

Client announcement - September 2015

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We're excited to announce that the **Government** have now launched the **Fit to Work scheme** across the country so that all employers can take advantage of the new service.

The service provides free access to an occupational health professional for employed people who have been off work for four weeks or more due to illness or related issues.

What are the advantages?

Referral and support at an early stage increase the chances that the employee will return to work sooner, reducing costs in absence including disruption to service and impact on colleagues. Employers benefit from access to free work-related health advice and occupational assessments. In some cases employers will benefit from a tax exemption of up to £500 per year per employee on medical interventions which are recommended.

Who is eligible?

All employees who have been absent from work for four weeks or more due to illness or related issues. Employees may be referred by their employer or by their GP.

How can I refer the employee?

The employer can refer employees via the fit to work website: www.FitForWork.org or by phoning 0800 032 6235.

What does the service include?

Within 2 working days of the referral a health professional will contact the employee to conduct an



Green Light HR Solutions

We love working with our clients and being able to keep you up to date with news and developments in the HR and employment world!

Please do not hesitate to get in touch if there are any issues that we can help with:

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Our Rates

Hourly rate: £75

assessment. The health professional will work with the employee to create a plan detailing their condition and, if appropriate, the type of support they require in order to return to work.

Does my employee have to consent?

The service is voluntary and employees must give verbal consent to be referred and to have their return to work plan shared with their employer and GP.

How does this service differ from existing arrangements I have in place with a private Occupational Health Service (OHS)?

The great advantage of the Fit for Work referral service is that it is free as Private OHS can be relatively costly. However, Fit for Work relies on the employees express consent, whereas companies using Private OHS can impose referrals, usually tied into the employees ability to continue to receive company sick pay or a threat of disciplinary action. Private OHS referrals are led by the employer which means that the employer can ask specific questions so we imagine that Private OHS will still play an important role in long term and complex cases.

Is there anything I need to do now?

Are any of your employees currently absent from work? If so, contact them to explain your intentions, setting out the benefits to them of referral and the support that they will receive as a result.

You may need to review your sickness absence policy to include details of Fit to Work as a supportive and useful intervention for employees.

We'd love to hear from you!

Please let us know your feedback on the Fit for Work service when you use it. We believe that it could be a great benefit to employers provided that it operates efficiently and is received positively by employees.

For full details see the [Fit for Work website](#) and please contact us for advice on referring an individual or if you'd like us to check through your existing absence policy.

Day rate: £300

Soon we will be announcing details of our monthly subscription service ... watch this space!!



Workshops:

Employing People:

Get it Right from Day One

Thurs 8 October 4.30-6.30pm
Enterprise Foundation, Leeds City Centre.

For £10 join an informative interactive session on recruiting the right people (job description, interviews and appointment) and your legal obligations as an employer including what should be included in a contract of employment.

To book [Click here](#) and scroll to October or contact Joshua.lister@enterprisefoundation.net



If you have any questions on any of the issues above or any other employment

or staffing matter please get in touch;

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Antonia and Julie

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