



The AHP Health and Work Report

Frequently Asked Questions

Who can use it?

The AHP Health and Work Report has been designed under the Allied Health Professions Federation (AHPF) banner, so may be adopted by any of the 12 Allied Health Professions and used by members who have the skills, competence and expertise to undertake such a report. Only three AHP groups responded to the call for help in designing it, so it is anticipated that members of those three professional bodies; namely physiotherapists, occupational therapists and podiatrists, who are most engaged with occupational health, will initially use the document.

Can it be used to sign people off sick?

Only the Statement of Fitness for Work (fit note), which replaced the Med 3 in 2010 and signed by a doctor can be used to claim ill health benefits. The AHP Health and Work Report can be used to claim sick pay from employers for short-term absence, or by offering practical advice to facilitate a discussion between employer and employee on how to retain a staff member in work. A GP should find the AHP Health and Work Report useful in completing a fit note for a patient.

What do GPs think of it?

There has been plenty of interest and support shown by GPs and by the Royal College of General Practitioners.

What format is it in?

The AHP Health and Work Report is available in both hard copy and e-format for practitioners to complete. The report will need to be printed off and handed to the patient so that they can then take this to their employer.

How do I access it?

The AHP Health and Work Report is available to all AHPs who are members of their professional body as it will be placed on the member side of their professional bodies' website.

What information is available?

There will be two parts to the information available. There will be the AHP Health and Work Report in 2-page e-form which will contain information for Employees, Employers and Doctors.

The second part will contain information for AHPs on how to use and complete the AHP Health and Work Report.

AHPs are expected to explain the form to patients during the assessment process.

Where are the electronic versions located?

The AHP Health and Work Report template is held on the membership-only part of their professional body websites.

Where is the electronic data stored?

Arrangements will need to be made locally on any data collected from patients and this will need to comply with your organisations requirements for data collection and security. A patients' notes are subject to Data Protection regulation and the AHP Health and Work Report should be stored safely with the patients' record.

Can I get advice on e-secure practice?

Guidance on good practice in safe storage and communicating of the electronic version of the AHP Health and Work Report will need to comply with local organisational arrangements.

Can I use standardised assessments or quality measures with the AHP Advisory Fitness for Work Report?

Use of the AHP Fitness Report should run parallel to the practitioner's usual practice.

Who do I deal with in relation to the AHP Fitness Report?

The AHP Health and Work Report is designed to be discussed with the attending patient/employee. The form must provide clear, legible advice for the employee to take to the employer to consider in reviewing the employee's ability to remain in or return to work. If the AHP states the patient is not fit for work, or makes recommendations that the employer cannot feasibly implement or accommodate, the form should provide the GP with a clear rationale for signing the patient off with a Statement of Fitness for Work.

How do I prevent contradicting the patient's GP?

Good communication is essential in the use of the AHP Health and Work Report. AHPs and GPs are working to develop a culture of work being part of recovery and a copy of the AHP Health and Work Report should be downloaded and sent to the GP to assist in a patient's care. If your assessment identifies potential for a patient to return or remain in work with adaptations, efforts must be made to share this with the GP.

Is there evidence that this type of AHP intervention is effective?

There is good cost and patient-focused evidence that AHP practitioners can make a significant impact, not only to individuals struggling to remain in or return to work, but also the financial advantages to small, medium and large businesses in retaining a skilled workforce. Those professions who work in the area of vocational rehabilitation and occupational health will have their own sources of evidence.

Can I refer an employee to another professional if a specialist intervention is required?

If following an assessment further treatment from another professional is identified, this should be discussed with the patient and any necessary referral made.

What if the work described by employee is outside of their job description?

In your assessment you should only be reporting fitness for the job described within the remit of the employee's job description.

Should I obtain consent of employee?

An explanation of what the assessment and report will contain and to whom it will be sent should be made clear at the outset.

If a referral has been made by the employees' doctor or employer they should be aware of why the referral has been made. However, best practice would dictate that an explanation of who made the referral, what the purpose of the assessment is and what the report will contain and to whom it will be sent should be made clear at the outset. Written informed consent to share information with an employer or HR department must be retained by the practitioner.

If further treatment is recommended or required to assist the employee to return to work what should I do?

If further treatment is recommended then this should be included in the recommendations on the form. It will then be up to the person who commissioned the form or the employee to confirm whether this should be progressed.

Where can I find out more information on the AHP Health and Work Report?

Your professional body will have further information available and will be able to assist you with your enquiries.

Why is diagnosis not included?

It was felt very strongly during the development that diagnosis should not be included on the report form. The AHP will not know with any certainty what advice or information the doctor has stated in the medical fit note should there be one. The employee is the key person and should be describing their physical and psychological difficulties that may be preventing them from returning to work.

Can I do a workplace assessment?

Workplace assessments are to be encouraged if required to help assess workplace for return to work of the employee.