



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 on the left side of the slide. It consists of the word "UNISON" written vertically in a bold, sans-serif font. The top portion of the logo is green, and the bottom portion is purple. A small yellow speech bubble icon is positioned at the top left corner of the green section.

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?

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