

# Fit for Work

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

# What was the driver for creating Fit for Work? Fit for Work

- More than 900,000 absences of four weeks or more each year in the UK
- Much reduced chance of no return to work after 4 weeks without intervention and 600,000 people fall into our benefits system each year
- For most people, their work is a key determinant of self-worth, family esteem, identity and standing within the community, besides, of course, material progress and a means of social participation and fulfilment (Dame Carol Black, 2008)



- **Fit for Work aims to ensure some form of OH intervention is available to all – currently OH services are available to around 20% of the UK population**
- **Part of the aim is to support employees back into work without always requiring 100% fitness to achieve this**
- **All assessments use a bio psycho social approach to ensure that these factors and behaviours are considered**

- No health surveillance/ statutory medicals
- Assessment of fitness for employment
- Short term absence referral support
- Case Management after the 3 month point of an absence
- Health promotion activity



# Scope



- **An Advice Service – phone line and website – open to all, for general queries about matters affecting work and health**
- **A voluntary Return to Work Service for employees who are off work due to sickness**
  - GPs can make referrals at any stage, at the GP's discretion, when the absence is likely to last for 4 weeks or more (but ideally certify for 1-2 weeks)
  - Employers can make referrals after 4 weeks of sickness absence
  - Not for the self-employed, and no self-referrals
  - The output of the service is a Return to Work Plan agreed with the employee, which functions as evidence of fitness for work
  - The assessment and RtWP development is carried out by a health professional

What if the  
employee  
already has  
access to OH?

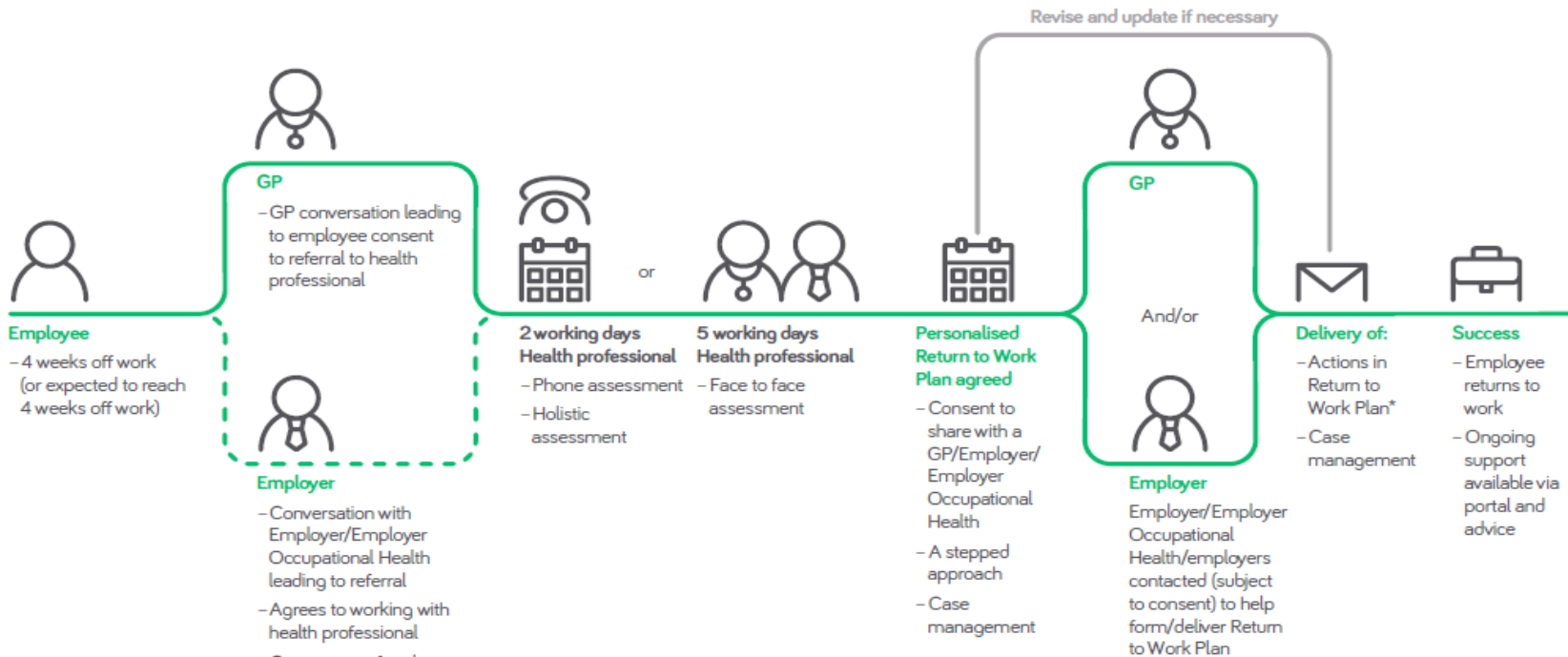


- The initial referral to Fit for Work will always proceed
- Our aim is very much to complement existing OH services and not replace
- If it is established that there is access to OH services – the Case Manager will suggest the employer refers on for any further action
- With the employee consent, Fit for Work may contact OH services directly
- With consent a copy of the report can be sent to the OH provider, or the employee can forward directly to OH services



# How it works

# HOW IT WORKS



\*Subject to the agreement of all parties involved

# Sample Return to Work Plan – Employee’s version

- Covering letter explaining the RtWP
- Obstacles and recommendations – as many sections as needed

| Obstacle  | Share with GP | Share with Employer |
|---|---------------|---------------------|
| <<Obstacle Title>>                              | Y/N           | Y/N                 |
| Recommendations:<br>Recommendation goes here... |               |                     |
| Completion date: <<Date>>                       |               |                     |
| Signposting:<br>Signposting...                  |               |                     |
| Completion date: <<Date>>.                      |               |                     |

- Next contact point with Fit for Work and FAQs
- Summary of RtWP to provide an overview for the employee and function as a Fit Note
- Statutory declaration page for employee to claim state benefits



SAMPLE RTWP -  
EMPLOYEE

# Timetable and Next Steps



## • Stakeholder Liaison

- Already underway in conjunction with DWP – discussions with representative groups for GPs, employers and employees to build awareness

## • Controlled start

- December 2014 – Advice Service available [www.fitforwork.org](http://www.fitforwork.org)

## • Roll-out in England and Wales

- The service went live in North Wales and Sheffield 9<sup>th</sup> March with roll out nationally throughout the year. Employers can refer from Autumn onwards.

## Fit for Work roll out across England and Wales

See the map for availability in your area, via your GP\*

### Fit for Work is here - you can start referring patients now

Sheffield  
Betsi Cadwaladr

### Fit for Work is coming soon

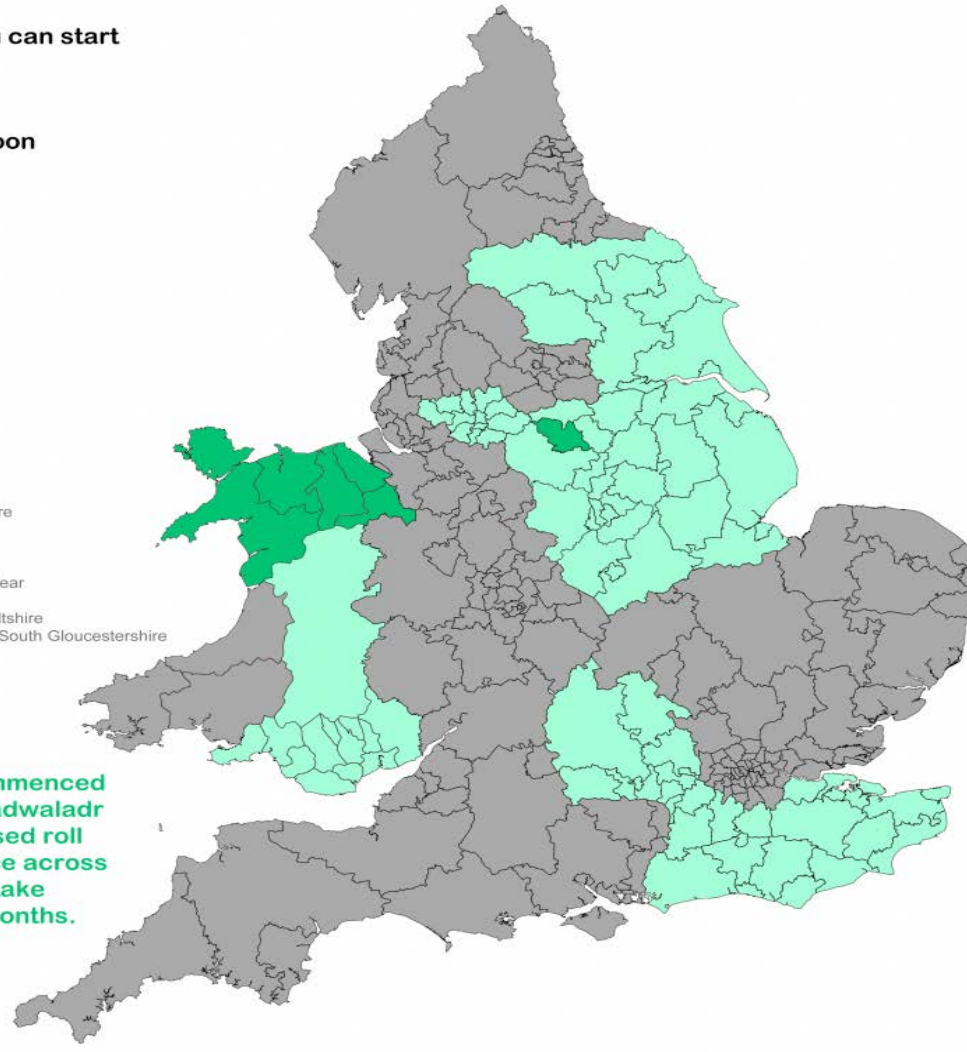
South Yorkshire and Bassetlaw  
North Yorkshire and the Humber  
Kent and Medway  
Thames Valley  
Surrey and Sussex  
Derbyshire and Nottinghamshire  
Leicestershire and Lincolnshire  
Greater Manchester  
Abertawe Bro Morgannwg  
Powys Teaching  
Aneurin Bevan  
Cardiff and Vale  
Cwm Taf

### Fit for Work is coming

Cheshire, Warrington and Wirral  
Birmingham and the Black Country  
London  
West Yorkshire  
Arden, Herefordshire and Worcestershire  
East Anglia  
Essex  
Hertfordshire and South Midlands  
Cumbria, Northumberland, Tyne and Wear  
Durham, Darlington and Tees  
Bath, Gloucestershire, Swindon and Wiltshire  
Bristol, North Somerset, Somerset and South Gloucestershire  
Devon, Cornwall and Isles of Scilly  
Wessex  
Merseyside  
Shropshire and Staffordshire  
Lancashire  
Hywel Dda

The referral service commenced in Sheffield and Betsi Cadwaladr on 9 March 2015. A phased roll out of the referral service across England and Wales will take place over a period of months.

Employers will be able to refer from autumn 2015 once GP referrals are complete.



\*The rollout programme has been developed around the NHS structure in England (CCGs) and Wales (Health Boards)

**Fit for Work**  
Any questions?

Fit for Work

Thank you for your time.

