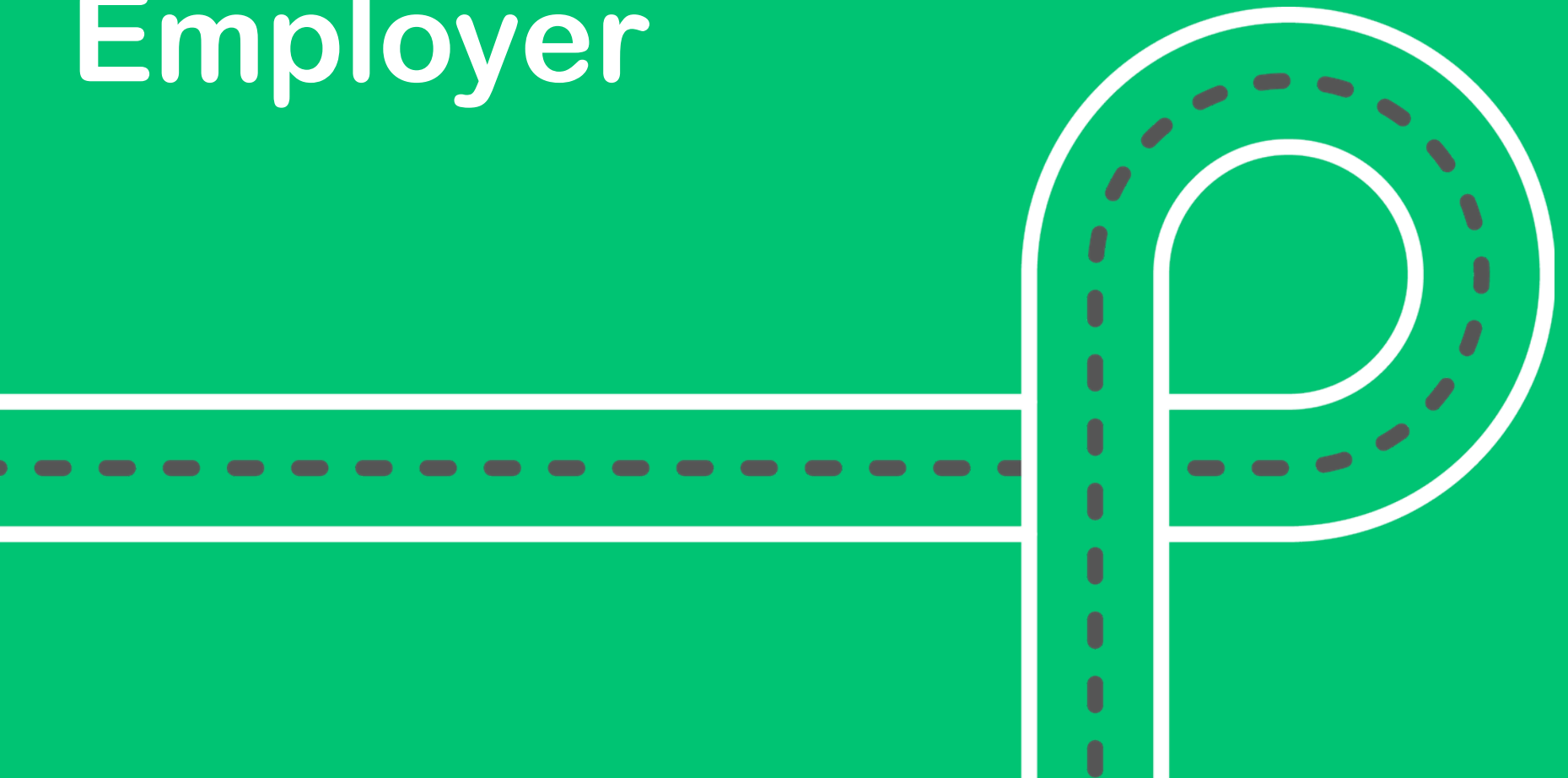


Fit for Work Employer



David Frost CBE: Co-Chair of the Independent Review on Sickness Absence in the UK

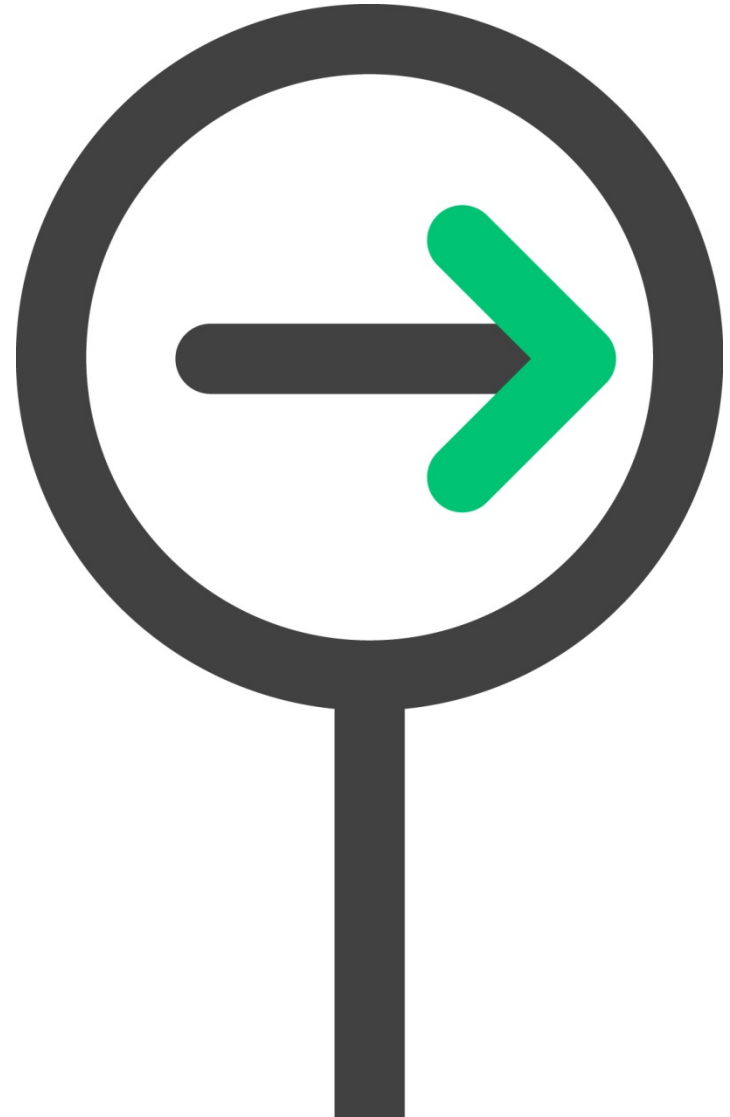
SUPPORTING YOUR BUSINESS, SUPPORTING YOUR EMPLOYEES

“Employers have asked for a service that will provide rapid access for their employees to get practical advice on the support they need to make a return to work. The evidence is clear - the longer a person is out of work the harder it becomes to make a successful return to their job. Now Fit for Work has launched, all employees and employers across the country have access to free occupational health advice and support for the very first time. The service will provide much needed support, particularly to small businesses.”

**David Frost CBE, co-chair of independent review
on sickness absence in the UK**



- **What is Fit for Work?**
- **Why has it been introduced?**
- **How does it work?**
- **Benefits & how to get involved.**



What is Fit for Work?



Fit for Work

In a nutshell

- A new, service that offers the wider working population access to occupational health support.
- It is for working people in England and Wales: it is not designed for the self-employed nor does not it take self-referrals from employees.
- Fit for Work Scotland is delivered as a separate service by the Scottish Government.



- Fit for Work provides the services of health professionals to people in employment if they have been, or are likely to be, off for four weeks or more due to illness or related issues.
- Nothing happens without an employees consent.
- Employers can refer at four weeks of sickness absence
- GPs can refer up to four weeks of sickness absence.



Dr Lucy Goundry, Medical Director

There are two elements to Fit for Work:

- **Advice:** for employees, employers and GPs through www.fitforwork.org and a Freephone helpline for matters affecting work and health.
- **Assessment:** working employees who've been off work for four weeks can be referred by their employer or GP for a (45 minute) telephone assessment with a qualified healthcare professional and personalised Return to Work Plan.

The output of the service is an agreed Return to Work Plan (RtWP), which can replace the need for a fit note.



Why has Fit for Work been introduced?



Why Fit for Work?

Fit for Work

Employees are more likely to drop out of work around 4 weeks absence

Fit for Work offers a supportive and straightforward service to enable a smooth transition back to work.

A staggering

11m

workers across the UK experience sickness absence every year.



→ 900,000

of these workers are absent for 4 weeks or more.

For

300,000

people, sickness can result in a complete end to employment and a dramatic loss of earnings.



'Health at Work – an independent review of sickness absence' by Dame Carol Black and David Frost CBE in 2011

Why Fit for Work?

Fit for Work

Sickness absence costs businesses and the UK economy dearly

According to PwC (in 2013)
sickness absence costs UK
Businesses

£29bn

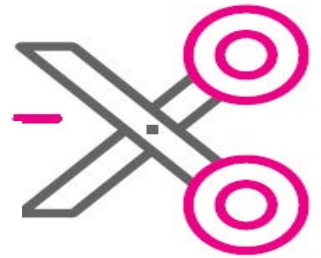
each year

Dame Carol Black and David Frost
estimated in 2011 that between
£80-£165 m could be saved

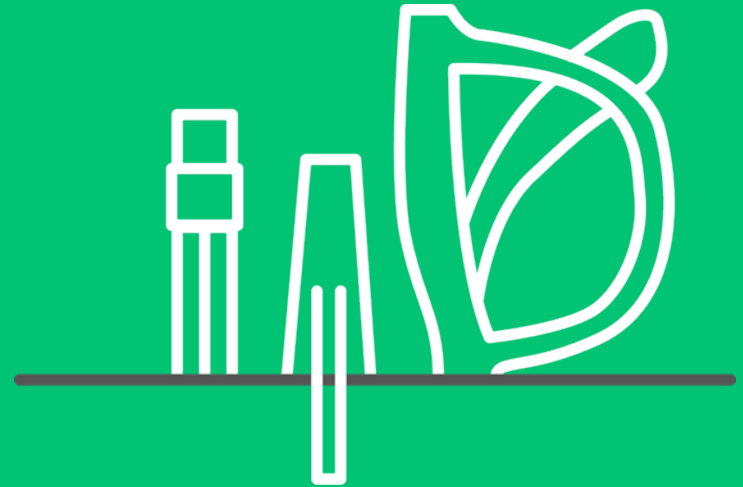
The new service is
estimated to help
cut sick pay costs by

£80-165m

per year

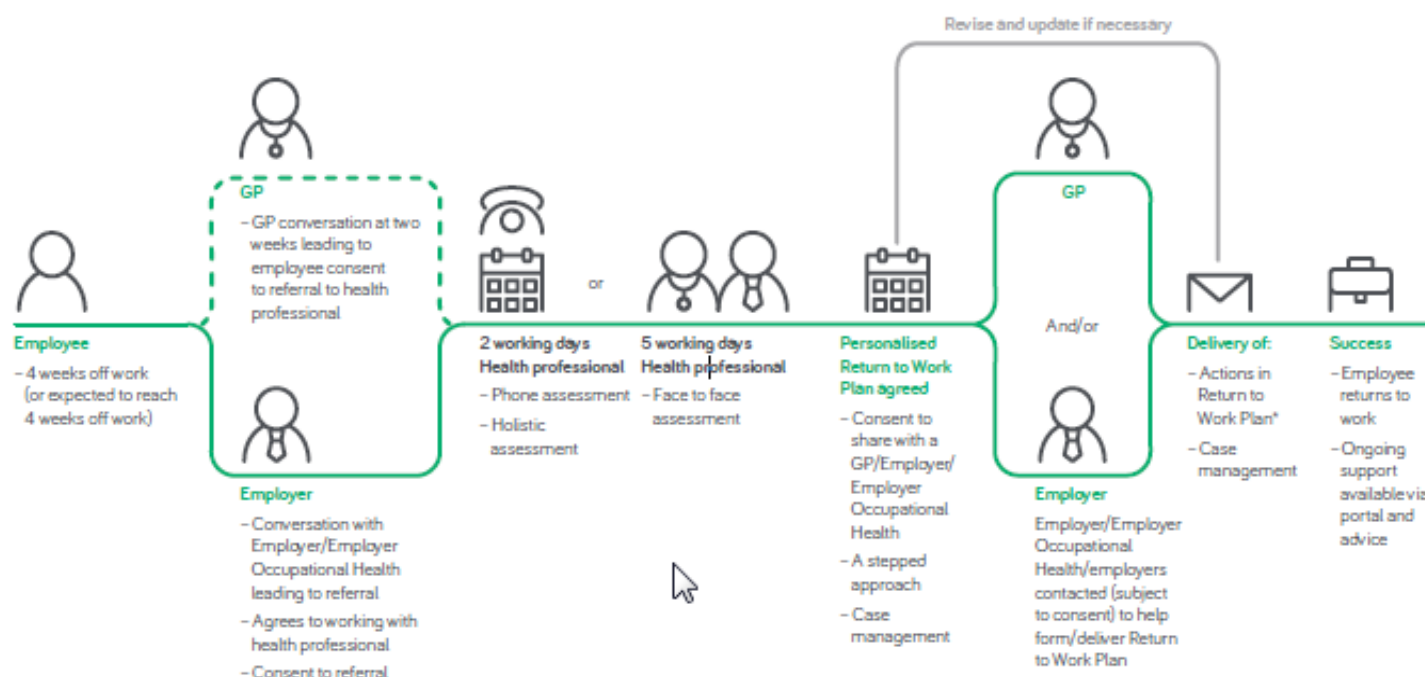


How does it work?



How does it work?

The referral process



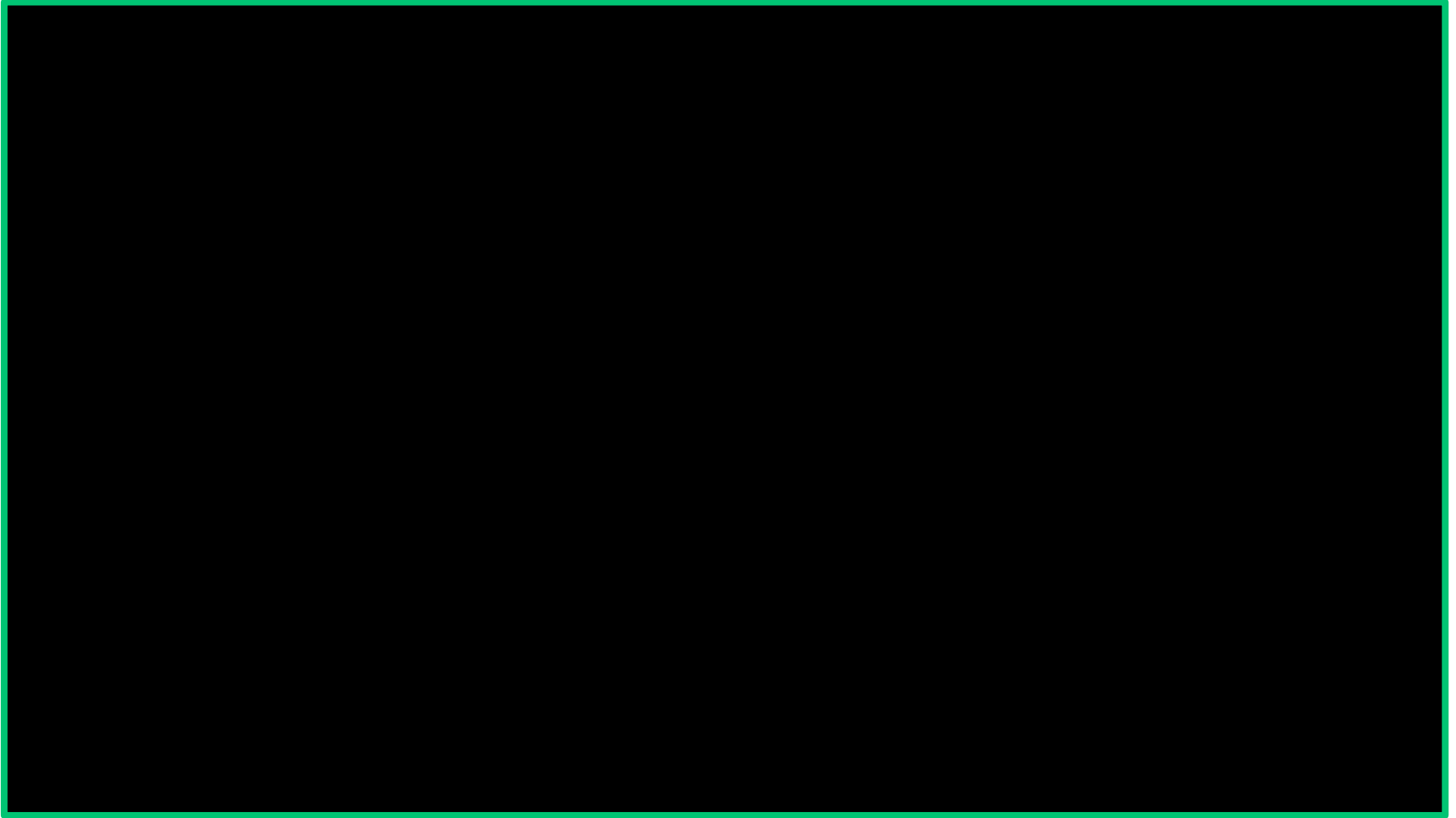
Eligibility criteria

- Is the person you are referring in employment and absent from work?
- Will the person be absent from work for four weeks or more?
- Does the person have a reasonable prospect of returning to work?
- Not eligible if an employee has been through the service in the last 12 months
- Do they consent to referral?

*Subject to the agreement of all parties involved

How does it work?

Using Bob as an example

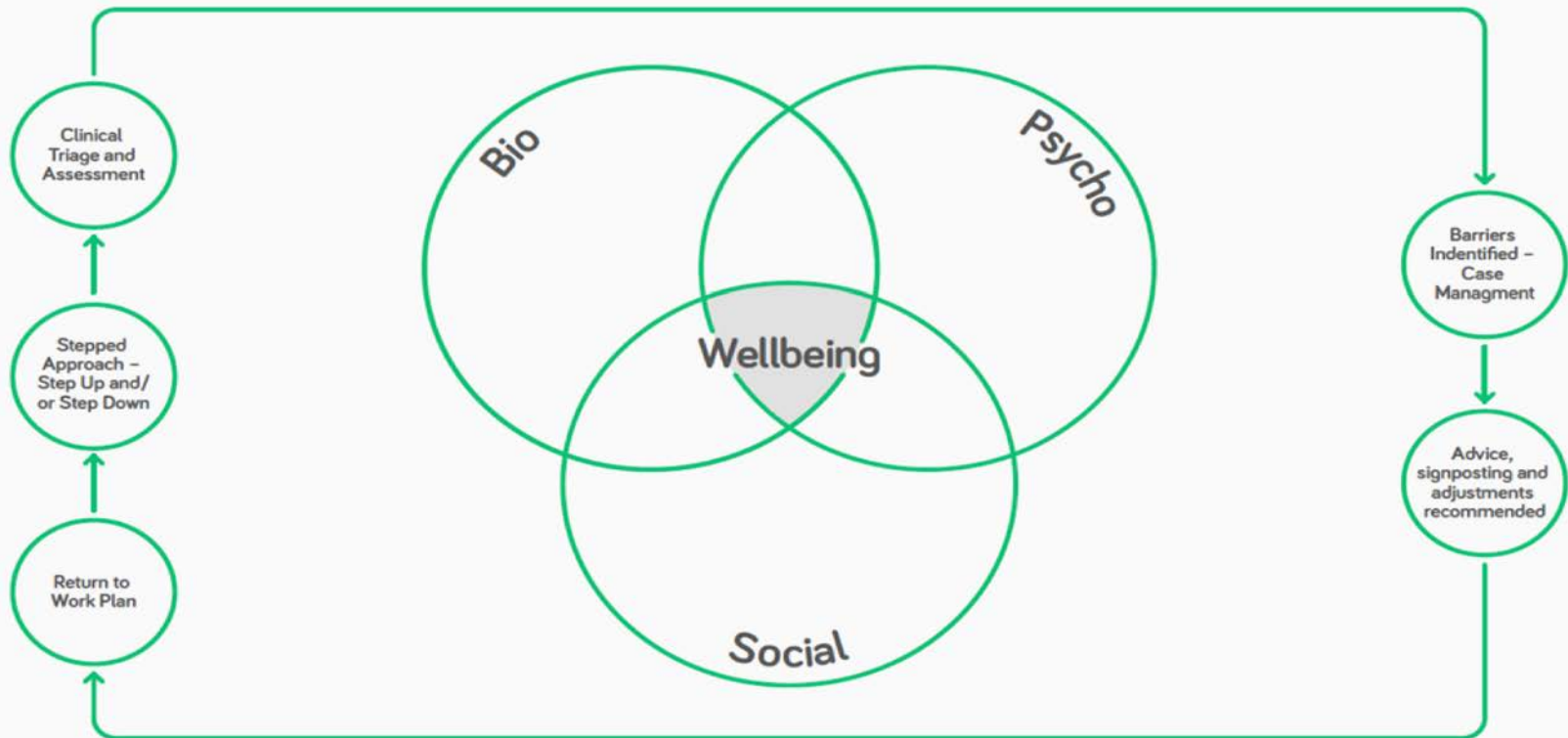


How does it work?

Biopsychosocial approach

CLINICAL GOVERNANCE

Fit for Work



Benefits and how to get involved



Benefits of a healthy workforce:

health

Work is good for mental and physical health, and healthy employees are also good for businesses.



wellbeing

Encouraging wellbeing in the workplace is good for morale, productivity, staff engagement and performance.



minimizes costs

Healthy staff also minimize sick pay costs, staff absence and disruption to the business.



How Fit for Work can help

The benefits of Fit for Work.



Free

You and your employees pay nothing for using Fit for Work.



Quick

Your employee will be contacted within two days of their referral by Fit for Work, for a full assessment.

Supportive

Fit for Work helps support your employee so that you can remain updated with their progress.



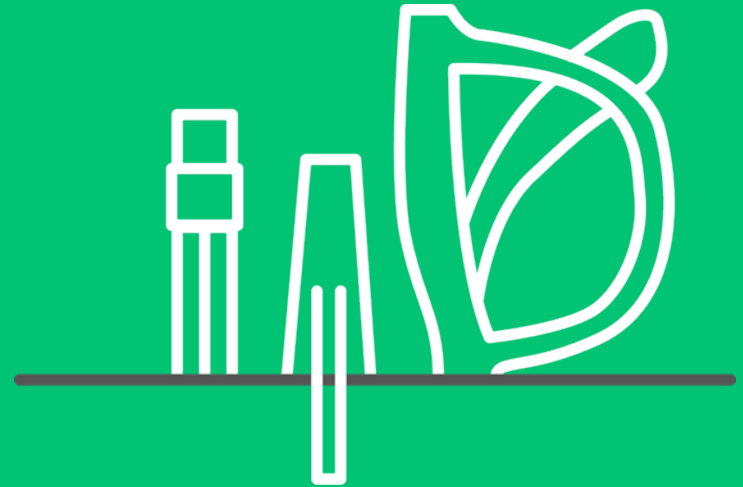
Benefits

How Fit for Work can help – step-by-step approach

Fit for Work provides a step-by-step plan for your employee's recovery, as well as managing the impact sickness absence can have on your business - helping to improve productivity and sustain growth.



How to get involved



How to get involved

Planning for Fit for Work

- **Consider changing your HR policy to accept the Return to Work Plan, alongside the Fit Note.**
- **Inviting employees for a conversation about Fit for Work and the benefits it can bring them.**
- **Referring your employees into Fit for Work, if they have been off work for 4 weeks or more.**



How to get involved

Make a referral

Step 1. Visit

www.fitforwork.org/employer/
and select the 'Refer an employee' button



Step 2. Enter your details company/ employer

(Company details only need to be input once)

The screenshot shows the 'Fit for Work' referral form. It is divided into two main sections: 'GP & Practice Information' and 'Employee (Patient) & Fit for Work Referral Details'. The 'GP & Practice Information' section includes fields for GP Title, First Name, Surname, Practice Name, Practice Postcode, Practice Address, and Practice Telephone Number. The 'Employee (Patient) & Fit for Work Referral Details' section includes fields for Title, First Name, Surname, Date of Birth, Telephone Number, Mobile Number, Email Address, and Postcode. There are also sections for language preferences and contact preferences.

Step 3.

Check all the information on the referral form is correct and click submit to refer your patient to Fit for Work

The screenshot shows the bottom section of the referral form, including a 'Declaration' and 'Next steps for the employee (patient)'. The 'Declaration' section states that the user has consent from the person they have referred to make this referral and pass on their information to Fit for Work. The 'Next steps for the employee (patient)' section lists the following information that will be provided to the employee: the date their absence started, the employer or GP contact information, and the Return to Work Plan or if it would help in discussing any workplace matters with their employer. A 'Submit' button is highlighted with a green dashed box.

How to get involved

Collateral and assets to help

Fit for Work

We have an employers toolkit available on www.fitforwork.org

This contains a suite of assets and collateral which you can use, including:

- Posters and wall charts
- Quick reference guide
- Case studies
- Digital assets, blogs and tweets

Fit for Work

UNWELL

Supporting and working with you to help you stay in or return to work

Speak to your employer or GP about being referred for Fit for Work or find out more by visiting our website www.fitforwork.org

Staying in work if you feel unwell or returning to work after a long period of absence can be daunting. That is why we have created Fit for Work.

Fit for Work is free, confidential and run by health professionals who will support you to stay in or return to work.

England and Wales
0800 032 6235
0800 032 6235 Welsh language

Fit for Work

SUPPORT

Helping your staff to stay in work or return to work after a period of sickness absence.

Employers can now refer Fit for Work is a new, voluntary service that offers the wider working population access to occupational health support. It provides the service of health professionals to people in employment if they have been off for four weeks or more due to illness or related issues. It is aimed at supporting workers by plugging the gap in occupational health advice and support provision. The gap was identified in the 'Health at Work' - an independent review of sickness absence by Dame Carol Black and David Pross CBE in 2011 - where it was identified as one of the obstacles to people returning to work. GPs are also referring employed patients into the service and employers may already be using Return to Work Plans.

Recent studies show that being out of work for long periods of serious illness can lead to long-term health problems and well-being and the longer someone is off sick, the harder it is for them to get back to work. An intervention at around four weeks makes they are more likely to return to work rather than present a risk of a more lengthy absence or leaving employment altogether.

There are two elements to Fit for Work:
1. Advice and support to health and work advice for employers, employees and their GPs through a website and telephone helpline.
2. Assessment - working employees can be referred by their employer for a 140 minute telephone assessment with an appropriately qualified healthcare professional.

Fit for Work

HOW IT WORKS

Supporting Lisa back to work

Employer's story: A painful joint condition flare up meant that Lisa* was left unable to walk and had to stay home from work. Fit for Work helped her to fully understand her recovery process and speak to her employer about making workplace adjustments so that she could return to work successfully.

Lisa*, a 50-year-old Production Administrator at a major manufacturing plant in South Yorkshire, found herself unable to walk due to a painful joint condition flare up. She had been off work for four weeks and was struggling to get back to work. She had been off work for four weeks and was struggling to get back to work. She had been off work for four weeks and was struggling to get back to work.

Lisa's assessment was completed the same day as her referral. She was really happy and they really understood the problem and the problems I was facing. I was really pleased and grateful to have my advice.

The Fit for Work team manager was very helpful and sensible - one that I was really pleased to have in my process and wasn't happy enough. I could not tell the difference the consultation process properly which gave me great peace of mind.

Fit for Work helped Lisa to create a Return to Work Plan which was then shared with her employer. Her manager was really supportive and agreed to make adjustments to her workstation and to her job. Lisa was able to return to work and was very happy to be back.

If you are interested in finding out more about Fit for Work then call our advice line, or visit our website www.fitforwork.org

England and Wales
0800 032 6235
0800 032 6235 Welsh language (Llinell Gymraeg)
www.fitforwork.org

Scotland
0800 079 2211
www.fitforworkscotland.scot

How to get involved

Fit for Work

Go to www.fitforwork.org where you can refer or access a wealth of advice and support



Advice Hub



Live Chat



Advice line
0800 032 6235

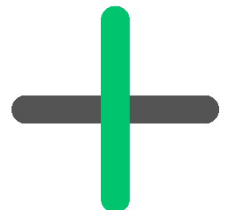


Ask a Question



Get Involved

Expert and impartial advice is delivered by our team of occupational health professionals. You can **chat online** to a specialist advisor, **email a question** or call **0800 032 6235** (English) or **0800 032 6233** (Cymraeg).



Fit for Work is a
line of support for
GPs, employers and
employees to help
people back to work.

Thank you!

www.fitforwork.org