*(Insert date)*

Dear Employer,

**Re: COVID-19 and requests for Med3 (‘Fit Notes’)**

*(Insert name of patient)* has recently contacted *Oakenhall Medical Practice* to request a Med3 Fit Note or ‘Sick note’ for periods of absence due to COVID-19 Coronavirus as they are deemed clinically vulnerable.

[www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/whos-at-higher-risk-from-coronavirus/](http://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/whos-at-higher-risk-from-coronavirus/)

While we appreciate that these are challenging times, it is not normal practice for a GP to issue ‘fit notes’ under such circumstances. It remains the responsibility of the employer to make reasonable adjustments to accommodate the needs of their employees who remain fit to work. In this case it is not a medical issue which requires a view from the GP.

**Guidance on specific circumstances**

Below is a breakdown of potential requests for fit notes, advice and outcome which you might find helpful to determine the right course of action for your employee. This is taken directly from the national guidance in relation to COVID 19.

|  |  |  |
| --- | --- | --- |
| **Issue** | **Advice** | **Outcome** |
| 1. Symptomatic so isolating for **7 days** - used NHS website/111 online/been told by health care professional that they have symptoms. | Use isolation note  <https://111.nhs.uk/isolation-note/> | **Your employee does not need to contact their GP** |
| 2. Symptomatic and remaining  unwell for **over 7 days.** | If they remain unwell and unfit to work after 7 days, the current advice is to visit [www.111.nhs.uk](http://www.111.nhs.uk) where there is an online self-assessment tool. The patient may be invited to call NHS111 and given further advice and a MED3 certificate emailed to them. | **Your employee does not need to contact their GP** |
| 3. If household members, support bubble members, NHS Track & Trace informing of a positive contact have symptoms, employee will isolate for **14 days** as per government advice. | Patients/employees can use isolation note  <https://111.nhs.uk/isolation-note/> | **Your employee does not need to contact their GP** |
| 4. Employees within the “at-risk” groups following government advice on isolating (shielding OR social distancing) during COVID-19.  [www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/whos-at-higher-risk-from-coronavirus/](http://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/whos-at-higher-risk-from-coronavirus/) | Clinically extremely vulnerable individuals have been strongly advised not to work outside of their home until 31st July 2020. Employers are expected to help shielding employees to work from home. Clinically vulnerable are to continue to take extra care in observing social distancing but can form a ‘support bubble’ as per guidance. If they do become unwell during or after this time, point 1 and 2 applies and they can get an isolation note. | **Your employee does not need to contact their GP** |
| 5. If employee lives with someone who is shielding or identified at high risk from coronavirus (clinically extremely vulnerable)  [www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/if-you-live-with-someone-at-very-high-risk-from-coronavirus/](http://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/if-you-live-with-someone-at-very-high-risk-from-coronavirus/) | People who are at high risk from coronavirus should have received a letter from the NHS saying they are at high risk. Recent change in Government guidance on 6th July 2020 stated there is no need for those within the ‘at-risk’ categories to social distance with household members. Employees are not required to shield themselves. Further details can be found on fourth link below. | **Your employee does not need to contact their GP** |

Further information for employers is available here:

* [www.gov.uk/guidance/working-safely-during-coronavirus-covid-19](http://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19)
* [www.gov.uk/guidance/guidance-and-support-for-employees-during-coronavirus-covid-19](http://www.gov.uk/guidance/guidance-and-support-for-employees-during-coronavirus-covid-19)
* [www.hse.gov.uk/news/working-safely-during-coronavirus-outbreak.htm](http://www.hse.gov.uk/news/working-safely-during-coronavirus-outbreak.htm)
* [www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19#work-and-employment](http://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19#work-and-employment)

General practices will continue to ensure that the healthcare needs of their patients are at the forefront of their efforts during this period.

I am grateful for your co-operation in this matter.

Yours sincerely

**Lucy Cassidy**  
**Practice Liaison Officer**Nottinghamshire Local Medical Committee

On Behalf of:  
**Michael Wright  
Chief Executive**  
Nottinghamshire Local Medical Committee