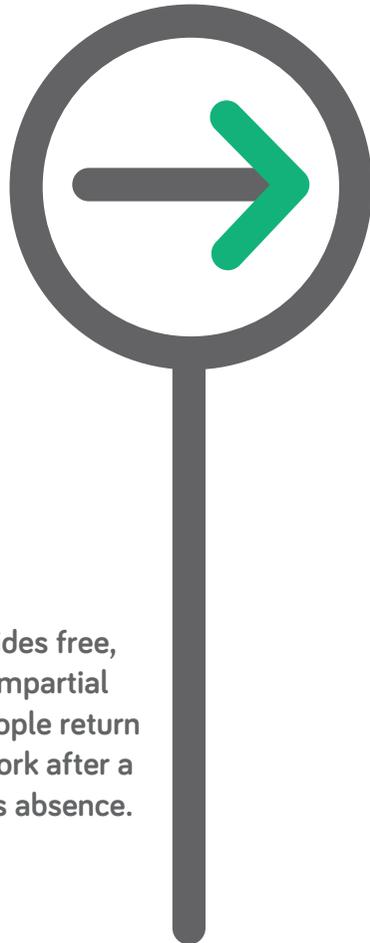


# Fit for Work

## Helping support employees back to work

The advice and assessment provided by Fit for Work can help you return to work with the support of your employer and/or GP.



Fit for Work provides free, confidential and impartial advice to help people return to (and stay in) work after a period of sickness absence.

### There are two elements to Fit for Work:

- ✓ **Advice:** access to health and work advice for you, your employer and GP through a website and freephone helpline.
- ✓ **Assessment:** if you reach four weeks sickness absence – or are expected to – you can be referred to Fit for Work by your employer or GP. You will receive a telephone assessment with a qualified health professional, who will identify all the obstacles preventing you returning to work. A Return to Work Plan will be produced with recommendations to facilitate a safe and sustained return to work. This will include both health and non-health recommendations according to your work/life circumstances.

### Are you eligible?

Fit for Work is a service for people who are in work. You are eligible for the assessment service if you have been, or are expected to be, off work for four weeks or more, and have a reasonable prospect of returning to work.

Fit for Work is not for the unemployed, people who are off for a few days only, or hospital in-patients. If you are self-employed you are not eligible for the assessment service, although you can access the advice service.

### Using the service

Your GP can refer you to the Fit for Work assessment service through their normal referral route. Alternatively, your employer can refer you through the online employer portal available at: [fitforwork.org](https://fitforwork.org).

Upon referral you will be contacted for an assessment within two working days, and will receive a Return to Work Plan within a further two working days of the assessment taking place.

Referral into Fit for Work is voluntary and you will be asked to give your consent to be referred and assessed. All information will remain confidential, and your Return to Work Plan will only be shared with your employer and GP if you give your consent.

Your employer can accept the Return to Work Plan as evidence of sickness absence in the same way as a GP Fit Note.

### Benefits of the service:

- ✓ **For you:** improved health and an earlier, more manageable and sustained return to work;
- ✓ **For your employer:** reduced sickness absence and support managing your return to work.

The advice service can be accessed by calling the freephone helpline on: 0800 032 6235 (English) or 0800 032 6233 (Cymraeg) or by visiting [fitforwork.org](https://fitforwork.org).

For Scotland contact 0800 019 2211 or visit [fitforworkscotland.scot](https://fitforworkscotland.scot).

