

19 March 2020

GUIDANCE FOR THE COMPLETION OF MED3 FORMS

In most cases, patients do not need MED3 forms from their GPs, they can self-certify for seven days and only if ill should they require any form of certification. We have developed a form (*credit to Londonwide LMCs for the content*) that patients can use for their employers, as it is between them and their employers if they are in any form of isolation.

GPs are not responsible for employee relations regarding to statutory sick pay and certification where the employee is not ill. We hope that more definitive advice from the government will follow to cover this area.

Below is a breakdown of potential requests for fit notes, advise and outcome:

Issue	Advice	Outcome
1. Symptomatic so isolating for seven days	Patients can and should self-certify for the first seven days as normal if they are unfit to work.	They do not need to contact their GP.
2. Symptomatic and remaining unwell for over seven days	If they remain unwell and unfit to work after seven days, the current advice is to visit www.111.nhs.uk where there is an online self-assessment tool.	They do not need to contact their GP but you can advise patients to use the template form below.
3. Household contact symptoms so isolating for fourteen days as per government advice	Employers are responsible for putting in place arrangements for home/remote working where this is possible. Where it is not, the employee may self-certify and return to work following the relevant absence which their employer may authorise as per government advice.	They do not need to contact their GP
4. At risk group so following government advice	Where they do become unwell during or after this time, point 1 and 2 applies.	They do not need to contact their GP.

Until further guidance is available, Nottinghamshire LMC would suggest that practices upload the attached letter to their website requesting that if needed by patients they use this letter as the practice **will not** provide a medical certificate for patients requiring self-isolation for coronavirus.

Dear Employer

Request for medical certification from absence of work related to the Covid-19 pandemic

Your employee has been absent from work from __ / __ /2020.

The reason for this is that they are following current Government and/or Public Health advice related to the Covid-19 pandemic. Specifically, this is because;

- They are symptomatic (7 days)
- They are symptomatic and continue to be after seven days
 - Date fit to return to work (where applicable) __ / __ / 2020
- A household contact is symptomatic so they are required to self-isolate (14 days)
- They are following government advice for high risk patients as they suffer with:

Due to the current pandemic and pressure on General Practice, we are prioritising the urgent medical needs of our patients and will not be providing a medical certificate for this absence.

By law employers may use their discretion around the need for medical evidence if an employee is absent from work for more than seven days due to sickness. We would ask you to apply this discretion to help support NHS general practice provide care for our population rather than being asked to fulfil unnecessary administrative tasks.

Should you decide on taking disciplinary action against an employee purely on the grounds of being unable to provide the sickness medical certification relating to Covid-19 pandemic we would make it very clear in any disciplinary/grievance/tribunal reports that under the circumstances we would deem your action inappropriate.

Many thanks for your assistance during this challenging time

Lead Partner:

Name of Practice: