



News Release

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ARE YOU FIT?

Employers across Staffordshire and Cheshire should be ready for the new employee sickness rules warns Wolstanton based, DJH accountants.

Fit notes the informal name for the Statement of Fitness for Work will be brought into effect from April 2010 and are a replacement for sick notes and are a major change to the current system set to cut the cost of sick leave for employers and is estimated to benefit the British economy by an estimated £240 million over the next 10 years.

The information that doctors will be asked to provide means that instead of giving patients a sick note saying they are too ill to work, they will be able to advise whether a person may be fit for work with some help and support, and what employers can do to assist in this process. Assistance could include a phased return to work, altered hours, amended duties or workplace adaptations.

DJH Director Chris Beardmore says: "According to the advice given on the Business link website, if a doctor uses this option, they will give advice about the effects of the patient's health condition and, if appropriate, some suggestions about the types of adjustment or adaptations you could consider making to help your employee back to work.'

While employers and employees don't have to act on the doctor's advice in a 'may be fit for work' statement, it may help companies make simple and practical adjustments to help an employee return to work and reduce unnecessary sickness absence.

If for any reason you can't make the changes necessary to support your employee's return to work, you should - for sick pay purposes - consider the statement as if the doctor had advised that your employee is 'not fit for work'."



The initiative is designed to encourage employers to be more responsible regarding employee rehabilitation and aims to help reduce the impact of long-term sick leave.

ENDS

Media Enquiries

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