

**Allied**

**Health**

**Professions**

**Health and Work**

**Report**

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This guide has been developed by the

**Allied Health Professions Federation** (AHPF) [***www.ahpf.org.uk***](http://www.ahpf.org.uk)

**This AHP Health and Work Report was developed with specific expertise from the UK professional bodies of physiotherapy, occupational therapy and podiatry.**

A growing body of evidence shows that on the whole, work is good for physical health, mental health and wellbeing. People do not need to be 100% fit to engage with work and it is a key goal of all Allied Health Professionals (AHPs) to enable people to safely remain in or return to work wherever possible.

AHPs play a central role in helping people to return to work and to manage their own health and wellbeing. AHPs assess functional difficulties in both the clinical and work- place settings in order to provide the most appropriate solutions for long-term benefit.

Although the Report is badged AHPF and available for use by any suitably qualified, competent and experienced allied health professional, members of the professional bodies below are recognised as the most likely to use this report to support people to remain in or return to work.

**THE CHARTERED SOCIETY OF PHYSIOTHERAPY**

**Web** [www.csp.org.uk](http://www.csp.org.uk)

**Email** [enquiries@csp.org.uk](mailto:enquiries@csp.org.uk)

14 Bedford Row, London WC1R 4ED

**Tel** 020 7306 6666

**THE COLLEGE OF PODIATRY**

**Web** [www.cop.org.uk](http://www.cop.org.uk)

Quartz House, 207 Providence Square, Mill Street, London SE1 3LY

**Tel** 020 7234 8620

**THE ROYAL COLLEGE OF OCCUPATIONAL THERAPISTS**

**Web** [www.rcot.org.uk](http://www.rcot.org.uk)

106 – 114 Borough High Street, London SE1 1LB

**Tel** 020 7357 6480

**THE CHARTERED SOCIETY OF PHYSIOTHERAPY**



**Web** [*www.csp.org.uk*](http://www.csp.org.uk)

**Email** [*enquiries@csp.org.uk*](mailto:enquiries@csp.org.uk)

14 Bedford Row London WC1R 4ED

**Tel** 0207 306 6666



**THE SOCIETY OF CHIROPODISTS AND PODIATRISTS**





**Web** [*www.feetforlife.org*](http://www.feetforlife.org)

1 Fellmongers Path, Tower Bridge Road, London SE1 3LY

**Tel** 0845 450 3720 Fax 0845 450 3721



**ROYAL COLLEGE OF OCCUPATIONAL THERAPISTS**



A subsidiary of the British Association of Occupational Therapists

**AHP Health and Work Report**

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| |  |  |  |  | | --- | --- | --- | --- | | 1 | Patients Name: | Margaret Grant |  | |  | Date of Birth: | 06/04/1958 |  | |  |  |  |  | |  | I advised you that: | |  | | 1a | you are not fit for work | |  | | 1b | you may be fit for work taking account of the advice below | |  | |  |  | |  | | 3 | Date assessment completed 02 September 2019 | |  | | |  |  |  |  | | --- | --- | --- | --- | | 2 | This form has been completed by a  Select Profession | |  | |  |  | |  | |  | Practitioner’s name: | Andrew Phiips |  | |  | HCPC registration number: | PH12345 |  | |  | Organisation/Service: | MPTT, Havant |  | |  | Contact details | (12345) 67891011 |  | |

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| |  |  |  |  |  | | --- | --- | --- | --- | --- | | 4 | AHP Health and Work Report issued for period from | 02 September 2019 | to | 14 October 2019 | |  | A follow up review: | 07 October 2019 |  | | |

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| 6  5   |  |  |  |  |  | | --- | --- | --- | --- | --- | |  | With your employer’s agreement you may benefit from these or more options: | | | | |  |  | a phased return to work |  | amended duties | |  |  | altered hours |  | a workplace assessment | |  |  |  |  |  | |  | Patient-reported work-relevant difficulty, recommendations and goals: | | | |  |  |  |  | | --- | --- | --- | | Difficulty | Recommendations / goals |  | | Mrs Grant reports difficulty with driver the bus for longer than 1 hour without a break. | Please ensure that she is scheduled to work on bus routes of less than one hour so that she can stand up and move around every 45-60 minutes. It is advised that total time driving the bus is limited to 5 hours per day. The remainder of her duties can include administrative support in the office as long as she is able to stand up and move around as frequently as required. It is recommended she be allowed to undertake her physiotherapy exercises in the medical room at least once per day whilst at  work. |  | | Mrs Grant reports difficulty achieving a comfortable position when driving the bus and at times states she has to over-reach with her left leg to reach the clutch. | Further assessment if required to look at this more closely from a suitably qualified health professional. In the meantime, it is recommended that she place a firm cushion behind her back to help support her back and to make is easier for her to reach the clutch pedal. |  | | Line manager review | It is recommended that Mrs Grant’s line manager keep in touch with her to assess how she is coping. If problems persist then a referral to Occupational Health is recommended. |  |   7  8   |  |  |  |  | | --- | --- | --- | --- | |  | Comments: | | | |  | Mrs Grant will receive regular physiotherapy sessions to help improve her symptoms. Please ensure that she is able to attend in work time if they cannot be scheduled outside of work hours. A review relating to her fitness for work will be undertaken on the 7th October 2019. Thank you for your support with this employee. | | | |  | No further documents attached | 9 |  | |

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| |  | | --- | | AHPs: please follow the guidance held on the website of your professional body when filling out this form and always attach the information sheet for employees, employers and doctors. Employees, employers and doctors: please read information attached or log on to: www.ahpf.org.uk | |

**This report does not replace the Statement of Fitness for Work (fit note) for benefit purposes but can be used for Statutory Sick pay with the employer’s agreement.**

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**Allied Health Professions**

**Health and Work Report**

*Completed by an Allied Health Professional (AHP)*

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| **Information for Employees**  You can take this AHP Health and Work Report to your employer to demonstrate that either :   * You may be fit to remain in or return to work taking account of the advice on the Report, which will provide information on the functional effects of your difficulties and suggest options that should help you to stay in or return to work.   If you and your employer think that further review is required before you can return to work, your fitness for work can be reassessed.  This report can stand alone as guidance for your employer on your fitness for work, should he/she choose to use it. It provides information on your difficulties with options that would help you to stay in or return to work. The fit note from your doctor is about your fitness for work in general, and is not tied to your particular job or duties.  or:   * You are currently not fit to return to work and should refrain from work for a stated period of time.   The report can be used, with the agreement of your employer, as evidence in order to receive sick pay.  In some cases your employer may also require you to provide a Statement of Fitness for Work (fit note) from your doctor.  In order to claim ill health benefits this form must be supported by the Statement of Fitness for Work (fit note) issued by a doctor. In this situation you should take this report to your doctor to assist in the completion of the fit note.  **Information for Employers**  This report can be used by you:   * as evidence of an employee’s fitness for work alongside any other documentation you may consider appropriate, such as the Statement of Fitness for Work (fit note) that may be issued by your employee’s doctor * to inform on appropriate modifications required to an employee’s environment to enable their remaining at or return to work * to provide a phased return to work, altered hours or amended duties. | If it is felt by the employee or yourself that further review is required before they can return to work, their fitness for work can be reassessed.  This form can stand alone as guidance for you on your employee’s fitness for work in line with the Equality Act. It provides information of your employee’s reported difficulties with options that would help them to stay in or return to work.  This report is classed as advice, and it is up to you to determine whether or not to accept it. The report can also be used, if you choose, as evidence for statutory sick pay purposes. In some cases you may also require a Statement of Fitness for Work (fit note) from their doctor.  **Information for Doctors**  This report has been completed by an AHP skilled in understanding the impact of physical and mental health problems related to work plus how these difficulties may be managed to facilitate remaining in or returning to work. The report has been designed to provide you with additional information to assist you in completion of the fit note, should you choose to use it.  The AHP Health and Work Report allows AHPs to provide more information to the individual’s employer and you on the effects and impact of the patient’s reported work related difficulties and suggest options that would facilitate remaining in or returning to work.  It can also be used to provide evidence for sick pay purposes. In some cases employers will still require a Statement of Fitness for Work (fit note) from you in order to provide sick pay. In order to claim ill  health benefits, this form must be supported by the  Statement of Fitness for Work (fit note) issued by you.  The existence of an AHP Report does not alter your obligation to issue a Statement of Fitness for Work (fit note) to patients for whom you provide clinical care.  **Further information** can be found at ***http://www.hmrc.gov.uk/paye/employees/ statutory-pay/ssp-overview.htm***  NB: This report replaces the AHP Advisory Fitness for Work Report |