

Medical evidence including fit notes

Not fit for work

The doctor will describe to the best of their knowledge exactly what the condition is that is making the claimant not fit for work.

May be fit for work

Where it states 'may be fit for work' the doctor will put the reason why and (where appropriate) what circumstances or arrangements the claimant and employer might agree so the claimant could return to work earlier. The doctor might state, for example 'no heavy lifting' for a specified period of time or a phased return to work.

The term 'May be fit for work' should not be taken to mean 'not fit for work'. Agents must consider how the claimant's conditionality can be tailored to meet their circumstances.

This includes:

- considering types of work, including a different occupation
- considering work-related activity that does not involve anything the doctor has advised against
- workplace adjustments which would mean a particular type of work could reasonably be considered