

# Press Release



## Sick notes in need of remedy

A big shake up is on the way for the use of sick notes in the workplace according to **Claire Bell**, Director and Head of Employment Law at **Actons Solicitors** and employers are likely to welcome the changes.

"Sick notes at present don't give enough information to the employer. There's nothing that can be used to help the employee return to work."

The Commercial Occupational Health Providers Association (COHPA) is lobbying to get the sick note changed. It believes the note needs to say more about a patient's diagnosis, treatment and the extent of adjustments needed at work.

The Forum of Private Business has also called for reforms over the way cover notes are given to workers to sign them off work.

"People can get signed off work for very vague reasons. Sometimes they might be perfectly able to work. For example, just because they have a twisted ankle doesn't mean they can't sit at a desk," says **Claire Bell**

The Department for Work and Pensions (DWP) is currently consulting on reforms to the FMed 3 certificate - the standard sick note given to employers. The new note is likely to be introduced under the forthcoming Welfare Reform Act. "In the meantime, employers need to make sure they have correctly worded employment contracts in place," says **Claire Bell** "Expert advice from an employment law solicitor is highly advisable before taking action against an employee who is off sick."

If you require further information on Employment Law, please contact **Claire Bell** or a member of her team on **0115 9 100 200** or email [enquiries@actons.co.uk](mailto:enquiries@actons.co.uk)

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- For additional information or comment please contact: Claire Bell on 0115 9 100 200
- For more information on COHPA, the Commercial Occupational Health Providers Association, see: [www.cohpa.co.uk](http://www.cohpa.co.uk)
- For more information on the Forum of Private Business see: [www.fpb.co.uk](http://www.fpb.co.uk)



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