

Enable: your guide

Help when your health is affecting your work. This guide explains what Enable is, what will happen, and your rights.



It is your choice

The Workability Plan and extra support are optional. You can stop at any time.



Time off if you need it

Enable can sign you off sick, just like your GP.



Your GP is still your GP

Your GP still looks after your health and treatment.



Your details stay private

Your employer is not told your diagnosis.

What is Enable?

Enable is a new NHS **work and health service**. It is for people whose health is making it hard to work.

Enable is part of an **official Government pilot**. The pilot is testing a better way to support people than the current fit note. Most fit notes simply say "not fit for work" and give no advice about what might help. Enable aims to change that.

If your GP practice is taking part, it will send you a link to book with Enable. Enable issues your fit note. If you are working, you can also choose a Workability Plan.

Who is Enable for?

You can be referred to Enable if:

- you are registered with one of the 12 GP practices taking part (see the list at the end of this guide)
- you need a fit note for more than 7 days for work or benefits
- if you are in paid work, you may also be offered a Workability Plan
- you choose whether to receive the Workability Plan and additional work and health support

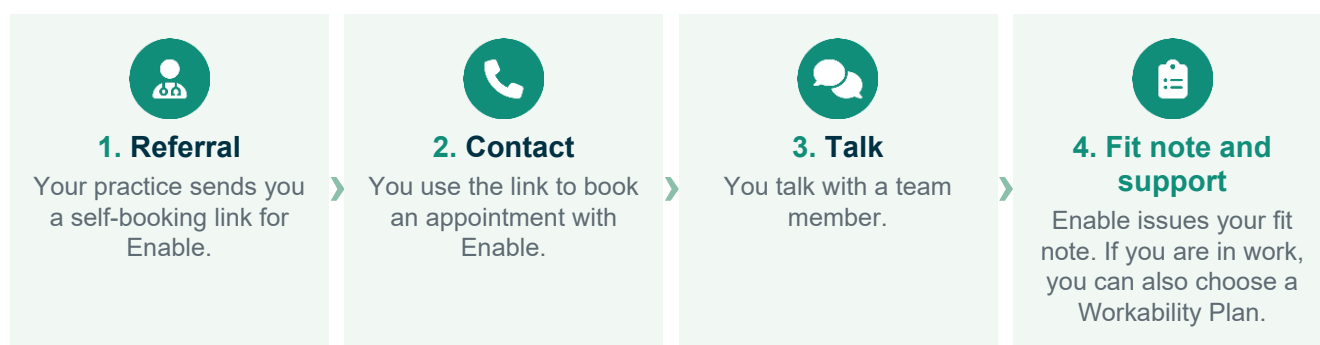


Not in work, but need a fit note for benefits such as Universal Credit? Enable will provide your fit note instead of your GP.



Off sick for 7 days or less? You do not need a fit note or a plan. You can still self-certify with your employer, as now.

What will happen?



You will have a **case coordinator**. This is your main contact. They might be an occupational health nurse, an occupational therapist, or another health professional.

At your appointment you might talk about:

- how your health is affecting you
- what your job involves
- what you feel able, or not able, to do right now
- what support might help – including from your employer

You go at your own pace. You do not have to talk about anything you are not comfortable with.

Your Workability Plan

If you are in work and choose the additional support, your Workability Plan is made with your case coordinator. It can show:

- what you can do at work now
- what you could do with short-term changes – such as shorter hours, different duties or a phased return
- what you should not do for now
- **time off sick**, if working is not right for you
- how long the plan lasts, and when it will be reviewed

You choose whether to give your plan to your employer. Use Enable, not your GP, for fit notes. A copy of your plan is added to your GP record.



Not ready to go back?

Enable is **not** about pushing you back to work before you are ready. If you need time off, you will get it. A return to work is only suggested when it is right for you.

Who will support you?

Your case coordinator will

- ✓ guide you through the process
- ✓ help you understand your options
- ✓ check in with you over time
- ✓ link you to other support you may need
- ✓ let your GP know what support you have had

Your case coordinator will not

- ✗ replace your GP, diagnose or treat you
- ✗ make you go back to work before you are ready
- ✗ get involved in pay, contracts, performance or other employment matters

A **senior clinician** oversees the team. They give clinical advice, help with complex cases and review decisions when needed.

Your employer

It can help if your employer understands what support you need. **You choose** how this happens:

- you share and discuss your plan with your employer yourself, **or**
- your case coordinator talks to your employer for you – **only if you agree**, or
- you, your employer and your case coordinator have a three-way conversation

What your employer may see

- ✓ how your health affects your work
- ✓ changes that could help
- ✓ time off work, if needed
- ✓ when the plan will be reviewed

What your employer will not see

- ✗ your diagnosis
- ✗ your medical records
- ✗ details of your treatment or medicines

Sick pay and benefits

- Enable issues fit notes. Employers are encouraged to use the Workability Plan's suggested support and reasonable adjustments.
- Your right to claim benefits is not affected by whether you choose the extra support.
- If you claim benefits such as Universal Credit or ESA, Enable gives you the fit note you need. If you are in work, you may also choose a Workability Plan.

Your rights

- ✓ The Workability Plan and extra support are voluntary. You can say no or stop at any time.
- ✓ Saying no or stopping will **not affect your right to NHS care**.
- ✓ You can still be **signed off sick** if you need to be.
- ✓ You decide whether Enable **talks to your employer**.
- ✓ You can raise a **concern**. Speak to your case coordinator first. If needed, your case can be looked at by a senior clinician.



The legal bit

- Enable is part of the national **Fit Note Reform Pilot**. The pilot is run by the Department for Work and Pensions (DWP) and the Department of Health and Social Care (DHSC).
- Enable is delivered by Morecambe Bay Primary Care Collaborative (MBPCC) for the NHS in Lancashire and South Cumbria.
- The law on fit notes has **not changed**. The pilot is testing a new way of working. What we learn will help shape future changes.
- For the first 7 days off sick, you can still **self-certify**.
- Enable will issue the fit note your employer requires. Employers are encouraged to use the Workability Plan's suggested support and reasonable adjustments.

Your information

Your information is protected by **UK GDPR**, the **Data Protection Act 2018** and NHS confidentiality rules.

- Enable uses your information to support you and to make your plan.
- A copy of your plan is added to your GP record.
- Information about the service – such as how many people use it and how it went – is shared with DWP and DHSC to find out whether the pilot works. If you only request a fit note, limited information connected with that request is shared. Enable will explain exactly what is shared.
- Your employer only gets information about how your health affects your work.

Read the full Enable privacy notice on our website: : mbpcc.health/services/enable

Questions people ask

Question	Answer
Will I be forced back to work?	No. Any plan is agreed with you, not done to you. If you need time off, Enable can sign you off sick.
I feel too unwell to talk about work.	That is OK. Conversations go at your pace. If you need time off, you will get it.
What if my health gets worse?	Contact your case coordinator. Your plan can be reviewed at any time.
I do not want my employer involved.	You choose whether to share your Workability Plan or ask Enable to contact your employer. Enable only contacts your employer if you agree.
What if my employer will not accept my plan?	Tell your case coordinator. Enable can explain the pilot and the plan to your employer. Enable will also issue the fit note your employer requires.

Question	Answer
Can I still see my GP?	Yes. Your GP still looks after your health, treatment and prescriptions.

Contact Enable



Email

mbpcc.enable@nhs.net



Phone

015242 35505

GP practices taking part

Barrow Together PCN

- Abbey Road Surgery
- Atkinson Health Centre
- Bridgegate Medical Centre
- Burnett Edgar Medical Centre
- Duke Street Surgery
- Norwood Medical Centre
- Risedale Surgery
- The Family Practice

Mid Furness PCN

- Dr Murray & Partners
- Market Street Medical Practice
- Hoad Medical Practice
- Duddon Valley Medical Practice

If your practice is not on this list, nothing changes. Get your fit note in the usual way – from your GP.