be resolved and a Return to Work Plan will be produced.
- Fit for Work will be responsible for managing further consents e.g. Sharing of the Return to Work Plan with the employer/GP. Employee then addresses resolution with GP/employer as appropriate.

HOW IT WORKS



*Subject to the agreement of all parties involved