

Fit notes in Secondary Care – A Quick Guide



Assess

Is absence from work on health grounds indicated?

- Do not make assumptions about employment based on age/ disability, ask the patient
- Take into account the nature of employment
- Consider appropriate duration of sickness absence required to include time spent as in-patient and expected recovery time

Issue where appropriate

Sickness absence of 7 days or less

➤ DO NOT issue a Fit note

- Individuals can self certify for 7 days or less and do not require any note from a health care professional
- Do NOT refer to the GP for a note

Sickness absence for longer than 7 days

➤ ISSUE a Fit Note

- Notes can initially be issued for up to 3 months
- Please issue a note for an appropriate duration in line with expected time required before returning to work
- Do NOT refer to the GP for a note

Who can issue?

A range of health care professionals can issue fit notes, not just doctors

- Notes can be issued by: Doctors, Registered Nurses, Occupational Therapists, Pharmacists and Physiotherapists
- eLearning Training can be found on eLFH (see link below)

More information:

<https://www.gov.uk/taking-sick-leave>

<https://www.e-lfh.org.uk/programmes/the-fit-note/>

<https://www.cheshireandmerseyside.nhs.uk/latest/publications/plans-and-strategies/primary-and-secondary-care-interface/>