

SOUTH STAFFORDSHIRE LOCAL MEDICAL COMMITTEE

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Note to Employers re Fit for Work Notes

Often GPs will get asked to supply a "fit-note", declaring that someone is fit for work, following a period of absence due to ill health, which was already covered with a "Statement of fitness for work" (Med3).

We would like to draw your attention to the guidance from the DWP which gives the following advice on this:

Does my employee need a fit note saying they are fit for work?

No. People do not need to be signed back to work and there is no option on the fit note to do so. If your employee's doctor assesses that they are fit for work, they will not be issued with a fit note. Your employee should return to work once their fit note expires (if they have not already done so) or will need a new fit note. For a limited number of jobs, there are separate procedures to ensure someone is fit to carry out their role. Your HR, occupational health or legal department should know if this applies to your organisation.

If your organisation has a separate policy which requires someone to obtain medical evidence that they are fit for work, this should be arranged through a private arrangement with a GP or occupational health specialist. Once your employee's doctor has assessed them as fit for work, they cannot issue any further fit notes to cover a period while they are waiting for additional health checks required by your organisation.

(Getting the most out of the fit note. Guidance for employers and line managers. Published by the Department for Work and Pensions Date: March 2013)

We hope this clarifies this matter

Dr D Dickson

South Staffordshire Local Medical Committee