



# Park City

HUMAN RESOURCES  
HEALTH & SAFETY  
TRAINING & DEVELOPMENT

[www.parkcity.co.uk](http://www.parkcity.co.uk)

## [The New 'Fit Note' replaces the Sick Note Today \(6th April\)](#)

Good Afternoon,

I would like to remind you that from today (Tuesday 6th April), the 'Fit Note' replaces the traditional 'Sick Note'. There are important personnel and Health & Safety issues that must be considered.

This legislation change will affect all businesses in the UK. If you are unsure about any aspect of this new piece of legislation please **download the following free Park City document** or call Jo on **01206 752 100**:

**Free Document - [Fit Notes: HR FAQs - What every employer needs to know from 6th April](#)**

### **A Summary of the main changes between the old Sick Note and the new Fit Note:**

- The old Sick Note allowed doctors to state whether an employee 'Should' or 'Should not' return to work.
- The new Fit Note will allow doctors to state whether an employee is either '**Unfit for Work**' or '**May be fit for work taking account of the following advice**'.
- May be fit for work? – the doctor may decide that your employee may be able to return to work in some capacity or could benefit from amended working hours.
- The onus is on you, the employer, to decide how to act on the GP's advice. The advice given by the GP is not legally binding.

**Remember, there are also Health & Safety implications to this new legislation which should not be forgotten:**

- 1.** When you consider the doctor's advice, you must think about whether the advice is consistent with any industry or specific safety guidelines or regulations that the doctor may not be aware of.
- 2.** You will need to carry out a risk assessment to assess the capability of an employee to undertake work advised by the doctor. This risk assessment will be based on the advice from the doctor, your knowledge of the work, the actual place of work and any further support that must be provided.

If you have any questions about these Health & Safety implications, call Jo at Park City and find out about how our Health & Safety experts can help your company.

**April also brings some other employment law changes. [Visit our 'Latest News' section to read about these important legislation updates.](#)**

Park City provide outsourced HR and Health & Safety services to businesses, schools and charities across the UK. We pride ourselves in keeping our customers up-to-date with latest employment and Health & Safety law, significantly enhancing their chances of complying with ever-changing legislation.

If you have any questions regarding today's Fit Note changes or any other employment law issue, please contact Jo on **01206 752 100** and find out how we can help your business thrive.

Regards

Juliet Price, Managing Director and Chairman IoD Essex Branch



Park City

FOLLOW US ON 