



Fitness for work,  
fit for who?

# Independent Assessment Service??

- After 4 weeks

- Referral by GP

- Report to be sent to whom?

- Provided by who?

# Fitness for work pilots

• Birmingham

• East & Coastal Kent

• Greater Manchester

• Kensington & Chelsea

• Leicestershire

• North Staffs

• Nottinghamshire

• Rhyl

• Scotland (Excluding Dundee & Tayside)

• Dundee & Tayside

• Wakefield

## Patchy results

- Confusion over who makes the referral

- Who is it aimed at?

- Slow take up from GPs

## Trade union response

- Patient confidentiality

- Procurement of service

- Lack of occupational health and other support services

# Implications for safety reps

- Increase in capability and disciplinary hearings

- Advising members

- Early interventions

The logo for UNISON is located in the top-left corner of the slide. It consists of a small yellow speech bubble icon above the word "UNISON" written in a bold, white, sans-serif font. The text is set against a solid green rectangular background.

What difficulties and challenges will the new assessment service pose in terms of existing sickness absence policies, and what safeguards would your branch want to build in?

The logo for UNISON is located in the bottom-left corner of the slide. It consists of the word "UNISON" written in a bold, white, sans-serif font, set against a solid purple rectangular background.

Taking into account these changes what advice and support can we give to members to support them when they are off sick?