**REQUESTS BY EMPLOYERS FOR**

**SICKNESS CERTIFICATION**

Employers requesting a doctor’s statement for the first seven days of an employee’s sickness are referred to the government’s “*Fit Note: guidance for employers and line managers”* available at <https://www.gov.uk/government/publications/fit-note-guidance-for-employers-and-line-managers> and the document *“Getting the most out of the fit note”* contained within.

The section headed *“General rules of the Fit Note”* (page 3) states;

*“Doctors cannot issue fit notes during the first seven calendar days of sickness absence. Employees can self-certify for this time (there is a template form available at* [*https://www.gov.uk/government/publications/statutory-sick-pay-employees-statement-of-sickness-sc2*](https://www.gov.uk/government/publications/statutory-sick-pay-employees-statement-of-sickness-sc2)*. If your organisation requires medical evidence for the first seven days of sickness absence, it is your responsibility to arrange and pay for this.”*

The purpose of this regulation is to avoid the necessity for employees with minor, self-limiting illness or injury to use surgery appointments for the sole purpose of obtaining a medical certificate. We do not, therefore, issue certificates in these circumstances.

If an employer has reason to inquire about a spell of sickness, they are advised to write to the doctor, including written permission from the employee concerned, when a report may be issued. A charge will be made for such a request.

Lothian LMC, February 2019.