**Practice Policy – Med 3 – Statement of Fitness for Work For Social Security or Statutory Sick Pay**

Our primary focus at Kilsyth Medical Partnership is, and always has been, ensuring high quality medical care for our patients.

We are often requested to provide Med 3s for patients (previously known as Sick Lines). Sometimes these requests are unnecessary. Here are the most common requests we get for Med 3s that are unnecessary and the steps that should be taken instead. We hope you find this information valuable. Further information is available from the Government at

 <https://www.gov.uk/taking-sick-leave>

* **Illness lasting less than 7 days** – this should be covered by a ‘Self Certificate’. You should agree with your employer how you self certificate eg some work places require a form to be filled in or an email sent in by an employee. These are rules stipulated by the DWP and individual work places do not have the right to opt out of these arrangements or insist on a Med 3 for illness lasting less than 7 days.
* **First Med 3 after hospital attendance** – If you have been in hospital either as an inpatient or for an operation it is the responsibility of the hospital team that was looking after you to issue your first Med 3. Please contact the relevant hospital secretary to arrange this if it was not given to you prior to your discharge from hospital. Follow on/Continuation lines will then be provided by your GP if required.
* **Return to work lines** – we are often approached by patients to complete ‘return to work lines’. This term refers to an outdated system used a number of years ago in which GPs had to ‘sign patients off as being fit to work’. This system was replaced with the current Med 3 system. There is no longer a requirement to get a return to work line. If your employer has concerns about your fitness to return to work they should seek an occupational health review. We do not issue return to work lines.
* **Jury Service** – Med 3s are solely for the purpose of certifying absence from work for social security and accessing statutory sick pay, they are not appropriate to be used to excuse a patient from Jury Service, please refer to practice policy on Jury Service
* **Being absent from school or college** - Med 3s are solely for the purpose of certifying absence from work for social security and accessing statutory sick pay, they are not appropriate to be used to excuse a patient from school or college. If you have been absent from school or college and require a confirmatory letter from the GP this is not an NHS service and there will be a fee for this service.
* **Being absent from community service** - Med 3s are solely for the purpose of certifying absence from work for social security and accessing statutory sick pay, they are not appropriate to be used to excuse a patient from community service. If you have been absent from community and require a confirmatory letter from the GP this is not an NHS service and there will be a fee for this service.
* **Multiple employers** – If you have more than one employer the advice is that the patient should give the Med 3 to their primary employer and photocopy the Med 3 for any other employers they have – there is no need to issue multiple Med 3s for a single illness.

Yours Sincerely

Kilsyth Medical Partnership