

GRŴP IECHYD A DIOGELWCH GOGLEDD-ORLLEWIN CYMRU NORTH WEST WALES HEALTH & SAFETY GROUP



THE IMPACT OF FITNESS FOR WORK STATEMENTS AND THE ROLE OF THE NORTH WALES SPINE CLINIC TO PROMOTE HEALTH AT WORK

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Presented by

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Statement of Fitness for Work For social security or Statutory Sick Pay

Patient's name

Mr, Mrs, Miss, Ms

I assessed your case on:

/ /

and, because of the following condition(s):

I advise you that:

you are not fit for work.

you may be fit for work taking account of the following advice:

If available, and with your employer's agreement, you may benefit from:

a phased return to work

amended duties

altered hours

workplace adaptations

Comments, including functional effects of your condition(s):

This will be the case for

or from

/ /

to

/ /

I will/will not need to assess your fitness for work again at the end of this period.
(Please delete as applicable)

Doctor's signature

Date of statement

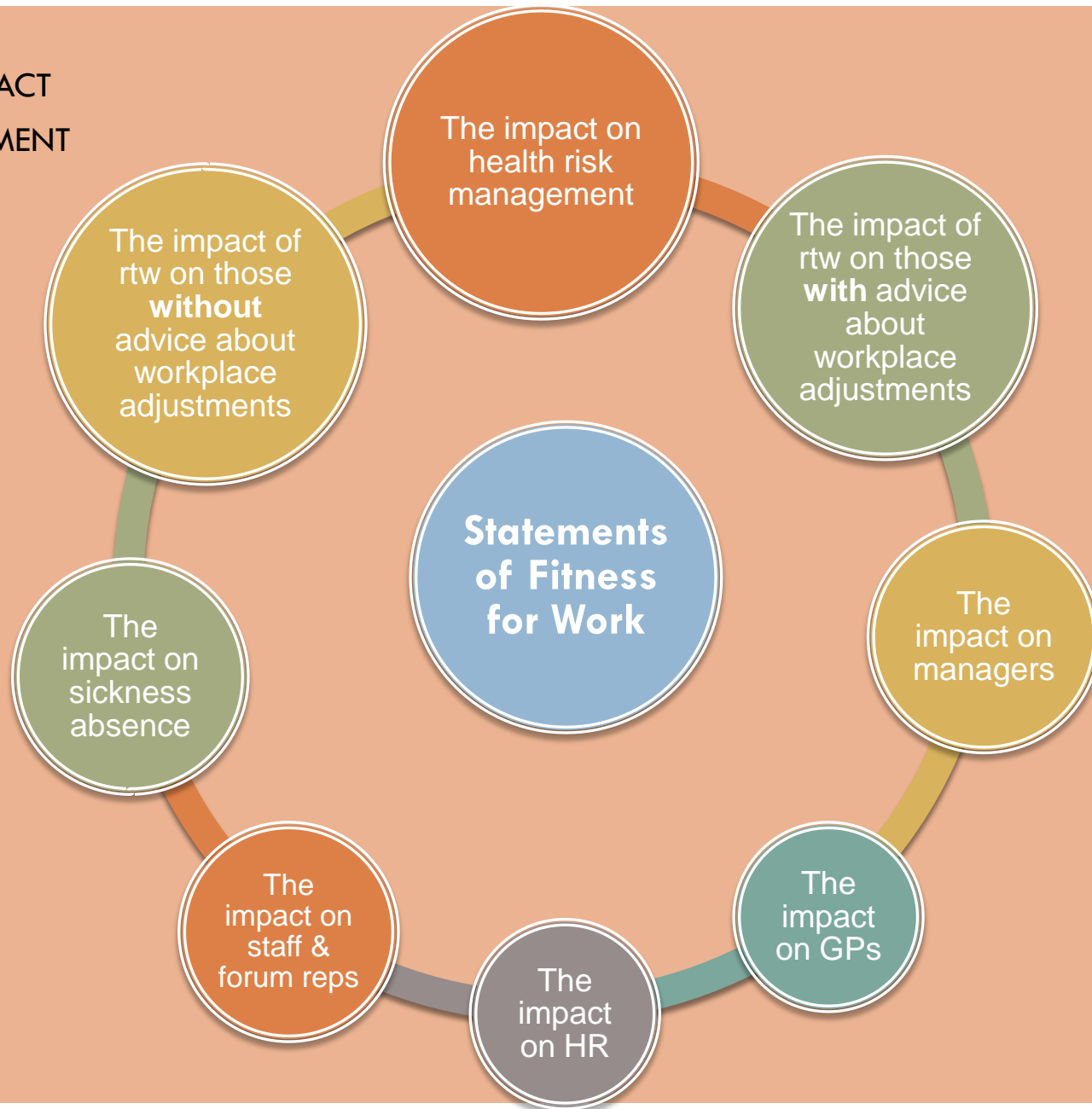
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Doctor's address

FITNESS FOR WORK MEDICAL STATEMENTS

- Preparation for the change from sick notes to Fit for Work medical statements
- The requirement for an impact assessment
- How the findings have been managed

THE IMPACT ASSESSMENT



MANAGING THE FINDINGS

- A written report has been sent to each of our 30+ GPs and line managers
- Focus group meetings were held to support psychological and physical readjustments

OUTCOME

CONCLUSION

When medical advice has been given it is well directed and effectively managed

OUTCOME

RECOMMENDATIONS

1. A 12 month and 24 month review will identify whether people are off work for a shorter time
2. A wider review will establish whether the findings are similar elsewhere