

Allied Health Professions

Advisory Fitness
for Work Report

This guide has been developed by the
Allied Health Professions Federation (AHPF) www.ahpf.org.uk

This AHP Advisory Fitness for Work Report was developed with specific expertise from the UK professional bodies of physiotherapy, occupational therapy and podiatry.

A growing body of evidence shows that on the whole, work is good for physical health, mental health and wellbeing. People do not need to be 100 % fit to engage with work and it is a key goal of all Allied Health Professionals (AHPs) to enable people to safely remain in or return to work wherever possible.

AHPs play a central role in helping people to return to work and to manage their own health and wellbeing. AHPs assess functional difficulties in both the clinical and work-place settings in order to provide the most appropriate solutions for long-term benefit.

Although the Report is badged AHPF and available for use by any suitably qualified, competent and experienced allied health professional, members of the professional bodies below are recognised as the most likely to use this advisory report to support people to remain in or return to work.



CHARTERED
SOCIETY
OF
PHYSIOTHERAPY

THE CHARTERED SOCIETY OF PHYSIOTHERAPY

Web www.csp.org.uk

Email enquiries@csp.org.uk

14 Bedford Row London WC1R 4ED

Tel 0207 306 6666



The SOCIETY of
CHIROPODISTS
& PODIATRISTS

THE SOCIETY OF CHIROPODISTS AND PODIATRISTS

Web www.feetforlife.org

1 Fellmongers Path, Tower Bridge Road, London SE1 3LY

Tel 0845 450 3720 **Fax** 0845 450 3721

College of
Occupational
Therapists



COLLEGE OF OCCUPATIONAL THERAPISTS

(A subsidiary of the British Association of Occupational Therapists)

Web www.cot.org.uk

106 - 114 Borough High Street, London SE1 1LB

Tel 020 7357 6480

Information for Employees

You can take this AHP Advisory Fitness for Work Report to your employer to demonstrate that either :

- You may be fit to remain in or return to work taking account of the advice on the Report, which will provide information on the functional effects of your difficulties and suggest options that should help you to stay in or return to work.

If you and your employer think that further review is required before you can return to work, your fitness for work can be reassessed.

This report can stand alone as guidance for your employer on your fitness for work, should he/she choose to use it. It provides information on your difficulties with options that would help you to stay in or return to work. The fit note from your doctor is about your fitness for work in general, and is not tied to your particular job or duties.

or:

- You are currently not fit to return to work and should refrain from work for a stated period of time.

The report can be used, with the agreement of your employer, as evidence in order to receive sick pay. In some cases your employer may also require you to provide a Statement of Fitness for Work (fit note) from your doctor.

In order to claim ill health benefits this form must be supported by the Statement of Fitness for Work (fit note) issued by a doctor. In this situation you should take this report to your doctor to assist in the completion of the fit note.

Information for Employers

This report can be used by you:

- ▶ as evidence of an employee's fitness for work alongside any other documentation you may consider appropriate, such as the Statement of Fitness for Work (fit note) that may be issued by your employee's doctor
- ▶ to inform on appropriate modifications required to an employee's environment to enable their remaining at or return to work
- ▶ to provide a phased return to work, altered hours or amended duties.

If it is felt by the employee or yourself that further review is required before they can return to work, their fitness for work can be reassessed.

This form can stand alone as guidance for you on your employee's fitness for work in line with the Equality Act. It provides information of your employee's reported difficulties with options that would help them to stay in or return to work.

This report is classed as advice, and it is up to you to determine whether or not to accept it. The report can also be used, if you choose, as evidence for statutory sick pay purposes. In some cases you may also require a Statement of Fitness for Work (fit note) from their doctor.

Information for Doctors

This report has been completed by an AHP skilled in understanding the impact of physical and mental health problems related to work plus how these difficulties may be managed to facilitate remaining in or returning to work. The report has been designed to provide you with additional information to assist you in completion of the fit note, should you choose to use it.

The AHP Advisory Fitness for Work Report allows AHPs to provide more information to the individual's employer and you on the effects and impact of the patient's reported work related difficulties and suggest options that would facilitate remaining in or returning to work.

It can also be used to provide evidence for sick pay purposes. In some cases employers will still require a Statement of Fitness for Work (fit note) from you in order to provide sick pay. In order to claim ill health benefits, this form must be supported by the Statement of Fitness for Work (fit note) issued by you.

The existence of an AHP Report does not alter your obligation to issue a Statement of Fitness for Work (fit note) to patients for whom you provide clinical care.

Further information can be found at <http://www.hmrc.gov.uk/payee/employees/statutory-pay/ssp-overview.htm>