

Fit for Work Process Evaluation: Technical Annex

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1 Introduction and background

1.1 Policy background

No tables

1.2 Fit for Work Assessments

No tables

1.3 Evaluation aims

No tables

1.4 Overview of evaluation methodology

No tables

1.5 This report

This Technical Annex should be read alongside the main Fit for Work Process Evaluation report which contains the headline findings and narrative. Detailed tables are presented throughout the Technical Annex, giving tables for the statistically significant differences between results for different groups (e.g. by employee age). The structure of the data tables in the Technical Annex follows the structure of the main report (e.g. tables relating to findings regarding employer satisfaction with the Fit for Work service can be found in section 7.6.2 in both the main report and the Technical Annex).

The data presented in the tables is weighted, and unweighted bases are given underneath each table. There are instances, therefore, where the 'Total' value in the tables differs to the N value given in the base, because weighting has been applied to the survey data to ensure its representativeness.

The totals presented in the tables relating to the same question are consistent between those tables. Where there are missing data for cross-breaks then the total given for all respondents may mean that the data within the table do not sum. For example, if some respondents did not declare their ethnicity, but answered the question, their responses would be reported in the total, but not for responses by ethnicity.

Where the data presented in the base of the table (i.e. the number of responses included) has less than 100 cases this is indicated with an asterisk (*) and results should be treated with caution. Results are not reported where the table base is less than 25 cases, and percentages based on 25-49 unweighted cases (column or row bases as applicable) are presented in square brackets.

Responses giving 'don't know' have been excluded from tables where it is in response to a question seeking an attitudinal answer. Where they indicate a respondent's lack of awareness or certainty about a categorical issue, 'don't know' responses have been included.

In some instances where very low numbers of individual responses to a specific category represent a theoretical risk of disclosure, steps have been taken to guard against this by combining two or more categories together and applying a disclosure control process based on ONS guidance for tables produced from administrative sources and surveys.¹ Where a cell size is one or two, and in instances where the distribution of zeroes in a table present a risk of disclosure (e.g. where all categories in a column/row except one contain zeroes meaning the reader would know that all members of a particular group belong to that category), then measures have been taken to hide that information. In data tables where there is a risk of disclosure, rounding has been applied to the nearest ten (i.e. zero or ten) for all count cells in the table. Percentages are preserved at their actual values. The affected tables are marked to highlight that rounding has been applied.

The data tables are structured following the Fit for Work Process Evaluation report and mirror the structure of the main report.

- **Chapter 2** presents findings from the employer and employee surveys about their attitudes to work and sickness absence.
- **Chapter 3** presents the evidence about awareness and understanding of the service among employers and GPs, and explores referrals to the service, including the process of gaining consent to refer.
- **Chapter 4** details the findings about the occupational health assessment, including the assessment coverage and findings, and employer contact with case managers.
- **Chapter 5** covers the employee and employer experience of the Return to Work Plan (RtWP), including the recommendations contained in the RtWPs and whether or not they are implemented and the reasons for this.
- **Chapter 6** examines the reasons employees are discharged from the service, and what affects drop out, both prior to receiving an assessment and afterwards.
- **Chapter 7** reports on the outcomes of the Fit for Work service, such as employees returning to work, retention in employment and changes to health and well-being.
- **Chapter 8** looks at employer and employee perceptions of the added value of the service, and their suggestions for its improvement.
- **Chapter 9** presents data gathered about the Fit for Work advisory services.
- The **Research tools** for the surveys and the qualitative research are contained in the **Appendices**.

¹ <https://gss.civilservice.gov.uk/wp-content/uploads/2014/11/Guidance-for-tables-produced-from-surveys.pdf>

<https://gss.civilservice.gov.uk/wp-content/uploads/2014/11/Guidance-for-tables-produced-from-administrative-sources.pdf>

2 Attitudes to work and sickness absence

2.1 Employee attitudes to work and sickness absence

TA Table 2.1 Taking everything into consideration, how satisfied were you with the job you were doing before you went on sick leave? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|------------------------------------|---------------|-------|-----|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Satisfied | 174 | 51 | 335 | 84 | 230 | 78 | 743 | 71 |
| Neither satisfied nor dissatisfied | 36 | 11 | 30 | 7 | 40 | 14 | 107 | 10 |
| Dissatisfied | 129 | 38 | 36 | 9 | 24 | 8 | 193 | 19 |
| Total | 339 | 100 | 401 | 100 | 294 | 100 | 1,043 | 100 |

Base: All respondents reporting health condition with 'don't know' excluded (N=1,034). All respondents reporting whether or not they were satisfied in their job before they went on sick leave (N=1,043). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.2 Taking everything into consideration, how satisfied were you with the job you were doing before you went on sick leave? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|------------------------------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Satisfied | 160 | 62 | 377 | 71 | 202 | 81 | 743 | 71 |
| Neither satisfied nor dissatisfied | 45 | 17 | 46 | 9 | 16 | 6 | 107 | 10 |
| Dissatisfied | 53 | 21 | 108 | 20 | 32 | 13 | 193 | 19 |
| Total | 258 | 100 | 531 | 100 | 250 | 100 | 1,043 | 100 |

Base: All respondents providing age (N=1,038). All respondents reporting whether or not they were satisfied in their job before they went on sick leave (N=1,043). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.3 Was the health condition you had when you had contact with Fit for Work either caused by or made worse by work? By referral route (Weighted data)

| <i>Multiple responses included</i> | | | |
|------------------------------------|-----|----------|-------|
| Categories | GP | Employer | All |
| | % | % | % |
| Yes caused by | 30 | 19 | 22 |
| Yes made worse by | 51 | 46 | 47 |
| Not caused by/made worse by | 27 | 41 | 38 |
| Base | 263 | 752 | 1,045 |

Base: All respondents reporting referral route (N=1,015). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.4 Was the health condition you had when you had contact with Fit for Work either caused by or made worse by work? By health condition (Weighted data)

| <i>Multiple responses included</i> | | | | |
|------------------------------------|---------------|-----|-------|-------|
| Categories | Mental health | MSK | Other | All |
| | % | % | % | % |
| Yes caused by | 33 | 23 | 7 | 22 |
| Yes made worse by | 56 | 49 | 36 | 47 |
| Not caused by/made worse by | 21 | 35 | 60 | 38 |
| Base | 340 | 400 | 295 | 1,045 |

Base: All respondents giving health condition (N=1,035). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.5 Was the health condition you had when you had contact with Fit for Work either caused by or made worse by work? By age (Weighted data)

| <i>Multiple responses included</i> | | | | |
|------------------------------------|----------|-------|-----|-------|
| Categories | Under 35 | 35-54 | 55+ | All |
| | % | % | % | % |
| Yes caused by | 19 | 24 | 18 | 22 |
| Yes made worse by | 53 | 46 | 43 | 47 |
| Not caused by/made worse by | 34 | 37 | 44 | 38 |
| Base | 259 | 531 | 250 | 1,045 |

Base: All respondents reporting age (N=1,038). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.6 Was the health condition you had when you had contact with Fit for Work either caused by or made worse by work? By gender (Weighted data)

| <i>Multiple responses included</i> | | | |
|------------------------------------|------|--------|-------|
| Categories | Male | Female | All |
| | % | % | % |
| Yes caused by | 26 | 19 | 22 |
| Yes made worse by | 45 | 49 | 47 |
| Not caused by/made worse by | 37 | 38 | 38 |
| Base | 449 | 596 | 1,045 |

Base: All respondents (N=1,045). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.7 Was the health condition you had when you had contact with Fit for Work either caused by or made worse by work? By ethnicity (Weighted data)

| <i>Multiple responses included</i> | | | |
|------------------------------------|-------|-----|-------|
| Categories | White | BME | All |
| | % | % | % |
| Yes caused by | 20 | 30 | 22 |
| Yes made worse by | 48 | 44 | 47 |
| Not caused by/made worse by | 38 | 36 | 38 |
| Base | 886 | 138 | 1,045 |

Base: All respondents reporting ethnicity (N=1,028). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.8 Was the health condition you had when you had contact with Fit for Work either caused by or made worse by work? By whether received a Fit for Work assessment (Weighted data)

| <i>Multiple responses included</i> | | | |
|------------------------------------|------------------------|-------------------------------|-------|
| Categories | Received an assessment | Did not receive an assessment | All |
| | % | % | % |
| Yes caused by | 23 | 15 | 22 |
| Yes made worse by | 48 | 45 | 47 |
| Not caused by/made worse by | 36 | 46 | 38 |
| Base | 897 | 119 | 1,045 |

Base: All respondents reporting whether they recalled having an assessment (N=1,014). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.9 Was the health condition you had when you had contact with Fit for Work either caused by or made worse by work? By whether back at work (Weighted data)

| <i>Multiple responses included</i> | | | |
|------------------------------------|------------------|----------------------|-------|
| Categories | Returned to work | Not returned to work | All |
| | % | % | % |
| Yes caused by | 21 | 22 | 22 |
| Yes made worse by | 45 | 51 | 47 |
| Not caused by/made worse by | 41 | 33 | 38 |
| Base | 679 | 366 | 1,045 |

Base: All respondents (N=1,045). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.10 How concerned were or are you about loss of pay while on sickness absence? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Concerned | 207 | 80 | 377 | 72 | 164 | 66 | 750 | 72 |
| Unconcerned | 39 | 15 | 110 | 21 | 70 | 28 | 220 | 21 |
| Neither | 12 | 5 | 40 | 8 | 13 | 5 | 66 | 6 |
| Total | 258 | 100 | 527 | 100 | 247 | 100 | 1,036 | 100 |

Base: All respondents giving age (N=1,031). All respondents with 'don't know' excluded (N=1,037). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.11 How concerned were or are you about loss of pay while on sickness absence? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|-------------|-----|-------|----------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Concerned | 174 | 66 | 549 | 74 | 750 | 72 |
| Unconcerned | 66 | 25 | 152 | 20 | 220 | 21 |
| Neither | 22 | 8 | 44 | 6 | 66 | 6 |
| Total | 262 | 100 | 745 | 100 | 1,036 | 100 |

Base: All respondents reporting referral route (N=1,007). All respondents with 'don't know' excluded (N=1,037). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.12 How concerned were or are you about loss of job while on sickness absence? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Concerned | 173 | 67 | 341 | 65 | 143 | 58 | 660 | 64 |
| Unconcerned | 60 | 23 | 142 | 27 | 83 | 34 | 285 | 28 |
| Neither | 25 | 10 | 44 | 8 | 19 | 8 | 90 | 9 |
| Total | 258 | 100 | 527 | 100 | 245 | 100 | 1,035 | 100 |

Base: All respondents giving age (N=1,030). All respondents with 'don't know' excluded (N=1,035). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.13 How concerned were or are you about your boss’s reaction while on sickness absence? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Concerned | 150 | 59 | 294 | 56 | 115 | 47 | 561 | 55 |
| Unconcerned | 66 | 26 | 171 | 33 | 109 | 44 | 347 | 34 |
| Neither | 37 | 15 | 57 | 11 | 23 | 9 | 118 | 12 |
| Total | 253 | 100 | 522 | 100 | 247 | 100 | 1,026 | 100 |

Base: All respondents giving age (N=1,022). All respondents with ‘don’t know’ excluded (N=1,028). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.14 How concerned were or are you about your boss’s reaction while on sickness absence? By gender (Weighted data)

| Categories | Male | | Female | | All | |
|-------------|------|-------|--------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Concerned | 205 | 46 | 356 | 61 | 561 | 55 |
| Unconcerned | 177 | 40 | 170 | 29 | 347 | 34 |
| Neither | 59 | 13 | 59 | 10 | 118 | 12 |
| Total | 441 | 100 | 585 | 100 | 1,026 | 100 |

Base: All respondents giving gender (N=1,026). All respondents with ‘don’t know’ excluded (N=1,028). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.15 How concerned were or are you about your boss’s reaction while on sickness absence? By health (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|-------------|---------------|-------|-----|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Concerned | 195 | 59 | 213 | 53 | 147 | 50 | 561 | 55 |
| Unconcerned | 95 | 29 | 145 | 36 | 107 | 37 | 347 | 34 |
| Neither | 40 | 12 | 41 | 10 | 34 | 12 | 118 | 12 |
| Total | 330 | 100 | 399 | 100 | 288 | 100 | 1,027 | 100 |

Base: All respondents giving health with ‘don’t know’ excluded (N=1,017). All respondents with ‘don’t know’ excluded (N=1,028). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.16 How concerned were or are you about the extra burden on colleagues while on sickness absence? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Concerned | 156 | 60 | 314 | 60 | 127 | 52 | 599 | 58 |
| Unconcerned | 60 | 23 | 138 | 26 | 81 | 33 | 281 | 27 |
| Neither | 42 | 16 | 72 | 14 | 36 | 14 | 151 | 15 |
| Total | 258 | 100 | 524 | 100 | 244 | 100 | 1,025 | 100 |

Base: All respondents giving age (N=1,025). All respondents reporting concern about burdening colleagues (N=1,025), 'don't know' responses excluded. Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.17 How concerned were or are you about the extra burden on colleagues while on sickness absence? By gender (Weighted data)

| Categories | Male | | Female | | All | |
|-------------|------|-------|--------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Concerned | 214 | 48 | 385 | 65 | 599 | 58 |
| Unconcerned | 76 | 17 | 128 | 22 | 281 | 27 |
| Neither | 153 | 35 | 75 | 13 | 151 | 15 |
| Total | 443 | 100 | 588 | 100 | 1,031 | 100 |

Base: All respondents with 'don't know' excluded (N=1,031). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.18 How concerned were or are you about the effect on your employer's business while on sickness absence? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Concerned | 82 | 32 | 220 | 42 | 95 | 39 | 400 | 39 |
| Unconcerned | 109 | 43 | 194 | 37 | 105 | 43 | 410 | 40 |
| Neither | 63 | 25 | 109 | 21 | 43 | 18 | 216 | 21 |
| Total | 254 | 100 | 523 | 100 | 243 | 100 | 1,025 | 100 |

Base: All respondents giving age (N=1,020). All respondents with 'don't know' excluded (N=1,025). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.19 How concerned were or are you about the effect on your employer’s business while on sickness absence? By gender (Weighted data)

| Categories | Male | | Female | | All | |
|-------------|------|-------|--------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Concerned | 139 | 31 | 260 | 45 | 400 | 39 |
| Unconcerned | 211 | 48 | 199 | 34 | 410 | 40 |
| Neither | 93 | 21 | 123 | 21 | 216 | 21 |
| Total | 443 | 100 | 582 | 100 | 1,025 | 100 |

Base: All respondents with ‘don’t know’ excluded (N=1,025). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.20 How concerned were or are you about the effect on your employer’s business while on sickness absence? By ethnicity (Weighted data)

| Categories | White | | BME | | All | |
|-------------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Concerned | 327 | 37 | 64 | 49 | 400 | 38 |
| Unconcerned | 364 | 42 | 40 | 31 | 410 | 40 |
| Neither | 186 | 21 | 26 | 20 | 216 | 21 |
| Total | 877 | 100 | 130 | 100 | 1,025 | 100 |

Base: All respondents giving ethnicity (N=1,007). All respondents with ‘don’t know’ excluded (N=1,025). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.21 How concerned were or are you about the effect on your employer’s business while on sickness absence? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|-------------|-----|-------|----------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Concerned | 86 | 33 | 298 | 40 | 400 | 39 |
| Unconcerned | 109 | 42 | 292 | 40 | 410 | 40 |
| Neither | 64 | 25 | 149 | 20 | 216 | 21 |
| Total | 259 | 100 | 739 | 100 | 1,025 | 100 |

Base: All respondents giving referral route with ‘don’t know’ excluded (N=998). All respondents with ‘don’t know’ excluded (N=1,025). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.22 How concerned were or are you about the effect on your employer’s business while on sickness absence? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|-------------|------------------|-------|----------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Concerned | 241 | 36 | 158 | 43 | 400 | 39 |
| Unconcerned | 285 | 43 | 125 | 35 | 410 | 40 |
| Neither | 139 | 21 | 77 | 21 | 216 | 21 |
| Total | 665 | 100 | 360 | 100 | 1,025 | 100 |

Base: All respondents stating whether back at work with ‘don’t know’ excluded (N=1,025). All respondents with ‘don’t know’ excluded (N=1,025). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.23 How concerned were or are you about how you would be treated by colleagues when you went back to work while on sickness absence? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Concerned | 129 | 50 | 219 | 43 | 75 | 31 | 423 | 42 |
| Unconcerned | 79 | 31 | 221 | 43 | 146 | 61 | 448 | 44 |
| Neither | 50 | 19 | 73 | 14 | 20 | 8 | 144 | 14 |
| Total | 258 | 100 | 513 | 100 | 241 | 100 | 1,014 | 100 |

Base: All respondents giving age with ‘don’t know’ excluded (N=1,012). All respondents with ‘don’t know’ excluded (N=1,014). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.24 How concerned were or are you about how you would be treated by colleagues when you went back to work while on sickness absence? By gender (Weighted data)

| Categories | Male | | Female | | All | |
|-------------|------|-------|--------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Concerned | 147 | 34 | 276 | 48 | 423 | 42 |
| Unconcerned | 220 | 51 | 228 | 39 | 448 | 44 |
| Neither | 68 | 16 | 76 | 13 | 144 | 14 |
| Total | 435 | 100 | 580 | 100 | 1,014 | 100 |

Base: All respondents with 'don't know' excluded (N=1,014). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.25 How concerned were or are you about how you would be treated by colleagues when you went back to work while on sickness absence? By ethnicity (Weighted data)

| Categories | White | | BME | | All | |
|-------------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Concerned | 341 | 40 | 70 | 52 | 423 | 42 |
| Unconcerned | 395 | 46 | 48 | 36 | 448 | 44 |
| Neither | 127 | 15 | 16 | 12 | 144 | 14 |
| Total | 863 | 100 | 134 | 100 | 1,014 | 100 |

Base: All respondents giving ethnicity with 'don't know' excluded (N=998). All respondents with 'don't know' excluded (N=1,014). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.26 How concerned were or are you about how you would be treated by colleagues when you went back to work while on sickness absence? By health (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|-------------|---------------|-------|-----|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Concerned | 198 | 60 | 127 | 32 | 95 | 33 | 423 | 42 |
| Unconcerned | 98 | 30 | 198 | 51 | 150 | 53 | 448 | 44 |
| Neither | 36 | 11 | 66 | 17 | 40 | 14 | 144 | 14 |
| Total | 332 | 100 | 391 | 100 | 285 | 100 | 1,014 | 100 |

Base: All respondents giving health condition with 'don't know' excluded (N=1,008). All respondents with 'don't know' excluded (N=1,014). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

2.1.1 Employer views of sickness absence

TA Table 2.27 To what extent do you agree that the level of long-term sickness absence is high? By employer size (Weighted data)

| Categories | More than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|----------------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Strongly agree | 3 | 2 | 4 | 3 | 13 | 7 | 19 | 4 |
| Agree | 10 | 8 | 11 | 7 | 41 | 21 | 64 | 13 |
| Neither agree nor disagree | 7 | 5 | 18 | 12 | 35 | 18 | 60 | 12 |
| Disagree | 55 | 42 | 71 | 47 | 81 | 41 | 210 | 43 |
| Strongly disagree | 55 | 42 | 47 | 31 | 28 | 14 | 133 | 27 |
| Total | 130 | 100 | 151 | 100 | 198 | 100 | 486 | 100 |

Base: All respondents giving employer size with 'don't know' excluded (N=479). All respondents with 'don't know' excluded (N=486). Unweighted.

Source: Fit for Work evaluation Wave One employer survey.

TA Table 2.28 To what extent do you agree that long-term sick leave is well managed? By whether has an occupational health service (Weighted data)

| Categories | Has OH service | | No OH service | | All | |
|----------------------------|----------------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Strongly agree | 78 | 33 | 95 | 37 | 173 | 35 |
| Agree | 136 | 57 | 122 | 47 | 258 | 52 |
| Neither agree nor disagree | 19 | 8 | 21 | 8 | 40 | 8 |
| Disagree/Strongly disagree | 5 | 2 | 19 | 7 | 23 | 5 |
| Total | 238 | 100 | 257 | 37 | 494 | 100 |

Base: All respondents with 'don't know' excluded (N=494). Unweighted.

Source: Fit for Work evaluation Wave One employer survey.

2.1.2 Employee confidence at returning to work

TA Table 2.29 Before you first had contact with the service, how confident were you that you would be able to return to work after your sickness absence, to the job you were in at the time? By gender (Weighted data)

| Categories | Male | | Female | | All | |
|-----------------------------------|------|-------|--------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Very confident | 121 | 27 | 104 | 18 | 224 | 22 |
| Fairly confident | 91 | 20 | 150 | 26 | 241 | 23 |
| Neither confident nor unconfident | 74 | 17 | 80 | 14 | 154 | 15 |
| Fairly unconfident | 70 | 16 | 112 | 19 | 181 | 18 |
| Very unconfident | 90 | 20 | 141 | 24 | 231 | 22 |
| Total | 446 | 100 | 587 | 100 | 1,031 | 100 |

Base: All respondents (N=1,045). All respondents reporting confidence in ability to return to job they were in at that time (N=1,033), 'don't know' responses excluded. Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.30 Before you first had contact with the service, how confident were you that you would be able to return to work after your sickness absence, to the job you were in at the time? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|-----------------------------------|-----|-------|----------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Very confident | 45 | 17 | 167 | 23 | 224 | 22 |
| Fairly confident | 56 | 21 | 182 | 25 | 241 | 23 |
| Neither confident nor unconfident | 47 | 18 | 105 | 14 | 154 | 15 |
| Fairly unconfident | 55 | 21 | 122 | 16 | 181 | 18 |
| Very unconfident | 59 | 23 | 165 | 22 | 231 | 22 |
| Total | 262 | 100 | 741 | 100 | 1,031 | 100 |

Base: All respondents giving referral route (N=1,003). All respondents reporting confidence in ability to return to job they were in at that time (N=1,033), 'don't know' responses excluded. Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.31 Before you first had contact with the service, how confident were you that you would be able to return to work after your sickness absence, to the job you were in at the time? By whether received a Fit for Work assessment (Weighted data)

| Categories | Received an assessment | | Not received an assessment | | All | |
|-----------------------------------|------------------------|-------|----------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Very confident | 173 | 19 | 44 | 37 | 224 | 21 |
| Fairly confident | 215 | 24 | 19 | 16 | 241 | 23 |
| Neither confident nor unconfident | 135 | 15 | 15 | 13 | 154 | 15 |
| Fairly unconfident | 166 | 18 | 12 | 10 | 181 | 17 |
| Very unconfident | 200 | 22 | 25 | 21 | 231 | 22 |
| Don't know | 7 | 1 | 5 | 4 | 13 | 1 |
| Total | 897 | 100 | 119 | 100 | 1,045 | 100 |

Base: All respondents recalling assessment process (N=1,014). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.32 Before you first had contact with the service, how confident were you that you would be able to return to work after your sickness absence, to the job you were in at the time? By whether returned to work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|-----------------------------------|------------------|-------|----------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Very confident | 173 | 25 | 51 | 14 | 224 | 21 |
| Fairly confident | 176 | 26 | 65 | 18 | 241 | 23 |
| Neither confident nor unconfident | 90 | 13 | 64 | 17 | 154 | 15 |
| Fairly unconfident | 123 | 18 | 59 | 16 | 181 | 17 |
| Very unconfident | 109 | 16 | 122 | 33 | 231 | 22 |
| Don't know | 8 | 1 | 5 | 1 | 13 | 1 |
| Total | 679 | 100 | 366 | 100 | 1,045 | 100 |

Base: All respondents stating return to work status (N=1,045). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.33 Before you first had contact with the service, how confident were you that you would be able to return to work after your sickness absence, to the job you were in at the time? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|-----------------------------------|---------------|-------|-----|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Very confident | 47 | 14 | 93 | 23 | 82 | 28 | 224 | 21 |
| Fairly confident | 71 | 21 | 100 | 25 | 70 | 24 | 241 | 23 |
| Neither confident nor unconfident | 49 | 15 | 55 | 14 | 48 | 16 | 154 | 15 |
| Fairly unconfident | 65 | 19 | 70 | 17 | 45 | 15 | 181 | 17 |
| Very unconfident | 104 | 31 | 79 | 20 | 46 | 16 | 231 | 22 |
| Don't know | 3 | 1 | 4 | 1 | 3 | 1 | 13 | 1 |
| Total | 340 | 100 | 400 | 100 | 295 | 100 | 1,045 | 100 |

Base: All respondents giving health condition (N=1,035). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.34 Before you first had contact with the service, how confident were you that you would be able to return to any job whether with your existing employer or elsewhere? By gender (Weighted data)

| Categories | Male | | Female | | All | |
|-----------------------------------|------|-------|--------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Very confident | 157 | 35 | 148 | 25 | 305 | 29 |
| Fairly confident | 123 | 27 | 164 | 28 | 286 | 27 |
| Neither confident nor unconfident | 49 | 11 | 91 | 15 | 140 | 13 |
| Fairly unconfident | 54 | 12 | 97 | 16 | 152 | 15 |
| Very unconfident | 59 | 13 | 88 | 15 | 147 | 14 |
| Don't know | 4 | 1 | 9 | 2 | 13 | 1 |
| Total | 449 | 100 | 596 | 100 | 1,045 | 100 |

Base: All respondents giving gender (N=1,045). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.35 Before you first had contact with the service, how confident were you that you would be able to return to any job whether with your existing employer or elsewhere? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|-----------------------------------|-----|-------|----------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Very confident | 70 | 25 | 230 | 30 | 310 | 29 |
| Fairly confident | 70 | 25 | 220 | 29 | 290 | 27 |
| Neither confident nor unconfident | 50 | 19 | 90 | 12 | 140 | 13 |
| Fairly unconfident | 50 | 17 | 100 | 14 | 150 | 15 |
| Very unconfident | 30 | 12 | 110 | 14 | 150 | 14 |
| Don't know | 0 | 1 | 10 | 1 | 10 | 1 |
| Total | 260 | 100 | 750 | 100 | 1,050 | 100 |

Base: All respondents reporting referral route (N=1,017). All respondents (N=1,045). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.36 Before you first had contact with the service, how confident were you that you would be able to return to any job whether with your existing employer or elsewhere? By whether received a Fit for Work assessment (Weighted data)

| Categories | Received an assessment | | Not received an assessment | | All | |
|-----------------------------------|------------------------|-------|----------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Very confident | 248 | 28 | 48 | 40 | 305 | 29 |
| Fairly confident | 251 | 28 | 28 | 23 | 286 | 27 |
| Neither confident nor unconfident | 126 | 14 | 8 | 7 | 140 | 13 |
| Fairly unconfident | 134 | 15 | 14 | 11 | 152 | 15 |
| Very unconfident | 125 | 14 | 20 | 17 | 147 | 14 |
| Don't know | 7 | 1 | 5 | 4 | 13 | 1 |
| Total | 897 | 100 | 119 | 100 | 1,045 | 100 |

Base: All respondents recalling assessment (N=1,014). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.37 Before you first had contact with the service, how confident were you that you would be able to return to any job whether with your existing employer or elsewhere? By occupation (Weighted data)

| | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|-----------------------------------|----------------------------|-------|----------------------------------|-------|---|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Very confident | 100 | 39 | 100 | 27 | 100 | 25 | 310 | 29 |
| Fairly confident | 60 | 24 | 110 | 30 | 120 | 27 | 290 | 27 |
| Neither confident nor unconfident | 30 | 11 | 50 | 14 | 60 | 14 | 140 | 13 |
| Fairly unconfident | 40 | 15 | 50 | 13 | 60 | 15 | 150 | 15 |
| Very unconfident | 30 | 10 | 50 | 14 | 70 | 16 | 150 | 14 |
| Don't know | 0 | 1 | 10 | 1 | 10 | 2 | 20 | 1 |
| Total | 260 | 100 | 370 | 100 | 420 | 100 | 1,050 | 1 |

Base: All respondents reporting occupation (N=1,045). All respondents (N=1,045). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.38 Before you first had contact with the service, how confident were you that you would be able to return to any job whether with your existing employer or elsewhere? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|-----------------------------------|------------------|-------|----------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Very confident | 216 | 32 | 89 | 24 | 305 | 29 |
| Fairly confident | 212 | 31 | 74 | 20 | 286 | 27 |
| Neither confident nor unconfident | 80 | 12 | 60 | 16 | 140 | 13 |
| Fairly unconfident | 101 | 15 | 50 | 14 | 152 | 15 |
| Very unconfident | 65 | 10 | 82 | 22 | 147 | 14 |
| Don't know | 5 | 1 | 10 | 3 | 15 | 1 |
| Total | 679 | 100 | 366 | 100 | 1,045 | 100 |

Base: All respondents giving return to work status (N=1,045). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 2.39 Before you first had contact with the service, how confident were you that you would be able to return to any job whether with your existing employer or elsewhere? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|-----------------------------------|---------------|-------|-----|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Very confident | 84 | 25 | 130 | 32 | 88 | 30 | 305 | 29 |
| Fairly confident | 92 | 27 | 117 | 29 | 72 | 25 | 286 | 27 |
| Neither confident nor unconfident | 56 | 17 | 37 | 9 | 47 | 16 | 140 | 13 |
| Fairly unconfident | 56 | 16 | 57 | 14 | 37 | 13 | 152 | 15 |
| Very unconfident | 50 | 15 | 55 | 14 | 42 | 14 | 147 | 14 |
| Don't know | 3 | 1 | 5 | 1 | 7 | 3 | 15 | 1 |
| Total | 340 | 100 | 400 | 100 | 295 | 100 | 1,045 | 100 |

Base: All respondents giving health condition (N=1,035). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

3 Awareness, understanding and referral

3.1 Awareness and understanding

3.1.1 GP awareness and understanding

No data tables

3.1.2 Employer awareness and understanding

TA Table 3.1 How did you first hear about Fit for Work? By sector (Weighted data)

Multiple responses included

| Categories | Energy, manufacturing, construction, transport and logistics | Retail, hospitality, leisure and creative | Business services and other | Health care and charity | Public administration and public services | All |
|--|--|---|-----------------------------|-------------------------|---|-----|
| | % | % | % | % | % | % |
| Via occupational health, human resources or HR services/departments or providers | 30 | 37 | [21] | 28 | 44 | 34 |
| Training courses, conferences or other external events | 17 | 15 | [7] | 14 | 9 | 13 |
| My/our own research | 13 | 10 | [15] | 13 | 10 | 12 |
| Emails and/or online marketing from Fit for Work/Fit for Work Scotland | 11 | 11 | [13] | 7 | 11 | 11 |
| General media including news/radio/TV | 10 | 8 | [9] | 12 | 8 | 9 |
| Other sources | 16 | 10 | [10] | 10 | 7 | 7 |
| Base | 143 | 128 | 45* | 58* | 130 | 504 |

Base: All respondents (N=504). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 3.2 How did you first hear about Fit for Work? By organisation type (Weighted data)

Multiple responses included

| Categories | Private sector | Charity/voluntary sector | Local/central government, financial body | All |
|---|----------------|--------------------------|--|-----|
| | % | % | % | % |
| Via occupational health, human resources or HR services/ departments or providers | 32 | 31 | 54 | 34 |
| Training courses, conferences or other external events | 13 | 16 | 9 | 13 |
| My/our own research | 13 | 12 | 8 | 12 |
| Emails and/or online marketing from Fit for Work/Fit for Work Scotland | 10 | 11 | 12 | 11 |
| General media including news/ radio/ TV | 9 | 12 | 6 | 9 |
| Other sources | 13 | 8 | 4 | 7 |
| Base | 358 | 75* | 65* | 504 |

Base: All respondents giving organisation type (N= 498). All respondents (N=504). Unweighted.

Source: Fit for Work evaluation employer survey.

3.1.3 Employee awareness and understanding

No data tables

3.1.4 Reasons for using the service

TA Table 3.3 Why did you decide to use Fit for Work? By whether have occupational health service (Weighted data)

Multiple responses included

| Categories | Access to OH service | No access to OH | All |
|---|----------------------|-----------------|-----|
| | % | % | % |
| To speed up or support the employee to return to work | 46 | 55 | 50 |
| It is free to use | 29 | 19 | 24 |
| To have a medical professional assess the health condition of an employee | 11 | 22 | 17 |
| It's part of our policies/procedures | 13 | 6 | 10 |
| To try it out | 11 | 4 | 7 |
| To have an independent certification | 7 | 7 | 7 |
| Other reason | 5 | 3 | 15 |
| Base | 238 | 252 | 498 |

Base: All respondents making a referral and giving OH (N = 490). All respondents (N=498). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 3.4 Why did you decide to use Fit for Work? By whether long-term sick leave is well managed (Weighted data)

| <i>Multiple responses included</i> | | | |
|---|-------|----------|-----|
| Categories | Agree | Disagree | All |
| | % | % | % |
| To speed up or support the employee to return to work | 50 | 53 | 50 |
| It is free to use | 26 | 9 | 24 |
| To have a medical professional assess the health condition of an employee | 17 | 16 | 17 |
| It's part of our policies/procedures | 9 | 12 | 10 |
| To try it out | 8 | 0 | 7 |
| To have an independent certification | 7 | 9 | 7 |
| Other reason | 4 | 5 | 15 |
| Base | 426 | 62* | 498 |

Base: All respondents making a referral and answering whether long-term sick is well managed (N=488). All respondents making a referral (N=498). Unweighted.

Source: Fit for Work evaluation employer survey.

3.2 Referrals

3.2.1 Number of referrals

TA Table 3.5 Regions – Referrals by quarter

| Categories | Q1: Oct-Dec 2015 | | Q2: Jan-Mar 2016 | | Q3: Apr-Jun 2016 | | Q4: Jul-Sep 2016 | | Q5: Oct-Dec 2016 | | Total | |
|--------------------------|------------------|-------|------------------|-------|------------------|-------|------------------|-------|------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| North East | 70 | 4 | 60 | 3 | 60 | 3 | 80 | 4 | 20 | 3 | 290 | 4 |
| North West | 230 | 12 | 220 | 12 | 240 | 13 | 290 | 16 | 70 | 10 | 1,060 | 13 |
| Yorkshire and the Humber | 230 | 12 | 230 | 13 | 200 | 11 | 210 | 11 | 80 | 11 | 950 | 12 |
| East Midlands | 210 | 11 | 170 | 10 | 180 | 10 | 160 | 9 | 60 | 8 | 770 | 10 |
| West Midlands | 200 | 11 | 180 | 10 | 210 | 11 | 180 | 10 | 60 | 9 | 820 | 10 |
| East of England | 150 | 8 | 160 | 9 | 170 | 9 | 150 | 8 | 70 | 11 | 700 | 9 |
| London | 160 | 8 | 180 | 10 | 220 | 12 | 210 | 11 | 80 | 11 | 850 | 11 |
| South East | 230 | 12 | 230 | 13 | 210 | 11 | 240 | 13 | 110 | 16 | 1,020 | 13 |
| South West | 230 | 12 | 170 | 10 | 170 | 9 | 180 | 10 | 80 | 12 | 830 | 10 |
| Northern Ireland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Scotland | 10 | 0 | 10 | 0 | 10 | 0 | 10 | 0 | 0 | 1 | 30 | 0 |
| Wales | 210 | 11 | 170 | 10 | 170 | 9 | 180 | 9 | 60 | 8 | 780 | 10 |
| Total | 1,930 | 100 | 1,780 | 100 | 1,840 | 100 | 1,890 | 100 | 690 | 100 | 8,100 | 100 |

Notes: Disclosure control has been applied to this table.

57 Source: English and Welsh management information, clients referred and discharged October 2015-December 2016.

TA Table 3.6 Who referred you to the service? By region (Weighted data)

| <i>Multiple responses included</i> | | | |
|------------------------------------|-------------------|----------|-------|
| Categories | England and Wales | Scotland | All |
| | % | % | % |
| GP | 25 | 34 | 25 |
| Employer | 73 | 61 | 72 |
| Don't know | 3 | 5 | 3 |
| Base | 950 | 91* | 1,045 |

Base: All respondents giving region (N=1,041). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.7 Who referred you to the service? By whether back at work (Weighted data)

| <i>Multiple responses included</i> | | | |
|------------------------------------|------------------|----------------------|-------|
| Categories | Returned to work | Not returned to work | All |
| | % | % | % |
| GP | 24 | 28 | 25 |
| Employer | 74 | 68 | 72 |
| Don't know | 2 | 4 | 3 |
| Base | 679 | 366 | 1,045 |

Base: All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.8 Who referred you to the service? By health condition (Weighted data)

| <i>Multiple responses included</i> | | | | |
|------------------------------------|---------------|-----|-------|-------|
| Categories | Mental health | MSK | Other | All |
| | % | % | % | % |
| GP | 39 | 20 | 17 | 25 |
| Employer | 60 | 76 | 80 | 72 |
| Don't know | 1 | 4 | 3 | 3 |
| Base | 340 | 400 | 295 | 1,045 |

Base: All respondents giving health condition (N=1,035). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.9 Who referred you to the service? By Occupation (Weighted data)

| <i>Multiple responses included</i> | | | | |
|------------------------------------|----------------------------|----------------------------------|---|-------|
| Categories | Managers and professionals | Admin, skilled trades and carers | Sales, process and elementary occupations | All |
| | % | % | % | % |
| GP | 31 | 25 | 22 | 25 |
| Employer | 69 | 75 | 78 | 72 |
| Don't know | 1 | 3 | 4 | 3 |
| Base | 259 | 366 | 420 | 1,045 |

Base: All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

3.2.2 Profile of referrals

TA Table 3.10 How long had you been on sick leave when you were referred to Fit for Work? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-------------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Less than 1 month | 31 | 12 | 49 | 9 | 17 | 7 | 96 | 9 |
| 1 - 2 months | 104 | 40 | 185 | 35 | 80 | 32 | 371 | 35 |
| 3 - 4 months | 70 | 27 | 126 | 24 | 58 | 23 | 255 | 24 |
| 5 - 6 months | 12 | 5 | 31 | 6 | 19 | 8 | 62 | 6 |
| 6 months or more | 26 | 10 | 92 | 17 | 49 | 20 | 167 | 16 |
| Unsure/Don't know | 17 | 7 | 49 | 9 | 27 | 11 | 94 | 9 |
| Total | 259 | 100 | 531 | 100 | 250 | 100 | 1,045 | 100 |

Base: All respondents reporting age (N=1,038). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.11 How long had you been on sick leave when you were referred to Fit for Work? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|-------------------|-----|-------|----------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Less than 1 month | 49 | 19 | 42 | 6 | 96 | 9 |
| 1 - 2 months | 93 | 35 | 272 | 36 | 371 | 35 |
| 3 - 4 months | 54 | 21 | 197 | 26 | 255 | 24 |
| 5 - 6 months | 13 | 5 | 47 | 6 | 62 | 6 |
| 6 months or more | 38 | 15 | 121 | 16 | 167 | 16 |
| Unsure/Don't know | 16 | 6 | 72 | 10 | 94 | 9 |
| Total | 263 | 100 | 752 | 100 | 1,045 | 100 |

Base: All respondents reporting referral route (N=1,017). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.12 How long had you been on sick leave when you were referred to Fit for Work? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|-------------------|---------------|-------|-----|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Less than 1 month | 39 | 12 | 32 | 8 | 24 | 8 | 96 | 9 |
| 1 - 2 months | 148 | 43 | 137 | 34 | 83 | 28 | 371 | 35 |
| 3 - 4 months | 73 | 21 | 106 | 26 | 73 | 25 | 255 | 24 |
| 5 - 6 months | 11 | 3 | 27 | 7 | 24 | 8 | 62 | 6 |
| 6 months or more | 43 | 13 | 63 | 16 | 60 | 20 | 167 | 16 |
| Unsure/Don't know | 26 | 8 | 35 | 9 | 31 | 11 | 94 | 9 |
| Total | 340 | 100 | 400 | 100 | 295 | 100 | 1,045 | 100 |

Base: All respondents (N=1,035). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.13 Including that period, how long in total were you on sick leave during the 12 months before you were referred to Fit for Work? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | Total over 12 months | |
|-------------------|----------|-------|-------|-------|-----|-------|----------------------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Less than 1 month | 15 | 6 | 25 | 5 | 9 | 4 | 49 | 5 |
| 1 - 2 months | 87 | 34 | 143 | 27 | 57 | 23 | 288 | 28 |
| 3 - 4 months | 65 | 25 | 125 | 24 | 57 | 23 | 249 | 24 |
| 5 - 6 months | 18 | 7 | 51 | 10 | 25 | 10 | 95 | 9 |
| 6 months or more | 51 | 20 | 127 | 24 | 67 | 27 | 245 | 23 |
| Unsure/Don't know | 23 | 9 | 60 | 11 | 34 | 14 | 120 | 11 |
| Total | 259 | 100 | 531 | 100 | 250 | 100 | 1,045 | 100 |

Base: All respondents reporting age (N=1,038). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.14 Including that period, how long in total were you on sick leave during the 12 months before you were referred to Fit for Work? By referral route (Weighted data)

| Categories | GP | | Employer | | Total over 12 months | |
|-------------------|-----|-------|----------|-------|----------------------|-------|
| | N | Col % | N | Col % | N | Col % |
| Less than 1 month | 26 | 10 | 21 | 3 | 49 | 5 |
| 1 - 2 months | 81 | 31 | 203 | 27 | 288 | 28 |
| 3 - 4 months | 54 | 20 | 190 | 25 | 249 | 24 |
| 5 - 6 months | 16 | 6 | 76 | 10 | 95 | 9 |
| 6 months or more | 60 | 23 | 176 | 23 | 245 | 23 |
| Unsure/Don't know | 26 | 10 | 87 | 12 | 120 | 11 |
| Total | 263 | 100 | 752 | 100 | 1,045 | 100 |

Base: All respondents reporting referral route (N=1,017). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.15 Including that period, how long in total were you on sick leave during the 12 months before you were referred to Fit for Work? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | Total over 12 months | |
|-------------------|------------------|-------|----------------------|-------|----------------------|-------|
| | N | Col % | N | Col % | N | Col % |
| Less than 1 month | 37 | 5 | 12 | 3 | 49 | 5 |
| 1 - 2 months | 216 | 32 | 72 | 20 | 288 | 28 |
| 3 - 4 months | 177 | 26 | 72 | 20 | 249 | 24 |
| 5 - 6 months | 68 | 10 | 27 | 7 | 95 | 9 |
| 6 months or more | 114 | 17 | 131 | 36 | 245 | 23 |
| Unsure/Don't know | 67 | 10 | 52 | 14 | 120 | 11 |
| Total | 679 | 100 | 366 | 100 | 1,045 | 100 |

Base: All respondents giving return to work status (N=1,045). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.16 Including that period, how long in total were you on sick leave during the 12 months before you were referred to Fit for Work? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | Total over 12 months | |
|-------------------|---------------|-------|-----|-------|-------|-------|----------------------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Less than 1 month | 19 | 6 | 19 | 5 | 10 | 3 | 49 | 5 |
| 1 - 2 months | 118 | 35 | 110 | 28 | 57 | 19 | 288 | 28 |
| 3 - 4 months | 80 | 24 | 92 | 23 | 74 | 25 | 249 | 24 |
| 5 - 6 months | 24 | 7 | 45 | 11 | 26 | 9 | 95 | 9 |
| 6 months or more | 66 | 19 | 93 | 23 | 87 | 30 | 245 | 23 |
| Unsure/Don't know | 33 | 10 | 42 | 10 | 40 | 14 | 120 | 11 |
| Total | 340 | 100 | 400 | 100 | 295 | 100 | 1,045 | 100 |

Base: All respondents reporting health condition (N=1,035). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

Employer characteristics

TA Table 3.17 Employer Occupational Sector, by nation England and Wales and Scotland

| Categories | England and Wales | | Scotland | |
|--------------------------------------|-------------------|-------|----------|-------|
| | N | Col % | N | Col % |
| Agriculture, forestry and fishing | 39 | 1 | 6 | 1 |
| Banking and finance | 105 | 2 | 23 | 4 |
| Construction | 111 | 2 | 22 | 3 |
| Distribution, hotels and restaurants | 409 | 8 | 21 | 3 |
| Energy and water | 48 | 1 | 18 | 3 |
| Manufacturing | 351 | 7 | 12 | 2 |
| Other services | 2,472 | 48 | 414 | 64 |
| Public admin, education and health | 1,383 | 27 | 113 | 17 |
| Retail and wholesale | - | - | 4 | 1 |
| Transport and communications | 196 | 4 | 16 | 2 |
| Total | 5,114 | 100 | 649 | 100 |
| Missing | 3,372 | | 368 | |

Notes: ' - ' indicates that field not used in England and Wales.

Source: English and Welsh management information, Scottish management information, clients referred and discharged October 2015-December 2016.

TA Table 3.18 Employer size, by nation

| Categories | England and Wales | | Scotland | |
|-------------------|-------------------|-------|----------|-------|
| | N | Col % | N | Col % |
| Very Large (500+) | 2,563 | 50 | 358 | 58 |
| Large (250-499) | 655 | 13 | 57 | 9 |
| Medium (50-249) | 1,092 | 21 | 108 | 18 |
| Small (10-49) | 664 | 13 | 70 | 11 |
| Micro (1-9) | 134 | 3 | 24 | 4 |
| Total | 5,108 | 100 | 617 | 100 |
| Missing | 3,378 | | 400 | |

Source: English and Welsh management information, Scottish management information, clients referred and discharged October 2015-December 2016.

TA Table 3.19 Employer type, by nation

| Categories | England and Wales | | Scotland | |
|---|-------------------|-------|----------|-------|
| | N | Col % | N | Col % |
| A private sector business | 3,855 | 77 | 350 | 63 |
| A public sector business | 918 | 18 | 147 | 26 |
| A voluntary/not for profit organisation | 252 | 5 | 59 | 11 |
| Total | 5,025 | 100 | 556 | 100 |
| Missing | 3,461 | | 461 | |

Source: English and Welsh management information, Scottish management information, clients referred and discharged October 2015-December 2016.

3.2.3 GP views of the referral system

No data tables

3.2.4 Employer views of the referral system

No data tables

3.2.5 Experience of gaining consent to make a referral

Employer experience

No tables

Employee experience

TA Table 3.20 To what extent did you feel it was your choice whether to use the service? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|------------------------|-----|-------|----------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Entirely your choice | 80 | 31 | 130 | 17 | 230 | 22 |
| Mainly your choice | 60 | 22 | 100 | 13 | 160 | 15 |
| Partly your choice | 70 | 27 | 230 | 31 | 310 | 29 |
| Not your choice at all | 50 | 19 | 280 | 37 | 340 | 33 |
| Don't know | 0 | 0 | 10 | 1 | 10 | 1 |
| Total | 260 | 100 | 750 | 100 | 1,050 | 100 |

Base: All respondents giving a referral route (N=1,017). All respondents (N=1,045). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.21 To what extent did you feel it was your choice whether to use the service? By whether received a Fit for Work assessment (Weighted data)

| Categories | Received an assessment | | Not received an assessment | | All | |
|------------------------|------------------------|-------|----------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Entirely your choice | 210 | 23 | 10 | 10 | 230 | 22 |
| Mainly your choice | 140 | 15 | 20 | 15 | 160 | 15 |
| Partly your choice | 260 | 29 | 30 | 32 | 310 | 29 |
| Not your choice at all | 280 | 31 | 50 | 42 | 340 | 33 |
| Don't know | 10 | 1 | 0 | 2 | 10 | 1 |
| Total | 900 | 100 | 120 | 100 | 1,050 | 100 |

Base: All respondents recalling assessment (N=1,014). All respondents (N=1,045). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.22 To what extent did you feel it was your choice whether to use the service? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|------------------------|---------------|-------|-----|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Entirely your choice | 100 | 29 | 70 | 18 | 50 | 18 | 230 | 22 |
| Mainly your choice | 50 | 15 | 60 | 16 | 40 | 14 | 160 | 15 |
| Partly your choice | 100 | 30 | 110 | 27 | 100 | 32 | 310 | 29 |
| Not your choice at all | 80 | 25 | 150 | 38 | 100 | 34 | 340 | 33 |
| Don't know | 0 | 1 | 10 | 1 | 0 | 1 | 10 | 1 |
| Total | 340 | 100 | 400 | 100 | 300 | 100 | 1,050 | 100 |

Base: All respondents (N=1,035). All respondents (N=1,045). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.23 To what extent did you feel it was your choice whether to use the service? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|------------------------|------------------|-------|----------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Entirely your choice | 166 | 24 | 61 | 17 | 227 | 22 |
| Mainly your choice | 108 | 16 | 50 | 14 | 158 | 15 |
| Partly your choice | 204 | 30 | 104 | 28 | 308 | 29 |
| Not your choice at all | 194 | 29 | 147 | 40 | 341 | 33 |
| Don't know | 7 | 1 | 4 | 1 | 11 | 1 |
| Total | 679 | 100 | 366 | 100 | 1,045 | 100 |

Base: All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.24 To what extent did you feel it was your choice whether to use the service? By whether received Return to Work Plan (RtWP) (Weighted data)

| Categories | Received an RtWP | | Did not receive an RtWP | | All | |
|------------------------|------------------|-------|-------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Entirely your choice | 195 | 24 | 13 | 19 | 227 | 22 |
| Mainly your choice | 133 | 16 | 4 | 7 | 158 | 15 |
| Partly your choice | 234 | 29 | 18 | 27 | 308 | 29 |
| Not your choice at all | 246 | 30 | 28 | 43 | 341 | 33 |
| Don't know | 5 | 1 | 3 | 5 | 11 | 1 |
| Total | 813 | 100 | 66 | 100 | 1,045 | 100 |

Base: All respondents who had received an assessment (N=877), All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.25 How did you feel about being referred to Fit for Work? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-----------------------------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Very concerned | 13 | 5 | 39 | 7 | 25 | 10 | 78 | 8 |
| Fairly concerned | 46 | 18 | 91 | 17 | 55 | 23 | 191 | 19 |
| Neither concerned nor unconcerned | 71 | 28 | 111 | 21 | 43 | 18 | 227 | 22 |
| Fairly unconcerned | 67 | 26 | 155 | 30 | 65 | 27 | 290 | 28 |
| Very unconcerned | 58 | 23 | 126 | 24 | 56 | 23 | 240 | 23 |
| Total | 255 | 100 | 522 | 100 | 244 | 100 | 1,026 | 100 |

Base: All respondents giving an age (N=1,019). All respondents (N=1,026). 'Don't know' has been excluded. Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.26 How did you feel about being referred to Fit for Work? By ethnicity (Weighted data)

| Categories | White | | BME | | All | |
|-----------------------------------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Very concerned | 58 | 7 | 20 | 15 | 78 | 7 |
| Fairly concerned | 152 | 17 | 34 | 25 | 191 | 18 |
| Neither concerned nor unconcerned | 193 | 22 | 27 | 20 | 227 | 22 |
| Fairly unconcerned | 249 | 29 | 34 | 25 | 290 | 28 |
| Very unconcerned | 217 | 25 | 22 | 16 | 240 | 23 |
| Total | 869 | 100 | 137 | 100 | 1,026 | 100 |

Base: All respondents reporting ethnicity (N=1,010). All respondents (N=1,026). 'Don't know' has been excluded. Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.27 How did you feel about being referred to Fit for Work? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|-----------------------------------|-----|-------|----------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Very concerned | 10 | 4 | 61 | 8 | 78 | 7 |
| Fairly concerned | 33 | 13 | 155 | 21 | 191 | 18 |
| Neither concerned nor unconcerned | 65 | 25 | 153 | 21 | 227 | 22 |
| Fairly unconcerned | 77 | 30 | 208 | 28 | 290 | 28 |
| Very unconcerned | 73 | 29 | 163 | 22 | 240 | 23 |
| Total | 256 | 100 | 740 | 100 | 1,026 | 100 |

Base: All respondents reporting referral route (N=997). All respondents (N=1,026). 'Don't know' has been excluded. Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

3.2.6 Timing of referral

TA Table 3.28 Did you think the referral came at the right time for you, too early or too late? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Right time | 140 | 54 | 299 | 56 | 139 | 56 | 580 | 56 |
| Too early | 35 | 14 | 94 | 18 | 41 | 17 | 172 | 16 |
| Too late | 66 | 25 | 80 | 15 | 32 | 13 | 179 | 17 |
| Don't know | 18 | 7 | 58 | 11 | 38 | 15 | 114 | 11 |
| Total | 259 | 100 | 531 | 100 | 250 | 100 | 1,045 | 100 |

Base: All respondents giving an age (N=1,038). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.29 Did you think the referral came at the right time for you, too early or too late? By whether they received a Fit for Work assessment (Weighted data)

| Categories | Received an assessment | | Not received an assessment | | All | |
|------------|------------------------|-------|----------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Right time | 529 | 59 | 38 | 32 | 580 | 56 |
| Too early | 141 | 16 | 25 | 21 | 172 | 16 |
| Too late | 136 | 15 | 40 | 34 | 179 | 17 |
| Don't know | 91 | 10 | 15 | 13 | 114 | 11 |
| Total | 897 | 100 | 119 | 100 | 1,045 | 100 |

Base: All respondents recalling whether they had an assessment (N=1,014). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.30 Did you think the referral came at the right time for you, too early or too late? By whether they had an RtWP (Weighted data)

| Categories | Had an RtWP | | Did not have an RtWP | | All | |
|------------|-------------|-------|----------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Right time | 493 | 61 | 29 | 44 | 580 | 56 |
| Too early | 119 | 15 | 15 | 24 | 172 | 16 |
| Too late | 118 | 15 | 13 | 21 | 179 | 17 |
| Don't know | 82 | 10 | 8 | 12 | 114 | 11 |
| Total | 813 | 100 | 66* | 100 | 1,045 | 100 |

Base: All respondents who had an assessment (N=877). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 3.31 Did you think the referral came at the right time for you, too early or too late? By whether they returned to work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|------------|------------------|-------|----------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Right time | 423 | 62 | 157 | 43 | 580 | 56 |
| Too early | 81 | 12 | 91 | 25 | 172 | 16 |
| Too late | 122 | 18 | 57 | 16 | 179 | 17 |
| Don't know | 53 | 8 | 61 | 17 | 114 | 11 |
| Total | 679 | 100 | 366 | 100 | 1,045 | 100 |

Base: All respondents who gave return to work status (N=1,045). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

4 The Assessment

4.1 Process of assessment

4.1.1 The profile of employees receiving an assessment

TA Table 4.1 Did employees receive an assessment? By main health condition, England and Wales

| Categories | Mental Health | | MSK | | Other | | All | |
|-------------------------------|---------------|-------|-------|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Received an assessment | 1,563 | 55 | 1,575 | 61 | 1,846 | 60 | 4,984 | 59 |
| Did not receive an assessment | 1,280 | 45 | 1,008 | 39 | 1,214 | 40 | 3,502 | 41 |
| Total | 2,843 | 100 | 2,583 | 100 | 3,060 | 100 | 8,486 | 100 |

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016, where disability data was available.

TA Table 4.2 Did referred employees receive an assessment? By referral route - England and Wales

| Categories | Employer | | GP | | All | |
|-------------------------------|----------|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Received an assessment | 3,701 | 65 | 1,283 | 45 | 4,984 | 59 |
| Did not receive an assessment | 1,965 | 35 | 1,537 | 55 | 3,502 | 41 |
| Total | 5,666 | 100 | 2,820 | 100 | 8,486 | 100 |

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016.

TA Table 4.3 Did referred employees receive an assessment? By referral route – Scotland

| Categories | Employer | | GP | | All | |
|-------------------------------|----------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Received an assessment | 341 | 60 | 213 | 47 | 554 | 54 |
| Did not receive an assessment | 226 | 40 | 237 | 53 | 463 | 46 |
| Total | 567 | 100 | 450 | 100 | 1,017 | 100 |

Source: Scottish management information, clients referred and discharged October 2015-December 2016

TA Table 4.4 Did referred employees receive an assessment? By age range, England and Wales

| Categories | 16-24 | | 25-34 | | 35-44 | | 45-54 | | 55-64 | | 65+ | | All | |
|-------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Received an assessment | 247 | 49 | 928 | 56 | 1,010 | 57 | 1,451 | 61 | 1,209 | 63 | 137 | 59 | 4,982 | 59 |
| Did not receive an assessment | 253 | 51 | 735 | 44 | 759 | 43 | 929 | 39 | 699 | 37 | 96 | 41 | 3,471 | 41 |
| Total | 500 | 100 | 1,663 | 100 | 1,769 | 100 | 2,380 | 100 | 1,908 | 100 | 233 | 100 | 8,453 | 100 |

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016.

TA Table 4.5 Did referred employees receive an assessment? By age range, Scotland

| Categories | 16-24 | | 25-34 | | 35-44 | | 45-54 | | 55-64 | | 65+ | | All | |
|-------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Received an assessment | 35 | 45 | 116 | 53 | 122 | 54 | 158 | 58 | 114 | 56 | 7 | 58 | 552 | 54 |
| Did not receive an assessment | 43 | 55 | 104 | 47 | 105 | 46 | 114 | 42 | 91 | 44 | 5 | 42 | 462 | 46 |
| Total | 78 | 100 | 220 | 100 | 227 | 100 | 272 | 100 | 205 | 100 | 12 | 100 | 1,014 | 100 |

Source: Scottish management information, clients referred and discharged October 2015-December 2016, where age data was available.

TA Table 4.6 Did referred employees receive an assessment? By gender, England and Wales

| Categories | Female | | Male | | Other | | Prefer not to say | | All | |
|-------------------------------|------------------------|-------|-------|-------|-------|-------|-------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| | Received an assessment | 2,871 | 60 | 2,105 | 57 | 3 | 43 | 5 | 63 | 4,984 |
| Did not receive an assessment | 1,884 | 40 | 1,611 | 43 | 4 | 57 | 3 | 38 | 3,502 | 41 |
| Total | 4,755 | 100 | 3,716 | 100 | 7 | 100 | 8 | 100 | 8,486 | 100 |

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016.

TA Table 4.7 Did referred employees receive an assessment? By gender, Scotland

| Categories | Female | | Male | | All | |
|-------------------------------|------------------------|-------|------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| | Received an assessment | 323 | 53 | 231 | 56 | 554 |
| Did not receive an assessment | 284 | 47 | 179 | 44 | 463 | 46 |
| Total | 607 | 100 | 410 | 100 | 1,017 | 100 |

Source: Scottish management information, clients referred and discharged October 2015-December 2016.

TA Table 4.8 Did they receive an assessment? By ethnicity, England and Wales

| Categories | White | | BME | | All | |
|-------------------------------|------------------------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| | Received an assessment | 4,283 | 98 | 701 | 96 | 4,984 |
| Did not receive an assessment | 101 | 2 | 26 | 4 | 127 | 2 |
| Total | 4,384 | 100 | 727 | 100 | 5,111 | 100 |

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016.

TA Table 4.9 Did they receive an assessment? By ethnicity, Scotland

| Categories | White | | BME | | All | |
|-------------------------------|------------------------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Received an assessment | 536 | 89 | 13 | 72 | 549 |
| Did not receive an assessment | 66 | 11 | 5 | 28 | 71 | 11 |
| Total | 602 | 100 | 18 | 100 | 620 | 100 |

Source: Scottish management information, clients referred and discharged October 2015-December 2016, where ethnicity data was available.

TA Table 4.10 Did they receive an assessment? By whether they have a disability, Scotland

| Categories | No | | Prefer not to say | | Yes | | All | |
|-------------------------------|------------------------|-------|-------------------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| | Received an assessment | 420 | 90 | 20 | 92 | 80 | 82 | 520 |
| Did not receive an assessment | 50 | 10 | 0 | 8 | 20 | 18 | 70 | 12 |
| Total | 470 | 100 | 20 | 100 | 100 | 100 | 590 | 100 |

Notes: Disclosure control has been applied to this table.

Source: Scottish management information, clients referred and discharged October 2015-December 2016, where disability data was available.

TA Table 4.11 Did employees receive an assessment? By whether they have a disability, England and Wales

| Categories | No disability | | Prefer not to say | | Disability | | All | |
|-------------------------------|------------------------|-------|-------------------|-------|------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| | Received an assessment | 3,640 | 98 | 40 | 95 | 1,310 | 97 | 4,980 |
| Did not receive an assessment | 80 | 2 | 0 | 5 | 40 | 3 | 120 | 2 |
| Total | 3,720 | 100 | 40 | 100 | 1,350 | 100 | 5,110 | 100 |

Notes: Disclosure control has been applied to this table.

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016, where disability data was available.

4.1.2 Number of assessments

TA Table 4.12 How many assessments did you have? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|------------|----------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| 1 | 130 | 59 | 236 | 50 | 98 | 48 | 446 | 52 |
| 2 | 46 | 21 | 89 | 19 | 38 | 19 | 174 | 19 |
| 3 | 25 | 11 | 69 | 15 | 37 | 18 | 131 | 15 |
| 4 | 10 | 5 | 42 | 9 | 18 | 9 | 71 | 8 |
| 5 | 5 | 2 | 12 | 3 | 7 | 3 | 24 | 3 |
| 6+ | 5 | 2 | 23 | 5 | 5 | 1 | 30 | 3 |
| Total | 220 | 100 | 471 | 100 | 202 | 100 | 897 | 100 |

Base: All who had an assessment and reported age (N=895). All respondents (N=895). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.13 How many assessments did you have? By whether returned to work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|------------|------------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| 1 | 332 | 57 | 134 | 43 | 446 | 52 |
| 2 | 115 | 20 | 59 | 19 | 174 | 19 |
| 3 | 72 | 12 | 59 | 19 | 131 | 15 |
| 4 | 37 | 6 | 34 | 11 | 71 | 8 |
| 5 | 14 | 2 | 9 | 3 | 24 | 3 |
| 6+ | 16 | 2 | 16 | 5 | 30 | 3 |
| Total | 586 | 100 | 311 | 100 | 897 | 100 |

Base: All who had an assessment and reported return to work status (N=891). All respondents (N=895). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

4.1.3 Assessment mode

TA Table 4.14 Were you happy with your first assessment being conducted by telephone/face-to-face? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-----------------------------------|----------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Happy with format | 197 | 90 | 409 | 87 | 168 | 83 | 777 | 87 |
| Would have preferred face-to-face | 21 | 10 | 60 | 13 | 32 | 16 | 114 | 13 |
| Would have preferred telephone | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 218 | 100 | 469 | 100 | 200 | 100 | 891 | 100 |

Base: All who had an assessment and reported age with 'don't know' removed (N=887). All who had an assessment (N=891). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.15 Were you happy with your first assessment being conducted by telephone/face-to-face? By health condition (Weighted data)

| Categories | Mental Health | | MSK | | Other | | All | |
|-----------------------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Happy with format | 266 | 87 | 288 | 85 | 218 | 92 | 777 | 87 |
| Would have preferred face-to-face | 41 | 13 | 52 | 15 | 20 | 8 | 114 | 13 |
| Would have preferred telephone | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 307 | 100 | 340 | 100 | 238 | 100 | 891 | 100 |

Base: All who had an assessment and reported health condition with 'don't know' removed (N=885). All respondents who had an assessment with 'don't know' removed (N=891). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

4.1.4 Assessment coverage

TA Table 4.16 Did your assessment cover the following... By ethnicity (Weighted data)

| Categories | White | | | | | | BME | | | | | |
|---|-------|-------|----|-------|----------|-------|-----|-------|----|-------|----------|-------|
| | Yes | | No | | Not sure | | Yes | | No | | Not sure | |
| | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % |
| Your general attitudes to your health and your work | 713 | 93 | 28 | 4 | 24 | 3 | 98 | 87 | 10 | 9 | 5 | 4 |
| Discussion of your physical and/or mental health, and the effect this may have on your work | 728 | 95 | 25 | 3 | 12 | 2 | 99 | 87 | 12 | 11 | 3 | 3 |
| Discussion about any difficulties at work that might act as obstacles to you getting back to work | 725 | 95 | 32 | 4 | 8 | 1 | 98 | 87 | 11 | 10 | 4 | 3 |
| Total | 765 | | | | | | 113 | | | | | |

Base: All who had an assessment and reported ethnicity (N=880). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.17 Did your assessment cover the following... By age (Weighted data)

| Categories | Under 35 | | | | | | 35-54 | | | | | | 55+ | | | | | | |
|---|----------|-------|-----|-------|----------|-------|-------|-------|-----|-------|----------|-------|-----|-------|----|-------|----------|-------|--|
| | Yes | | No | | Not sure | | Yes | | No | | Not sure | | Yes | | No | | Not sure | | |
| | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | |
| Your general attitudes to your health and your work | 201 | 92 | 11 | 5 | 8 | 4 | 430 | 91 | 22 | 5 | 19 | 4 | 189 | 94 | 8 | 4 | 5 | 2 | |
| Discussion of your physical and/or mental health, and the effect this may have on your work | 213 | 97 | 7 | 3 | 0 | 0 | 441 | 94 | 21 | 4 | 9 | 2 | 187 | 92 | 11 | 5 | 5 | 3 | |
| Discussion about any difficulties at work that might act as obstacles to you getting back to work | 209 | 95 | 6 | 3 | 5 | 2 | 446 | 95 | 21 | 4 | 4 | 1 | 181 | 90 | 18 | 9 | 4 | 2 | |
| Other personal difficulties outside work that might act as obstacles to you getting back to work | 174 | 79 | 35 | 16 | 40 | 4 | 371 | 79 | 84 | 18 | 16 | 3 | 140 | 69 | 49 | 24 | 13 | 6 | |
| Total | | | 220 | | | | | | 471 | | | | | 202 | | | | | |

Base: All who had an assessment and reported age (N=891). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.18 Did your assessment cover the following... By whether back at work (Weighted data)

| Categories | Returned to work | | | | | | Not returned to work | | | | | |
|---|------------------|-------|-----|-------|----------|-------|----------------------|-------|----|-------|----------|-------|
| | Yes | | No | | Not sure | | Yes | | No | | Not sure | |
| | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % |
| Your general attitudes to your health and your work | 542 | 93 | 23 | 4 | 20 | 3 | 280 | 90 | 18 | 6 | 13 | 4 |
| Discussion of your physical and/or mental health, and the effect this may have on your work | 557 | 95 | 19 | 3 | 9 | 2 | 286 | 92 | 19 | 6 | 6 | 2 |
| Discussion about any difficulties at work that might act as obstacles to you getting back to work | 560 | 96 | 21 | 4 | 5 | 1 | 279 | 90 | 24 | 8 | 8 | 3 |
| Total | | | 586 | | | | 311 | | | | | |

Base: All who had an assessment and gave back to work status (N=895). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.19 To what extent do you agree or disagree that your assessment(s) covered all the issues affecting your return to work? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|----------------------------|------------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Agree | 543 | 93 | 274 | 88 | 817 | 91 |
| Neither agree nor disagree | 15 | 2 | 13 | 4 | 27 | 3 |
| Disagree | 24 | 4 | 21 | 7 | 45 | 5 |
| Total | 586 | 100 | 311 | 100 | 897 | 100 |

Base: All who had an assessment and gave return to work status (N=895). All respondents who had an assessment (N=895). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.20 To what extent do you agree or disagree that your assessment(s) covered all the issues affecting your return to work? By whether completed or dropped out post-assessment (Weighted data)

| Categories | Completed | | Dropped out post-assessment | | All | |
|----------------------------|-----------|-------|-----------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Agree | 766 | 93 | 51 | 78 | 817 | 91 |
| Neither agree nor disagree | 23 | 3 | 5 | 8 | 27 | 3 |
| Disagree | 35 | 4 | 9 | 14 | 45 | 5 |
| Total | 824 | 100 | 65* | 100 | 897 | 100 |

Base: All who had an assessment and completion status (N=889). All who had an assessment (N=895). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

4.1.5 Assessment findings

TA Table 4.21 Combination of return to work obstacles experienced, Scotland

| Categories | N | Col % |
|-----------------------------------|-----|-------|
| Health obstacles only | 15 | 3 |
| Work obstacles only | 5 | 1 |
| Health and work obstacles | 120 | 23 |
| Health and social obstacles | 6 | 1 |
| Work and social obstacles | 11 | 2 |
| Health, work and social obstacles | 376 | 71 |
| Base | 533 | 100 |

Base: All assessed and identifying a health, work or social obstacle (N=533).

Source: Scottish management information, clients referred, assessed and discharged October 2015-December 2016.

TA Table 4.22 Combination of return to work obstacles experienced, England and Wales

| Categories | N | Col % |
|-----------------------------|-------|-------|
| Health obstacles only | 3,374 | 68 |
| Work obstacles only | 55 | 1 |
| Social obstacles only | 24 | 1 |
| Health and work obstacles | 839 | 17 |
| Health and social obstacles | 658 | 13 |
| Base | 4,950 | 100 |

Base: All assessed and identifying a health, work or social obstacle (N=4,950).

Source: English and Welsh management information, clients referred, assessed and discharged October 2015-December 2016, where an obstacle to work was recorded.

TA Table 4.23 Work obstacle at assessment, England and Wales, by main health condition

Multiple responses included

| Categories | Mental Health | | MSK | | Other | | Total | |
|----------------------------------|---------------|----|-----|---|-------|---|-------|---|
| | N | % | N | % | N | % | N | % |
| Impact on duties | 70 | 4 | 60 | 4 | 80 | 4 | 200 | 4 |
| Performance management | 30 | 2 | 0 | 0 | 0 | 0 | 30 | 1 |
| Perceived unsympathetic employer | 60 | 4 | 50 | 3 | 40 | 2 | 150 | 3 |
| Impact on commute | 0 | 0 | 20 | 1 | 20 | 1 | 30 | 1 |
| Perceived bullying or harassment | 80 | 5 | 10 | 0 | 20 | 1 | 110 | 2 |
| Does not enjoy role | 20 | 1 | 0 | 0 | 0 | 0 | 20 | 0 |
| Other | 230 | 14 | 40 | 3 | 80 | 5 | 350 | 7 |

Base: All assessed (N=4,984).

Notes: Disclosure control has been applied to this table.

Source: English and Welsh management information, clients referred, assessed and discharged October 2015-December 2016.

TA Table 4.24 Social obstacle at assessment, England and Wales, by main health condition

Multiple responses included

| Categories | Mental Health | | MSK | | Other | | Total | |
|----------------------|---------------|---|-----|---|-------|---|-------|---|
| | N | % | N | % | N | % | N | % |
| Debt issues | 50 | 3 | 70 | 4 | 80 | 4 | 190 | 4 |
| Carer | 50 | 3 | 10 | 1 | 20 | 1 | 80 | 2 |
| Relationship | 40 | 3 | 10 | 0 | 10 | 1 | 60 | 1 |
| Social isolation | 10 | 0 | 0 | 0 | 0 | 0 | 10 | 0 |
| Language issues | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Bereavement | 40 | 3 | 10 | 1 | 30 | 1 | 70 | 2 |
| Lack of basic skills | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Legal Issues | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other home condition | 110 | 7 | 80 | 5 | 90 | 5 | 270 | 6 |

Base: All assessed (N=4,984).

Notes: Disclosure control has been applied to this table.

Source: English and Welsh management information, clients referred, assessed and discharged October 2015-December 2016.

4.1.6 Employee views of the assessment

TA Table 4.25 To what extent do you agree or disagree that your assessment focused on return to work and not just your medical condition? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|----------------------------|----------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Agree | 197 | 90 | 422 | 90 | 159 | 82 | 781 | 88 |
| Neither agree nor disagree | 17 | 7 | 21 | 4 | 22 | 11 | 61 | 7 |
| Disagree | 6 | 3 | 25 | 5 | 12 | 6 | 43 | 5 |
| Total | 220 | 100 | 468 | 100 | 193 | 100 | 884 | 100 |

Base: All who had an assessment and answered question ('don't know' excluded) and reported age (N=877). All who had an assessment (N=884).

Source: Fit for Work evaluation Wave one employee survey.

TA Table 4.26 To what extent do you agree or disagree that your assessment focused on return to work and not just your medical condition? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|----------------------------|------------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Agree | 526 | 91 | 255 | 84 | 781 | 87 |
| Neither agree nor disagree | 31 | 5 | 30 | 10 | 61 | 7 |
| Disagree | 23 | 4 | 20 | 7 | 43 | 5 |
| Total | 580 | 100 | 305 | 100 | 884 | 100 |

Base: All who had an assessment and answered question ('don't know' excluded) and gave return to work status (N=884). All respondents who had an assessment and answered question ('don't know' excluded) (N=884). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.27 To what extent do you agree or disagree that your case manager was easy to talk to? By whether completed or dropped out post-assessment (Weighted data)

| Categories | Completed | | Dropped out post-assessment | | All | |
|----------------------------|-----------|-------|-----------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Agree | 780 | 94 | 60 | 89 | 840 | 93 |
| Neither agree nor disagree | 30 | 3 | 0 | 3 | 30 | 3 |
| Disagree | 20 | 3 | 10 | 8 | 30 | 3 |
| Total | 830 | 100 | 70* | 100 | 890 | 100 |

Base: All who had an assessment and reported completion status (N=889). All who had an assessment and answered question ('don't know' excluded) (N=895). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey. Note: the person who conducts the assessment is called a case manager.

TA Table 4.28 To what extent do you agree or disagree that your assessment(s) covered all the issues affecting your return to work? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|----------------------------|------------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Agree | 543 | 93 | 274 | 88 | 817 | 91 |
| Neither agree nor disagree | 15 | 2 | 13 | 4 | 27 | 3 |
| Disagree | 24 | 4 | 21 | 7 | 45 | 5 |
| Total | 582 | 100 | 308 | 100 | 897 | 100 |

Base: All who had an assessment and reported back to work status (N=895). All who had an assessment and answered question ('don't know' excluded) (N=895). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.29 To what extent do you agree or disagree that your assessment(s) covered all the issues affecting your return to work? By whether completed or dropped out post-assessment (Weighted data)

| Categories | Completed | | Dropped out post-assessment | | All | |
|----------------------------|-----------|-------|-----------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Agree | 766 | 93 | 51 | 78 | 817 | 91 |
| Neither agree nor disagree | 23 | 3 | 5 | 8 | 27 | 3 |
| Disagree | 35 | 4 | 9 | 14 | 45 | 5 |
| Total | 824 | 100 | 65* | 100 | 897 | 100 |

Base: All who had an assessment and completion status (N=889). All who had an assessment and answered question ('don't know' excluded) (N=895). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.30 To what extent do you agree or disagree that your assessment(s) was conducted in a professional manner? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|----------------------------|------------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Agree | 565 | 97 | 289 | 93 | 855 | 96 |
| Neither agree nor disagree | 8 | 1 | 8 | 2 | 15 | 2 |
| Disagree | 12 | 2 | 13 | 4 | 24 | 3 |
| Total | 585 | 100 | 310 | 100 | 894 | 100 |

Base: All who had an assessment and reported return to work status (N=895). All who had an assessment and answered question ('don't know' excluded) (N=895). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.31 To what extent do you agree or disagree that your assessment(s) was conducted in a professional manner? By whether received a Return to Work Plan (RtWP) (Weighted data)

| Categories | Received an RtWP | | Not received an RtWP | | All | |
|----------------------------|------------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Agree | 785 | 97 | 54 | 82 | 855 | 96 |
| Neither agree nor disagree | 10 | 1 | 5 | 8 | 15 | 2 |
| Disagree | 16 | 2 | 7 | 10 | 24 | 3 |
| Total | 811 | 100 | 66* | 100 | 894 | 100 |

Base: All who had an assessment and recalled receiving RtWP (N=873). All who had an assessment and answered question ('don't know' excluded) (N=895). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.32 To what extent do you agree or disagree that your assessment(s) was conducted in a professional manner? By whether completed or dropped out post-assessment (Weighted data)

| Categories | Completed | | Dropped out post-assessment | | All | |
|----------------------------|-----------|-------|-----------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Agree | 800 | 97 | 54 | 83 | 855 | 96 |
| Neither agree nor disagree | 10 | 1 | 5 | 8 | 15 | 2 |
| Disagree | 17 | 2 | 6 | 9 | 24 | 3 |
| Total | 827 | 100 | 65* | 100 | 894 | 100 |

Base: All who had an assessment and reported completion status (N=892). All who had an assessment and answered question ('don't know' excluded) (N=895). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

4.2 Employer contact with case managers

4.2.1 When contact takes place

TA Table 4.33 What contact has your organisation had with the service? By size (Weighted data)

Multiple responses included

| Categories | Less than 50 employees | 50-249 employees | 250+ employees | All |
|--|------------------------|------------------|----------------|-----|
| | % | % | % | % |
| Made a referral for an employee | 99 | 99 | 99 | 99 |
| Received an RtWP for an employee referred by your organisation | 76 | 74 | 80 | 77 |
| Received an RtWP for an employee referred by a GP | 2 | 2 | 2 | 2 |
| Had other contact | 22 | 24 | 43 | 31 |
| Base | 131 | 150 | 212 | 504 |

Base: All respondents reporting size (N=493). All respondents (N=504). Unweighted.

Source: Fit for Work evaluation Wave One employer survey.

TA Table 4.34 What contact has your organisation had with the service? By sector (Weighted data)

Multiple responses included

| Categories | Energy, manufacturing, construction, transport and logistics | Retail, hospitality, leisure and creative | Business services and other | Health care and charity | Public administration and public services | All |
|--|--|---|-----------------------------|-------------------------|---|-----|
| | % | % | % | % | % | % |
| Made a referral for an employee | 99 | 100 | [96] | 98 | 99 | 99 |
| Received an RtWP for an employee referred by your organisation | 79 | 76 | [80] | 75 | 77 | 77 |
| Received an RtWP for an employee referred by a GP | 1 | 2 | [9] | 2 | 2 | 2 |
| Had other contact | 29 | 38 | [33] | 26 | 29 | 31 |
| Base | 141 | 128 | 43* | 57* | 129 | 504 |

Base: All respondents giving sector (N = 498). All respondents (N=504). Unweighted.

Source: Fit for Work evaluation Wave One employer survey.

TA Table 4.35 What contact has your organisation had with the service? By whether have an occupational health service (Weighted data)

| <i>Multiple responses included</i> | | | |
|--|----------------------|-----------------|-----|
| Categories | Access to OH service | No access to OH | All |
| | % | % | % |
| Made a referral for an employee | 99 | 99 | 99 |
| Received an RtWP for an employee referred by your organisation | 78 | 76 | 77 |
| Received an RtWP for an employee referred by a GP | 2 | 3 | 2 |
| Had other contact | 37 | 26 | 31 |
| Base | 241 | 255 | 504 |

Base: All respondents reporting whether have an occupational health service (N=496). All respondents (N=504). Unweighted.

Source: Fit for Work evaluation Wave One employer survey.

TA Table 4.36 Who initiates contact with a case manager? (Weighted data)

| Categories | N | Col % |
|------------------------------------|-----|-------|
| Your organisation | 148 | 60 |
| Fit for Work/Fit for Work Scotland | 89 | 36 |
| Don't know | 9 | 4 |
| Total | 246 | 100 |

Base: All respondents that had contact with the service (N=246). Unweighted.

Source: Fit for Work evaluation Wave One employer survey.

4.2.2 The nature of contact

TA Table 4.37 Receiving an update on the progress of the case with a case manager (Weighted data)

| Categories | Had contact with case manager about progress | | No contact with case manager about progress | | All | |
|--|--|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Before your organisation received the RtWP | 31 | 33 | 55 | 36 | 86 | 35 |
| After your organisation received the RtWP | 21 | 22 | 47 | 31 | 68 | 28 |
| Both before and after | 36 | 38 | 43 | 28 | 79 | 32 |
| Don't know | 7 | 7 | 6 | 4 | 13 | 5 |
| Total | 95* | 100 | 151 | 100 | 246 | 100 |

Base: All respondents that had contact with a case manager (N=246). Unweighted.

Source: Fit for Work evaluation Wave One employer survey.

TA Table 4.38 Did your case manager contact your employer to discuss your return to work plans? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|--------------------------|-----|-------|----------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Contacted employer | 115 | 53 | 315 | 55 | 443 | 55 |
| Did not contact employer | 65 | 30 | 62 | 11 | 129 | 16 |
| Don't know/can't recall | 37 | 17 | 198 | 34 | 241 | 30 |
| Total | 217 | 100 | 576 | 100 | 813 | 100 |

Base: All who received their RtWP and gave referral route (N=793). All who received their RtWP (N=814). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.39 Did your case manager contact your employer to discuss your return to work plans? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|--------------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Contacted employer | 157 | 55 | 171 | 56 | 116 | 53 | 443 | 55 |
| Did not contact employer | 62 | 22 | 39 | 13 | 27 | 12 | 129 | 16 |
| Don't know/can't recall | 67 | 23 | 97 | 32 | 75 | 34 | 241 | 30 |
| Total | 286 | 100 | 306 | 100 | 218 | 100 | 813 | 100 |

Base: All who received their RtWP and reported health condition (N=810). All who received their RtWP (N=814). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.40 Did your case manager contact your employer to discuss your return to work plans? By occupation (Weighted data)

| | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|--------------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Contacted employer | 98 | 47 | 155 | 53 | 190 | 62 | 443 | 54 |
| Did not contact employer | 54 | 26 | 42 | 14 | 32 | 10 | 129 | 16 |
| Don't know/can't recall | 58 | 28 | 97 | 33 | 85 | 28 | 241 | 30 |
| Total | 210 | 100 | 294 | 100 | 307 | 100 | 813 | 100 |

Base: All who received their RtWP and gave occupation (N=811). All who received their RtWP (N=814). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.41 How helpful was that discussion, with a view to getting you back to work? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|-------------------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Very helpful | 107 | 49 | 121 | 49 | 95 | 52 | 327 | 50 |
| Fairly helpful | 45 | 21 | 59 | 24 | 45 | 25 | 149 | 23 |
| Neither helpful nor unhelpful | 27 | 12 | 33 | 13 | 24 | 13 | 86 | 13 |
| Fairly unhelpful | 12 | 6 | 10 | 4 | 6 | 3 | 29 | 4 |
| Very unhelpful | 27 | 12 | 23 | 9 | 13 | 7 | 63 | 10 |
| Total | 218 | 100 | 246 | 100 | 183 | 100 | 654 | 100 |

Base: All who discussed their RtWP with their employer with 'don't know' excluded and gave health condition (N=647). All who discussed their RtWP with their employer with 'don't know' excluded (N=654). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 4.42 How helpful was that discussion, with a view to getting you back to work? By ethnicity (Weighted data)

| Categories | White | | BME | | All | |
|-------------------------------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Very helpful | 289 | 51 | 35 | 46 | 327 | 50 |
| Fairly helpful | 131 | 23 | 17 | 22 | 149 | 23 |
| Neither helpful nor unhelpful | 76 | 13 | 8 | 11 | 86 | 13 |
| Fairly unhelpful | 20 | 4 | 4 | 5 | 29 | 4 |
| Very unhelpful | 49 | 9 | 12 | 16 | 63 | 10 |
| Total | 565 | 100 | 76* | 100 | 654 | 100 |

Base: All who discussed their RtWP with their employer with 'don't know' excluded and gave ethnicity (N=641). All who discussed their RtWP with their employer with 'don't know' excluded (N=654). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

4.2.3 Employer satisfaction with the outcome of case manager contact

No additional tables

4.2.4 What employers that did not have contact would have liked to discuss

TA Table 4.43 What, if anything, would you/your organisation have liked the opportunity to discuss with a case manager? By organisation type (Weighted data)

Multiple responses included

| Categories | Private sector | Charity/ voluntary sector | Local/central government, financial body | All |
|--|----------------|---------------------------------|--|-----|
| | % | % | % | % |
| Didn't want contact | 34 | 28 | 23 | 31 |
| Discussing practicalities of recommendations made in RtWP | 25 | 22 | 25 | 25 |
| Receiving an update on the progress of the case | 20 | 32 | 20 | 22 |
| When/if the employee would be returning to work | 7 | 5 | 10 | 8 |
| Providing further information about employee's work environment and role | 7 | 13 | 0 | 7 |
| Discussing case history | 7 | 2 | 5 | 6 |
| Other | 5 | 5 | 8 | 6 |
| To be part of the assessment | 5 | 2 | 10 | 5 |
| Base | 173 | 39* | 39* | 255 |

Base: All respondents that had not had contact with a case manager and reported organisation type (N=251). All respondents that had not had contact with a case manager (N=255). Unweighted.

Source: Fit for Work evaluation employer survey.

5 Return to Work Plan

5.1 Receiving Return to Work Plans

5.1.1 Employee experience

No data tables

5.1.2 Employer experience

No data tables

5.1.3 Employee satisfaction with RtWP two months after discharge

TA Table 5.1 How satisfied were you with the following... By region (Weighted data)

| Categories | England and Wales | | | | | | | | Scotland | | | | | | | |
|---|-------------------|-------|------------------------------------|-------|--------------|-------|------------|-------|-----------|-------|------------------------------------|-------|--------------|-------|------------|-------|
| | Satisfied | | Neither satisfied nor dissatisfied | | Dissatisfied | | Don't know | | Satisfied | | Neither satisfied nor dissatisfied | | Dissatisfied | | Don't know | |
| | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % |
| That you were able to agree the recommendations in your plan with your case manager | 630 | 86 | 50 | 7 | 50 | 7 | 0 | 1 | 70 | 95 | 0 | 4 | 0 | 1 | 0 | - |
| That the actions in your plan were achievable | 570 | 77 | 80 | 11 | 80 | 11 | 10 | 1 | 70 | 92 | 0 | 5 | 0 | 2 | 0 | - |
| That your plan would help you return to work | 550 | 75 | 90 | 12 | 80 | 11 | 10 | 2 | 70 | 88 | 10 | 9 | 0 | 3 | 0 | - |
| Total | 740 | | | | | | | | 70* | | | | | | | |

Base: All who received an RtWP and reported a region (N=811). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey. Note: the person who conducts the assessment is called a case manager.

**TA Table 5.2 Helpfulness of the Return to Work Plan (RtWP)
(logistic regression)**

| Model 1 independent variables | B | Standard Error | Odds Ratio |
|---|--------|----------------|------------|
| Gender (Reference category: Male) | | | |
| Female | 0.264 | 0.395 | 1.302 |
| Level of choice in referral (Reference category: No choice in referral) | | | |
| Had choice in referral | 0.719 | 0.369 | 2.052 |
| Referral route (Reference category: GP) | | | |
| Employer | 0.190 | 0.404 | 1.209 |
| Length of sickness absence before Fit for Work referral (Reference category: 3 months or more) | | | |
| Less than 1 month | 0.774 | 0.696 | 2.168 |
| 1-2 months | 0.435 | 0.380 | 1.546 |
| Age (Reference category: 55+) | | | |
| Under 35 | 0.248 | 0.539 | 1.282 |
| 35 to 54 | -0.209 | 0.466 | 0.811 |
| Ethnicity (Reference category: White) | | | |
| All non-white | -0.103 | 0.531 | 0.902 |
| Caring responsibilities (Reference category: Caring responsibilities) | | | |
| No caring responsibilities | 0.260 | 0.353 | 1.296 |
| Region (Reference category: Scotland) | | | |
| England and Wales | 1.153* | 0.497 | 3.168 |
| Access to occupational health (Reference category: Yes) | | | |
| No | 0.766* | 0.363 | 2.151 |
| Primary health condition (Reference category: Other health condition) | | | |
| Mental health | -0.331 | 0.508 | 0.718 |
| MSK | 0.359 | 0.460 | 1.432 |
| Sickness absence wages (Reference category: Only SSP) | | | |
| Payment above SSP | 0.174 | 0.371 | 1.191 |
| Interaction between work and health condition (Reference category: Caused or made worse by work) | | | |

Fit for Work process evaluation: Technical Annex

| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|---------|----------------|------------|
| Neither caused or made worse by work | 0.164 | 0.381 | 1.178 |
| Current employment situation (Reference category: Off Sick) | | | |
| Returned to work | 1.533** | 0.353 | 4.634 |
| First assessment format (Reference category: Face-to-face) | | | |
| Telephone | -0.378 | 2.016 | 0.685 |
| Assessment focused on return to work (Reference category: Neutral or dissatisfied) | | | |
| Satisfied | 0.949 | 0.520 | 2.584 |
| Assessment focused on all issues affecting return to work (Reference category: Neutral or dissatisfied) | | | |
| Satisfied | -0.428 | 0.714 | 0.652 |
| RtWP covered all issues affecting return to work (Reference category: Neutral or dissatisfied) | | | |
| Satisfied | 0.075 | 0.541 | 1.078 |
| All RtWP issues were agreed (Reference category: Neutral or dissatisfied) | | | |
| Satisfied | 0.306 | 0.632 | 1.357 |
| All RtWP recommendations were agreed (Reference category: Neutral or dissatisfied) | | | |
| Satisfied | -0.535 | 0.612 | 0.585 |
| RtWP was tailored (Reference category: Neutral or dissatisfied) | | | |
| Satisfied | 1.312* | 0.599 | 3.715 |
| RtWP recommendations were achievable (Reference category: Neutral or dissatisfied) | | | |
| Satisfied | 2.115** | 0.410 | 8.291 |
| RtWP contained new suggestions (Reference category: Neutral or dissatisfied) | | | |
| Satisfied | 1.574** | 0.413 | 4.825 |
| RtWP was satisfactory overall (Reference category: Neutral or dissatisfied) | | | |

Fit for Work process evaluation: Technical Annex

| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|---------|----------------|------------|
| Satisfied | 2.170** | 0.473 | 8.754 |
| Occupation (Reference category: Admin, skilled trades and carers) | | | |
| Managers and professionals | 0.819 | 0.512 | 2.268 |
| Sales, process and elementary occupations | 0.212 | 0.469 | 1.236 |
| Sector (Reference category: Energy, manufacturing, construction, logistics) | | | |
| Retail, hospitality, leisure, creative, business services and other | 0.531 | 0.482 | 1.700 |
| Health, care and charity | 0.006 | 0.570 | 1.006 |
| Public administration and public services | 0.260 | 0.549 | 1.297 |
| Constant | -7.780 | 2.376 | 0.000 |
| R^2 | 0.707 | | |

* $p < 0.05$, ** $p < 0.01$

Base: $N=632$.

Source: *Fit for Work evaluation Wave One employee survey.*

5.1.4 Employee satisfaction with RtWP ten – twelve months after discharge

TA Table 5.3 Satisfaction with RtWP (Weighted data)

| Categories | Very satisfied | | Fairly satisfied | | Neither satisfied nor dissatisfied | | Fairly dissatisfied | | Very dissatisfied | | All |
|--|--|-------|------------------|-------|------------------------------------|-------|---------------------|-------|-------------------|-------|-----|
| | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | |
| | RtWP covered all issues affecting return to work | 226 | 51 | 115 | 26 | 63 | 14 | 18 | 4 | 19 | 4 |
| RtWP was tailored to particular needs | 227 | 51 | 129 | 29 | 60 | 14 | 12 | 3 | 18 | 4 | 446 |
| RtWP was helpful with a view to returning to work | 213 | 48 | 125 | 28 | 68 | 15 | 15 | 3 | 25 | 6 | 446 |
| Recommendations in RtWP were achievable | 207 | 47 | 127 | 29 | 58 | 13 | 21 | 5 | 24 | 5 | 436 |
| RtWP contained new suggestions/actions that had not been considered before | 154 | 35 | 142 | 33 | 106 | 24 | 15 | 3 | 19 | 4 | 437 |
| Satisfaction with plan as a whole | 226 | 51 | 128 | 29 | 54 | 12 | 11 | 3 | 23 | 5 | 443 |

Base: All respondents who received their RtWP that reported RtWP covered all issues affecting return to work (N=442), that RtWP was tailored (N=447), that RtWP was helpful with a view to returning to work (N=448), that recommendations were achievable (N=438), that RtWP contained new suggestions (N=437), overall satisfaction with RtWP (N=444). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.4 Satisfaction factor: RtWP covered all issues affecting return to work, by current employment status (Weighted data)

| Categories | Currently in work | | Not currently in work | | All | |
|------------|-------------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Neutral or dissatisfied | 55 | 19 | 44 | 30 | 100 |
| Satisfied | 238 | 81 | 103 | 70 | 341 | 77 |
| Total | 293 | 100 | 147 | 100 | 441 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work and who reported return to work status (N=442). All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work (N=442). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.5 Satisfaction factor: RtWP covered all issues affecting return to work, by size of employer at Wave Two (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|------------|-------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| | Neutral or dissatisfied | 14 | 18 | 13 | 13 | 25 | 28 | 100 |
| Satisfied | 65 | 82 | 90 | 87 | 64 | 72 | 341 | 77 |
| Total | 79* | 100 | 103 | 100 | 89* | 100 | 441 | 100 |

Base: All respondents reporting employer size at Wave Two and receiving their RtWP reporting whether RtWP covered all issues affecting return to work (N=274). All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work (N=442). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.6 Satisfaction factor: RtWP covered all issues affecting return to work, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|-------------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 27 | 23 | 46 | 29 | 26 | 16 | 100 | 23 |
| Satisfied | 90 | 77 | 112 | 71 | 139 | 84 | 341 | 77 |
| Total | 117 | 100 | 158 | 100 | 165 | 100 | 441 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work and reporting occupation (N=441). All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work (N=442). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.7 Satisfaction factor: RtWP covered all issues affecting return to work, by sector at Wave One (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|-------------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 17 | 15 | 27 | 20 | 34 | 30 | 22 | 29 | 100 | 23 |
| Satisfied | 98 | 85 | 108 | 80 | 81 | 70 | 55 | 71 | 341 | 77 |
| Total | 115 | 100 | 135 | 100 | 115 | 100 | 77* | 100 | 441 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work and sector at Wave One (N=442). All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work (N=442). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.8 Satisfaction factor: RtWP covered all issues affecting return to work, by sector at Wave Two (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|-------------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 5 | 10 | 19 | 15 | 21 | 27 | 10 | [26] | 100 | 23 |
| Satisfied | 47 | 90 | 106 | 85 | 56 | 73 | 29 | [74] | 341 | 77 |
| Total | 52* | 100 | 125 | 100 | 77* | 100 | 39* | 100 | 441 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work and sector at Wave Two (N=293). All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work (N=442). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.9 Satisfaction factor: RtWP covered all issues affecting return to work, by current mental health at Wave Two (Weighted data)

| Categories | Good | | Same or worse | | Changeable over time | | All | |
|-------------------------|------|-------|---------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 46 | 17 | 33 | 36 | 20 | 26 | 100 | 23 |
| Satisfied | 224 | 83 | 58 | 64 | 57 | 74 | 341 | 77 |
| Total | 270 | 100 | 91* | 100 | 77* | 100 | 441 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work and current mental health at Wave Two (N=439). All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work (N=442). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.10 Satisfaction factor: RtWP covered all issues affecting return to work, by current physical health at Wave Two (Weighted data)

| Categories | Good | | Same or worse | | Changeable over time | | All | |
|-------------------------|------|-------|---------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 33 | 16 | 45 | 30 | 20 | 25 | 100 | 23 |
| Satisfied | 172 | 84 | 107 | 70 | 59 | 75 | 341 | 77 |
| Total | 205 | 100 | 152 | 100 | 79* | 100 | 441 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work and current physical health (N=439). All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work (N=442). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.11 Satisfaction factor: RtWP covered all issues affecting return to work, by change in current physical and mental health since time of referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 48 | 17 | 52 | 33 | 100 | 23 |
| Satisfied | 231 | 83 | 104 | 67 | 341 | 77 |
| Total | 279 | 100 | 156 | 100 | 441 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work and change in current physical and mental health since time of referral to Fit for Work (N=438). All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work (N=442). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.12 Satisfaction factor: RtWP covered all issues affecting return to work, by change in current physical and mental health since time of interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|------------|-------------------------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Neutral or dissatisfied | 53 | 19 | 47 | 30 | 100 |
| Satisfied | 228 | 81 | 110 | 70 | 341 | 77 |
| Total | 281 | 100 | 157 | 100 | 441 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work and change in current physical and mental health since time of interview at Wave One (N=439). All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work (N=442). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

Satisfaction that the RtWP was tailored to particular needs

TA Table 5.13 Satisfaction factor: RtWP tailored to particular needs, by employment status at Wave Two (Weighted data)

| Categories | Currently in work | | Not currently in work | | All | |
|------------|-------------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Neutral or dissatisfied | 51 | 17 | 39 | 26 | 90 |
| Satisfied | 245 | 83 | 112 | 74 | 35 | 80 |
| Total | 296 | 100 | 151 | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP was tailored and current employment status at Wave Two (N=447). All respondents who received their RtWP reporting whether RtWP was tailored (N=447). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.14 Satisfaction factor: RtWP tailored to particular needs, by employer size at Wave One (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|-------------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 37 | 28 | 25 | 16 | 16 | 14 | 90 | 20 |
| Satisfied | 95 | 72 | 134 | 84 | 102 | 86 | 35 | 80 |
| Total | 132 | 100 | 159 | 100 | 118 | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP was tailored and size of employer at Wave One (N=410). All respondents who received their RtWP reporting whether RtWP was tailored (N=447). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.15 Satisfaction factor: RtWP tailored to particular needs, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|-------------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 21 | 18 | 43 | 27 | 26 | 15 | 90 | 20 |
| Satisfied | 97 | 82 | 116 | 73 | 143 | 85 | 35 | 80 |
| Total | 118 | 100 | 159 | 100 | 169 | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP was tailored and occupation at Wave One (N=447). All respondents who received their RtWP reporting whether RtWP was tailored (N=447). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.16 Satisfaction factor: RtWP tailored to particular needs, by sector at Wave Two (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| | Neutral or dissatisfied | 7 | 13 | 14 | 11 | 21 | 28 | 8 | 21 | 90 |
| Satisfied | 46 | 87 | 114 | 89 | 54 | 72 | 31 | 79 | 35 | 80 |
| Total | 53* | 100 | 128 | 100 | 75* | 100 | 39* | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP was tailored and sector at Wave Two (N= 299). All respondents who received their RtWP reporting whether RtWP was tailored (N=447). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.17 Satisfaction factor: RtWP tailored to particular needs, by region (Weighted data)

| Categories | England and Wales | | Scotland | | All | |
|----------------------------------|--|-------|----------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Neutral or dissatisfied that RtWP was tailored | 86 | 22 | 3 | 7 | 90 |
| Satisfied that RtWP was tailored | 312 | 78 | 43 | 93 | 35 | 80 |
| Total | 398 | 100 | 46* | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP was tailored and region (N=445). All respondents who received their RtWP reporting whether RtWP was tailored (N=447). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.18 Satisfaction factor: RtWP tailored to particular needs, by change in current physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-----------------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied with RtWP | 43 | 15 | 47 | 30 | 90 | 20 |
| Satisfied with RtWP | 240 | 85 | 111 | 70 | 356 | 80 |
| Total | 283 | 100 | 158 | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP was tailored and change in current physical and mental health since referral to Fit for Work (N=443). All respondents who received their RtWP reporting whether RtWP was tailored (N=447). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.19 Satisfaction factor: RtWP tailored to particular needs, by change in current physical and mental health since Wave One interview (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-----------------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied with RtWP | 48 | 17 | 42 | 26 | 90 | 20 |
| Satisfied with RtWP | 234 | 83 | 119 | 74 | 356 | 80 |
| Total | 282 | 100 | 161 | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP was tailored and reporting change in current physical and mental health since Wave One interview (N=444). All respondents who received their RtWP reporting whether RtWP was tailored (N=447). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

Achievable recommendations

TA Table 5.20 Satisfaction factor: Achievable recommendations, by employment status at Wave Two (Weighted data)

| Categories | Currently in work | | Not currently in work | | All | |
|-------------------------|-------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 52 | 18 | 51 | 35 | 102 | 24 |
| Satisfied | 240 | 82 | 94 | 65 | 334 | 77 |
| Total | 292 | 100 | 145 | 100 | 436 | 100 |

Base: All respondents who received their RtWP reporting whether recommendations were achievable and employment status at Wave Two (N=438). All respondents who received their RtWP reporting whether recommendations were achievable (N=438). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.21 Satisfaction factor: Achievable recommendations, by access to additional sick pay over SSP at Wave Two (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|--|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied achievable recommendations | 31 | 16 | 31 | 27 | 102 | 24 |
| Satisfied achievable recommendations | 166 | 84 | 85 | 73 | 334 | 77 |
| Total | 197 | 100 | 116 | 100 | 436 | 100 |

Base: All respondents who received their RtWP reporting whether recommendations were achievable and access to additional sick pay over SSP at Wave Two (N=317). All respondents who received their RtWP reporting whether recommendations were achievable (N=438). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.22 Satisfaction factor: Achievable recommendations, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|--|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied achievable recommendations | 23 | 19 | 50 | 33 | 30 | 18 | 102 | 24 |
| Satisfied achievable recommendations | 95 | 81 | 103 | 67 | 136 | 82 | 334 | 77 |
| Total | 118 | 100 | 153 | 100 | 166 | 100 | 436 | 100 |

Base: All respondents who received their RtWP reporting whether recommendations were achievable and occupation (N=438). All respondents who received their RtWP reporting whether recommendations were achievable (N=438). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.23 Satisfaction factor: Achievable recommendations, by current mental health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|--|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied achievable recommendations | 47 | 18 | 36 | 41 | 20 | 25 | 102 | 24 |
| Satisfied achievable recommendations | 221 | 82 | 52 | 59 | 59 | 75 | 334 | 77 |
| Total | 268 | 100 | 88* | 100 | 79* | 100 | 436 | 100 |

Base: All respondents who received their RtWP reporting whether recommendations were achievable and current mental health at Wave Two (N=436). All respondents who received their RtWP reporting whether recommendations were achievable (N=438). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.24 Satisfaction factor: Achievable recommendations, by current physical health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|--|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied achievable recommendations | 31 | 15 | 44 | 29 | 26 | 35 | 102 | 24 |
| Satisfied achievable recommendations | 174 | 85 | 108 | 71 | 49 | 65 | 334 | 77 |
| Total | 205 | 100 | 152 | 100 | 75* | 100 | 436 | 100 |

Base: All respondents who received their RtWP reporting whether recommendations were achievable and current physical health at Wave Two (N=435). All respondents who received their RtWP reporting whether recommendations were achievable (N=438). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.25 Satisfaction factor: Achievable recommendations, by change in current physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied achievable recommendations | 47 | 17 | 55 | 36 | 102 | 24 |
| Satisfied achievable recommendations | 231 | 83 | 99 | 64 | 334 | 77 |
| Total | 278 | 100 | 154 | 100 | 436 | 100 |

Base: All respondents who received their RtWP reporting whether recommendations were achievable and change in current physical and mental health since referral to Fit for Work (N=434). All respondents who received their RtWP reporting whether recommendations were achievable (N=438). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.26 Satisfaction factor: Achievable recommendations, by change in current physical and mental health since interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied achievable recommendations | 49 | 18 | 53 | 34 | 102 | 24 |
| Satisfied achievable recommendations | 229 | 82 | 102 | 66 | 334 | 77 |
| Total | 278 | 100 | 155 | 100 | 436 | 100 |

Base: All respondents who received their RtWP reporting whether recommendations were achievable and change in current physical and mental health since interview at Wave One (N=435). All respondents who received their RtWP reporting whether recommendations were achievable (N=438). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.27 Satisfaction factor: Achievable recommendations, by ethnicity (Weighted data)

| Categories | White | | BME | | All | |
|--|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied achievable recommendations | 80 | 21 | 19 | 35 | 102 | 24 |
| Satisfied achievable recommendations | 293 | 79 | 35 | 65 | 334 | 77 |
| Total | 373 | 100 | 54* | 100 | 436 | 100 |

Base: All respondents who received their RtWP reporting whether recommendations were achievable and ethnicity (N=432). All respondents who received their RtWP reporting whether recommendations were achievable (N=438). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

Satisfaction that the RtWP was helpful with a view to returning to work

TA Table 5.28 Satisfaction factor: RtWP was helpful with a view to returning to work, by current employment status at Wave Two (Weighted data)

| Categories | Currently in work | | Not currently in work | | All | |
|--------------------------------------|-------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied RtWP helpful | 51 | 17 | 57 | 38 | 108 | 24 |
| Satisfied RtWP helpful | 245 | 83 | 93 | 62 | 338 | 76 |
| Total | 296 | 100 | 150 | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting on helpfulness of RtWP with a view to returning to work and current employment status at Wave Two (N=448). All respondents who received their RtWP reporting on helpfulness of RtWP with a view to returning to work (N=448). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.29 Satisfaction factor: RtWP was helpful with a view to returning to work, by current mental health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|--------------------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied RtWP helpful | 56 | 21 | 31 | 34 | 20 | 25 | 108 | 24 |
| Satisfied RtWP helpful | 217 | 79 | 61 | 66 | 59 | 75 | 338 | 76 |
| Total | 273 | 100 | 92* | 100 | 79* | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting on helpfulness of RtWP with a view to returning to work and current mental health at Wave Two (N=446). All respondents who received their RtWP reporting on helpfulness of RtWP with a view to returning to work (N=448). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.30 Satisfaction factor: RtWP was helpful with a view to returning to work, by current physical health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|--------------------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied RtWP helpful | 39 | 19 | 47 | 30 | 21 | 23 | 108 | 24 |
| Satisfied RtWP helpful | 170 | 81 | 108 | 70 | 57 | 73 | 338 | 76 |
| Total | 209 | 100 | 155 | 100 | 78* | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting on helpfulness of RtWP with a view to returning to work and current physical health at Wave Two (N=445). All respondents who received their RtWP reporting on helpfulness of RtWP with a view to returning to work (N=448). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.31 Satisfaction factor: RtWP was helpful with a view to returning to work, by change in physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--------------------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied RtWP helpful | 45 | 16 | 63 | 39 | 108 | 24 |
| Satisfied RtWP helpful | 237 | 84 | 97 | 61 | 338 | 76 |
| Total | 282 | 100 | 160 | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting on helpfulness of RtWP with a view to returning to work and change in physical and mental health since referral to Fit for Work (N=444). All respondents who received their RtWP reporting on helpfulness of RtWP with a view to returning to work (N=448). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.32 Satisfaction factor: RtWP was helpful with a view to returning to work, by change in physical and mental health since time of interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--------------------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied RtWP helpful | 49 | 17 | 59 | 37 | 108 | 24 |
| Satisfied RtWP helpful | 233 | 83 | 102 | 63 | 338 | 76 |
| Total | 282 | 100 | 161 | 100 | 446 | 100 |

Base: All respondents who received their RtWP reporting on helpfulness of RtWP with a view to returning to work and change in physical and mental health since time of interview at Wave One (N=445). All respondents who received their RtWP reporting on helpfulness of RtWP with a view to returning to work (N=448). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

Satisfaction that the RtWP contained new suggestions or actions that had not been considered before

TA Table 5.33 Satisfaction factor: RtWP contained new suggestions or actions that had not been considered before, by current employment status at Wave Two (Weighted data)

| Categories | Currently in work | | Not currently in work | | All | |
|--|-------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied RtWP had new suggestions | 78 | 27 | 62 | 42 | 140 | 32 |
| Satisfied RtWP had new suggestions | 212 | 73 | 85 | 58 | 297 | 68 |
| Total | 290 | 100 | 147 | 100 | 437 | 100 |

Base: All respondents who received their RtWP reporting on new actions/recommendations and reported current employment status at Wave Two (N=437). All respondents who received their RtWP reporting on new actions/recommendations (N=437). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.34 Satisfaction factor: RtWP contained new suggestions or actions that had not been considered before, by gender (Weighted data)

| Categories | Male | | Female | | All | |
|-------------------------|------|-------|--------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 49 | 27 | 91 | 36 | 140 | 32 |
| Satisfied | 135 | 73 | 162 | 64 | 297 | 68 |
| Total | 184 | 100 | 253 | 100 | 437 | 100 |

Base: All respondents who received their RtWP reporting on new actions/recommendations and gender (N=437). All respondents who received their RtWP reporting on new actions/recommendations (N=437). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.35 Satisfaction factor: RtWP contained new suggestions or actions that had not been considered before, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|-------------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 49 | 42 | 55 | 35 | 36 | 22 | 140 | 32 |
| Satisfied | 69 | 58 | 101 | 65 | 127 | 78 | 297 | 68 |
| Total | 118 | 100 | 156 | 100 | 163 | 100 | 437 | 100 |

Base: All respondents who received their RtWP reporting on new actions/recommendations and occupation (N=437). All respondents who received their RtWP reporting on new actions/recommendations (N=437). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.36 Satisfaction factor: RtWP contained new suggestions or actions that had not been considered before, by sector at Wave One (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|-------------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 26 | 23 | 41 | 30 | 43 | 39 | 30 | 38 | 140 | 32 |
| Satisfied | 87 | 77 | 94 | 70 | 66 | 61 | 50 | 63 | 297 | 68 |
| Total | 113 | 100 | 135 | 100 | 109 | 100 | 80* | 100 | 437 | 100 |

Base: All respondents who received their RtWP reporting on new actions/recommendations and sector at Wave One (N=437). All respondents who received their RtWP reporting on new actions/recommendations (N=437). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.37 Satisfaction factor: RtWP contained new suggestions or actions that had not been considered before, by sector at Wave Two (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|-------------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 8 | 15 | 30 | 24 | 28 | 38 | 12 | 30 | 140 | 32 |
| Satisfied | 44 | 85 | 95 | 76 | 45 | 62 | 28 | 70 | 297 | 68 |
| Total | 52* | 100 | 125 | 100 | 73* | 100 | 40* | 100 | 437 | 100 |

Base: All respondents who received their RtWP reporting on new actions/recommendations and sector at Wave Two (N= 294). All respondents who received their RtWP reporting on new actions/recommendations (N=437). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.38 Satisfaction factor: RtWP contained new suggestions or actions that had not been considered before, by current mental health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|--|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied RtWP had new suggestions | 67 | 25 | 41 | 46 | 33 | 43 | 140 | 32 |
| Satisfied RtWP had new suggestions | 201 | 75 | 48 | 54 | 44 | 57 | 297 | 68 |
| Total | 268 | 100 | 89* | 100 | 77* | 100 | 437 | 100 |

Base: All respondents who received their RtWP reporting on new actions/recommendations and current mental health at Wave Two (N=434). All respondents who received their RtWP reporting on new actions/recommendations (N=437). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.39 Satisfaction factor: RtWP contained new suggestions or actions that had not been considered before, by current physical health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|--|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied RtWP had new suggestions | 51 | 25 | 56 | 37 | 32 | 43 | 140 | 32 |
| Satisfied RtWP had new suggestions | 156 | 75 | 95 | 63 | 43 | 57 | 297 | 68 |
| Total | 207 | 100 | 151 | 100 | 75* | 100 | 437 | 100 |

Base: All respondents who received their RtWP on new actions/recommendations and reported current physical health at Wave Two (N=434). All respondents who received their RtWP reporting on new actions/recommendations (N=437). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.40 Satisfaction factor: RtWP contained new suggestions or actions that had not been considered before, by change in physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied RtWP had new suggestions | 64 | 23 | 73 | 47 | 140 | 32 |
| Satisfied RtWP had new suggestions | 214 | 77 | 81 | 53 | 297 | 68 |
| Total | 278 | 100 | 154 | 100 | 437 | 100 |

Base: All respondents who received their RtWP reporting on new actions/recommendations and reporting change in physical and mental health since referral to Fit for Work (N=433). All respondents who received their RtWP reporting on new actions/recommendations (N=437). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.41 Satisfaction factor: RtWP contained new suggestions or actions that had not been considered before, by change in physical and mental health since time of interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied RtWP had new suggestions | 69 | 25 | 71 | 45 | 140 | 32 |
| Satisfied RtWP had new suggestions | 208 | 75 | 87 | 55 | 295 | 68 |
| Total | 277 | 100 | 158 | 100 | 435 | 100 |

Base: All respondents who received their RtWP reporting on new actions/recommendations and reporting change in physical and mental health since time of interview at Wave One (N=435). All respondents who received their RtWP reporting on new actions/recommendations (N=437). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

Overall satisfaction with RtWP

TA Table 5.42 Satisfaction factor: Overall satisfaction with RtWP, by current employment status at Wave Two (Weighted data)

| Categories | Currently in work | | Not currently in work | | All | |
|-------------------------|-------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 46 | 16 | 43 | 29 | 89 | 20 |
| Satisfied | 250 | 84 | 104 | 71 | 354 | 80 |
| Total | 296 | 100 | 147 | 100 | 443 | 100 |

Base: All respondents who received their RtWP reporting overall satisfaction and current employment status at Wave Two (N=444). All respondents who received their RtWP reporting overall satisfaction (N=444). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.43 Satisfaction factor: Overall satisfaction with RtWP, by current mental health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|-------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 41 | 15 | 31 | 34 | 17 | 22 | 89 | 20 |
| Satisfied | 231 | 85 | 60 | 66 | 61 | 78 | 354 | 80 |
| Total | 272 | 100 | 91* | 100 | 78* | 100 | 443 | 100 |

Base: All respondents who received their RtWP reporting overall satisfaction and current mental health at Wave Two (N=442). All respondents who received their RtWP reporting overall satisfaction (N=444). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.44 Satisfaction factor: Overall satisfaction with RtWP, by current physical health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|-------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 41 | 15 | 31 | 34 | 16 | 21 | 89 | 20 |
| Satisfied | 231 | 85 | 60 | 66 | 61 | 78 | 354 | 80 |
| Total | 272 | 100 | 91* | 100 | 78* | 100 | 443 | 100 |

Base: All respondents who received their RtWP reporting overall satisfaction and current physical health at Wave Two (N=441). All respondents who received their RtWP reporting overall satisfaction (N=444). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.45 Satisfaction factor: RtWP covered all issues affecting return to work, by sector at Wave Two (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|-------------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 7 | 13 | 12 | 9 | 18 | 24 | 9 | 23 | 89 | 20 |
| Satisfied | 46 | 87 | 115 | 91 | 58 | 76 | 31 | 78 | 354 | 80 |
| Total | 53* | 100 | 127 | 100 | 76* | 100 | 40* | 100 | 443 | 100 |

Base: All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work and sector at Wave Two (N=293). All respondents who received their RtWP reporting whether RtWP covered all issues affecting return to work (N=442). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.46 Satisfaction factor: Overall satisfaction with RtWP, by change in physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 41 | 15 | 47 | 30 | 89 | 20 |
| Satisfied | 240 | 85 | 110 | 70 | 354 | 80 |
| Total | 281 | 100 | 157 | 100 | 443 | 100 |

Base: All respondents who received their RtWP reporting overall satisfaction and change in physical and mental health since referral to Fit for Work (N=440). All respondents who received their RtWP reporting overall satisfaction (N=444). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.47 Satisfaction factor: Overall satisfaction with RtWP, by change in physical and mental health since interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 44 | 16 | 45 | 29 | 89 | 20 |
| Satisfied | 239 | 84 | 112 | 71 | 354 | 80 |
| Total | 283 | 100 | 157 | 100 | 443 | 100 |

Base: All respondents who received their RtWP reporting overall satisfaction and change in physical and mental health since interview at Wave One (N=441). All respondents who received their RtWP reporting overall satisfaction (N=444). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.48 Satisfaction factor: Satisfaction with RtWP as a whole, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|-------------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 27 | 23 | 38 | 25 | 24 | 14 | 89 | 20 |
| Satisfied | 92 | 77 | 117 | 75 | 145 | 86 | 354 | 80 |
| Total | 119 | 100 | 155 | 100 | 169 | 100 | 443 | 100 |

Base: All respondents who received their RtWP reporting overall satisfaction and occupation (N=444). All respondents who received their RtWP reporting overall satisfaction (N=444). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.49 Satisfaction factor: Satisfaction with RtWP as a whole, by ethnicity (Weighted data)

| Categories | White | | BME | | All | |
|-------------------------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 67 | 18 | 19 | 34 | 89 | 20 |
| Satisfied | 312 | 82 | 37 | 66 | 354 | 80 |
| Total | 379 | 100 | 56* | 100 | 443 | 100 |

Base: All respondents who received their RtWP reporting overall satisfaction and ethnicity (N=439). All respondents who received their RtWP reporting overall satisfaction (N=444). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

Overall how satisfied are you with the service you have received from Fit for Work? (Overall satisfaction with Fit for Work service)

TA Table 5.50 Overall how satisfied are you with the service you have received from Fit for Work? (Weighted data)

| Categories | N | Col % |
|------------------------------------|-----|-------|
| Very satisfied | 232 | 47 |
| Satisfied | 155 | 31 |
| Neither satisfied nor dissatisfied | 62 | 13 |
| Dissatisfied | 21 | 4 |
| Very dissatisfied | 23 | 5 |
| Total | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.51 Overall how satisfied are you with the service you have received from Fit for Work? By current employment status at Wave Two (Weighted data)

| Categories | Currently in work | | Not currently in work | | All | |
|----------------------------------|-------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied with FfW | 59 | 18 | 47 | 27 | 106 | 22 |
| Satisfied with FfW | 261 | 82 | 125 | 73 | 386 | 78 |
| Total | 320 | 100 | 172 | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work and current employment status at Wave Two (N=492). All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.52 Overall how satisfied are you with the service you have received from Fit for Work? By current mental health (Weighted data)

| Categories | Fair | | Same or worse | | Changeable over time | | All | |
|----------------------------------|------|-------|---------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied with FfW | 49 | 17 | 34 | 33 | 22 | 24 | 106 | 22 |
| Satisfied with FfW | 243 | 83 | 70 | 67 | 69 | 76 | 386 | 78 |
| Total | 292 | 100 | 104 | 100 | 91* | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work and current mental health (N=488). All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.53 Overall how satisfied are you with the service you have received from Fit for Work? By current physical health (Weighted data)

| Categories | Fair | | Same or worse | | Changeable over time | | All | |
|--------------------|----------------------------------|-------|---------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| | Neutral or dissatisfied with FfW | 35 | 16 | 46 | 26 | 22 | 26 | 106 |
| Satisfied with FfW | 190 | 84 | 132 | 74 | 64 | 74 | 386 | 78 |
| Total | 225 | 100 | 178 | 100 | 86* | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work and current physical health (N=489). All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.54 Overall how satisfied are you with the service you have received from Fit for Work? By change in current physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--------------------|----------------------------------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Neutral or dissatisfied with FfW | 49 | 16 | 55 | 31 | 106 |
| Satisfied with FfW | 257 | 84 | 125 | 69 | 386 | 78 |
| Total | 306 | 100 | 180 | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work and change in current physical and mental health since referral to Fit for Work (N=487). All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.55 Overall how satisfied are you with the service you have received from Fit for Work? By change in current physical and mental health since time of interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied with FfW | 55 | 18 | 49 | 27 | 106 | 22 |
| Satisfied with FfW | 250 | 82 | 133 | 73 | 386 | 78 |
| Total | 305 | 100 | 182 | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work and change in current physical and mental health since time of interview at Wave One (N=488). All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.56 Overall how satisfied are you with the service you have received from Fit for Work? By satisfaction that RtWP covered all issues affecting respondents' return to work (Weighted data)

| Categories | Neutral/dissatisfied that RtWP covered all issues affecting return to work | | Satisfied that RtWP covered all issues affecting return to work | | All | |
|----------------------------------|--|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied with FfW | 57 | 58 | 36 | 11 | 106 | 22 |
| Satisfied with FfW | 42 | 42 | 305 | 89 | 386 | 78 |
| Total | 99* | 100 | 341 | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work and reporting that RtWP covered all issues affecting return to work (N=442). All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.57 Overall how satisfied are you with the service you have received from Fit for Work? By satisfaction that the RtWP was tailored to particular needs (Weighted data)

| Categories | Neutral/dissatisfied that RtWP tailored to needs | | Satisfied that RtWP tailored to needs | | All | |
|----------------------------------|--|-------|---------------------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied with FfW | 57 | 64 | 36 | 10 | 106 | 22 |
| Satisfied with FfW | 32 | 36 | 320 | 90 | 386 | 78 |
| Total | 89* | 100 | 356 | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work and reporting RtWP was tailored (N=447). All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.58 Overall how satisfied are you with the service you have received from Fit for Work? By satisfaction that the recommendations in RtWPs were achievable (Weighted data)

| Categories | Neutral/dissatisfied that recommendations in RtWP were achievable | | Satisfied that recommendations in RtWP were achievable | | All | |
|----------------------------------|---|-------|--|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied with FfW | 59 | 58 | 31 | 9 | 106 | 22 |
| Satisfied with FfW | 43 | 42 | 303 | 91 | 386 | 78 |
| Total | 102 | 100 | 334 | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work and reporting recommendations were achievable (N=438). All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.59 Overall how satisfied are you with the service you have received from Fit for Work? By satisfaction that the RtWP contained new suggestions or actions that had not been considered before (Weighted data)

| Categories | Neutral/dissatisfied that RtWP contained new suggestions/actions | | Satisfied that RtWP contained new suggestions/actions | | All | |
|--------------------|--|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Neutral or dissatisfied with FfW | 72 | 51 | 20 | 7 | 106 |
| Satisfied with FfW | 68 | 49 | 277 | 93 | 386 | 78 |
| Total | 140 | 100 | 297 | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work and reporting RtWP contained new suggestions (N=437). All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.60 Overall how satisfied are you with the service you have received from Fit for Work? By overall satisfaction with RtWP (Weighted data)

| Categories | Neutral/dissatisfied with RtWP | | Satisfied with RtWP | | All | |
|--------------------|----------------------------------|-------|---------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Neutral or dissatisfied with FfW | 60 | 67 | 31 | 9 | 106 |
| Satisfied with FfW | 29 | 33 | 323 | 91 | 386 | 78 |
| Total | 89* | 100 | 354 | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction with Fit for Work and overall satisfaction with RtWP (N=444). All respondents reporting overall satisfaction with Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

5.2 Sharing and discussing the RtWP

5.2.1 Sharing the RtWP with GPs

No data tables.

5.2.2 Sharing the RtWP with employers

TA Table 5.61 Did you agree that your RtWP could be shared with your employer? (Weighted data)

| Categories | N | Col % |
|--|-----|-------|
| Yes, all of it | 621 | 76 |
| Yes, some of it | 122 | 15 |
| No, none of it | 54 | 7 |
| Don't know/can't recall | 15 | 2 |
| Total | 813 | 100 |
| Did not agree to share ALL of the RtWP | 176 | 22 |

Base: All who received their RtWP (N=814). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.62 Did you agree that your RtWP could be shared with your employer? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|--|-----|-------|----------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Yes, all of it | 141 | 65 | 463 | 80 | 621 | 76 |
| Yes, some of it | 38 | 17 | 85 | 15 | 122 | 15 |
| No, none of it | 35 | 16 | 17 | 3 | 54 | 7 |
| Don't know/can't recall | 4 | 2 | 12 | 2 | 15 | 2 |
| Total | 217 | 100 | 576 | 100 | 813 | 100 |
| Did not agree to share ALL of the RtWP | 73 | 33 | 101 | 18 | 176 | 22 |

Base: All who received their RtWP and reported referral route (N = 793). All who received their RtWP (N=814). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.63 Did you agree that your RtWP could be shared with your employer? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|--|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes, all of it | 200 | 69 | 250 | 81 | 180 | 80 | 620 | 76 |
| Yes, some of it | 50 | 17 | 40 | 13 | 30 | 14 | 120 | 15 |
| No, none of it | 30 | 10 | 10 | 4 | 10 | 5 | 50 | 7 |
| Don't know/ can't recall | 10 | 3 | 10 | 2 | 0 | 0 | 20 | 2 |
| Total | 290 | 100 | 310 | 100 | 220 | 100 | 810 | 100 |
| Did not agree to share ALL of the RtWP | 80 | 28 | 50 | 17 | 40 | 19 | 180 | 22 |

Base: All who received their RtWP and reported health condition (N=810). All who received their RtWP (N=814). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.64 Did you agree that your RtWP could be shared with your employer? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|--|----------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes, all of it | 134 | 69 | 332 | 77 | 155 | 83 | 621 | 76 |
| Yes, some of it | 40 | 21 | 67 | 16 | 15 | 8 | 122 | 15 |
| No, none of it | 16 | 8 | 24 | 6 | 13 | 7 | 54 | 7 |
| Don't know/can't recall | 4 | 2 | 9 | 2 | 3 | 1 | 15 | 2 |
| Total | 193 | 100 | 431 | 100 | 186 | 100 | 813 | 100 |
| Did not agree to share ALL of the RtWP | 56 | 29 | 91 | 21 | 28 | 15 | 176 | 22 |

Base: All who received their RtWP and reported age (N = 810). All who received their RtWP (N=814). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.65 Did you agree that your RtWP could be shared with your employer? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|--|------------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Yes, all of it | 421 | 79 | 201 | 72 | 621 | 76 |
| Yes, some of it | 78 | 15 | 44 | 16 | 122 | 15 |
| No, none of it | 24 | 4 | 30 | 11 | 54 | 7 |
| Don't know/can't recall | 12 | 2 | 3 | 1 | 15 | 2 |
| Total | 535 | 100 | 278 | 100 | 813 | 100 |
| Did not agree to share ALL of the RtWP | 102 | 19 | 74 | 27 | 176 | 22 |

Base: All who received their RtWP (N=814). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.66 England and Wales: Did you agree that your RtWP could be shared with your employer? By health condition

| Categories | Mental health | | MSK | | Other | | All | |
|----------------------------------|---------------|-------|-------|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Shared RtWP with employer | 1,024 | 87 | 1,266 | 92 | 1,464 | 94 | 3,754 | 91 |
| Did not share RtWP with employer | 159 | 13 | 104 | 8 | 91 | 6 | 354 | 9 |
| Total | 1,183 | 100 | 1,370 | 100 | 1,555 | 100 | 4,108 | 100 |

Base: All who received their RtWP (N=4,108).

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016.

TA Table 5.67 Scotland: Did you agree that your RtWP could be shared with your employer? By health condition

| Categories | Mental health | | MSK | | Other | | All | |
|----------------------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Shared RtWP with employer | 174 | 87 | 138 | 91 | 159 | 96 | 471 | 91 |
| Did not share RtWP with employer | 26 | 13 | 13 | 9 | 6 | 4 | 45 | 9 |
| Total | 200 | 100 | 151 | 100 | 165 | 100 | 516 | 100 |

Base: All who received their RtWP (N=516).

Source: Scottish management information, clients referred and discharged October 2015-December 2016, where health data is available.

TA Table 5.68 Did you discuss your RtWP with your employer? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|------------------------------------|------------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Discussed RtWP with employer | 470 | 87 | 190 | 68 | 660 | 81 |
| Did not discuss RtWP with employer | 60 | 12 | 90 | 32 | 150 | 19 |
| Don't know/can't recall | 0 | 1 | 0 | 0 | 10 | 1 |
| Total | 540 | 100 | 280 | 100 | 810 | 100 |

Base: All who received their RtWP (N=814). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.69 Did you discuss your RtWP with your employer? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|------------------------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Discussed RtWP with employer | 220 | 77 | 250 | 81 | 180 | 85 | 660 | 81 |
| Did not discuss RtWP with employer | 60 | 22 | 60 | 18 | 30 | 15 | 150 | 19 |
| Don't know/can't recall | 0 | 1 | 0 | 1 | 0 | 0 | 10 | 1 |
| Total | 290 | 100 | 310 | 100 | 220 | 100 | 810 | 100 |

Base: All who received their RtWP (N=814). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.70 How helpful was that discussion with your employer, with a view to getting you back to work? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|-------------------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Very helpful | 110 | 49 | 120 | 49 | 100 | 52 | 330 | 50 |
| Fairly helpful | 50 | 21 | 60 | 24 | 50 | 24 | 150 | 23 |
| Neither helpful nor unhelpful | 30 | 12 | 30 | 13 | 20 | 13 | 90 | 13 |
| Fairly unhelpful | 10 | 6 | 10 | 4 | 10 | 3 | 30 | 4 |
| Very unhelpful | 30 | 12 | 20 | 9 | 10 | 7 | 60 | 10 |
| Don't know | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 |
| Total | 220 | 100 | 250 | 100 | 180 | 100 | 660 | 100 |

Base: All who discussed their RtWP with their employer (N=656). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

5.3 Return to Work Plan Recommendations

5.3.1 The nature of recommendations

TA Table 5.71 Were there recommendations in that RtWP for you/your organisation? By sector (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure and creative | | Business services and other | | Health, care and charity | | Public administration and public services | | All | |
|--------------------|--|-------|---|-------|-----------------------------|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Recommendations | 90 | 85 | 80 | 89 | 30 | [80] | 40 | [95] | 90 | 93 | 330 | 89 |
| No recommendations | 20 | 15 | 10 | 11 | 10 | [20] | 0 | [5] | 10 | 7 | 40 | 11 |
| Total | 100 | 100 | 90* | 100 | 40* | [100] | 40* | [100] | 100* | 100 | 380 | 100 |

Base: All respondents that received an RtWP and recalled recommendations (N=375). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employer survey.

TA Table 5.72 Were there recommendations in that RtWP for you/your organisation? By organisation type (Weighted data)

| Categories | Private sector | | Charity/ voluntary sector | | Local/central government, financial body | | All | |
|--------------------|----------------|----------|---------------------------------|----------|--|----------|-----|----------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Recommendations | 230 | 87 | 50 | 96 | 50 | 91 | 330 | 89 |
| No recommendations | 40 | 13 | 0 | 4 | 10 | 9 | 40 | 11 |
| Total | 260 | 100 | 60* | 100 | 50* | 100 | 380 | 100 |

Base: All respondents that received an RtWP, recalled recommendations and reported organisation type (N=370). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employer survey.

5.3.2 The take-up of recommendations

TA Table 5.73 Have the recommendations in your RtWP actually taken place? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|--|-----|----------|----------|----------|-----|----------|
| | N | Col % | N | Col % | N | Col % |
| Yes, all of them | 70 | 31 | 250 | 43 | 320 | 39 |
| Yes, some of them | 60 | 27 | 110 | 20 | 180 | 22 |
| No, none of them | 40 | 17 | 70 | 12 | 110 | 14 |
| Not applicable – not back at work/not returning to work | 50 | 25 | 140 | 24 | 200 | 25 |
| Not applicable – only just back at work so not actioned | 0 | 1 | 10 | 1 | 10 | 1 |
| Total | 220 | 100 | 580 | 100 | 810 | 100 |

Base: All who received their RtWP (N=814). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

**TA Table 5.74 Have the recommendations in your RtWP actually taken place?
By health condition (Weighted data)**

| Categories | Mental health | | MSK | | Other | | All | |
|---|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes, all of them | 90 | 33 | 130 | 42 | 100 | 46 | 320 | 39 |
| Yes, some of them | 80 | 28 | 60 | 19 | 40 | 17 | 180 | 22 |
| No, none of them | 40 | 15 | 40 | 12 | 30 | 14 | 110 | 14 |
| Not applicable – not back at work/not returning to work | 70 | 24 | 80 | 26 | 50 | 23 | 200 | 25 |
| Not applicable – only just back at work so not actioned | 0 | 1 | 0 | 1 | 0 | 0 | 10 | 1 |
| Total | 290 | 100 | 310 | 100 | 220 | 100 | 810 | 100 |

Base: All who received their RtWP (N=814). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

**TA Table 5.75 Have the recommendations in your RtWP actually taken place?
By occupation (Weighted data)**

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|---|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes, all of them | 90 | 42 | 100 | 35 | 130 | 42 | 320 | 39 |
| Yes, some of them | 60 | 27 | 60 | 20 | 60 | 19 | 180 | 22 |
| No, none of them | 30 | 16 | 40 | 14 | 40 | 11 | 110 | 14 |
| Not applicable – not back at work/not returning to work | 30 | 15 | 90 | 29 | 80 | 27 | 200 | 26 |
| Not applicable – only just back at work so not actioned | 0 | 0 | 0 | 1 | 0 | 0 | 10 | 1 |
| Total | 210 | 100 | 290 | 100 | 310 | 100 | 810 | 100 |

Base: All who received their RtWP (N=814). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.76 Which recommendations were acted on? By size (Weighted data)

Multiple responses included

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|-----------------------|------------------------|----|------------------|----|----------------|----|-----|----|
| | N | % | N | % | N | % | N | % |
| Phased Return To Work | 50 | 87 | 71 | 88 | 115 | 94 | 238 | 89 |
| Amended Duties | 33 | 57 | 59 | 73 | 85 | 69 | 205 | 77 |
| Altered Hours | 45 | 78 | 62 | 78 | 97 | 79 | 180 | 68 |
| Workplace Adaptations | 19 | 33 | 24 | 30 | 45 | 36 | 91 | 34 |
| Alternative Work | 15 | 25 | 27 | 34 | 37 | 30 | 81 | 30 |
| Base | 62* | | 81* | | 125 | | 273 | |

Base: Respondents that had fully or partially implemented recommendations and reported size (N = 268). Respondents that had fully or partially implemented recommendations (N=273).

Source: Fit for Work evaluation Wave One employer survey.

TA Table 5.77 Any subsequent employer action on remaining RtWP actions (Weighted data)

| Categories | N | Col % |
|---|-----|-------|
| Employer has now acted on recommendations | 29 | 27 |
| Employer has not acted on recommendations | 80 | 73 |
| Total | 109 | 100 |

Base: All respondents who had remaining actions for their employer at Wave One (N=107). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.78 Reasons given for remaining employer RtWP actions not being enacted (Weighted data)

| <i>Multiple responses included</i> | |
|--|-----|
| Categories | % |
| Employer disregarded them/did not want to implement them | 22 |
| No specific reason | 20 |
| Couldn't deliver in my work context/not practicable | 15 |
| They have been implemented | 15 |
| I have left work | 12 |
| Recommendation(s) cost too much | 7 |
| I did not want action taken | 4 |
| I was not ready to return to work when the recommendations were received | 3 |
| I have changed job role | 2 |
| Recommendations would not benefit me | 1 |
| Other | 7 |
| Base | 56* |

Base: All respondents who had remaining actions for their employer at Wave One (N=56). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.79 Permanent changes at work to help respondents to remain in work (Weighted data)

| <i>Multiple responses included</i> | |
|------------------------------------|-----|
| Categories | % |
| No arrangements are in place | 76 |
| Changed hours of work | 8 |
| Provision of workplace adjustments | 6 |
| Changed duties | 5 |
| Reduced workload | 4 |
| Changed pattern of work | 3 |
| Working at home or closer to home | 2 |
| Phased return to work | 1 |
| Other | 5 |
| Base | 372 |

Base: All respondents currently in work at Wave Two reporting on any permanent changes at work (N=372). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.80 Permanent changes at work to help respondents to remain in work (Weighted data)

| Categories | N | Col % |
|------------------------------|-----|-------|
| No arrangements are in place | 282 | 76 |
| Some arrangements in place | 89 | 24 |
| Total | 371 | 100 |

Base: All respondents currently in work at Wave Two reporting on any permanent changes at work (N=372). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.81 Temporary changes at work to help respondents to remain in work (Weighted data)

| Categories | N | Col % |
|------------------------------|-----|-------|
| No arrangements are in place | 310 | 83 |
| Some arrangements in place | 63 | 17 |
| Total | 372 | 100 |

Base: All respondents currently in work at Wave Two reporting on any temporary changes at work (N=373). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.82 Types of temporary changes at work to help respondents to remain in work (Weighted data)

| <i>Multiple responses included</i> | |
|------------------------------------|-----|
| Categories | % |
| No arrangements are in place | 83 |
| Changed duties | 5 |
| Changed hours of work | 5 |
| Phased return to work | 2 |
| Reduced workload | 2 |
| Changed pattern of work | 2 |
| Provision of workplace adjustments | 2 |
| Working at home or closer to home | 0 |
| Other | 4 |
| Base | 373 |

Base: All respondents currently in work at Wave Two and respondents who went back to work for a while reporting on any temporary changes at work (N=373). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.83 Any permanent changes at work to help respondents stay in their role, by employment status at Wave Two (Weighted data)

| Categories | Currently working | | Not currently working | | All | |
|------------------------|-------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| No permanent changes | 249 | 78 | 33 | 65 | 282 | 76 |
| Some permanent changes | 71 | 22 | 18 | 35 | 89 | 24 |
| Total | 320 | 100 | 51* | 100 | 371 | 100 |

Base: All respondents currently in work at Wave Two reporting on any permanent change and employment status at Wave Two (N=372). All respondents currently in work at Wave Two reporting on any permanent change (N=372). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.84 Any permanent changes at work to help respondents stay in their role, by gender (Weighted data)

| Categories | Male | | Female | | All | |
|------------------------|------|-------|--------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| No permanent changes | 133 | 83 | 149 | 71 | 282 | 76 |
| Some permanent changes | 27 | 17 | 62 | 29 | 89 | 24 |
| Total | 160 | 100 | 211 | 100 | 371 | 100 |

Base: All respondents currently in work at Wave Two reporting on any permanent change and gender (N=372). All respondents currently in work at Wave Two reporting on any permanent change (N=372). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.85 Any permanent changes at work to help respondents stay in their role, by current physical health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| No permanent changes | 170 | 85 | 73 | 64 | 36 | 68 | 282 | 76 |
| Some permanent changes | 30 | 15 | 41 | 36 | 17 | 32 | 89 | 24 |
| Total | 200 | 100 | 114 | 100 | 53* | 100 | 371 | 100 |

Base: All respondents currently in work at Wave Two reporting on any permanent change and current physical health (N=369). All respondents currently in work at Wave Two reporting on any permanent change (N=372). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.86 Any permanent changes at work to help respondents stay in their role, by change in employer between Wave One and Wave Two (Weighted data)

| Categories | Same employer | | Different employer | | All | |
|------------------------|---------------|-------|--------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| No permanent changes | 158 | 72 | 87 | 91 | 282 | 76 |
| Some permanent changes | 61 | 28 | 9 | 9 | 89 | 24 |
| Total | 219 | 100 | 96* | 100 | 371 | 100 |

Base: All respondents currently in work at Wave Two reporting on any permanent change and reporting change in employer between Wave One and Wave Two (N=318). All respondents currently in work at Wave Two reporting on any permanent change (N=372). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.87 Any temporary changes at work to help respondents stay in their role, by employment status at Wave Two (Weighted data)

| Categories | Currently working | | Not currently working | | All | |
|------------------------|-------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| No temporary changes | 279 | 87 | 30 | 58 | 310 | 83 |
| Some temporary changes | 41 | 13 | 22 | 42 | 63 | 27 |
| Total | 320 | 100 | 52* | 100 | 372 | 100 |

Base: All respondents currently in work at Wave Two reporting any temporary changes and employment status at Wave Two (N=373). All respondents currently in work at Wave Two reporting any temporary changes (N=373). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.88 Any temporary changes at work to help respondents stay in their role, by health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|------------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| No temporary changes | 116 | 87 | 118 | 86 | 73 | 74 | 310 | 83 |
| Some temporary changes | 17 | 13 | 19 | 14 | 26 | 26 | 63 | 27 |
| Total | 133 | 100 | 137 | 100 | 99* | 100 | 372 | 100 |

Base: All respondents currently in work at Wave Two reporting any temporary changes and health condition (N=370). All respondents currently in work at Wave Two reporting any temporary changes (N=373). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.89 Any temporary changes at work to help respondents stay in their role, by gender (Weighted data)

| Categories | Male | | Female | | All | |
|------------------------|------|-------|--------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| No temporary changes | 141 | 88 | 169 | 80 | 310 | 83 |
| Some temporary changes | 20 | 12 | 43 | 20 | 63 | 27 |
| Total | 161 | 100 | 212 | 100 | 372 | 100 |

Base: All respondents currently in work at Wave Two reporting any temporary changes and gender (N=373). All respondents currently in work at Wave Two reporting any temporary changes (N=373). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.90 Any temporary changes at work to help respondents stay in their role, by size of employer at Wave One (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|------------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| No temporary changes | 76 | 75 | 117 | 85 | 94 | 90 | 310 | 83 |
| Some temporary changes | 25 | 25 | 20 | 15 | 11 | 11 | 63 | 27 |
| Total | 101 | 100 | 137 | 100 | 105 | 100 | 372 | 100 |

Base: All respondents currently in work at Wave Two reporting any temporary changes and size of employer at Wave One (N=342). All respondents currently in work at Wave Two reporting any temporary changes (N=373). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.91 Any temporary changes at work to help respondents stay in their role, by current physical health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| No temporary changes | 176 | 88 | 90 | 79 | 40 | 74 | 310 | 83 |
| Some temporary changes | 25 | 12 | 24 | 21 | 14 | 26 | 63 | 27 |
| Total | 201 | 100 | 114 | 100 | 54* | 100 | 372 | 100 |

Base: All respondents currently in work at Wave Two reporting any temporary changes and current physical health (N=370). All respondents currently in work at Wave Two reporting any temporary changes (N=373). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.92 Any temporary changes at work to help respondents stay in their role, by change in employer between Wave One and Wave Two (Weighted data)

| Categories | Same employer | | Different employer | | All | |
|------------------------|---------------|-------|--------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| No temporary changes | 180 | 83 | 90 | 98 | 310 | 83 |
| Some temporary changes | 40 | 17 | 0 | 2 | 60 | 27 |
| Total | 220 | 100 | 100* | 100 | 370 | 100 |

Base: All respondents currently in work at Wave Two reporting any temporary changes and change in employer between Wave One and Wave Two (N=318). All respondents currently in work at Wave Two reporting any temporary changes (N=373). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave Two employee survey.

5.4 Signposting

No data tables

5.5 Value of the RtWP

5.5.1 Views on the use of the RtWP

TA Table 5.93 On paper, how helpful were the recommendations with a view to facilitating your employees' return to work? By size (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|-------------------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Very helpful | 20 | 28 | 40 | 46 | 50 | 34 | 120 | 36 |
| Fairly helpful | 30 | 40 | 40 | 39 | 70 | 46 | 140 | 43 |
| Neither helpful nor unhelpful | 10 | 12 | 10 | 12 | 10 | 9 | 40 | 11 |
| Fairly unhelpful | 10 | 9 | 0 | 1 | 10 | 4 | 20 | 4 |
| Or very unhelpful | 10 | 11 | 0 | 2 | 10 | 6 | 20 | 6 |
| Total | 80* | 100 | 100* | 100 | 150 | 100 | 330 | 100 |

Base: All respondents with recommendation in the RtWP and reporting size, (N=324). All respondents with recommendations in the RtWP (N=331). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 5.94 On paper, how helpful were the recommendations with a view to facilitating your employees' return to work? By whether have an occupational health service (Weighted data)

| Categories | Access to OH service | | No access to OH | | All | |
|-------------------------------|----------------------|-------|-----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Very helpful | 69 | 43 | 51 | 30 | 120 | 36 |
| Fairly helpful | 73 | 45 | 68 | 40 | 141 | 43 |
| Neither helpful nor unhelpful | 10 | 6 | 26 | 15 | 36 | 11 |
| Fairly unhelpful | 4 | 2 | 11 | 6 | 15 | 4 |
| Or very unhelpful | 6 | 4 | 14 | 8 | 20 | 6 |
| Total | 162 | 100 | 170 | 100 | 331 | 100 |

Base: All respondents with recommendation in the RtWP and reporting access to occupational health (N=332). All respondents with recommendations in the RtWP (N=331). Unweighted.

Source: Fit for Work evaluation employer survey.

5.5.2 Certifying absence from work and using as a Fit Note

No data tables

5.5.3 Employer use of tax exemption

**TA Table 5.95 Which of the following statements applies to this organisation?
By organisation size (Weighted data)**

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|--|------------------------|------------|------------------|------------|----------------|------------|------------|------------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| We have used this tax exemption in the past | 0 | 0 | 0 | 1 | 10 | 2 | 10 | 1 |
| We are aware of this tax exemption but not used it in the past | 40 | 33 | 60 | 40 | 100 | 45 | 200 | 40 |
| We are not aware of this tax exemption at all | 90 | 67 | 90 | 57 | 90 | 41 | 270 | 53 |
| Don't know/unsure | 0 | 0 | 0 | 2 | 30 | 12 | 30 | 6 |
| Total | 130 | 100 | 150 | 100 | 210 | 100 | 500 | 100 |

Base: All respondents reporting size (N=493). All respondents (N=504). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 5.96 Which of the following statements applies to this organisation? By sector (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure and creative | | Business services and other | | Health, care and charity | | Public administration and public services | | All | |
|--|--|-------|---|-------|-----------------------------|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| We have used this tax exemption in the past | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 | 10 | 1 |
| We are aware of this tax exemption but not used it in the past | 70 | 52 | 40 | 30 | 30 | [57] | 20 | 32 | 40 | 34 | 200 | 40 |
| We are not aware of this tax exemption at all | 70 | 46 | 70 | 56 | 20 | [39] | 40 | 61 | 70 | 57 | 270 | 53 |
| Don't know/unsure | 0 | 1 | 20 | 12 | 0 | [5] | 0 | 5 | 10 | 7 | 30 | 6 |
| Total | 140 | 100 | 130 | 100 | 40* | 100 | 60* | 100 | 130 | 100 | 500 | 100 |

Base: All respondents giving sector (N=498). All respondents (N=504). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

**TA Table 5.97 Which of the following statements applies to this organisation?
By whether employer received an RtWP for some/all employees (Weighted data)**

| Categories | Received an RtWP | | Did not receive an RtWP | | All | |
|--|---|-------|-------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | We have used this tax exemption in the past | 7 | 2 | 0 | 0 | 7 |
| We are aware of this tax exemption but not used it in the past | 173 | 44 | 26 | 25 | 201 | 40 |
| We are not aware of this tax exemption at all | 189 | 48 | 74 | 70 | 265 | 53 |
| Don't know/unsure | 25 | 6 | 6 | 6 | 31 | 6 |
| Total | 394 | 100 | 106 | 100 | 504 | 100 |

Base: All respondents recalling RtWP (N=500). All respondents (N=504). Unweighted.

Source: Fit for Work evaluation employer survey.

**TA Table 5.98 Which of the following statements applies to this organisation?
By whether had any contact with a case manager (Weighted data)**

| Categories | Had contact with case manager | | No contact with case manager | | All | |
|--|---|-------|------------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | We have used this tax exemption in the past | 10 | 2 | 0 | 0 | 10 |
| We are aware of this tax exemption but not used it in the past | 130 | 52 | 70 | 29 | 200 | 40 |
| We are not aware of this tax exemption at all | 100 | 41 | 160 | 63 | 270 | 53 |
| Don't know/unsure | 10 | 4 | 20 | 8 | 30 | 6 |
| Total | 250 | 100 | 260 | 100 | 500 | 100 |

Base: All respondents recalling case manager (N=501). All respondents (N=504). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 5.99 Would you consider using this tax exemption in the future to fund medical treatments to help employees get back to work? By size (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|-------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes, definitely | 40 | 32 | 60 | 42 | 60 | 28 | 170 | 33 |
| Yes, possibly | 70 | 54 | 80 | 54 | 100 | 49 | 260 | 51 |
| No | 10 | 10 | 10 | 4 | 10 | 6 | 30 | 6 |
| Not applicable | 0 | 1 | 0 | 0 | 10 | 5 | 10 | 2 |
| Unsure/don't know | 0 | 3 | 0 | 1 | 30 | 12 | 40 | 7 |
| Total | 130 | 100 | 150 | 100 | 210 | 100 | 500 | 100 |

Base: All respondents reporting size (N=494). All respondents (N=504). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 5.100 Would you consider using this tax exemption in the future to fund medical treatments to help employees get back to work? By sector (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure and creative | | Business services and other | | Health, care and charity | | Public administration and public services | | All | |
|-------------------|--|-------|---|-------|-----------------------------|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes, definitely | 60 | 40 | 40 | 34 | 10 | [30] | 20 | 31 | 30 | 26 | 170 | 33 |
| Yes, possibly | 70 | 48 | 60 | 43 | 20 | [55] | 40 | 63 | 70 | 57 | 260 | 51 |
| No | 10 | 8 | 10 | 4 | 10 | [11] | 0 | 3 | 10 | 5 | 30 | 6 |
| Not applicable | 0 | 1 | 10 | 5 | 0 | [2] | 0 | 0 | 0 | 2 | 10 | 2 |
| Unsure/don't know | 0 | 2 | 20 | 14 | 0 | [2] | 0 | 3 | 10 | 10 | 40 | 7 |
| Total | 140 | 100 | 130 | 100 | 40* | 100 | 60* | 100 | 130 | 100 | 500 | 100 |

Base: All respondents (N=504). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 5.101 Would you consider using this tax exemption in the future to fund medical treatments to help employees get back to work? By organisation type (Weighted data)

| Categories | Private sector | | Charity/ voluntary sector | | Local/central government, financial body | | All | |
|-------------------|----------------|----------|---------------------------------|----------|--|----------|-----|----------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes, definitely | 120 | 34 | 30 | 43 | 10 | 19 | 170 | 33 |
| Yes, possibly | 170 | 49 | 40 | 53 | 40 | 63 | 260 | 51 |
| No | 30 | 7 | 0 | 1 | 0 | 5 | 30 | 6 |
| Not applicable | 10 | 3 | 0 | 0 | 0 | 2 | 10 | 2 |
| Unsure/don't know | 30 | 7 | 0 | 3 | 10 | 13 | 40 | 7 |
| Total | 360 | 100 | 80 | 100 | 60 | 100 | 500 | 100 |

Base: All respondents reporting organisation type (N=498). All respondents (N=504). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 5.102 Would you consider using this tax exemption in the future to fund medical treatments to help employees get back to work? By whether have an occupational health service (Weighted data)

| Categories | Access to OH service | | No access to OH | | All | |
|-------------------|-------------------------|----------|--------------------|----------|-----|----------|
| | N | Col % | N | Col % | N | Col % |
| Yes, definitely | 80 | 34 | 80 | 32 | 165 | 33 |
| Yes, possibly | 110 | 46 | 150 | 57 | 259 | 51 |
| No | 10 | 5 | 20 | 7 | 30 | 6 |
| Not applicable | 10 | 4 | 0 | 1 | 12 | 2 |
| Unsure/don't know | 30 | 10 | 10 | 4 | 37 | 7 |
| Total | 240 | 100 | 260 | 100 | 504 | 100 |

Base: All respondents giving access to OH status (N=496). All respondents (N=504). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

5.6 Post-RtWP support

TA Table 5.103 Did you have any further contact with your Fit for Work case manager once you had agreed your RtWP? By region (Weighted data)

| Categories | England and Wales | | Scotland | | All | |
|-------------------------|-------------------|-------|----------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Had further contact | 390 | 53 | 20 | 32 | 420 | 51 |
| Had no further contact | 320 | 43 | 50 | 65 | 370 | 45 |
| Don't know/can't recall | 30 | 3 | 0 | 3 | 30 | 3 |
| Total | 740 | 100 | 70* | 100 | 810 | 100 |

Base: All who received their RtWP and reported region (N=809). All who received their RtWP (N=814). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.104 Did you have any further contact with your Fit for Work case manager once you had agreed your RtWP? By occupation (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|-------------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Had further contact | 120 | 57 | 138 | 47 | 159 | 51 | 417 | 51 |
| Had no further contact | 85 | 40 | 145 | 49 | 139 | 45 | 369 | 45 |
| Don't know/can't recall | 6 | 3 | 10 | 3 | 11 | 4 | 27 | 3 |
| Total | 211 | 100 | 293 | 100 | 309 | 100 | 813 | 100 |

Base: All who received their RtWP (N=814). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

5.6.1 Support from other organisations

TA Table 5.105 At the same time as you were in contact with Fit for Work, did you receive help with the obstacles affecting your return to work from anyone else? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|----------------------|---------------|-------|-----|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Received help | 170 | 49 | 100 | 26 | 90 | 29 | 360 | 35 |
| Did not receive help | 170 | 51 | 300 | 74 | 200 | 68 | 680 | 65 |
| Don't know | 0 | 0 | 0 | 0 | 10 | 2 | 10 | 1 |
| Total | 340 | 100 | 400 | 100 | 300 | 100 | 1,050 | 100 |

Base: All respondents reporting a health condition (N=1,035). All respondents (N=1,045). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.106 At the same time as you were in contact with Fit for Work, did you receive help with the obstacles affecting your return to work from anyone else? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|----------------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Received help | 100 | 39 | 190 | 35 | 70 | 29 | 360 | 35 |
| Did not receive help | 160 | 61 | 340 | 63 | 180 | 71 | 680 | 65 |
| Don't know | 0 | 1 | 10 | 1 | 0 | 0 | 10 | 1 |
| Total | 260 | 100 | 530 | 100 | 250 | 100 | 1,050 | 100 |

Base: All respondents reporting age (N=1,040). All respondents (N=1,045). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.107 At the same time as you were in contact with Fit for Work, did you receive help with the obstacles affecting your return to work from anyone else? By occupation (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|----------------------|----------------------------|-------|----------------------------------|-------|---|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Received help | 120 | 44 | 130 | 36 | 120 | 27 | 360 | 35 |
| Did not receive help | 140 | 55 | 230 | 64 | 300 | 71 | 680 | 65 |
| Don't know | 0 | 1 | 0 | 0 | 10 | 2 | 10 | 1 |
| Total | 260 | 100 | 370 | 100 | 420 | 100 | 1,050 | 100 |

Base: All respondents (N=1,045). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.108 Subsequent support received from other sources (Weighted data)

| <i>Multiple responses included</i> | |
|---|-----|
| Categories | % |
| No further support | 71 |
| Another health professional | 14 |
| GP | 7 |
| Employer's occupational health department or contractor | 6 |
| Other source | 6 |
| Family/friends | 1 |
| Trade union | 1 |
| Base | 492 |

Base: All respondents reporting subsequent support (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.109 Receipt of support from sources other than Fit for Work post-discharge, by size of employer at Wave Two (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|---------------------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Did not receive further support | 63 | 71 | 92 | 84 | 64 | 67 | 354 | 72 |
| Received further support | 26 | 29 | 42 | 24 | 31 | 33 | 138 | 28 |
| Total | 89* | 100 | 110 | 100 | 95* | 100 | 492 | 100 |

Base: All respondents reporting receipt of support from external sources and size of employer at Wave Two (N=296). All respondents reporting receipt of support from external sources (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.110 Receipt of support from sources other than Fit for Work post-discharge, by age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55 and over | | All | |
|---------------------------------|----------|-------|-------|-------|-------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Did not receive further support | 75 | 63 | 194 | 75 | 80 | 73 | 354 | 72 |
| Received further support | 45 | 38 | 65 | 25 | 30 | 27 | 138 | 28 |
| Total | 120 | 100 | 259 | 100 | 110 | 100 | 492 | 100 |

Base: All respondents reporting receipt of support from external sources and age (N=491). All respondents reporting receipt of support from external sources (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.111 Receipt of support from sources other than Fit for Work post-discharge, by primary health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|---------------------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Did not receive further support | 100 | 62 | 144 | 78 | 105 | 75 | 354 | 72 |
| Received further support | 62 | 38 | 41 | 22 | 35 | 25 | 138 | 28 |
| Total | 162 | 100 | 185 | 100 | 140 | 100 | 492 | 100 |

Base: All respondents reporting receipt of support from external sources and health condition (N=487). All respondents reporting receipt of support from external sources (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.112 Receipt of support from sources other than Fit for Work post-discharge, by current mental health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|---------------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Did not receive further support | 235 | 80 | 62 | 60 | 52 | 57 | 354 | 72 |
| Received further support | 58 | 20 | 42 | 40 | 40 | 43 | 138 | 28 |
| Total | 293 | 100 | 104 | 100 | 92* | 100 | 492 | 100 |

Base: All respondents reporting receipt of support from external sources and current mental health at Wave Two (N=488). All respondents reporting receipt of support from external sources (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.113 Receipt of support from sources other than Fit for Work post-discharge, by current physical health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|---------------------------------|------------|------------|--------------|------------|----------------------|------------|------------|------------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Did not receive further support | 173 | 77 | 113 | 64 | 65 | 75 | 354 | 72 |
| Received further support | 52 | 23 | 64 | 36 | 22 | 25 | 138 | 28 |
| Total | 225 | 100 | 177 | 100 | 87* | 100 | 492 | 100 |

Base: All respondents reporting receipt of support from external sources and current physical health at Wave Two (N=489). All respondents reporting receipt of support from external sources (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.114 Receipt of support from sources other than Fit for Work post-discharge, by primary health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|---------------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Did not receive further support | 100 | 62 | 144 | 78 | 105 | 75 | 354 | 72 |
| Received further support | 62 | 38 | 41 | 22 | 35 | 25 | 138 | 28 |
| Total | 162 | 100 | 185 | 100 | 140 | 100 | 492 | 100 |

Base: All respondents reporting receipt of support from external sources and health condition (N=487). All respondents reporting receipt of support from external sources (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

5.6.1 Support from case managers

TA Table 5.115 Did you have any further contact with your Fit for Work case manager once you had agreed your RtWP? By region (Weighted data)

| Categories | England and Wales | | Scotland | | All | |
|-------------------------|-------------------|-------|----------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Had further contact | 390 | 53 | 20 | 32 | 420 | 51 |
| Had no further contact | 320 | 43 | 50 | 65 | 370 | 45 |
| Don't know/can't recall | 30 | 3 | 0 | 3 | 30 | 3 |
| Total | 740 | 100 | 70* | 100 | 810 | 100 |

Base: All who received their RtWP and reported region (N=809). All who received their RtWP (N=814). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.116 Did you have any further contact with your Fit for Work case manager once you had agreed your RtWP? By occupation (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|-------------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Had further contact | 120 | 57 | 138 | 47 | 159 | 51 | 417 | 51 |
| Had no further contact | 85 | 40 | 145 | 49 | 139 | 45 | 369 | 45 |
| Don't know/can't recall | 6 | 3 | 10 | 3 | 11 | 4 | 27 | 3 |
| Total | 211 | 100 | 293 | 100 | 309 | 100 | 813 | 100 |

Base: All who received their RtWP (N=814). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 5.117 Did you have further contact with the service? (Weighted data)

| Categories | N | Col % |
|---|-----|-------|
| No further contact | 447 | 94 |
| Received some further contact (e.g. case manager, contacted advice services) | 27 | 5 |
| Total | 474 | 100 |

Base: All respondents reporting further contact with the service (N=474). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.118 Did you have further contact with the service? By ethnicity (Weighted data)

| Categories | White | | BME | | All | |
|--------------------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| No further contact | 385 | 95 | 53 | 88 | 447 | 94 |
| Further contact | 20 | 5 | 7 | 26 | 27 | 5 |
| Total | 405 | 100 | 60* | 100 | 474 | 100 |

Base: All respondents reporting further contact with the service and ethnicity (N=467).
All respondents reporting further contact with the service (N=474). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.119 Further support desired from Fit for Work (Weighted data)

| Categories | N | Col % |
|------------------------------|-----|-------|
| FfW could not have done more | 407 | 83 |
| FfW could have done more | 85 | 17 |
| Total | 492 | 100 |

Base: All respondents reporting desire for further support from Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.120 Further support desired from Fit for Work, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|------------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| FfW could not have done more | 257 | 88 | 75 | 72 | 72 | 78 | 407 | 83 |
| FfW could have done more | 35 | 12 | 29 | 28 | 22 | 22 | 85 | 17 |
| Total | 292 | 100 | 104 | 100 | 92* | 100 | 492 | 100 |

Base: All respondents reporting desire for further support from Fit for Work and current mental health (N=488). All respondents reporting desire for further support from Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.121 Further support desired from Fit for Work, by ethnicity (Weighted data)

| Categories | White | | BME | | All | |
|------------------------------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| FfW could not have done more | 355 | 85 | 47 | 75 | 407 | 83 |
| FfW could have done more | 65 | 15 | 16 | 26 | 85 | 17 |
| Total | 420 | 100 | 63* | 100 | 492 | 100 |

Base: All respondents reporting desire for further support from Fit for Work and ethnicity (N=485). All respondents reporting desire for further support from Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.122 Further support desired from Fit for Work, by age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|------------------------------|----------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| FfW could not have done more | 105 | 87 | 203 | 78 | 99 | 89 | 407 | 83 |
| FfW could have done more | 16 | 13 | 56 | 22 | 12 | 11 | 85 | 17 |
| Total | 121 | 100 | 259 | 100 | 111 | 100 | 492 | 100 |

Base: All respondents reporting desire for further support from Fit for Work and age (N=491). All respondents reporting desire for further support from Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 5.123 Further support desired from Fit for Work, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|------------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| FfW could not have done more | 257 | 88 | 75 | 72 | 72 | 78 | 407 | 83 |
| FfW could have done more | 35 | 12 | 29 | 28 | 20 | 22 | 85 | 17 |
| Total | 292 | 100 | 104 | 100 | 92* | 100 | 492 | 100 |

Base: All respondents reporting desire for further support from Fit for Work and current mental health (N=488). All respondents reporting desire for further support from Fit for Work (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

6 Discharge and drop out

6.1 Discharge reasons

6.1.1 Overall discharge reasons

TA Table 6.1 Discharge reason by health condition diagnosed at assessment, England and Wales

| Categories | Mental Health | | MSK | | Other | | All | |
|---|---------------|------------|--------------|------------|--------------|------------|--------------|------------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Employee declined service (pre-assessment) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employee declined service (post-assessment) | 70 | 4 | 60 | 4 | 50 | 3 | 170 | 4 |
| Returned to work (Assessment) | 10 | 0 | 0 | 0 | 10 | 0 | 20 | 0 |
| Case held for three months | 280 | 18 | 300 | 19 | 330 | 18 | 910 | 18 |
| Employee returned to work | 170 | 11 | 210 | 14 | 240 | 13 | 620 | 12 |
| Not in paid employment | 40 | 3 | 30 | 2 | 50 | 3 | 120 | 2.4 |
| No more action | 90 | 6 | 120 | 8 | 120 | 6 | 340 | 7 |
| Assumed returned to work | 900 | 57 | 850 | 54 | 1,050 | 57 | 2,800 | 56 |
| Unsuccessful referral | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 |
| Unable to contact employee | 10 | 0 | 0 | 0 | 0 | 0 | 10 | 0 |
| Total | 1,560 | 100 | 1,580 | 100 | 1,850 | 100 | 4,980 | 100 |

Base: All assessed (N=4,984).

Notes: Disclosure control has been applied to this table.

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016.

TA Table 6.2 Discharge reason by pre-assessment health condition, Scotland

| Categories | Mental Health | | MSK | | Other | | All | |
|---|---------------|------------|------------|------------|------------|------------|------------|------------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Employee declined service (post-assessment) | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Employee informed return to work – With RtWP | 80 | 42 | 60 | 42 | 70 | 45 | 220 | 43 |
| Discharged post-RtWP – No further contact | 40 | 20 | 30 | 19 | 30 | 19 | 100 | 19 |
| Employee has exceeded three months on the service | 0 | 1 | 0 | 1 | 0 | 2 | 10 | 1 |
| Employee unsatisfied with service received | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| No further support is available | 40 | 19 | 50 | 31 | 40 | 24 | 120 | 24 |
| Other reason | 30 | 17 | 10 | 6 | 20 | 10 | 60 | 11 |
| Unable to contact employee | 0 | 2 | 0 | 0 | 0 | 1 | 10 | 1 |
| Total | 200 | 100 | 150 | 100 | 170 | 100 | 520 | 100 |

Base: All assessed and identified with one or more health conditions and where discharge reason data is available (N=517).

Notes: Disclosure control has been applied to this table.

Source: Scottish management information, clients referred and discharged October 2015-December 2016.

6.1.2 Discharge reason by whether employee received an assessment

TA Table 6.3 England and Wales: Did the employee receive an assessment? By reasons for discharge

| Categories | Received an assessment | | Did not receive an assessment | | All | |
|---|------------------------|-------|-------------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Employee declined service (pre-assessment) | 4 | 0 | 890 | 25 | 894 | 11 |
| Employee declined service (post-assessment) | 174 | 4 | 21 | 1 | 195 | 2 |
| Returned to work (assessment) | 16 | 0 | 27 | 1 | 43 | 1 |
| Case held for three months | 905 | 18 | 167 | 5 | 1,072 | 13 |
| Employee returned to work | 615 | 12 | 344 | 10 | 959 | 11 |
| Not in paid employment | 119 | 2 | 277 | 8 | 396 | 5 |
| No more action | 335 | 7 | 94 | 3 | 429 | 5 |
| Assumed returned to work | 2,798 | 56 | 11 | 0 | 2,809 | 33 |
| Not living in England and Wales | 0 | 0 | 9 | 0 | 9 | 0 |
| Unsuccessful referral | 10 | 0 | 470 | 13 | 480 | 6 |
| Unable to contact employee | 8 | 0 | 1,192 | 34 | 1,200 | 14 |
| Total | 4,984 | 100 | 3,502 | 100 | 8,486 | 100 |

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016.

TA Table 6.4 Scotland: Did the employee receive an assessment? By reasons for discharge

| Categories | Received an assessment | | Did not receive an assessment | | All | |
|---|------------------------|-------|-------------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Employee declined service (pre-assessment) | 0 | 1 | 40 | 9 | 40 | 4 |
| Employee declined service (post-assessment) | 0 | 0 | 0 | 0 | 0 | 0 |
| Employee informed returned to work – With RtWP | 230 | 42 | 0 | 0 | 230 | 23 |
| Discharged post-RtWP – No further contact | 110 | 19 | 0 | 0 | 110 | 11 |
| Employee has exceeded three months on the service | 10 | 1 | 0 | 0 | 10 | 1 |
| Employee unsatisfied with service received | 0 | 0 | 0 | 0 | 0 | 0 |
| No further support is available | 140 | 25 | 0 | 1 | 140 | 14 |
| Other reason | 60 | 11 | 10 | 2 | 70 | 7 |
| Inappropriate referral | 0 | 0 | 120 | 28 | 120 | 12 |
| Employee not contactable | 10 | 1 | 270 | 61 | 280 | 28 |
| Total | 550 | 100 | 450 | 100 | 1,000 | 100 |

Base: All cases where a discharge reason is recorded (N=1,000).

Notes: Disclosure control has been applied to this table.

Source: Scottish management information, clients referred and discharged October 2015-December 2016.

TA Table 6.5 Discharge reason by types of health condition diagnosed at assessment, England and Wales

| Categories | MH | | MSK | | Other | | MH & MSK | | MH & Other | | MSK & Other | | MH & MSK & Other | | All | |
|---|--------------|------------|--------------|------------|--------------|------------|------------|------------|------------|------------|-------------|------------|------------------|------------|--------------|------------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Employee declined service (pre-assessment) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Employee declined service (post-assessment) | 50 | 4 | 30 | 3 | 40 | 4 | 20 | 4 | 20 | 5 | 10 | 3 | 0 | 1 | 170 | 4 |
| Returned to work (assessment) | 10 | 1 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 0 |
| Case held for three months | 200 | 17 | 210 | 17 | 170 | 14 | 110 | 29 | 110 | 22 | 40 | 20 | 40 | 41 | 890 | 18 |
| Employee returned to work | 120 | 10 | 170 | 14 | 180 | 14 | 40 | 11 | 60 | 12 | 20 | 10 | 10 | 7 | 600 | 12 |
| Not in paid employment | 30 | 3 | 30 | 2 | 20 | 1 | 10 | 3 | 30 | 5 | 0 | 1 | 0 | 3 | 110 | 2 |
| No more action | 80 | 6 | 80 | 6 | 90 | 7 | 20 | 6 | 30 | 6 | 20 | 11 | 10 | 9 | 320 | 7 |
| Assumed returned to work | 700 | 59 | 740 | 58 | 720 | 59 | 170 | 46 | 260 | 50 | 110 | 54 | 40 | 37 | 2,730 | 56 |
| Unsuccessful referral | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 |
| Unable to contact employee | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 10 | 0 |
| Total | 1,190 | 100 | 1,260 | 100 | 1,220 | 100 | 370 | 100 | 510 | 100 | 200 | 100 | 100 | 100 | 4,850 | 100 |

Base: All assessed and identified with one or more health conditions (N=4,853).

Notes: Disclosure control has been applied to this table.

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016.

6.1.3 Discharge reason by whether employee completed intervention

TA Table 6.6 Whether they received a Return to Work Plan (RtWP)? By reasons for discharge, aggregated, England and Wales

| Categories | Received an RtWP | | Did not receive an RtWP | | All | |
|---|------------------|------------|-------------------------|------------|--------------|------------|
| | N | Col % | N | Col % | N | Col % |
| Employee declined service (pre-assessment) | 0 | 0 | 0 | 1 | 0 | 0 |
| Employee declined service (post-assessment) | 120 | 3 | 50 | 6 | 170 | 4 |
| Returned to work (assessment) | 10 | 0 | 0 | 0 | 20 | 0 |
| Case held for three months | 720 | 17 | 190 | 22 | 910 | 18 |
| Employee returned to work | 530 | 13 | 80 | 10 | 620 | 12 |
| Not in paid employment | 100 | 2 | 20 | 2 | 120 | 2 |
| No more action | 260 | 6 | 80 | 9 | 340 | 7 |
| Assumed returned to work | 2,360 | 57 | 440 | 51 | 2,800 | 56 |
| Unsuccessful referral | 10 | 0 | 0 | 0 | 10 | 0 |
| Unable to contact employee | 10 | 0 | 0 | 0 | 10 | 0 |
| Total | 4,110 | 100 | 880 | 100 | 4,980 | 100 |

Base: Clients referred and discharged October 2015-December 2016 and having an assessment (N=4,984).

Notes: Disclosure control has been applied to this table.

Source: English and Welsh management information, clients referred and discharged October 2015-December 2016.

TA Table 6.7 Scotland: whether they received an RtWP? By reasons for discharge

| Categories | Received an RtWP | | Did not receive an RtWP | | All | |
|---|---|-------|-------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Employee declined service (post-assessment) | 0 | 0 | 0 | 0 | 0 |
| Employee informed returned to work (with RtWP) | 230 | 43 | 0 | 0 | 230 | 43 |
| Discharged post-RtWP – No further contact | 110 | 20 | 0 | 0 | 110 | 20 |
| Employee has exceeded three months on the service | 10 | 1 | 0 | 0 | 10 | 1 |
| Employee unsatisfied with service received | 0 | 0 | 0 | 100 | 0 | 0 |
| No further support is available | 130 | 24 | 0 | 0 | 130 | 24 |
| Other reason | 60 | 11 | 0 | 0 | 60 | 11 |
| Unable to contact employee | 10 | 1 | 0 | 0 | 10 | 1 |
| Total | 530 | 100 | 0 | 100 | 530 | 100 |

Base: all who received an assessment where a discharge reason is recorded (N=533).

Notes: Disclosure control has been applied to this table.

Source: Scottish management information, clients referred and discharged October 2015-December 2016.

6.2 Pre-assessment drop out

TA Table 6.8 Reason for not having an assessment, by whether back at work at Wave One (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|--|--|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | No one from Fit for Work got in contact to arrange an assessment | 36 | 47 | 25 | 58 | 60 |
| I did not go through with the assessment | 41 | 53 | 18 | 42 | 59 | 49 |
| Total | 77* | 100 | 43* | 100 | 119 | 100 |

Base: All who did not have an assessment (N=119). Unweighted.

Note: The differences in this table are not significant.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 6.9 Logit model for pre-assessment drop out, England and Wales

| Model: Assessment | B | Standard Error | Odds Ratio |
|--|-----------|----------------|------------|
| Referenced by (Reference category: Employer) | | | |
| GP | -0.676*** | (0.0510) | 0.509 |
| Medical condition (Reference category: Mental Health) | | | |
| MSK | 0.224*** | (0.0597) | 1.251 |
| Other | 0.0182 | (0.0575) | 1.018 |
| Gender (Reference category: Male) | | | |
| Female | 0.123** | (0.0472) | 1.131 |
| Age range (Reference category: 35-44 years old) | | | |
| Age 45-54 years old | 0.147* | (0.0672) | 1.158 |
| Age 55-64 years old | 0.219** | (0.0713) | 1.245 |
| Age 65+ years old | -0.0207 | (0.150) | 0.980 |
| Age 16-24 years old | -0.256* | (0.107) | 0.774 |
| Age 25-34 years old | -0.0143 | (0.0726) | 0.986 |
| Country (Reference category: England) | | | |
| Wales | 0.104 | (0.0783) | 1.110 |
| Quintile of IMD (Reference category: Quintile 1) | | | |
| Quintile 2 | 0.190** | (0.0660) | 1.209 |
| Quintile 3 | 0.167* | (0.0683) | 1.182 |
| Quintile 4 | 0.287*** | (0.0729) | 1.332 |
| Quintile 5 | 0.295*** | (0.0793) | 1.343 |
| Constant | 0.216* | (0.107) | 1.241 |
| Pseudo R-squared | 0.025 | | |

Base: (N=8,024)

Standard errors in parentheses

* $p < 0.05$ ** $p < 0.01$ *** $p < 0.001$

Source: Management information in England and Wales, employees referred and discharged between October 2015 and December 2016.

TA Table 6.10 Logit model for pre-assessment drop out, Scotland

| Dependent variable: Assessment | | | |
|--|-----------|----------------|------------|
| Model 2 | | | |
| Explanatory variables | B | Standard Error | Odds Ratio |
| Referenced by (Reference category: Employer) | | | |
| GP | -0.606*** | (0.132) | 0.5 |
| Gender (Reference category: Male) | | | |
| Female | -0.104 | (0.133) | 0.9 |
| Age range (Reference category: 35-44 years old) | | | |
| Age 45-54 years old | 0.154 | (0.187) | 1.2 |
| Age 55-64 years old | 0.0305 | (0.200) | 1.0 |
| Age 65+ years old | -0.193 | (0.664) | 0.8 |
| Age 16-24 years old | -0.301 | (0.273) | 0.7 |
| Age 25-34 years old | -0.0891 | (0.196) | 0.9 |
| Quintile of SIMD (Reference category: Quintile 1) | | | |
| Quintile 2 | -0.0536 | (0.183) | 0.9 |
| Quintile 3 | 0.107 | (0.192) | 1.1 |
| Quintile 4 | 0.501* | (0.210) | 1.7 |
| Quintile 5 | 0.634** | (0.220) | 1.9 |
| Constant | 0.267 | (0.198) | 1.3 |
| N | 994 | | |
| pseudo R-sq | 0.027 | | |
| Prob > chi2 | 0.0001 | | |

Standard errors in parentheses

* $p < 0.05$ ** $p < 0.01$ *** $p < 0.001$

Source: Management information in Scotland, employees referred and discharged between October 2015 and December 2016.

6.3 Post-assessment drop out

TA Table 6.11 Logit model for post-assessment drop out, England and Wales

| Model: Assessment | B | Standard Error | Odds Ratio |
|--|-----------|----------------|------------|
| Referenced by (Reference category: Employer) | | | |
| GP | -0.226** | (0.0869) | 0.798 |
| Medical condition (Reference category: Mental Health) | | | |
| MSK | 0.577*** | (0.102) | 1.781 |
| Other | 0.351*** | (0.0938) | 1.420 |
| Gender (Reference category: Male) | | | |
| Female | -0.0806 | (0.0787) | 0.923 |
| Age range (Reference category: 35-44 years old) | | | |
| Age 45-54 years old | -0.135 | (0.109) | 0.874 |
| Age 55-64 years old | -0.0547 | (0.115) | 0.947 |
| Age 65+ years old | 0.185 | (0.279) | 1.203 |
| Age 16-24 years old | 0.148 | (0.197) | 1.160 |
| Age 25-34 years old | 0.189 | (0.126) | 1.208 |
| Country (Reference category: England) | | | |
| Wales | -0.298* | (0.146) | 0.742 |
| Quintile of IMD (Reference category: Quintile 1) | | | |
| Quintile 2 | -0.314** | (0.117) | 0.731 |
| Quintile 3 | -0.510*** | (0.117) | 0.600 |
| Quintile 4 | -0.487*** | (0.122) | 0.614 |
| Quintile 5 | -0.451*** | (0.131) | 0.637 |
| Multiple health condition (Reference category: None) | | | |
| One condition | 0.00937 | (0.236) | 1.009 |
| Multiple conditions | -0.263 | (0.240) | 0.769 |
| Any work obstacle (Reference: None) | | | |
| One or more work obstacles | -0.822*** | (0.0944) | 0.440 |
| Any home life obstacle | | | |
| One or more home life obstacles | -0.299** | (0.113) | 0.742 |
| Constant | 2.289*** | (0.296) | |
| pseudo R-sq | 0.048 | | |

Base: (N=4,932)

Standard errors in parentheses

* $p < 0.05$ ** $p < 0.01$ *** $p < 0.001$

Source: Management information in England and Wales, employees referred and discharged between October 2015 and December 2016.

TA Table 6.12 Post-assessment drop out: Wave One employee survey (logistic regression)

| Model 1 independent variables | B | Standard Error | Odds Ratio |
|---|--------|----------------|------------|
| Gender (Reference category: Female) | | | |
| Male | 0.168 | 0.375 | 1.183 |
| Level of choice in referral (Reference category: Had choice in referral) | | | |
| No choice in referral | 0.106 | 0.380 | 1.112 |
| Length of sickness absence before Fit for Work referral (Reference category: 3 months or more) | | | |
| Less than 1 month | 0.372 | 0.525 | 1.451 |
| 1-2 months | -0.647 | 0.397 | 0.524 |
| Referral route (Reference category: GP) | | | |
| Employer | -0.009 | 0.401 | 0.991 |
| Age (Reference category: 55+) | | | |
| Under 35 | 0.682 | 0.508 | 1.977 |
| 35 to 54 | 0.321 | 0.484 | 1.379 |
| Ethnicity (Reference category: All non-white) | | | |
| White | -0.519 | 0.447 | 0.595 |
| Caring responsibilities (Reference category: Caring responsibilities) | | | |
| No caring responsibilities | 0.122 | 0.353 | 1.130 |
| Region (Reference category: Scotland) | | | |
| England and Wales | 0.773 | 0.751 | 2.167 |
| Access to occupational health (Reference category: No) | | | |
| Yes | -0.134 | 0.351 | 0.874 |
| Primary health condition (Reference category: Other health condition) | | | |
| Mental health | 0.521 | 0.489 | 1.683 |
| MSK | 0.359 | 0.458 | 1.431 |
| Sickness absence wages (Reference category: Yes) | | | |
| No | 0.213 | 0.358 | 1.237 |
| Job satisfaction (Reference category: Satisfied) | | | |
| Neutral or dissatisfied | 0.370 | 0.396 | 1.448 |
| Interaction between work and health condition (Reference category: Condition caused or made worse by work) | | | |

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| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|---------|----------------|------------|
| Condition neither caused or made worse by work | 0.318 | 0.377 | 1.375 |
| Current employment situation (Reference category: Returned to work) | | | |
| Off sick | -0.355 | 0.381 | 0.701 |
| First assessment format (Reference category: Telephone) | | | |
| Face-to-face | 0.224 | 1.230 | 1.251 |
| Opinion on first assessment format (Reference category: Happy with format) | | | |
| Wanted different format | 0.242 | 0.490 | 1.273 |
| Assessment focused on return to work (Reference category: Satisfied) | | | |
| Neutral or dissatisfied | -0.182 | 0.527 | 0.833 |
| Case manager was easy to talk to (Reference category: Satisfied) | | | |
| Neutral or dissatisfied | -1.299 | 0.787 | 0.273 |
| Assessment focused on all issues affecting return to work (Reference category: Satisfied) | | | |
| Neutral or dissatisfied | 1.218* | 0.539 | 3.381 |
| Assessment was conducted professionally (Reference category: Satisfied) | | | |
| Neutral or dissatisfied | 2.043** | 0.705 | 7.717 |
| Occupation (Reference category: Managers and professionals) | | | |
| Admin, skilled trades and carers | -0.102 | 0.501 | 0.903 |
| Sales, process and elementary occupations | 0.588 | 0.481 | 1.800 |
| Sector (Reference category: Public administration and public services) | | | |
| Energy, manufacturing, construction, logistics | 1.108 | 0.691 | 3.028 |
| Retail, hospitality, leisure, creative, business services and other | 1.086 | 0.674 | 2.964 |
| Health, care and charity | 1.291 | 0.737 | 3.637 |
| Constant | -5.323 | 1.327 | 0.005 |
| R^2 | 0.153 | | |

* $p < 0.05$ ** $p < 0.01$

Base: $N=706$.

Source: Fit for Work evaluation Wave One employee survey.

7 Outcomes of the Fit for Work service

TA Table 7.1 Views on the benefits of Fit for Work and difference made (Weighted data)

| Categories | Strongly agree | | Agree | | Neither agree nor disagree | | Disagree | | Strongly disagree | | All N |
|---|---------------------------------------|-------|-------|-------|----------------------------|-------|----------|-------|-------------------|-------|----------|
| | N | Row % | N | Row % | N | Row % | N | Row % | N | Row % | |
| | Helped to return to work more quickly | 110 | 35 | 84 | 26 | 65 | 20 | 40 | 12 | 19 | |
| Helped stay in work | 89 | 28 | 96 | 30 | 80 | 25 | 41 | 13 | 11 | 4 | 317 |
| Reduced the likelihood of having a period of long-term sickness absence in the future | 76 | 25 | 66 | 21 | 110 | 36 | 43 | 14 | 14 | 5 | 309 |
| Helped to reduce number of days off work since return to work | 76 | 24 | 89 | 28 | 88 | 28 | 47 | 15 | 15 | 5 | 315 |
| Helped to work more productively | 68 | 21 | 80 | 25 | 116 | 36 | 42 | 13 | 13 | 4 | 319 |
| Helped to have better relationships at work | 61 | 20 | 75 | 24 | 114 | 36 | 41 | 13 | 22 | 7 | 314 |
| Helped to increase the amount of hours able to work | 58 | 18 | 76 | 24 | 107 | 34 | 50 | 16 | 22 | 7 | 312 |
| Helped to manage my health condition(s) | 119 | 24 | 150 | 31 | 127 | 26 | 61 | 12 | 32 | 6 | 487 |

Base: All scales apart from management of health: all respondents back at work reporting FfW helped them return to work quicker (N=320), helped stay in work (N=320), reduced likelihood of further sickness absence (N=310), reduced number of sick days since return to work (N=317), helped work more productively (N=321), helped to have better relationships at work (N=315), helped to increase hours worked (N=313). Management of health: all respondents reporting FfW helped manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

7.1 Return to work

7.1.1 Employment status two months after discharge

TA Table 7.2 Are you now back working again in any capacity? By health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|----------------------|---------------|-------|-----|-------|-------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Returned to work | 233 | 69 | 246 | 62 | 192 | 65 | 679 | 65 |
| Not returned to work | 105 | 31 | 154 | 38 | 102 | 35 | 366 | 35 |
| Total | 340 | 100 | 400 | 100 | 295 | 100 | 1,045 | 100 |

Base: All respondents reporting their health condition (N=1,035). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.3 Are you now back working again in any capacity? By perceived choice in referral (Weighted data)

| Categories | No choice | | Some choice | | All | |
|----------------------|-----------|-------|-------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Returned to work | 194 | 57 | 478 | 69 | 679 | 65 |
| Not returned to work | 147 | 43 | 215 | 31 | 366 | 35 |
| Total | 341 | 100 | 693 | 100 | 1,045 | 100 |

Base: All respondents with choice in referral (N=1,034). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.4 Are you now back working again in any capacity? By occupation (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|----------------------|----------------------------|-------|----------------------------------|-------|---|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Returned to work | 200 | 77 | 225 | 61 | 253 | 60 | 679 | 65 |
| Not returned to work | 59 | 23 | 141 | 39 | 166 | 40 | 366 | 35 |
| Total | 259 | 100 | 366 | 100 | 419 | 100 | 1,045 | 100 |

Base: All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.5 Are you back working at Wave One? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|----------------------|-----|-------|----------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Returned to work | 161 | 61 | 503 | 67 | 679 | 65 |
| Not returned to work | 101 | 39 | 250 | 33 | 366 | 35 |
| Total | 262 | 100 | 753 | 100 | 1,045 | 100 |

Base: All respondents who gave referral route (N=1,015). All respondents (N=1,045). Unweighted.

Note: The differences in this table are not significant.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.6 Are you back working at Wave One? By whether had an assessment (Weighted data)

| Categories | Had an assessment | | Did not have assessment | | All | |
|----------------------|-------------------|-------|-------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Returned to work | 586 | 65 | 93 | 63 | 679 | 65 |
| Not returned to work | 311 | 35 | 55 | 37 | 366 | 35 |
| Total | 897 | 100 | 148 | 100 | 1,045 | 100 |

Base: All who recalled assessment (N=1,045). All respondents (N=1,045). Unweighted.

Note: The differences in this table are not significant.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.7 Are you back working at Wave One? By whether had an RtWP (Weighted data)

| Categories | Had an assessment and an RtWP | | Had an assessment but not an RtWP (post-assessment drop out) | | Did not have an RtWP (post-assessment drop out and pre-assessment drop out) | | All | |
|----------------------|-------------------------------|-------|--|-------|---|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Returned to work | 535 | 66 | 50 | 60 | 144 | 62 | 679 | 65 |
| Not returned to work | 278 | 34 | 33 | 40 | 88 | 38 | 366 | 35 |
| Total | 813 | 100 | 83* | 100 | 232 | 100 | 1,045 | 100 |

Base: All respondents who recalled assessment (N=895). All respondents (N=1,045). Unweighted.

Note: The differences in this table are not significant.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.8 Are you back working at Wave One? By initial level of job satisfaction (Weighted data)

| Categories | Not satisfied in job | | Satisfied in job | | All | |
|----------------------|----------------------|-------|------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Returned to work | 208 | 70 | 469 | 63 | 679 | 65 |
| Not returned to work | 91 | 30 | 275 | 37 | 366 | 35 |
| Total | 299 | 100 | 744 | 100 | 1,045 | 100 |

Base: All respondents giving satisfaction in current job (N=1,043). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.9 Are you back working at Wave One? By initial concerns over losing pay (Weighted data)

| Categories | Unconcerned about losing pay | | Concerned about losing pay | | All | |
|----------------------|------------------------------|-------|----------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Returned to work | 229 | 80 | 442 | 59 | 679 | 65 |
| Not returned to Work | 57 | 20 | 308 | 41 | 366 | 35 |
| Total | 286 | 100 | 750 | 100 | 1,045 | 100 |

Base: All respondents giving concern about pay (N=1,037). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.10 Are you back working at Wave One? By initial concerns over losing job (Weighted data)

| Categories | Unconcerned about losing job | | Concerned about losing job | | All | |
|----------------------|------------------------------|-------|----------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Row % |
| Returned to work | 293 | 78 | 382 | 58 | 679 | 65 |
| Not returned to work | 84 | 22 | 282 | 42 | 366 | 35 |
| Total | 377 | 100 | 664 | 100 | 1,045 | 100 |

Base: All respondents giving concern about losing job (N=1,041). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.11 Are you back working at Wave One? By initial concerns over impact on business (Weighted data)

| Categories | Unconcerned about impact on business | | Concerned about impact on business | | All | |
|----------------------|--------------------------------------|-------|------------------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Row % |
| Returned to work | 424 | 68 | 241 | 60 | 679 | 65 |
| Not returned to work | 202 | 32 | 158 | 40 | 366 | 35 |
| Total | 626 | 100 | 399 | 100 | 1,045 | 100 |

Base: All respondents giving concern about impact on business (N=1,025). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.12 What job are you doing? Are you doing the same type of work as before you went off sick or a different type of job? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|----------------------------|----------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes, the same type of work | 145 | 82 | 288 | 84 | 142 | 91 | 575 | 85 |
| No, different type of job | 31 | 18 | 56 | 16 | 14 | 9 | 104 | 15 |
| Total | 176 | 100 | 344 | 100 | 156 | 100 | 679 | 100 |

Base: All back at work and reporting age (N=676). All respondents back at work (N=676). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.13 What job are you doing? Are you doing the same type of work as before you went off sick or a different type of job? By occupation (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|----------------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes, the same type of work | 173 | 86 | 201 | 89 | 201 | 79 | 575 | 85 |
| No, different type of job | 28 | 14 | 24 | 11 | 52 | 21 | 104 | 15 |
| Total | 201 | 100 | 225 | 100 | 253 | 100 | 679 | 100 |

Base: All back at work and reporting occupation (N=676). All respondents back at work (N=676). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.14 Is your job with the same employer or a different one? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-------------------|----------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| The same employer | 114 | 82 | 305 | 89 | 149 | 96 | 601 | 89 |
| A different one | 32 | 18 | 39 | 11 | 7 | 4 | 78 | 11 |
| Total | 176 | 100 | 344 | 100 | 156 | 100 | 679 | 100 |

Base: All back at work and reporting age (N=676). All back at work (N=676). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.15 Is your job with the same employer or a different one? By health condition (Weighted data)

| Categories | Mental Health | | MSK | | Other | | All | |
|-------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| The same employer | 196 | 84 | 218 | 88 | 180 | 94 | 601 | 89 |
| A different one | 37 | 16 | 29 | 12 | 12 | 6 | 78 | 11 |
| Total | 233 | 100 | 246 | 100 | 192 | 100 | 679 | 100 |

Base: All back at work and reporting health condition (N=669). All back at work (N=676). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.16 Returning to work (logistic regression)

| Model 1 independent variables | B | Standard Error | Odds Ratio |
|---|---------|----------------|------------|
| Gender (Reference category: Male) | | | |
| Female | 0.244 | 0.194 | 1.252 |
| Level of choice in referral (Reference category: No choice in referral) | | | |
| Had choice in referral | -0.268 | 0.148 | 0.764 |
| Length of sickness absence before Fit for Work referral (Reference category: 3 months or more) | | | |
| Less than 1 month | 0.748* | 0.320 | 2.113 |
| 1-2 months | 0.532 | 0.184 | 1.423 |
| Referral route (Reference category: GP) | | | |
| Employer | 0.597** | 0.199 | 1.816 |
| Age (Reference category: 55+) | | | |
| Under 35 | 0.108 | 0.252 | 1.114 |
| 35-54 | -0.070 | 0.216 | 0.932 |
| Ethnicity (Reference category: White) | | | |
| All non-white | -0.112 | 0.251 | 0.894 |
| Caring responsibilities (Reference category: No caring responsibilities) | | | |
| Caring responsibilities | 0.054 | 0.177 | 1.056 |
| Region (Reference category: Scotland) | | | |
| England and Wales | 0.511 | 0.292 | 1.667 |
| Access to occupational health (Reference category: No) | | | |
| Yes | 0.185 | 0.176 | 1.203 |
| Primary health condition (Reference category: MSK) | | | |
| Mental health | -0.248 | 0.225 | 0.780 |
| Other | -0.200 | 0.215 | 0.819 |
| Sickness absence wages (Reference category: No) | | | |
| Yes | 0.537** | 0.178 | 1.710 |
| Job satisfaction (Reference category: Not satisfied) | | | |
| Satisfied | 0.230 | 0.206 | 1.377 |

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| Model 1 independent variables | B | Standard Error | Odds Ratio |
|---|----------|----------------|------------|
| Interaction between work and health condition (Reference category: Health condition caused by or made worse by work) | | | |
| Health condition not caused by or made worse by work | 0.314 | 0.192 | 1.369 |
| Current health (Reference category: Same or worse) | | | |
| Improved | -1.855** | 0.179 | 0.156 |
| Occupation (Reference category: Sales, process and elementary occupations) | | | |
| Managers and professionals | 0.424 | 0.243 | 1.528 |
| Admin, skilled trades and carers | 0.036 | 0.223 | 1.036 |
| Sector (Reference category: Retail, hospitality, leisure, creative, business services and other) | | | |
| Energy, manufacturing, construction, logistics | 0.288 | 0.238 | 1.334 |
| Health, care and charity | -0.053 | 0.270 | 0.949 |
| Public administration and public services | 0.137 | 0.257 | 1.146 |
| Constant | -0.380 | 0.439 | 0.684 |
| R^2 | 0.283 | | |

* $p < 0.05$, ** $p < 0.01$

Base: $N=837$.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.17 Are you still seeking to return to work? By age (Weighted data)

| Categories | Under 35 | | 35-55 | | 55+ | | All | |
|----------------|----------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes definitely | 40 | 53 | 90 | 50 | 40 | 37 | 170 | 47 |
| Yes possibly | 20 | 21 | 30 | 17 | 20 | 24 | 70 | 20 |
| No | 10 | 13 | 30 | 14 | 20 | 24 | 60 | 16 |
| Depends | 10 | 11 | 20 | 12 | 10 | 12 | 40 | 12 |
| Don't know | 0 | 2 | 10 | 7 | 0 | 2 | 20 | 5 |
| Total | 80* | 100 | 190 | 100 | 90* | 100 | 370 | 100 |

Base: All not back at work and reporting age (N=366) All not back at work (N=369). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.18 Are you still seeking to return to work? By health condition (Weighted data)

| Categories | Mental Health | | MSK | | Other | | All | |
|----------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes definitely | 60 | 55 | 80 | 49 | 40 | 37 | 170 | 47 |
| Yes possibly | 20 | 20 | 30 | 21 | 20 | 17 | 70 | 20 |
| No | 20 | 14 | 20 | 15 | 20 | 21 | 60 | 16 |
| Depends | 10 | 9 | 20 | 11 | 20 | 17 | 40 | 12 |
| Don't know | 0 | 2 | 10 | 4 | 10 | 8 | 20 | 5 |
| Total | 110 | 100 | 150 | 100 | 100 | 100 | 370 | 100 |

Base: All not back at work and reporting health condition (N=366). All not back at work (N=369). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.19 How helpful or unhelpful has your involvement with the service been in preparing you to return to work at some point in the future? By level of referral choice (Weighted data)

| Categories | Had no choice | | Had a choice | | All | |
|-------------------------------|---------------|-------|--------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Very helpful | 30 | 20 | 60 | 35 | 90 | 29 |
| Fairly helpful | 30 | 21 | 50 | 28 | 80 | 25 |
| Neither helpful nor unhelpful | 30 | 26 | 30 | 18 | 70 | 21 |
| Fairly unhelpful | 10 | 8 | 10 | 3 | 20 | 6 |
| Very unhelpful | 30 | 23 | 20 | 13 | 50 | 17 |
| Don't know | 0 | 1 | 10 | 3 | 10 | 3 |
| Total | 120 | 100 | 180 | 100 | 310 | 100 |

Base: All seeking to/all unsure about returning to work (N=303). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.20 Which of the following statements best describes your involvement with the service? By whether received a Fit for Work assessment (Weighted data)

| Categories | Received an assessment | | Not received an assessment | | All | |
|--|------------------------|-------|----------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| It made very little difference to me returning to work | 335 | 37 | 81 | 68 | 432 | 41 |
| It enabled me to return to work quicker than I would otherwise have done | 372 | 41 | 11 | 9 | 390 | 37 |
| It should enable me to return to work quicker than I otherwise would have done | 92 | 10 | 8 | 7 | 103 | 10 |
| It delayed me getting back to work | 48 | 5 | 8 | 7 | 57 | 5 |
| Don't know | 51 | 6 | 12 | 10 | 63 | 6 |
| Total | 897 | 100 | 119 | 100 | 1,045 | 100 |

Base: All respondents recalling assessment (N=1,014). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.21 Which of the following statements best describes your involvement with the service? By whether received a Return to Work Plan (RtWP) (Weighted data)

| Categories | Received an RtWP | | Did not receive an RtWP | | All | |
|--|------------------|-------|-------------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| It made very little difference to me returning to work | 289 | 36 | 37 | 57 | 432 | 41 |
| It enabled me to return to work quicker than I would otherwise have done | 352 | 43 | 14 | 22 | 390 | 37 |
| It should enable me to return to work quicker than I otherwise would have done | 87 | 11 | 3 | 5 | 103 | 10 |
| It delayed me getting back to work | 37 | 5 | 8 | 12 | 57 | 5 |
| Don't know | 48 | 6 | 3 | 5 | 63 | 6 |
| Total | 813 | 100 | 65* | 100 | 1,045 | 100 |

Base: All respondents undertaking an assessment (N=878). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

7.1.2 Employment status eight - ten months after discharge

TA Table 7.22 Current employment status, by access to additional sick pay over SSP at Wave One (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|-----------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Currently working | 204 | 72 | 108 | 56 | 320 | 65 |
| Not currently working | 81 | 28 | 85 | 44 | 172 | 35 |
| Total | 285 | 100 | 193 | 100 | 492 | 100 |

Base: All respondents reporting current employment status at Wave Two and access to additional sick pay over SSP at Wave One (N=478). All respondents reporting current employment status at Wave Two (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.23 Current employment status, by access to additional sick pay over SSP at Wave Two (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|-----------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Currently working | 207 | 98 | 95 | 71 | 320 |
| Not currently working | 4 | 2 | 39 | 29 | 172 | 35 |
| Total | 211 | 100 | 134 | 100 | 492 | 100 |

Base: All respondents reporting current employment status at Wave Two and access to additional sick pay over SSP at Wave Two (N=349). All respondents reporting current employment status at Wave Two (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey

TA Table 7.24 Current employment status, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|-----------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| | Currently working | 100 | 80 | 103 | 59 | 117 | 61 | 320 |
| Not currently working | 25 | 20 | 72 | 41 | 75 | 39 | 172 | 35 |
| Total | 125 | 100 | 175 | 100 | 192 | 100 | 492 | 100 |

Base: All respondents in work reporting current employment status at Wave Two and occupation (N=492). All respondents reporting current employment status at Wave Two (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.25 Current employment status, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|-----------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Currently working | 229 | 78 | 47 | 46 | 43 | 47 | 320 | 65 |
| Not currently working | 63 | 22 | 56 | 54 | 49 | 53 | 172 | 35 |
| Total | 292 | 100 | 103 | 100 | 92* | 100 | 492 | 100 |

Base: All respondents in work reporting employment status at Wave Two and current mental health (N=488). All respondents reporting current employment status at Wave Two (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.26 Current employment status, by current physical health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|-----------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Currently working | 185 | 82 | 87 | 49 | 46 | 53 | 320 | 65 |
| Not currently working | 40 | 18 | 91 | 51 | 40 | 47 | 172 | 35 |
| Total | 225 | 100 | 178 | 100 | 86* | 100 | 492 | 100 |

Base: All respondents in work reporting employment status at Wave Two and current physical health (N=489). All respondents reporting current employment status at Wave Two (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.27 Current employment status, by change in current physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Currently working | 246 | 80 | 70 | 39 | 320 | 65 |
| Not currently working | 60 | 20 | 111 | 61 | 172 | 35 |
| Total | 306 | 100 | 181 | 100 | 492 | 100 |

Base: All respondents in work reporting employment status at Wave Two and change in current physical and mental health since referral to Fit for Work (N=487). All respondents reporting employment status at Wave Two (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.28 Current employment status, by change in current physical and mental health since interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Currently working | 244 | 80 | 73 | 40 | 320 | 65 |
| Not currently working | 61 | 20 | 109 | 60 | 172 | 35 |
| Total | 305 | 100 | 182 | 100 | 492 | 100 |

Base: All respondents in work reporting employment status at Wave Two and change in current physical and mental health since interview at Wave One (N=488). All respondents reporting employment status at Wave Two (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.29 Employment status at Wave Two (logistic regression)

| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|-------|----------------|------------|
| Gender (Reference category: Female) | | | |
| Male | .404 | .296 | 1.498 |
| Ethnicity (Reference category: BME) | | | |
| White | .472 | .398 | 1.604 |
| Age (Reference category: 55+) | | | |
| Under 35 | .283 | .389 | 1.328 |
| 35 to 54 | .491 | .352 | 1.634 |
| Primary health condition (Reference category: Other) | | | |
| Mental health | -.658 | .382 | .518 |
| MSK | .035 | .350 | 1.035 |
| Caring – pre-16 (Reference category: Caring responsibilities) | | | |
| No caring responsibilities | .012 | .317 | 1.012 |
| Caring – post-16 (Reference category: No caring responsibilities) | | | |
| Caring responsibilities | -.272 | .355 | .762 |
| Region (Reference category: England and Wales) | | | |
| Scotland | .072 | .430 | 1.075 |
| Referral route (Reference category: GP) | | | |
| Employer | .007 | .306 | 1.007 |
| Occupation at Wave One (Reference category: Admin, skilled trades and carers) | | | |
| Managers and professionals | .613 | .382 | 1.845 |
| Sales, process and elementary occupations | .217 | .366 | 1.243 |
| Sector – Wave One (Reference category: Retail, hospitality, leisure, creative, business services and other) | | | |
| Energy, manufacturing, construction, logistics | .115 | .349 | 1.121 |
| Health, care and charity | .966* | .451 | 2.629 |
| Public administration and public services | .905 | .471 | 2.473 |
| Employer size at Wave One (Reference category: Fewer than 50 employees) | | | |
| 50-249 employees | .291 | .326 | 1.338 |
| 250 employees or more | .765* | .361 | 2.149 |

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| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|---------|----------------|------------|
| Access to occupational health at Wave One (Reference category: No access to OH) | | | |
| Access to OH | -.456 | .286 | .634 |
| Access to sick pay in addition to SSP at Wave One (Reference category: No access to additional sick pay) | | | |
| Access to additional sick pay | .699* | .290 | 2.012 |
| Current mental health (Reference category: Fair or poor) | | | |
| Good | .542 | .372 | 1.720 |
| Changeable | -.186 | .426 | .831 |
| Current physical health (Reference category: Fair or poor)** | | | |
| Good | 1.051** | .340 | 2.861 |
| Changeable | .029 | .380 | 1.029 |
| Change in health since referral to Fit for Work (Reference category: Same or worse) | | | |
| Better | 1.232* | .407 | 3.428 |
| Change in health since Wave One interview (Reference category: Same or worse) | | | |
| Better | .525 | .375 | 1.690 |
| Receipt of subsequent support from sources other than Fit for Work (Reference category: Received other support) | | | |
| Did not receive other support | .515 | .314 | 1.674 |
| Agreement on ability of Fit for Work to manage health condition (Reference category: Agree) | | | |
| Neutral and disagree | -.325 | .316 | .722 |
| Overall satisfaction with Fit for Work (Reference category: Satisfied) | | | |
| Neutral and dissatisfied | -.053 | .351 | .949 |
| Constant | -3.015* | .906 | .049 |
| R^2 | 0.41 | | |

* $p < 0.05$, ** $p < 0.01$

Base: $N=397$

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.30 Fit for Work helped respondent return to work more quickly, by access to occupational health at Wave One (Weighted data)

| Categories | Access to OH | | No access to OH | | All | |
|----------------------|--------------|-------|-----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 48 | 33 | 75 | 44 | 124 | 39 |
| Agree | 96 | 67 | 94 | 56 | 195 | 61 |
| Total | 144 | 100 | 169 | 100 | 318 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on speed of return to work and access to occupational health at Wave One (N=315). All respondents currently in work at Wave Two reporting influence on speed of return to work (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.31 Fit for Work helped respondent return to work more quickly, by sector at Wave One (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|----------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 24 | 30 | 34 | 34 | 38 | 49 | 27 | 47 | 124 | 39 |
| Agree | 57 | 70 | 67 | 66 | 40 | 51 | 31 | 53 | 195 | 61 |
| Total | 81* | 100 | 101 | 100 | 78* | 100 | 58* | 100 | 318 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on speed of return to work and sector at Wave One (N=320). All respondents currently in work at Wave Two reporting influence on speed of return to work (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.32 Fit for Work helped respondent return to work more quickly, by change in physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 81 | 33 | 39 | 57 | 124 | 39 |
| Agree | 165 | 67 | 29 | 43 | 195 | 61 |
| Total | 246 | 100 | 68* | 100 | 318 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on speed of return to work and change in physical and mental health since referral to Fit for Work (N=317). All respondents currently in work at Wave Two reporting influence on speed of return to work (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.33 Fit for Work helped respondent return to work more quickly, by change in physical and mental health since time of interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 87 | 36 | 35 | 49 | 124 | 39 |
| Agree | 158 | 64 | 36 | 51 | 195 | 61 |
| Total | 245 | 100 | 71* | 100 | 318 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on speed of return to work and change in physical and mental health since time of interview at Wave One (N=318). All respondents currently in work at Wave Two reporting influence on speed of return to work (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.34 Fit for Work helped respondent return to work more quickly, by health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|----------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 32 | 28 | 52 | 43 | 38 | 46 | 124 | 39 |
| Agree | 81 | 72 | 68 | 57 | 45 | 54 | 195 | 61 |
| Total | 113 | 100 | 120 | 100 | 83* | 100 | 318 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on speed of return to work and health condition (N=318). All respondents currently in work at Wave Two reporting influence on speed of return to work (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.35 Change in employment status between Wave One and Wave Two interviews (Weighted data)

| Categories | N | Col % |
|--|-----|-------|
| In work at both Wave One and Wave Two | 273 | 56 |
| Out of work at both Wave One and Wave Two | 129 | 26 |
| Entered work between Wave One and Wave Two | 47 | 10 |
| Left work between Wave One and Wave Two | 43 | 9 |
| Total | 492 | 100 |

Base: All respondents reporting change in employment status (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.36 Employment status of employed respondents (Weighted data)

| Categories | N | Col % |
|--|-----|-------|
| In full-time employment, working 30 hours a week or more | 220 | 67 |
| In part-time employment, working less than 30 hours a week | 100 | 30 |
| Self-employed full-time, working 30 hours a week or more | 10 | 2 |
| Self-employed part-time, working less than 30 hours a week | 0 | 0 |
| Other | 0 | 1 |
| Total | 320 | 100 |

Base: All respondents in work at Wave Two reporting employment status (N=322). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.37 Changes in nature of work since referral to Fit for Work (Weighted data)

| Categories | N | Col % |
|------------------------|-----|-------|
| Same type of work | 237 | 75 |
| Different type of work | 81 | 25 |
| Total | 318 | 100 |

Base: All respondents in work at Wave Two reporting any change in nature of work (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.38 Change in employed respondents' type of work, by change in employer (Weighted data)

| Categories | Same employer | | Different employer | | All | |
|------------------------|---------------|-------|--------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Same type of work | 193 | 89 | 44 | 46 | 237 | 75 |
| Different type of work | 25 | 11 | 52 | 54 | 81 | 26 |
| Total | 218 | 100 | 96* | 100 | 319 | 100 |

Base: All respondents in work reporting change in type of work and change in employer (N=317). All respondents in work reporting change in type of work (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.39 Change in employed respondents' type of work, by access to sick pay in addition to SSP at Wave One (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|------------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Same type of work | 161 | 79 | 71 | 66 | 237 | 75 |
| Different type of work | 42 | 21 | 37 | 34 | 81 | 26 |
| Total | 203 | 100 | 108 | 100 | 319 | 100 |

Base: All respondents in work reporting change in type of work and access to sick pay in addition to SSP at Wave One (N=313). All respondents in work reporting change in type of work (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.40 Change in employed respondents' type of work, by occupation at Wave Two (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|------------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Same type of work | 82 | 83 | 79 | 78 | 76 | 64 | 237 | 75 |
| Different type of work | 17 | 17 | 22 | 22 | 42 | 36 | 81 | 26 |
| Total | 99* | 100 | 101 | 100 | 118 | 100 | 319 | 100 |

Base: All respondents in work reporting change in type of work and occupation (N=321). All respondents in work reporting change in type of work (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.41 Change in employed respondents' type of work, by sector at Wave One (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|------------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Same type of work | 63 | 78 | 65 | 64 | 66 | 84 | 43 | 75 | 237 | 75 |
| Different type of work | 18 | 22 | 37 | 36 | 13 | 17 | 14 | 24 | 81 | 26 |
| Total | 81* | 100 | 102 | 100 | 79* | 100 | 57* | 100 | 319 | 100 |

Base: All respondents in work reporting change in type of work and sector at Wave One (N=321). All respondents in work reporting change in type of work (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.42 Change in employed respondents' type of work, by sector at Wave Two (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|------------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Same type of work | 45 | 76 | 92 | 67 | 66 | 84 | 34 | 81 | 237 | 75 |
| Different type of work | 14 | 24 | 46 | 33 | 13 | 17 | 8 | 19 | 81 | 26 |
| Total | 59* | 100 | 138 | 100 | 79* | 100 | 42* | 100 | 319 | 100 |

Base: All respondents in work reporting change in type of work and sector at Wave Two (N=321). All respondents in work reporting change in type of work (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.43 Change in employed respondents' type of work, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Same type of work | 173 | 75 | 39 | 83 | 25 | 60 | 237 | 75 |
| Different type of work | 57 | 25 | 8 | 17 | 17 | 41 | 81 | 26 |
| Total | 230 | 100 | 47* | 100 | 42* | 100 | 319 | 100 |

Base: All respondents in work reporting change in type of work and current mental health (N=320). All respondents in work reporting change in type of work (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.44 Change in employed respondents' type of work, by change in physical and mental health since Wave One interview (Weighted data)

| Categories | Better | | Same or worse | | All | |
|------------------------|-------------------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Same type of work | 173 | 71 | 63 | 86 | 237 |
| Different type of work | 70 | 29 | 10 | 13 | 81 | 26 |
| Total | 243 | 100 | 73* | 100 | 319 | 100 |

Base: All respondents in work reporting change in type of work and change in physical and mental health since Wave One interview (N=319). All respondents in work reporting change in type of work (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.45 Change in employed respondents' type of work, by age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|------------------------|-------------------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| | Same type of work | 53 | 63 | 129 | 75 | 56 | 86 | 237 |
| Different type of work | 31 | 37 | 42 | 25 | 9 | 14 | 81 | 26 |
| Total | 84* | 100 | 171 | 100 | 65* | 100 | 319 | 100 |

Base: All respondents in work reporting change in type of work and age (N=321). All respondents in work reporting change in type of work (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.46 Changes in employer since referral to Fit for Work (Weighted data)

| Categories | N | Col % |
|----------------------|-----|-------|
| The same employer | 219 | 69 |
| A different employer | 96 | 30 |
| Self-employed | 4 | 1 |
| Total | 319 | 100 |

Base: All respondents in work at Wave Two reporting any change in employer (N=322). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.47 Change in employed respondents' employer, by gender (Weighted data)

| Categories | Male | | Female | | All | |
|--------------------|------|-------|--------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Same employer | 88 | 63 | 131 | 74 | 219 | 69 |
| Different employer | 51 | 37 | 46 | 26 | 96 | 31 |
| Total | 139 | 100 | 177 | 100 | 315 | 100 |

Base: All respondents in work reporting change in employer and gender (N=318). All respondents in work reporting change in employer (N=318). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.48 Change in employed respondents' employer, by health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|--------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Same employer | 68 | 61 | 83 | 69 | 67 | 82 | 219 | 69 |
| Different employer | 44 | 39 | 37 | 31 | 15 | 18 | 96 | 31 |
| Total | 112 | 100 | 120 | 100 | 82* | 100 | 315 | 100 |

Base: All respondents in work reporting change in employer and health condition (N=316). All respondents in work reporting change in employer (N=318). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.49 Change in employed respondents' employer, by access to occupational health at Wave Two (Weighted data)

| Categories | Access to OH | | No access to OH | | All | |
|--------------------|--------------|-------|-----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Same employer | 105 | 67 | 111 | 80 | 219 | 69 |
| Different employer | 52 | 33 | 28 | 20 | 96 | 31 |
| Total | 157 | 100 | 139 | 100 | 315 | 100 |

Base: All respondents in work reporting change in employer and access to occupational health at Wave Two (N=299). All respondents in work reporting change in employer (N=318). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.50 Change in employed respondents' employer, by access to additional sick pay over SSP at Wave One (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|--------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Same employer | 154 | 77 | 59 | 56 | 219 |
| Different employer | 47 | 23 | 47 | 44 | 96 | 31 |
| Total | 201 | 100 | 106 | 100 | 315 | 100 |

Base: All respondents in work reporting change in employer and access to additional sick pay over SSP at Wave One (N=310). All respondents in work reporting change in employer (N=318). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.51 Change in employed respondents' employer, by access to additional sick pay over SSP at Wave Two (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|--------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Same employer | 154 | 75 | 59 | 63 | 219 |
| Different employer | 50 | 25 | 35 | 37 | 96 | 31 |
| Total | 204 | 100 | 94 | 100 | 315 | 100 |

Base: All respondents in work reporting change in employer and access to additional sick pay over SSP at Wave Two (N=302). All respondents in work reporting change in employer (N=318). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.52 Change in employed respondents' employer, by age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|--------------------|---------------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| | Same employer | 40 | 48 | 123 | 73 | 56 | 88 | 219 |
| Different employer | 43 | 52 | 46 | 27 | 8 | 13 | 96 | 31 |
| Total | 83* | 100 | 169 | 100 | 64* | 100 | 315 | 100 |

Base: All respondents in work reporting change in employer and age (N=318). All respondents in work reporting change in employer (N=318). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.53 Change in employed respondents' employer, by source of referral (Weighted data)

| Categories | GP | | Employer | | All | |
|--------------------|-----|-------|----------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Same employer | 53 | 59 | 164 | 74 | 219 | 69 |
| Different employer | 37 | 41 | 58 | 26 | 96 | 31 |
| Total | 90* | 100 | 222 | 100 | 315 | 100 |

Base: All respondents in work reporting change in employer and source of referral (N=314). All respondents in work reporting change in employer (N=318). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.54 Additional period of sickness absence lasting over one week for employees in work at Wave Two (Weighted data)

| Categories | N | Col % |
|--|-----|-------|
| Yes, the same reason | 17 | 5 |
| Yes, for another reason | 26 | 8 |
| No, not been off sick since returned to work | 275 | 86 |
| Total | 318 | 100 |

Base: All respondents in work at Wave Two (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.55 Total duration of sickness absence after discharge from Fit for Work for employees in work at Wave Two (Weighted data)

| Categories | N | Col % |
|---------------------|-----|-------|
| Under 1 month | 45 | 20 |
| 1-3 months | 103 | 46 |
| 3 months+ | 39 | 18 |
| No sick leave taken | 27 | 12 |
| Total | 225 | 100 |

Base: All respondents currently in work at Wave Two reporting any subsequent sickness absence (N=231). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.56 Continuity of sick leave since discharge from Fit for Work (Weighted data)

| Categories | N | Col % |
|--|-----|-------|
| Employee continually off work since Wave One interview | 118 | 69 |
| Returned to work for a period of time after Wave One interview | 52 | 31 |
| Total | 171 | 100 |

Base: All respondents not currently in work at Wave Two reporting continuity of sickness absence (N=169). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.57 Incidents of sick leave since discharge from Fit for Work (Weighted data)

| Categories | N | Col % |
|--------------------------------------|-----|-------|
| A single period of sickness absence | 32 | 73 |
| Multiple periods of sickness absence | 12 | 27 |
| Total | 43* | 100 |

Base: All respondents not currently in work at Wave Two who had returned to work for some time (N=41). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.58 Periods of employment for out of work employees between Wave One and Wave Two interviews (Weighted data)

| Categories | N | Col % |
|---|-----|-------|
| To the same job with the same employer | 40 | 81 |
| To a different job with the same employer | 0 | 5 |
| With a different employer | 10 | 13 |
| To several different job roles | 0 | 2 |
| Total | 50* | 100 |

Base: All respondents not currently in work at Wave Two who had been back to work for a period of time reporting experience of returning to work (N=51). Unweighted.*

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.59 Reasons why respondents out of work or in a new position left their former job role (Weighted data)

| <i>Multiple responses included</i> | |
|---|-----|
| Categories | % |
| Felt could not cope with physical/mental demands at work | 34 |
| Was found unfit for work by FfW/GP/Work Capability Assessment | 28 |
| Employment terminated by employer due to ill health | 25 |
| Work-related stress | 22 |
| Employer was inflexible | 18 |
| Poor relationship with previous employer | 15 |
| Still with same employer (but on sick leave) | 15 |
| Dissatisfied with job/job opportunities | 14 |
| Harassment or bullying at work | 13 |
| Employer didn't action my RtWP | 10 |
| Employment terminated by employer due to other reason | 9 |
| Needed different working hours | 8 |
| Not financially worthwhile | 5 |
| Due to my illness/medical conditions | 4 |
| Moved house/location | 3 |
| Still with same employer but have different job/duties | 3 |
| Got a promotion/pay rise | 1 |
| Family issues/caring for member of the family | 1 |
| Retired | 1 |
| Other | 39 |
| Base | 242 |

Base: All respondents not currently in work at Wave Two or who are in a different job reporting reasons for leaving their former employment (N=242). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.60 Reason why left previous role: Work-related stress, by employment status at Wave Two (Weighted data)

| Categories | Currently working | | Not currently working | | All | |
|--------------------|-------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Experienced | 31 | 38 | 25 | 15 | 56 | 22 |
| Did not experience | 50 | 62 | 147 | 85 | 197 | 78 |
| Total | 81* | 100 | 172 | 100 | 253 | 100 |

Base: All respondents not currently in work reporting current employment status and all respondents in work reporting a change of employer reporting whether or not workplace stress caused them to leave work and employment status at Wave Two (N=246). All respondents not currently in work reporting current employment status and all respondents in work reporting a change of employer reporting whether or not workplace stress caused them to leave work (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.61 Reason why left previous role: Work-related stress, by change in physical and mental health compared to time of referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Experienced | 35 | 28 | 21 | 17 | 56 | 22 |
| Did not experience | 89 | 72 | 105 | 83 | 197 | 78 |
| Total | 124 | 100 | 126 | 100 | 253 | 100 |

Base: All respondents not currently in work reporting current employment status and all respondents in work reporting a change of employer reporting whether or not workplace stress caused them to leave work and change in physical and mental health compared to time of referral to Fit for Work (N=243). All respondents not currently in work reporting current employment status and all respondents in work reporting a change of employer reporting whether or not workplace stress caused them to leave work (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.62 Reason why left previous role: Work-related stress, by change in physical and mental health compared to time of interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Experienced | 41 | 31 | 15 | 13 | 56 | 22 |
| Did not experience | 90 | 69 | 105 | 88 | 197 | 78 |
| Total | 131 | 100 | 120 | 100 | 253 | 100 |

Base: All respondents not currently in work reporting current employment status and all respondents in work reporting a change of employer reporting whether or not workplace stress caused them to leave work and change in physical and mental health compared to time of interview at Wave One (N=243). All respondents not currently in work reporting current employment status and all respondents in work reporting a change of employer reporting whether or not workplace stress caused them to leave work (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.63 Reason why left previous role: Work-related stress, by referral source (Weighted data)

| Categories | GP | | Employer | | All | |
|--------------------|-----|-------|----------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Experienced | 25 | 30 | 30 | 18 | 56 | 22 |
| Did not experience | 57 | 70 | 137 | 82 | 197 | 78 |
| Total | 82* | 100 | 167 | 100 | 253 | 100 |

Base: All respondents not currently in work reporting current employment status and all respondents in work reporting a change of employer reporting whether or not workplace stress caused them to leave work and referral source (N=242). All respondents not currently in work reporting current employment status and all respondents in work reporting a change of employer reporting whether or not workplace stress caused them to leave work (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.64 Reason why left previous role: Felt they could not cope with physical/mental demands at work, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|--------------------|-------------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| | Experienced | 30 | 25 | 31 | 48 | 24 | 37 | 56 |
| Did not experience | 89 | 75 | 34 | 52 | 41 | 63 | 197 | 78 |
| Total | 119 | 100 | 65* | 100 | 65* | 100 | 253 | 100 |

Base: All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not their ability to cope with physical/mental demands caused them to leave work and current mental health (N=243). All respondents not currently in work reporting current employment status and all respondents in work reporting a change of employer reporting whether or not workplace stress caused them to leave work (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.65 Reason why left previous role: Felt they could not cope with physical/mental demands at work, by ethnicity (Weighted data)

| Categories | White | | BME | | All | |
|--------------------|-------------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| | Experienced | 78 | 36 | 6 | 18 | 56 |
| Did not experience | 137 | 64 | 28 | 82 | 197 | 78 |
| Total | 215 | 100 | 34* | 100 | 253 | 100 |

Base: All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not their ability to cope with physical/mental demands caused them to leave work and ethnicity (N=243). All respondents not currently in work reporting current employment status and all respondents in work reporting a change of employer reporting whether or not workplace stress caused them to leave work (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.66 Reason why left previous role: Respondent not found fit for work, by size of employer at Wave One (Weighted data)

| Categories | Less than 50 employees | | 50 – 249 employees | | 250+ employees | | All | |
|------------------------|------------------------|-------|--------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Not found fit for work | 30 | 38 | 23 | 26 | 13 | 20 | 70 | 28 |
| Found fit for work | 48 | 62 | 66 | 74 | 51 | 80 | 183 | 72 |
| Total | 78* | 100 | 89* | 100 | 64* | 100 | 253 | 100 |

Base: All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not being found fit for work caused them to leave work and size of employer at Wave One (N=224). All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not being found fit for work caused them to leave work (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.67 Reason why left previous role: Respondent not found fit for work, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Not found fit for work | 23 | 19 | 27 | 42 | 19 | 29 | 70 | 28 |
| Found fit for work | 97 | 81 | 38 | 58 | 47 | 71 | 183 | 72 |
| Total | 120 | 100 | 65* | 100 | 66* | 100 | 253 | 100 |

Base: All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not being found fit for work caused them to leave work and current mental health (N=243). All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not being found fit for work caused them to leave work (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.68 Reason why left previous role: Respondent found not fit for work, by change in current physical and mental health compared to time of referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Not found fit for work | 27 | 22 | 43 | 34 | 70 | 28 |
| Found fit for work | 97 | 78 | 83 | 66 | 183 | 72 |
| Total | 124 | 100 | 126 | 100 | 253 | 100 |

Base: All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not being found fit for work caused them to leave work and change in current physical and mental health compared to time of referral to Fit for Work (N=243). All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not being found fit for work caused them to leave work (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.69 Reason why left previous role: Employer terminated respondent's contract due to ill health, by change in current physical and mental health compared to time of referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Experienced | 22 | 18 | 39 | 31 | 61 | 24 |
| Did not experience | 102 | 82 | 87 | 69 | 192 | 76 |
| Total | 124 | 100 | 126 | 100 | 253 | 100 |

Base: All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not their employment contract was terminated due to ill health and change in current physical and mental health compared to time of referral to Fit for Work (N=243). All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not their employment contract was terminated due to ill health (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.70 Reason why left previous role: Employer terminated respondent's contract due to ill health, by change in current physical and mental health compared to time of Wave One interview (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Experienced | 21 | 16 | 40 | 34 | 61 | 24 |
| Did not experience | 110 | 84 | 79 | 66 | 192 | 76 |
| Total | 131 | 100 | 119 | 100 | 253 | 100 |

Base: All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not their employment contract was terminated due to ill health and change in current physical and mental health compared to time of Wave One interview (N=243). All respondents not currently in work and all respondents in work reporting a change of employer reporting whether or not their employment contract was terminated due to ill health (N=246). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.71 Any incidence of returning to work post-discharge (logistic regression)

| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|--------|----------------|------------|
| Gender (Reference category: Female) | | | |
| Male | .255 | .331 | 1.291 |
| Ethnicity (Reference category: BME) | | | |
| White | .334 | .431 | 1.397 |
| Age (Reference category: 55+)* | | | |
| Under 35 | 1.205* | .460 | 3.337 |
| 35 to 54 | .461 | .373 | 1.585 |
| Primary health condition (Reference category: Other) | | | |
| Mental health | .271 | .420 | 1.311 |
| MSK | .218 | .370 | 1.244 |
| Caring – pre-16 (Reference category: Caring responsibilities) | | | |
| No caring responsibilities | .453 | .355 | 1.574 |
| Caring – post-16 (Reference category: Caring responsibilities) | | | |
| No caring responsibilities | .298 | .386 | 1.348 |
| Region (Reference category: England and Wales) | | | |
| Scotland | -.236 | .474 | .790 |
| Referral route (Reference category: GP) | | | |
| Employer | .212 | .339 | 1.236 |
| Occupation at Wave One (Reference category: Admin, skilled trades and carers) | | | |
| Managers and professionals | .601 | .431 | 1.824 |
| Sales, process and elementary occupations | .131 | .397 | 1.140 |
| Sector – Wave One (Reference category: Health, care and charity) | | | |
| Energy, manufacturing, construction, logistics | -.407 | .510 | .666 |
| Retail, hospitality, leisure, creative, business services and other | -.513 | .489 | .598 |
| Public administration and public services | .025 | .530 | 1.025 |
| Employer size (Reference category: Less than 50 employees) | | | |
| 50 – 249 employees | .122 | .364 | 1.130 |

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| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|---------|----------------|------------|
| 250+ employees | .185 | .385 | 1.203 |
| Access to occupational health at Wave One (Reference category: No access to OH) | | | |
| Access to OH | -.237 | .316 | .789 |
| Access to sick pay in addition to SSP at Wave One (Reference category: No access to additional sick pay) | | | |
| Access to additional sick pay | .715* | .322 | 2.043 |
| Current mental health (Reference category: Fair or poor) | | | |
| Good | .671 | .398 | 1.957 |
| Changeable | -.106 | .438 | .900 |
| Current physical health (Reference category: Changeable) | | | |
| Good | 1.007* | .432 | 2.738 |
| Fair or poor | .402 | .396 | 1.495 |
| Change in health since referral to Fit for Work (Reference category: Same or worse) | | | |
| Better | .970* | .442 | 2.638 |
| Change in health since Wave One interview (Reference category: Same or worse) | | | |
| Better | .857* | .419 | 2.356 |
| Receipt of subsequent support from sources other than Fit for Work (Reference category: Received other support) | | | |
| Did not receive other support | .842* | .340 | 2.321 |
| Agreement on ability of Fit for Work to manage health condition (Reference category: Neutral and disagree) | | | |
| Agree | .194 | .339 | 1.214 |
| Overall satisfaction with Fit for Work (Reference category: Neutral and dissatisfied) | | | |
| Satisfied | .248 | .371 | 1.281 |
| Constant | -3.577* | .943 | .028 |
| <i>R</i> ² | 0.39 | | |

* $p < 0.05$, ** $p < 0.01$

Base: $N=396$

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.72 Is this employee now back at work? By size (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|-----------------------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Yes employee has returned to work | 60 | 48 | 80 | 55 | 120 | 55 | 270 | 53 |
| No employee has not returned yet | 20 | 12 | 20 | 11 | 40 | 20 | 80 | 15 |
| No employee has left their job | 50 | 36 | 50 | 33 | 50 | 22 | 150 | 29 |
| Don't know/unsure | 10 | 5 | 0 | 1 | 10 | 3 | 10 | 3 |
| Total | 130 | 100 | 150 | 100 | 210 | 100 | 500 | 100 |

Base: All respondents who used the service and reported size (N=490). All respondents who used the service (N=501). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 7.73 Is this employee now back at work? By whether have an occupational health service (Weighted data)

| Categories | Has OH service | | No OH service | | All | |
|-----------------------------------|----------------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Yes employee has returned to work | 140 | 59 | 124 | 47 | 265 | 53 |
| No employee has not returned yet | 36 | 15 | 41 | 16 | 77 | 15 |
| No employee has left their job | 57 | 24 | 89 | 34 | 146 | 29 |
| Don't know/unsure | 6 | 3 | 8 | 3 | 14 | 3 |
| Total | 239 | 100 | 262 | 100 | 501 | 100 |

Base: All respondents who used the service (N=501). Unweighted.

Source: Fit for Work evaluation employer survey.

7.1.3 Increasing hours worked

TA Table 7.74 Fit for Work helped respondent increase hours worked (Weighted data)

| Categories | N | Col % |
|----------------------|-----|-------|
| Agree | 134 | 43 |
| Neutral and disagree | 179 | 57 |
| Total | 312 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on increasing hours able to work (N=313). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.75 Fit for Work helped respondent increase hours worked, by access to additional sick pay over SSP at Wave One (Weighted data)

| Categories | Access to OH | | No access to OH | | All | |
|----------------------|--------------|-------|-----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 73 | 52 | 105 | 63 | 179 | 57 |
| Agree | 68 | 48 | 61 | 37 | 133 | 43 |
| Total | 141 | 100 | 166 | 100 | 312 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on increasing hours able to work and access to additional sick pay over SSP at Wave One (N=307). All respondents currently in work at Wave Two reporting influence on increasing hours able to work (N=313). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.76 Fit for Work helped respondent increase hours worked, by access to additional sick pay over SSP at Wave Two (Weighted data)

| Categories | Access to OH | | No access to OH | | All | |
|----------------------|--------------|-------|-----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 78 | 51 | 89 | 64 | 179 | 57 |
| Agree | 74 | 49 | 51 | 36 | 133 | 43 |
| Total | 152 | 100 | 140 | 100 | 312 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on increasing hours able to work and access to additional sick pay over SSP at Wave Two (N=299). All respondents currently in work at Wave Two reporting influence on increasing hours able to work (N=313). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.77 Fit for Work helped respondent increase hours worked, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| | Neutral and disagree | 61 | 63 | 66 | 67 | 51 | 44 | 179 |
| Agree | 36 | 37 | 33 | 33 | 64 | 56 | 133 | 43 |
| Total | 97* | 100 | 99* | 100 | 115 | 100 | 311 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on increasing hours able to work and occupation (N=313). All respondents currently in work at Wave Two reporting influence on increasing hours able to work (N=313). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.78 Fit for Work helped respondent increase hours worked, by sector at Wave Two (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| | Neutral and disagree | 29 | 50 | 67 | 49 | 57 | 77 | 25 | 60 | 179 |
| Agree | 29 | 50 | 69 | 51 | 17 | 23 | 17 | 41 | 133 | 43 |
| Total | 58* | 100 | 136 | 100 | 74* | 100 | 42* | 100 | 311 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on increasing hours able to work and sector at Wave Two (N=313). All respondents currently in work at Wave Two reporting influence on increasing hours able to work (N=313). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.79 Fit for Work helped respondent increase hours worked, by change in physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 124 | 52 | 51 | 75 | 179 | 57 |
| Agree | 115 | 48 | 17 | 25 | 133 | 43 |
| Total | 239 | 100 | 68* | 100 | 311 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on increasing hours able to work and change in physical and mental health since referral to Fit for Work (N=310). All respondents currently in work at Wave Two reporting influence on increasing hours able to work (N=313). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.80 Fit for Work helped respondent increase hours worked, by change in physical and mental health since interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 124 | 52 | 54 | 76 | 179 | 57 |
| Agree | 116 | 48 | 17 | 23 | 133 | 43 |
| Total | 240 | 100 | 71* | 100 | 311 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on increasing hours able to work and change in physical and mental health since interview at Wave One (N=311). All respondents currently in work at Wave Two reporting influence on increasing hours able to work (N=313). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.81 Fit for Work helped respondent increase hours worked, by age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|----------------------|----------|-------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 36 | 44 | 100 | 60 | 43 | 69 | 179 | 57 |
| Agree | 46 | 56 | 68 | 40 | 19 | 31 | 133 | 43 |
| Total | 82* | 100 | 168 | 100 | 62* | 100 | 311 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on increasing hours able to work and age (N=313). All respondents currently in work at Wave Two reporting influence on increasing hours able to work (N=313). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.82 Fit for Work helped respondent increase hours worked, by change in employer between Wave One and Wave Two (Weighted data)

| Categories | Same employer | | Different employer | | All | |
|----------------------|---------------|-------|--------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 131 | 62 | 45 | 47 | 179 | 57 |
| Agree | 82 | 38 | 50 | 53 | 133 | 43 |
| Total | 213 | 100 | 95* | 100 | 311 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on increasing hours able to work and change in employer between Wave One and Wave Two (N=309). All respondents currently in work at Wave Two reporting influence on increasing hours able to work (N=313). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.83 Barriers to returning to work (Weighted data)

| <i>Multiple responses included</i> | |
|--|-----|
| Categories | % |
| Ongoing or worsening health condition | 73 |
| New health condition(s) | 6 |
| Dissatisfied with job/job opportunities | 6 |
| Caring responsibilities | 4 |
| Fear that cannot cope with physical/mental demands of work | 3 |
| Work-related stress | 2 |
| Retired | 2 |
| Lack of skills/qualifications | 1 |
| Been made redundant | 0 |
| Poor relationship with employer | 0 |
| Other | 17 |
| Nothing | 10 |
| Base | 170 |

Base: All respondents not currently working (N=170). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.84 Support that would help respondents return to work (Weighted data)

| <i>Multiple responses included</i> | |
|---|-----|
| Categories | % |
| More time for recovery | 24 |
| Treatment or further treatment for your condition | 21 |
| The attitude/level of support from your employer | 20 |
| Finding a new job | 9 |
| Require employer to implement RtWP | 8 |
| Changed duties | 6 |
| An improvement in my condition | 6 |
| Phased return to work | 6 |
| Changed hours of work | 6 |
| Provision of workplace adjustments | 2 |
| Moving to a different job with the same employer | 2 |
| Regular meetings or updates with your employer | 1 |
| Changed pattern of work | 1 |
| Nothing | 7 |
| Base | 54* |

Base: All respondents not currently working (N=54). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

7.1.4 Working more productively

TA Table 7.85 Fit for Work helped respondent work more productively (Weighted data)

| Categories | N | Col % |
|----------------------|-----|-------|
| Agree | 148 | 46 |
| Neutral and disagree | 171 | 54 |
| Total | 319 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on more productive working (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.86 Fit for Work helped respondent work more productively, by access to additional sick pay over SSP at Wave One (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|----------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 121 | 59 | 48 | 44 | 171 | 54 |
| Agree | 84 | 41 | 60 | 56 | 148 | 47 |
| Total | 205 | 100 | 108 | 100 | 319 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on more productive working and access to additional sick pay over SSP at Wave One (N=314). All respondents currently in work at Wave Two reporting influence on more productive working (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.87 Fit for Work helped respondent work more productively, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|----------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 60 | 59 | 62 | 61 | 49 | 42 | 171 | 54 |
| Agree | 41 | 41 | 40 | 39 | 68 | 58 | 148 | 47 |
| Total | 101 | 100 | 102 | 100 | 117 | 100 | 319 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on more productive working and occupation (N=321). All respondents currently in work at Wave Two reporting influence on more productive working (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.88 Fit for Work helped respondent work more productively, by sector at Wave One (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|----------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 38 | 47 | 46 | 45 | 49 | 63 | 38 | 66 | 171 | 54 |
| Agree | 43 | 53 | 56 | 55 | 29 | 37 | 20 | 35 | 148 | 47 |
| Total | 81* | 100 | 102 | 100 | 78* | 100 | 58* | 100 | 319 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on more productive working and sector at Wave One (N=321). All respondents currently in work at Wave Two reporting influence on more productive working (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.89 Fit for Work helped respondent work more productively, by current physical health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|----------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 93 | 50 | 44 | 51 | 33 | 72 | 171 | 54 |
| Agree | 92 | 50 | 43 | 49 | 13 | 28 | 148 | 47 |
| Total | 185 | 100 | 87* | 100 | 46* | 100 | 319 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on more productive working and current physical health at Wave Two (N=319). All respondents currently in work at Wave Two reporting influence on more productive working (N=321). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

7.1.5 Developing better relationships at work

TA Table 7.90 Fit for Work helped respondent have better relationships at work (Weighted data)

| Categories | N | Col % |
|----------------------|-----|-------|
| Agree | 136 | 43 |
| Neutral and disagree | 177 | 54 |
| Total | 313 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on relationships at work (N=315). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.91 Fit for Work helped respondent have better relationships at work, by gender (Weighted data)

| Categories | Male | | Female | | All | |
|----------------------|------|-------|--------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 66 | 48 | 111 | 63 | 177 | 57 |
| Agree | 72 | 52 | 64 | 37 | 137 | 43 |
| Total | 138 | 100 | 175 | 100 | 314 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on relationships at work and gender (N=315). All respondents currently in work at Wave Two reporting influence on relationships at work (N=315). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.92 Fit for Work helped respondent have better relationships at work, by size of employer at Wave Two (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|----------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 51 | 57 | 50 | 47 | 64 | 67 | 177 | 57 |
| Agree | 38 | 43 | 57 | 53 | 31 | 33 | 137 | 43 |
| Total | 89* | 100 | 107 | 100 | 95* | 100 | 314 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on relationships at work and size of employer at Wave Two (N=291). All respondents currently in work at Wave Two reporting influence on relationships at work (N=315). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.93 Fit for Work helped respondent have better relationships at work, by access to occupational health at Wave One (Weighted data)

| Categories | Access to OH | | No access to OH | | All | |
|----------------------|--------------|-------|-----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 69 | 49 | 107 | 64 | 177 | 57 |
| Agree | 72 | 51 | 61 | 36 | 137 | 43 |
| Total | 141 | 100 | 168 | 100 | 314 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on relationships at work and access to occupational health at Wave One (N=310). All respondents currently in work at Wave Two reporting influence on relationships at work (N=315). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.94 Fit for Work helped respondent have better relationships at work, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|----------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 59 | 60 | 67 | 66 | 51 | 45 | 177 | 57 |
| Agree | 39 | 40 | 34 | 34 | 63 | 55 | 137 | 43 |
| Total | 98* | 100 | 101 | 100 | 114 | 100 | 314 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on relationships at work and occupation (N=315). All respondents currently in work at Wave Two reporting influence on relationships at work (N=315). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.95 Fit for Work helped respondent have better relationships at work, by sector at Wave One (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|----------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 38 | 48 | 46 | 46 | 59 | 78 | 34 | 60 | 177 | 57 |
| Agree | 42 | 53 | 55 | 54 | 17 | 22 | 23 | 40 | 137 | 43 |
| Total | 80* | 100 | 101 | 100 | 76* | 100 | 57* | 100 | 314 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on relationships at work and sector at Wave One (N=315). All respondents currently in work at Wave Two reporting influence on relationships at work (N=315). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.96 Fit for Work helped respondent have better relationships at work, by sector at Wave Two (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|----------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 28 | 48 | 65 | 47 | 59 | 77 | 26 | 62 | 177 | 57 |
| Agree | 30 | 52 | 72 | 53 | 18 | 22 | 16 | 38 | 137 | 43 |
| Total | 58* | 100 | 137 | 100 | 77* | 100 | 42* | 100 | 314 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on relationships at work and sector at Wave Two (N=315). All respondents currently in work at Wave Two reporting influence on relationships at work (N=315). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.97 Fit for Work helped respondent have better relationships at work, by change in physical and mental health since time of referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 127 | 52 | 47 | 71 | 177 | 57 |
| Agree | 117 | 48 | 19 | 29 | 137 | 43 |
| Total | 244 | 100 | 66* | 100 | 314 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on relationships at work and change in physical and mental health since time of referral to Fit for Work (N=312). All respondents currently in work at Wave Two reporting influence on relationships at work (N=315). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.98 Fit for Work helped respondent have better relationships at work, by change in physical and mental health interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 128 | 53 | 48 | 69 | 177 | 57 |
| Agree | 114 | 47 | 22 | 31 | 137 | 43 |
| Total | 242 | 100 | 70* | 100 | 314 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on relationships at work and change in physical and mental health interview at Wave One (N=313). All respondents currently in work at Wave Two reporting influence on relationships at work (N=315). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

7.2 Retention in employment

TA Table 7.99 Fit for Work helped respondent to remain in employment (Weighted data)

| Categories | N | Col % |
|----------------------|-----|-------|
| Agree | 185 | 58 |
| Neutral and disagree | 132 | 42 |
| Total | 317 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on ability to remain in employment (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.100 Fit for Work helped respondent to remain in employment, by sector at Wave One (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|----------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 29 | 36 | 34 | 33 | 41 | 52 | 29 | 53 | 133 | 42 |
| Agree | 52 | 64 | 68 | 67 | 38 | 48 | 26 | 47 | 185 | 58 |
| Total | 81* | 100 | 102 | 100 | 79* | 100 | 55* | 100 | 317 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on ability to remain in employment and sector at Wave One (N=315). All respondents currently in work at Wave Two reporting influence on ability to remain in employment (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.101 Fit for Work helped respondent to remain in employment, by change in current physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 89 | 36 | 41 | 60 | 133 | 42 |
| Agree | 157 | 64 | 27 | 40 | 185 | 58 |
| Total | 246 | 100 | 68* | 100 | 317 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on ability to remain in employment and change in current physical and mental health since referral to Fit for Work (N=317). All respondents currently in work at Wave Two reporting influence on ability to remain in employment (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.102 Fit for Work helped respondent to remain in employment, by change in current physical and mental health since time of interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 91 | 37 | 40 | 56 | 133 | 42 |
| Agree | 152 | 63 | 32 | 44 | 185 | 58 |
| Total | 243 | 100 | 72* | 100 | 317 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on ability to remain in employment and change in current physical and mental health since time of interview at Wave One (N=318). All respondents currently in work at Wave Two reporting influence on ability to remain in employment (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.103 Fit for Work helped respondent to remain in employment, by change in employer since Wave One interview (Weighted data)

| Categories | Same employer | | Different employer | | All | |
|----------------------|---------------|-------|--------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 79 | 36 | 50 | 53 | 133 | 42 |
| Agree | 140 | 64 | 44 | 47 | 185 | 58 |
| Total | 219 | 100 | 94* | 100 | 317 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on ability to remain in employment and change in employer since Wave One interview (N=316). All respondents currently in work at Wave Two reporting influence on ability to remain in employment (N=320). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

7.3 Claiming welfare benefits

TA Table 7.104 Receipt of welfare benefits, by employment status at Wave Two (Weighted data)

| Categories | Currently in work | | Not currently in work | | All | |
|-----------------------|-------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Not claiming benefits | 310 | 97 | 87 | 51 | 397 | 81 |
| Claiming benefits | 10 | 3 | 85 | 49 | 95 | 19 |
| Total | 320 | 100 | 172 | 100 | 492 | 100 |

Base: All respondents reporting welfare benefit claims and employment status at Wave Two (N=492). All respondents reporting welfare benefit claims (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.105 Receipt of welfare benefits, by access to additional sick pay over SSP at Wave One (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|-----------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Not claiming benefits | 246 | 86 | 141 | 73 | 397 | 81 |
| Claiming benefits | 40 | 14 | 51 | 27 | 95 | 19 |
| Total | 286 | 100 | 192 | 100 | 492 | 100 |

Base: All respondents reporting welfare benefit claims and access to additional sick pay over SSP at Wave One (N=478). All respondents reporting welfare benefit claims (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.106 Receipt of welfare benefits, by access to additional sick pay over SSP at Wave Two (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|-----------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Not claiming benefits | 206 | 98 | 110 | 81 | 397 | 81 |
| Claiming benefits | 5 | 2 | 25 | 19 | 95 | 19 |
| Total | 211 | 100 | 135 | 100 | 492 | 100 |

Base: All respondents reporting welfare benefit claims and access to additional sick pay over SSP at Wave Two (N=303). All respondents reporting welfare benefit claims (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.107 Receipt of welfare benefits, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|-----------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Not claiming benefits | 114 | 90 | 136 | 78 | 148 | 77 | 397 | 81 |
| Claiming benefits | 12 | 10 | 38 | 22 | 44 | 23 | 95 | 19 |
| Total | 126 | 100 | 174 | 100 | 192 | 100 | 492 | 100 |

Base: All respondents reporting welfare benefit claims and occupation (N=492). All respondents reporting welfare benefit claims (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.108 Receipt of welfare benefits, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|-----------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Not claiming benefits | 266 | 91 | 71 | 68 | 60 | 66 | 397 | 81 |
| Claiming benefits | 27 | 9 | 33 | 32 | 31 | 34 | 95 | 19 |
| Total | 293 | 100 | 104 | 100 | 91* | 100 | 492 | 100 |

Base: All respondents reporting welfare benefit claims and current mental health (N=488). All respondents reporting welfare benefit claims (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.109 Receipt of welfare benefits, by current physical health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|-----------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Not claiming benefits | 209 | 93 | 122 | 69 | 62 | 72 | 397 | 81 |
| Claiming benefits | 15 | 7 | 56 | 31 | 24 | 28 | 95 | 19 |
| Total | 224 | 100 | 178 | 100 | 86* | 100 | 492 | 100 |

Base: All respondents reporting welfare benefit claims and current physical health (N=489). All respondents reporting welfare benefit claims (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.110 Receipt of welfare benefits, by change in physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Not claiming benefits | 274 | 90 | 117 | 65 | 397 | 81 |
| Claiming benefits | 32 | 10 | 63 | 35 | 95 | 19 |
| Total | 306 | 100 | 180 | 100 | 492 | 100 |

Base: All respondents reporting welfare benefit claims and change in physical and mental health since referral to Fit for Work (N=487). All respondents reporting welfare benefit claims (N=492). Unweighted.

Sources: Fit for Work evaluation Wave Two employee survey.

TA Table 7.111 Receipt of welfare benefits, by change in physical and mental health since time of interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Not claiming benefits | 277 | 70 | 116 | 30 | 397 | 81 |
| Claiming benefits | 29 | 31 | 66 | 69 | 95 | 19 |
| Total | 306 | 100 | 182 | 100 | 492 | 100 |

Base: All respondents reporting welfare benefit claims and change in physical and mental health since interview at Wave One (N=488). All respondents reporting welfare benefit claims (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.112 Receipt of welfare benefits (Weighted data)

| <i>Multiple responses included</i> | |
|--|-----|
| Categories | % |
| Not claiming benefits | 81 |
| Personal Independence Payment (PIP) | 7 |
| Employment and Support Allowance (Unsure) | 7 |
| Employment and Support Allowance (Support Group) | 3 |
| Jobseeker's Allowance (JSA) | 2 |
| Employment and Support Allowance (Work Related Activity Group) | 2 |
| Claiming but unsure which benefits | 1 |
| Disability Living Allowance (DLA) | 1 |
| Universal Credit (UC) | 0 |
| Income Support | 0 |
| Base | 492 |

Base: All respondents reporting claim for welfare benefits (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

7.4 Health and well-being

7.4.1 Health and well-being two months after discharge

TA Table 7.113 How would you describe your health and well-being now compared to when you were referred to the service? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|-----------------|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Much better | 94 | 36 | 204 | 38 | 96 | 39 | 397 | 38 |
| Somewhat better | 80 | 31 | 158 | 30 | 56 | 23 | 295 | 28 |
| About the same | 53 | 20 | 105 | 20 | 64 | 26 | 224 | 21 |
| Somewhat worse | 18 | 7 | 40 | 8 | 21 | 8 | 79 | 8 |
| Much worse | 11 | 4 | 18 | 3 | 10 | 4 | 38 | 4 |
| Don't know | 4 | 2 | 6 | 1 | 3 | 1 | 12 | 1 |
| Total | 259 | 100 | 531 | 100 | 250 | 100 | 1,045 | 100 |

Base: All respondents giving age (N=1,035). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

7.4.2 Health and well-being eight - ten months after discharge

TA Table 7.114 Fit for Work helped respondent to manage health condition, by employment status at Wave Two interview (Weighted data)

| Categories | Currently in work | | Not currently in work | | All | |
|----------------------|-------------------|-------|-----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 118 | 37 | 100 | 60 | 219 | 45 |
| Agree | 201 | 63 | 68 | 40 | 268 | 55 |
| Total | 319 | 100 | 168 | 100 | 487 | 100 |

Base: All respondents reporting influence on ability to manage health condition and employment status at Wave Two (N=486). All respondents reporting influence on ability to manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.115 Fit for Work helped respondent to manage health condition, by access to occupational health at Wave One (Weighted data)

| Categories | Access to OH | | No access to OH | | All | |
|----------------------|--------------|-------|-----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 85 | 40 | 131 | 51 | 219 | 45 |
| Agree | 130 | 60 | 126 | 49 | 268 | 55 |
| Total | 215 | 100 | 257 | 100 | 487 | 100 |

Base: All respondents reporting influence on ability to manage health condition and access to occupational health at Wave One (N=472). All respondents reporting influence on ability to manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.116 Fit for Work helped respondent to manage health condition, by access to additional sick pay over SSP at Wave Two (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|----------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 74 | 35 | 62 | 47 | 219 | 45 |
| Agree | 137 | 65 | 70 | 53 | 268 | 55 |
| Total | 211 | 100 | 132 | 100 | 487 | 100 |

Base: All respondents reporting influence on ability to manage health condition and access to additional sick pay over SSP at Wave Two (N=344). All respondents reporting influence on ability to manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.117 Fit for Work helped respondent to manage health condition, by sector at Wave One (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|----------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 44 | 36 | 64 | 41 | 64 | 54 | 46 | 53 | 219 | 45 |
| Agree | 79 | 64 | 93 | 59 | 55 | 46 | 41 | 47 | 268 | 55 |
| Total | 123 | 100 | 157 | 100 | 119 | 100 | 87* | 100 | 487 | 100 |

Base: All respondents reporting influence on ability to manage health condition and sector at Wave One (N=486). All respondents reporting influence on ability to manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.118 Fit for Work helped respondent to manage health condition, by sector at Wave Two (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|----------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 12 | 20 | 50 | 36 | 36 | 46 | 21 | [50] | 219 | 45 |
| Agree | 48 | 80 | 89 | 64 | 43 | 54 | 21 | [50] | 268 | 55 |
| Total | 60* | 100 | 139 | 100 | 79* | 100 | 42* | 100 | 487 | 100 |

Base: All respondents reporting influence on ability to manage health condition and sector at Wave Two (N=320). All respondents reporting influence on ability to manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.119 Fit for Work helped respondent to manage health condition, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|----------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 106 | 36 | 64 | 63 | 46 | 51 | 219 | 45 |
| Agree | 185 | 64 | 38 | 37 | 44 | 49 | 268 | 55 |
| Total | 291 | 100 | 102 | 100 | 90* | 100 | 487 | 100 |

Base: All respondents reporting influence on ability to manage health condition and current mental health (N=482). All respondents reporting influence on ability to manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.120 Fit for Work helped respondent to manage health condition, by current physical health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|----------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 81 | 36 | 88 | 50 | 49 | 58 | 219 | 45 |
| Agree | 143 | 64 | 87 | 50 | 36 | 42 | 268 | 55 |
| Total | 224 | 100 | 175 | 100 | 85* | 100 | 487 | 100 |

Base: All respondents reporting influence on ability to manage health condition and current physical health (N=483). All respondents reporting influence on ability to manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.121 Fit for Work helped respondent to manage health condition, by change in current physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 99 | 32 | 114 | 65 | 219 | 45 |
| Agree | 207 | 68 | 61 | 35 | 268 | 55 |
| Total | 306 | 100 | 175 | 100 | 487 | 100 |

Base: All respondents reporting influence on ability to manage health condition and change in current physical and mental health since referral to Fit for Work (N=481). All respondents reporting influence on ability to manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.122 Fit for Work helped respondent to manage health condition, by change in current physical and mental health since interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 104 | 34 | 113 | 63 | 219 | 45 |
| Agree | 202 | 66 | 66 | 37 | 268 | 55 |
| Total | 306 | 100 | 179 | 100 | 487 | 100 |

Base: All respondents reporting influence on ability to manage health condition and current physical and mental health since interview at Wave One (N=483). All respondents reporting influence on ability to manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.123 Fit for Work helped respondent to manage health condition, by health condition (Weighted data)

| Categories | Mental health | | MSK | | Other | | All | |
|----------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 59 | 37 | 81 | 45 | 74 | 53 | 219 | 45 |
| Agree | 102 | 63 | 100 | 55 | 66 | 47 | 268 | 55 |
| Total | 161 | 100 | 181 | 100 | 140 | 100 | 487 | 100 |

Base: All respondents reporting influence on ability to manage health condition and reporting health condition (N=481). All respondents reporting influence on ability to manage health condition (N=486). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

Respondents were asked a series of questions in the longitudinal survey to ascertain their self-reported mental and physical change, as well as how they felt this had changed over time.

TA Table 7.124 Current general mental health (Weighted data)

| Categories | N | Col % |
|------------|-----|-------|
| Very good | 148 | 30 |
| Good | 144 | 30 |
| Fair | 61 | 13 |
| Bad | 26 | 5 |
| Very bad | 16 | 3 |
| Changeable | 92 | 19 |
| Total | 487 | 100 |

Base: All respondents reporting current mental health (N=488). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.125 Current general physical health (Weighted data)

| Categories | N | Col % |
|------------|-----|-------|
| Very good | 63 | 13 |
| Good | 161 | 33 |
| Fair | 111 | 23 |
| Bad | 41 | 8 |
| Very bad | 26 | 5 |
| Changeable | 86 | 18 |
| Total | 488 | 100 |

Base: All respondents reporting current physical health (N=489). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.126 Change in physical and mental health since time of referral to Fit for Work (Weighted data)

| Categories | N | Col % |
|-----------------|-----|-------|
| Much better | 211 | 43 |
| Somewhat better | 95 | 20 |
| About the same | 111 | 23 |
| Somewhat worse | 39 | 8 |
| Much worse | 31 | 6 |
| Total | 487 | 100 |

Base: All respondents reporting change in physical and mental health since time of referral to Fit for Work (N=487). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.127 Change in physical and mental health since time of interview at Wave One (Weighted data)

| Categories | N | Col % |
|-----------------|-----|-------|
| Much better | 186 | 38 |
| Somewhat better | 119 | 24 |
| About the same | 112 | 23 |
| Somewhat worse | 42 | 9 |
| Much worse | 28 | 6 |
| Total | 487 | 100 |

Base: All respondents reporting change in physical and mental health since time of interview at Wave One (N=487). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.128 Change in physical and mental health since time of referral to Fit for Work, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable | | All | |
|---------------|------|-------|--------------|-------|------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Better | 213 | 74 | 45 | 44 | 48 | 53 | 306 | 63 |
| Same or worse | 76 | 26 | 58 | 56 | 43 | 47 | 180 | 37 |
| Total | 289 | 100 | 103 | 100 | 91* | 100 | 486 | 100 |

Base: All respondents reporting change in physical and mental health since time of referral to Fit for Work and current mental health (N=483). All respondents reporting change in physical and mental health since time of referral to Fit for Work (N=487). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.129 Change in physical and mental health since time of referral to Fit for Work, by current physical health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable | | All | |
|---------------|------|-------|--------------|-------|------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Better | 174 | 78 | 82 | 47 | 47 | 55 | 306 | 63 |
| Same or worse | 48 | 22 | 93 | 53 | 39 | 45 | 180 | 37 |
| Total | 222 | 100 | 175 | 100 | 86* | 100 | 486 | 100 |

Base: All respondents reporting change in physical and mental health since time of referral to Fit for Work and current physical health (N=484). All respondents reporting change in physical and mental health since time of referral to Fit for Work (N=487). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.130 Change in physical and mental health since time of interview at Wave One, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable | | All | |
|---------------|------|-------|--------------|-------|------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Better | 216 | 74 | 45 | 43 | 45 | 49 | 306 | 63 |
| Same or worse | 74 | 26 | 59 | 57 | 46 | 51 | 180 | 37 |
| Total | 290 | 100 | 104 | 100 | 91* | 100 | 486 | 100 |

Base: All respondents reporting change in physical and mental health since time of interview at Wave One and current mental health and change in physical and mental health since time of interview at Wave One (N=483). All respondents reporting change in physical and mental health since time of referral to Fit for Work (N=487). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.131 Change in physical and mental health since time of interview at Wave One, by current physical health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable | | All | |
|---------------|------|-------|--------------|-------|------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Better | 173 | 77 | 80 | 46 | 49 | 57 | 306 | 63 |
| Same or worse | 51 | 23 | 94 | 54 | 37 | 43 | 180 | 37 |
| Total | 224 | 100 | 174 | 100 | 86* | 100 | 486 | 100 |

Base: All respondents reporting change in physical and mental health since time of interview at Wave One and current physical health and change in physical and mental health since time of interview at Wave One (N=484). All respondents reporting change in physical and mental health since time of referral to Fit for Work (N=487). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.132 Self-reported work ability on a scale from 0 (worst) to 10 (best) (Weighted data)

| Categories | N | Col % |
|------------|-----|-------|
| 0 | 38 | 8 |
| 1 | 12 | 2 |
| 2 | 17 | 4 |
| 3 | 21 | 5 |
| 4 | 29 | 6 |
| 5 | 27 | 6 |
| 6 | 16 | 3 |
| 7 | 44 | 9 |
| 8 | 97 | 20 |
| 9 | 58 | 12 |
| 10 | 114 | 24 |

Base: All respondents reporting self-report work ability (N=472). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.133 Improvement in health since referral to Fit for Work (logistic regression)

| Model 1 independent variables | B | Standard Error | Odds Ratio |
|---|---------|----------------|------------|
| Gender (Reference category: Male) | | | |
| Female | .364 | .424 | 1.439 |
| Ethnicity (Reference category: White) | | | |
| BME | .066 | .617 | 1.068 |
| Age (Reference category: 55+) | | | |
| Under 35 | .685 | .567 | 1.983 |
| 35 to 54 | .510 | .493 | 1.666 |
| Primary health condition (Reference category: MSK)** | | | |
| Mental health | 2.343** | .534 | 10.410 |
| Other | .704 | .467 | 2.021 |
| Caring – pre-16 (Reference category: Caring responsibilities) | | | |
| No caring responsibilities | -.572 | .513 | .564 |
| Caring – post-16 (Reference category: No Caring responsibilities) | | | |
| Caring responsibilities | -.572 | .513 | .564 |
| Region (Reference category: England and Wales) | | | |
| Scotland | -.394 | .631 | .674 |
| Referral route (Reference category: Employer) | | | |
| GP | -1.100* | .473 | .333 |
| Occupation at Wave One (Reference category: Sales, process and elementary occupations) | | | |
| Managers and professionals | .300 | .599 | 1.349 |
| Admin, skilled trades and carers | .492 | .542 | 1.635 |
| Sector – Wave One (Reference category: Energy, manufacturing, construction, logistics) | | | |
| Retail, hospitality, leisure, creative, business services and other | .378 | .514 | 1.459 |
| Health, care and charity | .369 | .648 | 1.446 |
| Public administration and public services | -.101 | .673 | .904 |

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| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|----------|----------------|------------|
| Employer size (Reference category: Fewer than 50 employees) | | | |
| 50 - 249 employees | .104 | .481 | 1.110 |
| 250+ employees | -.191 | .514 | .826 |
| Access to occupational health at Wave One (Reference category: No access to OH) | | | |
| Access to OH | -.308 | .406 | .735 |
| Access to sick pay in addition to SSP at Wave One (Reference category: No access to additional sick pay) | | | |
| Access to additional sick pay | .710 | .420 | 2.035 |
| Current mental health (Reference category: Fair or poor) | | | |
| Good | .447 | .545 | 1.564 |
| Changeable | -.099 | .617 | .906 |
| Current physical health (Reference category: Fair or poor) | | | |
| Good | 1.014* | .472 | 2.755 |
| Changeable | .539 | .526 | 1.714 |
| Change in health since Wave One interview (Reference category: Same or worse) | | | |
| Better | 4.382** | .456 | 79.987 |
| Receipt of subsequent support from sources other than Fit for Work (Reference category: Received other support) | | | |
| Did not receive other support | -.907 | .474 | .404 |
| Agreement on ability of Fit for Work to manage health condition (Reference category: Agree) | | | |
| Neutral and disagree | -1.368** | .435 | .761 |
| Overall satisfaction with Fit for Work (Reference category: Satisfied) | | | |
| Neutral and dissatisfied | -.274 | 1.100 | .255 |
| Constant | -1.368 | .435 | .041 |
| <i>R</i> ² | 0.75 | | |

* $p < 0.05$, ** $p < 0.01$

Base: $N=397$

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.134 Improvement in health since Wave One interview (logistic regression)

| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|--------|----------------|------------|
| Gender (Reference category: Male) | | | |
| Female | -.195 | .439 | .822 |
| Ethnicity (Reference category: White) | | | |
| BME | .789 | .591 | 2.201 |
| Age (Reference category: 55+) | | | |
| Under 35 | -.687 | .591 | .503 |
| 35 to 54 | .054 | .515 | 1.056 |
| Primary health condition (Reference category: Other) | | | |
| Mental health | -.283 | .579 | .754 |
| MSK | .142 | .502 | 1.153 |
| Caring – pre-16 (Reference category: Caring responsibilities) | | | |
| No caring responsibilities | -.199 | .485 | .820 |
| Caring – post-16 (Reference category: No caring responsibilities) | | | |
| Caring responsibilities | 1.274* | .544 | 3.574 |
| Region (Reference category: Scotland) | | | |
| England and Wales | .296 | .617 | 1.344 |
| Referral route (Reference category: Employer) | | | |
| GP | .518 | .457 | 1.679 |
| Occupation at Wave One (Reference category: Sales, process and elementary occupations) | | | |
| Managers and professionals | .702 | .592 | 2.017 |
| Admin, skilled trades and carers | .007 | .538 | 1.007 |
| Sector – Wave One (Reference category: Retail, hospitality, leisure, creative, business services and other) | | | |
| Energy, manufacturing, construction, logistics | -.006 | .524 | .994 |
| Health, care and charity | -.208 | .637 | .812 |
| Public administration and public services | .378 | .683 | 1.459 |
| Employer size (Reference category: Fewer than 50 employees) | | | |

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| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|----------|----------------|------------|
| 50 – 249 employees | .496 | .494 | 1.642 |
| 250+ employees | .791 | .511 | 2.205 |
| Access to occupational health at Wave One (Reference category: No access to OH) | | | |
| Access to OH | -.477 | .427 | .621 |
| Access to sick pay in addition to SSP at Wave One (Reference category: No access to additional sick pay) | | | |
| Access to additional sick pay | -.636 | .440 | .529 |
| Current mental health (Reference category: Fair or poor)* | | | |
| Good | 1.183* | .540 | 3.263 |
| Changeable | .508 | .644 | 1.663 |
| Current physical health (Reference category: Fair or poor) | | | |
| Good | .936** | .472 | 2.549 |
| Changeable | .168 | .559 | 1.183 |
| Change in health since referral to Fit for Work (Reference category: Same or worse) | | | |
| Better | 4.987** | .515 | 146.473 |
| Receipt of subsequent support from sources other than Fit for Work (Reference category: Received other support) | | | |
| Did not receive other support | -.291 | .480 | .748 |
| Agreement on ability of Fit for Work to manage health condition (Reference category: Agree) | | | |
| Neutral and disagree | .017 | .471 | 1.117 |
| Overall satisfaction with Fit for Work (Reference category: Satisfied) | | | |
| Neutral and dissatisfied | .111 | 1.334 | 1.017 |
| Constant | -3.734** | 1.334 | .024 |
| R^2 | 0.75 | | |

* $p < 0.05$, ** $p < 0.01$

Base: $N=397$

Source: Fit for Work evaluation Wave Two employee survey.

7.5 Further sickness absence

7.5.1 Further absence after two months

TA Table 7.135 Have you been off sick again since you returned to work? By age (Weighted data)

| <i>Multiple responses included</i> | | | | |
|--|-------|-------|-----|-----|
| Categories | Under | | | All |
| | 35 | 35-54 | 55+ | |
| | % | % | % | % |
| Yes, been off for the same reason | 16 | 4 | 6 | 8 |
| Yes, been off for another reason | 5 | 5 | 6 | 5 |
| No, not been off sick since returned to work | 80 | 90 | 89 | 87 |
| Don't know | 0 | 1 | 0 | 0 |
| Base | 147 | 342 | 183 | 676 |

Base: All back at work and reporting age (N=672). All back at work (N=676). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.136 Have you been off sick again since you returned to work? By health condition (Weighted data)

| <i>Multiple responses included</i> | | | | |
|--|---------------|-----|-------|-----|
| Categories | Mental Health | MSK | Other | All |
| | % | % | % | |
| Yes, been off for the same reason | 7 | 4 | 13 | 8 |
| Yes, been off for another reason | 4 | 4 | 6 | 5 |
| No, not been off sick since returned to work | 90 | 91 | 80 | 87 |
| Don't know | 0 | 1 | 1 | 0 |
| Base | 232 | 246 | 191 | 676 |

Base: All back at work and reporting health condition (N=669). All back at work (N=676). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 7.137 Additional periods of sickness absence (logistic regression)

| Model 1 independent variables | B | Standard Error | Odds Ratio |
|---|----------|----------------|------------|
| Gender (Reference category: Male) | | | |
| Female | -0.010 | 0.312 | 0.990 |
| Level of choice in referral (Reference category: Had no choice in referral) | | | |
| Had choice in referral | -0.426 | 0.341 | 0.653 |
| Length of sickness absence before Fit for Work referral (Reference category: 3 months or more) | | | |
| Less than 1 month | 0.517 | 0.426 | 1.677 |
| 1-2 months | 0.098 | 0.310 | 1.103 |
| Referral route (Reference category: GP) | | | |
| Employer | 0.028 | 0.346 | 1.028 |
| Age (Reference category: 35-54) | | | |
| Under 35 | 0.728* | 0.329 | 2.072 |
| 55+ | 0.052 | 0.379 | 1.053 |
| Ethnicity (Reference category: White) | | | |
| All non-white | 0.243 | 0.388 | 1.275 |
| Caring responsibilities (Reference category: No caring responsibilities) | | | |
| Caring responsibilities | -0.426 | 0.295 | 0.653 |
| Region (Reference category: Scotland) | | | |
| England and Wales | 0.384 | 0.578 | 1.469 |
| Access to occupational health (Reference category: Yes) | | | |
| No | 0.736* | 0.301 | 2.088 |
| Primary health condition (Reference category: Other health condition) | | | |
| Mental health | -0.778* | -0.778 | 0.459 |
| MSK | -0.970** | -0.970 | 0.379 |
| Sickness absence wages (Reference category: Yes) | | | |
| No | 0.408 | 0.294 | 1.504 |
| Job satisfaction (Reference category: Satisfied) | | | |
| Not satisfied | 0.286 | 0.325 | 1.331 |

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| Model 1 independent variables | B | Standard Error | Odds Ratio |
|--|--------|----------------|------------|
| Interaction between work and health condition (Reference category: Condition caused by or made worse by work) | | | |
| Caused neither by or made worse by work | -0.052 | 0.325 | 0.949 |
| Perceived helpfulness of Fit for Work (Reference category: Neutral and dissatisfied) | | | |
| Satisfied | 0.184 | 0.317 | 1.202 |
| Current health (Reference category: Improved) | | | |
| Same or worse | 0.731* | 0.399 | 2.076 |
| Type of job (Reference category: Different type of job) | | | |
| Same type of job | -0.222 | 0.452 | 0.801 |
| Same/different employer (Reference category: A different employer) | | | |
| The same employer | 0.621 | 0.560 | 1.860 |
| Occupation (Reference category: Managers and professionals) | | | |
| Admin, skilled trades and carers | 0.288 | 0.368 | 1.334 |
| Sales, process and elementary occupations | 0.109 | 0.386 | 1.115 |
| Sector (Reference category: Public administration and public services) | | | |
| Energy, manufacturing, construction, logistics | 0.186 | 0.444 | 1.205 |
| Retail, hospitality, leisure, creative, business services and other | 0.045 | 0.439 | 1.046 |
| Health, care and charity | 0.220 | 0.456 | 1.247 |
| Constant | -3.367 | 0.998 | 0.034 |
| R^2 | 0.144 | | |

* $p < 0.05$, ** $p < 0.01$

Base: $N=484$.

Source: Fit for Work evaluation Wave One employee survey.

7.5.2 Further absence eight - ten months after discharge

TA Table 7.138 Continuity of sickness absence for respondents not currently in work, by current mental health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|--------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Continually absent | 37 | 58 | 43 | 77 | 36 | 77 | 118 | 69 |
| Went back to work | 27 | 42 | 13 | 23 | 11 | 23 | 55 | 31 |
| Total | 64* | 100 | 56* | 100 | 47* | 100 | 171 | 100 |

Base: All respondents not currently in work reporting continuity of sickness absence and current mental health (N=166). All respondents not currently in work reporting continuity of sickness absence (N=169). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.139 Continuity of sickness absence for respondents not currently in work, by change in physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Continually absent | 34 | 57 | 84 | 77 | 118 | 69 |
| Went back to work | 26 | 43 | 25 | 23 | 55 | 31 |
| Total | 60* | 100 | 109 | 100 | 171 | 100 |

Base: All respondents not currently in work reporting continuity of sickness absence and current physical health (N=168). All respondents not currently in work reporting continuity of sickness absence (N=169). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.140 Continuity of sickness absence for respondents not currently in work, by change in physical and mental health since interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|--------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Continually absent | 37 | 60 | 82 | 76 | 118 | 69 |
| Went back to work | 25 | 40 | 26 | 24 | 55 | 31 |
| Total | 62* | 100 | 108 | 100 | 171 | 100 |

Base: All respondents not currently in work reporting continuity of sickness absence and change in physical and mental health since interview at Wave One (N=167). All respondents not currently in work reporting continuity of sickness absence (N=169). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.141 Fit for Work helped respondent reduce number of sickness absence days after returning to work (Weighted data)

| Categories | N | Col % |
|----------------------|-----|-------|
| Agree | 165 | 52 |
| Neutral and disagree | 150 | 48 |
| Total | 315 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work (N=317). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.142 Fit for Work helped respondent reduce number of sickness absence days after returning to work, by access to additional sick pay over SSP at Wave One (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|----------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 106 | 52 | 41 | 39 | 165 | 52 |
| Agree | 96 | 48 | 64 | 61 | 150 | 48 |
| Total | 202 | 100 | 105 | 100 | 315 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work and access to additional sick pay over SSP at Wave One (N=309). All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work (N=317). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.143 Fit for Work helped respondent reduce number of sickness absence days after returning to work, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|----------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 56 | 56 | 53 | 53 | 40 | 35 | 165 | 52 |
| Agree | 44 | 44 | 47 | 47 | 74 | 65 | 150 | 48 |
| Total | 100 | 100 | 100 | 100 | 114 | 100 | 315 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work and occupation (N=317). All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work (N=317). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.144 Fit for Work helped respondent reduce number of sickness absence days after returning to work, by sector at Wave One (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|----------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 31 | 38 | 39 | 39 | 45 | 58 | 34 | 60 | 165 | 52 |
| Agree | 51 | 62 | 60 | 61 | 32 | 42 | 23 | 40 | 150 | 48 |
| Total | 82* | 100 | 99* | 100 | 77* | 100 | 57* | 100 | 315 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work and sector at Wave One (N=317). All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work (N=317). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.145 Fit for Work helped respondent reduce number of sickness absence days after returning to work, by sector at Wave Two (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|----------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 21 | 36 | 60 | 44 | 44 | 56 | 25 | 61 | 165 | 52 |
| Agree | 38 | 64 | 76 | 56 | 35 | 44 | 16 | 39 | 150 | 48 |
| Total | 59* | 100 | 136 | 100 | 79* | 100 | 41* | 100 | 315 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work and sector at Wave Two (N=317). All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work (N=317). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.146 Fit for Work helped respondent reduce number of sickness absence days after returning to work, by change in current physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 103 | 43 | 43 | 63 | 165 | 52 |
| Agree | 139 | 57 | 25 | 37 | 150 | 48 |
| Total | 242 | 100 | 68* | 100 | 315 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work and change in current physical and mental health since referral to Fit for Work (N=314). All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work (N=317). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.147 Fit for Work helped respondent reduce number of sickness absence days after returning to work, by change in current physical and mental health since interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 106 | 44 | 42 | 59 | 165 | 52 |
| Agree | 135 | 56 | 29 | 41 | 150 | 48 |
| Total | 241 | 100 | 71* | 100 | 315 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work and change in current physical and mental health since interview at Wave One (N=315). All respondents currently in work at Wave Two reporting influence on number of sickness absence days after returning to work (N=317). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

7.5.3 Likelihood of future sickness absence

TA Table 7.148 Fit for Work reduced the likelihood of future long-term sickness absence, by access to additional sick pay over SSP at Wave Two (Weighted data)

| Categories | Additional sick pay | | No additional sick pay | | All | |
|----------------------|---------------------|-------|------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 102 | 51 | 58 | 64 | 167 | 54 |
| Agree | 99 | 49 | 33 | 36 | 143 | 46 |
| Total | 201 | 100 | 91* | 100 | 309 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on future long-term sickness absence and access to additional sick pay over SSP at Wave Two (N=294). All respondents currently in work at Wave Two reporting influence on future long-term sickness absence (N=310). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.149 Fit for Work reduced the likelihood of future long-term sickness absence, by occupation at Wave One (Weighted data)

| Categories | Managers and professionals | | Admin, skilled trades and carers | | Sales, process and elementary occupations | | All | |
|----------------------|----------------------------|-------|----------------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 54 | 56 | 63 | 63 | 50 | 45 | 167 | 54 |
| Agree | 43 | 44 | 37 | 37 | 62 | 55 | 143 | 46 |
| Total | 97* | 100 | 100 | 100 | 112 | 100 | 309 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on future long-term sickness absence and occupation (N=310). All respondents currently in work at Wave Two reporting influence on future long-term sickness absence (N=310). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.150 Fit for Work reduced the likelihood of future long-term sickness absence, by size of employer at Wave Two (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|----------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 54 | 61 | 48 | 45 | 56 | 60 | 167 | 54 |
| Agree | 35 | 39 | 59 | 55 | 37 | 40 | 143 | 46 |
| Total | 89* | 100 | 107 | 100 | 93* | 100 | 309 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on future long-term sickness absence and size of employer at Wave Two (N=289). All respondents currently in work at Wave Two reporting influence on future long-term sickness absence (N=310). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.151 Fit for Work reduced the likelihood of future long-term sickness absence, by current physical health (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|----------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 83 | 46 | 51 | 61 | 30 | 68 | 167 | 54 |
| Agree | 97 | 54 | 32 | 39 | 14 | 32 | 143 | 46 |
| Total | 180 | 100 | 83* | 100 | 44 | 100 | 309 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on future long-term sickness absence and current physical health (N=308). All respondents currently in work at Wave Two reporting influence on future long-term sickness absence (N=310). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.152 Fit for Work reduced the likelihood of future long-term sickness absence, by change in current physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 113 | 47 | 51 | 76 | 167 | 54 |
| Agree | 126 | 53 | 16 | 24 | 143 | 46 |
| Total | 239 | 100 | 67* | 100 | 309 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on future long-term sickness absence and change in current physical and mental health since referral to Fit for Work (N=307). All respondents currently in work at Wave Two reporting influence on future long-term sickness absence (N=310). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.153 Fit for Work reduced the likelihood of future long-term sickness absence, by change in current physical and mental health since time of interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|----------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 115 | 49 | 50 | 70 | 167 | 54 |
| Agree | 121 | 51 | 21 | 30 | 143 | 46 |
| Total | 236 | 100 | 71* | 100 | 309 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on future long-term sickness absence and change in current physical and mental health since time of interview at Wave One (N=308). All respondents currently in work at Wave Two reporting influence on future long-term sickness absence (N=310). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.154 Fit for Work reduced the likelihood of future long-term sickness absence, by ethnicity (Weighted data)

| Categories | White | | BME | | All | |
|----------------------|-------|-------|-----|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral and disagree | 138 | 52 | 27 | 69 | 167 | 54 |
| Agree | 129 | 48 | 12 | 31 | 143 | 46 |
| Total | 267 | 100 | 39* | 100 | 309 | 100 |

Base: All respondents currently in work at Wave Two reporting influence on future long-term sickness absence and ethnicity (N=307). All respondents currently in work at Wave Two reporting influence on future long-term sickness absence (N=310). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

7.6 Satisfaction

7.6.1 Employee satisfaction with the service

TA Table 7.155 Overall satisfaction with Fit for Work, by health condition at Wave One (Weighted data)

| Categories | Mental Health | | MSK | | Other | | All | |
|-------------------------|---------------|-------|-----|-------|-------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 22 | 14 | 46 | 24 | 32 | 23 | 106 | 22 |
| Satisfied with FfW | 139 | 86 | 143 | 76 | 105 | 77 | 386 | 78 |
| Total | 161 | 100 | 189 | 100 | 137 | 100 | 492 | 100 |

Base: All respondents giving overall satisfaction with the service and health condition (N=492). All respondents giving health condition at Wave One (N=487). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.156 Satisfaction factor: Overall satisfaction, by current mental health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|-------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 49 | 47 | 34 | 32 | 22 | 21 | 106 | 22 |
| Satisfied | 243 | 64 | 70 | 18 | 69 | 18 | 386 | 79 |
| Total | 292 | 100 | 104 | 100 | 91* | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction and current mental health at Wave Two (N=488). All respondents reporting overall satisfaction (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.157 Satisfaction factor: Overall satisfaction, by current physical health at Wave Two (Weighted data)

| Categories | Good | | Fair or poor | | Changeable over time | | All | |
|-------------------------|------|-------|--------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 35 | 34 | 46 | 45 | 22 | 21 | 106 | 22 |
| Satisfied | 190 | 49 | 132 | 34 | 64 | 17 | 386 | 79 |
| Total | 225 | 46 | 178 | 36 | 86* | 18 | 492 | 100 |

Base: All respondents reporting overall satisfaction and current physical health at Wave Two (N=489). All respondents reporting overall satisfaction (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.158 Satisfaction factor: Overall satisfaction, by change in physical and mental health since referral to Fit for Work (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 41 | 15 | 47 | 30 | 88 | 20 |
| Satisfied | 240 | 85 | 110 | 70 | 350 | 80 |
| Total | 106 | 22 | 386 | 79 | 492 | 100 |

Base: All respondents reporting overall satisfaction and change in physical and mental health since referral to Fit for Work (N=487). All respondents reporting overall satisfaction (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.159 Satisfaction factor: Overall satisfaction, by change in physical and mental health since interview at Wave One (Weighted data)

| Categories | Better | | Same or worse | | All | |
|-------------------------|--------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 44 | 16 | 45 | 29 | 89 | 20 |
| Satisfied | 239 | 84 | 112 | 71 | 351 | 80 |
| Total | 106 | 22 | 386 | 79 | 492 | 100 |

Base: All respondents reporting overall satisfaction and change in physical and mental health since interview at Wave One (N=488). All respondents reporting overall satisfaction (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

TA Table 7.160 Satisfaction factor: Overall satisfaction, by sector at Wave Two (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure, creative, business services and other | | Health, care and charity | | Public administration and public services | | All | |
|-------------------------|--|-------|---|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Neutral or dissatisfied | 9 | 15 | 19 | 14 | 23 | 29 | 8 | [19] | 89 | 20 |
| Satisfied | 50 | 85 | 120 | 86 | 57 | 71 | 34 | [81] | 351 | 80 |
| Total | 59* | 100 | 139 | 100 | 80* | 100 | 42* | 100 | 492 | 100 |

Base: All respondents reporting overall satisfaction and sector Wave Two (N=320). All respondents reporting overall satisfaction (N=492). Unweighted.

Source: Fit for Work evaluation Wave Two employee survey.

7.6.2 Employer satisfaction with the service

Ease of use

TA Table 7.161 How satisfied are you that the service was easy to use? By organisation type (Weighted data)

| Categories | Private sector | | Charity/voluntary sector | | Local/central government, financial body | | All | |
|-----------------------------------|----------------|-------|--------------------------|-------|--|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Very satisfied | 200 | 57 | 40 | 51 | 40 | 62 | 280 | 57 |
| Fairly satisfied | 120 | 33 | 30 | 33 | 20 | 28 | 160 | 32 |
| Neither satisfied nor unsatisfied | 10 | 3 | 0 | 1 | 0 | 5 | 20 | 3 |
| Fairly dissatisfied | 10 | 4 | 0 | 4 | 0 | 2 | 20 | 3 |
| Very dissatisfied | 10 | 3 | 10 | 11 | 0 | 5 | 20 | 4 |
| Total | 350 | 100 | 80 | 100 | 70 | 100 | 500 | 100 |

Base: All respondents who used the service and reported organisation type (N=493). All respondents who used the service excluding 'don't know' (N=499). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 7.162 How satisfied are you that the service was easy to use? By whether employer received an RtWP for some/all employees (Weighted data)

| Categories | Received an RtWP | | Did not receive an RtWP | | All | |
|-----------------------------------|------------------|-------|-------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Very satisfied | 255 | 64 | 29 | 28 | 284 | 57 |
| Fairly satisfied | 117 | 30 | 44 | 42 | 161 | 32 |
| Neither satisfied nor unsatisfied | 11 | 3 | 5 | 5 | 16 | 3 |
| Fairly dissatisfied | 5 | 1 | 12 | 12 | 17 | 3 |
| Very dissatisfied | 8 | 2 | 14 | 13 | 21 | 4 |
| Total | 396 | 100 | 104 | 100 | 499 | 100 |

Base: All respondents who used the service excluding 'don't know' (N=499). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 7.163 How satisfied are you that the service was easy to use? By whether employee is back at work (Weighted data)

| Categories | Employee returned to work | | Employee not returned to work | | All | |
|-----------------------------------|---------------------------|-------|-------------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Very satisfied | 172 | 66 | 111 | 47 | 284 | 57 |
| Fairly satisfied | 71 | 27 | 90 | 38 | 161 | 32 |
| Neither satisfied nor unsatisfied | 8 | 3 | 8 | 3 | 16 | 3 |
| Fairly dissatisfied | 4 | 2 | 13 | 6 | 17 | 3 |
| Very dissatisfied | 7 | 3 | 14 | 6 | 21 | 4 |
| Total | 262 | 100 | 236 | 100 | 499 | 100 |

Base: All respondents who used the service excluding 'don't know' (N=499). Unweighted.

Source: Fit for Work evaluation employer survey.

Whether recommendations addressed return to work needs

TA Table 7.164 How satisfied are you that the recommendations in the most recent RtWP you received appropriately addressed the return to work needs of your employee? By size (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|-----------------------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Very satisfied | 29 | 29 | 62 | 57 | 77 | 46 | 172 | 45 |
| Fairly satisfied | 41 | 41 | 24 | 22 | 66 | 39 | 135 | 35 |
| Neither satisfied nor unsatisfied | 10 | 10 | 5 | 5 | 8 | 5 | 23 | 6 |
| Fairly dissatisfied | 6 | 6 | 10 | 9 | 8 | 5 | 25 | 7 |
| Very dissatisfied | 14 | 14 | 8 | 7 | 10 | 6 | 31 | 8 |
| Total | 100 | 100 | 109 | 100 | 169 | 100 | 386 | 100 |

Base: All respondents who received an RtWP and reported size (N=378). All respondents who received an RtWP (N=386). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 7.165 How satisfied are you that the recommendations in the most recent RtWP you received appropriately addressed the return to work needs of your employee? By whether they have an occupational health service (Weighted data)

| Categories | Has OH service | | No OH service | | All | |
|-----------------------------------|----------------|-------|---------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Very satisfied | 92 | 50 | 79 | 39 | 172 | 45 |
| Fairly satisfied | 61 | 33 | 73 | 36 | 135 | 35 |
| Neither satisfied nor unsatisfied | 13 | 7 | 10 | 5 | 23 | 6 |
| Fairly dissatisfied | 7 | 4 | 18 | 9 | 25 | 7 |
| Very dissatisfied | 11 | 6 | 21 | 10 | 31 | 8 |
| Total | 184 | 100 | 201 | 100 | 386 | 100 |

Base: All respondents who received an RtWP (N=386). Unweighted.

Source: Fit for Work evaluation employer survey.

Whether employers felt able to trust the advice provided

TA Table 7.166 How satisfied are you that you felt able to trust the advice provided by the service? By sector (Weighted data)

| Categories | Energy, manufacturing, construction, transport and logistics | | Retail, hospitality, leisure and creative | | Business services and other | | Health, care and charity | | Public administration and public services | | All | |
|-----------------------------------|--|-------|---|-------|-----------------------------|-------|--------------------------|-------|---|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % | N | Col % |
| Very satisfied | 50 | 42 | 60 | 59 | 20 | 47 | 20 | 47 | 50 | 49 | 210 | 49 |
| Fairly satisfied | 30 | 26 | 30 | 26 | 10 | 29 | 20 | 36 | 40 | 33 | 120 | 29 |
| Neither satisfied nor unsatisfied | 20 | 13 | 10 | 8 | 0 | 3 | 10 | 11 | 10 | 10 | 40 | 10 |
| Fairly dissatisfied | 10 | 8 | 0 | 3 | 10 | 13 | 0 | 6 | 0 | 1 | 20 | 5 |
| Very dissatisfied | 10 | 11 | 10 | 5 | 0 | 8 | 0 | 0 | 10 | 7 | 30 | 7 |
| Total | 120 | 100 | 110 | 100 | 40* | 100 | 50* | 100 | 110 | 100 | 420 | 100 |

Base: All respondents using the service except those stating 'not applicable' that the service supported their employee (N=420). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 7.167 How satisfied are you that you felt able to trust the advice provided by the service? By whether level of long-term sick leave is high (Weighted data)

| Categories | Long-term sick leave is high | | Long-term sick leave not high | | All | |
|-----------------------------------|------------------------------|-------|-------------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Very satisfied | 75 | 54 | 131 | 46 | 205 | 49 |
| Fairly satisfied | 44 | 32 | 78 | 28 | 121 | 29 |
| Neither satisfied nor unsatisfied | 14 | 10 | 29 | 10 | 42 | 10 |
| Fairly dissatisfied | 3 | 2 | 19 | 7 | 22 | 5 |
| Very dissatisfied | 3 | 2 | 26 | 9 | 29 | 7 |
| Total | 139 | 100 | 283 | 100 | 420 | 100 |

Base: All respondents using the service except those stating 'not applicable' that the service supported their employee (N=420). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 7.168 How satisfied are you that you felt able to trust the advice provided by the service? By whether employee is back at work (Weighted data)

| Categories | Employee returned to work | | Employee not returned to work | | All | |
|-----------------------------------|---------------------------|-------|-------------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Very satisfied | 134 | 58 | 71 | 38 | 205 | 49 |
| Fairly satisfied | 70 | 30 | 51 | 27 | 121 | 29 |
| Neither satisfied nor unsatisfied | 13 | 6 | 30 | 16 | 42 | 10 |
| Fairly dissatisfied | 10 | 4 | 12 | 6 | 22 | 5 |
| Very dissatisfied | 6 | 3 | 23 | 12 | 29 | 7 |
| Total | 233 | 100 | 187 | 100 | 420 | 100 |

Base: All respondents using the service except those stating 'not applicable' that the service supported their employee (N=420). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 7.169 How satisfied are you that you felt able to trust the advice provided by the service? By whether received an RtWP for some/all employees (Weighted data)

| Categories | Received an RtWP | | Did not receive an RtWP | | All | |
|-----------------------------------|------------------|-------|-------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Very satisfied | 191 | 52 | 14 | 27 | 205 | 49 |
| Fairly satisfied | 110 | 30 | 11 | 22 | 121 | 29 |
| Neither satisfied nor unsatisfied | 31 | 8 | 12 | 24 | 42 | 10 |
| Fairly dissatisfied | 18 | 5 | 4 | 8 | 22 | 5 |
| Very dissatisfied | 19 | 5 | 10 | 20 | 29 | 7 |
| Total | 369 | 100 | 51* | 100 | 420 | 100 |

Base: All respondents using the service except those stating 'not applicable' that the service supported their employee (N=420). Unweighted.

Source: Fit for Work evaluation employer survey.

Whether employers would use the service again

TA Table 7.170 Would you use the Fit for Work service in future? By organisation type (Weighted data)

| Categories | Private sector | | Charity/voluntary sector | | Local/central government, financial body | | All | |
|---------------------------------|----------------|-------|--------------------------|-------|--|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Definitely | 220 | 63 | 40 | 51 | 40 | 60 | 310 | 61 |
| Probably | 50 | 13 | 10 | 10 | 10 | 12 | 60 | 13 |
| Possibly | 60 | 16 | 20 | 23 | 10 | 17 | 90 | 17 |
| Or definitely not | 20 | 6 | 10 | 14 | 10 | 9 | 40 | 8 |
| Don't know/ too early to say | 0 | 1 | 0 | 1 | 0 | 2 | 10 | 1 |
| Total | 350 | 100 | 80* | 100 | 70* | 100 | 500 | 100 |

Base: All respondents used the service (N=501). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 7.171 Would you use the Fit for Work service in future? By size (Weighted data)

| Categories | Less than 50 employees | | 50-249 employees | | 250+ employees | | All | |
|-----------------------------|------------------------|-------|------------------|-------|----------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Definitely | 70 | 52 | 100 | 66 | 140 | 64 | 310 | 61 |
| Probably | 20 | 17 | 20 | 11 | 20 | 11 | 60 | 13 |
| Possibly | 30 | 21 | 20 | 15 | 30 | 15 | 90 | 17 |
| Or definitely not | 10 | 10 | 10 | 7 | 20 | 8 | 40 | 8 |
| Don't know/too early to say | 0 | 0 | 0 | 1 | 0 | 2 | 10 | 1 |
| Total | 130 | 100 | 150 | 100 | 210 | 100 | 500 | 100 |

Base: All respondents used the service and reported size (N=490). All respondents who used the service (N=501). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 7.172 Would you use the Fit for Work service in future? By whether employer received an RtWP for some/all employees (Weighted data)

| Categories | Received an RtWP | | Did not receive an RtWP | | All | |
|-----------------------------|------------------|-------|-------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Definitely | 260 | 67 | 40 | 40 | 310 | 61 |
| Probably | 50 | 13 | 10 | 13 | 60 | 13 |
| Possibly | 60 | 15 | 30 | 26 | 90 | 17 |
| Or definitely not | 20 | 5 | 20 | 19 | 40 | 8 |
| Don't know/too early to say | 0 | 1 | 0 | 2 | 10 | 1 |
| Total | 400 | 100 | 110 | 100 | 500 | 100 |

Base: All respondents used the service (N=501). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation employer survey.

TA Table 7.173 Model of willingness to use FfW in the future

| Dep. Variable: Willingness to use FfW again | Model 1 | | |
|--|----------------|----------|------------|
| | Log-odds ratio | S. Error | Odds ratio |
| Easy to use | 2.070* | (1.204) | 7.9 |
| Address employers' needs | 1.479 | (1.999) | 4.4 |
| Deliverable | -2.162 | (2.368) | 0.1 |
| Able to trust advice | 4.973*** | (1.808) | 144.5 |
| Size. Reference category: 0-49 employees | | | |
| Size: 50-249 | 1.236 | (1.650) | 3.4 |
| Size: 250+ | 3.127 | (2.067) | 22.8 |
| Sector. Reference category: energy/ manufacturing/construction | | | |
| Sector: Retail/hospitality/leisure/creative | -3.849* | (2.289) | 0.0 |
| Sector: Business services/Other | -2.440 | (2.379) | 0.1 |
| Sector: Public admin/care/private health/charity | 0.655 | (1.774) | 1.9 |
| Type. Reference category: For profit firm | | | |
| Type: Charity/Social | -0.549 | (1.450) | 0.6 |
| Type: Public local/central government funded | -4.729** | (2.293) | 0.0 |
| Type: Others | -3.888 | (3.733) | 0.0 |
| Occupational health in firm | -1.336 | (1.625) | 0.3 |
| Contact with the case manager | -0.920 | (1.669) | 0.4 |
| Recommendations were helpful | 0.683 | (2.337) | 2.0 |
| Constant | 1.663 | (2.076) | 5.3 |
| N | 233 | | |
| pseudo R-sq | 0.593 | | |
| Prob > chi2 | 0.000 | | |
| <i>Standard errors in parentheses * p<0.10 ** p<0.05 *** p<0.01</i> | | | |

Source: Fit for Work evaluation employer survey.

8 Added value and suggested improvements

8.1 Added value of the service

No data tables.

8.2 Suggestions for improvement

8.2.1 Employees' suggestions for improvement

No data.

8.2.2 Employers' suggestions for improvement

TA Table 8.1 Are there any improvements you would like to see made to the service? By whether employer received an RtWP for some/all employees (Weighted data)

| Categories | Received an RtWP | | Not received an RtWP | | All | |
|--------------------------------|------------------|-------|----------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Yes - there are improvements | 199 | 51 | 64 | 62 | 263 | 53 |
| No – there are no improvements | 190 | 49 | 40 | 38 | 230 | 47 |
| Total | 389 | 100 | 104 | 100 | 493 | 100 |

Base: All respondents used the service, with 'don't know' responses excluded (N=493). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 8.2 Are there any improvements you would like to see made to the service? By whether employee is back at work (Weighted data)

| Categories | Employee returned to work | | Employee not returned to work | | All | |
|--------------------------------|---------------------------|-------|-------------------------------|-------|-----|-------|
| | N | Col % | N | Col % | N | Col % |
| Yes – there are improvements | 126 | 48 | 137 | 59 | 263 | 53 |
| No – there are no improvements | 135 | 52 | 95 | 41 | 230 | 47 |
| Total | 261 | 100 | 232 | 100 | 493 | 100 |

Base: All respondents used the service, with ‘don’t know’ responses excluded (N=493). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 8.3 What improvements would you like to see? By whether had any contact with a case manager (Weighted data)

Multiple responses included

| Categories | Had contact with case manager | No contact with case manager | All |
|---|-------------------------------|------------------------------|-----|
| | % | % | % |
| More communication between the case managers and employers | 42 | 57 | 49 |
| Other | 33 | 24 | 29 |
| Employers to have more input in the process | 11 | 9 | 10 |
| Advice more tailored to work environment and nature of role | 10 | 12 | 11 |
| Base | 137 | 125 | 262 |

Base: All who have used the service and would like to see improvements (N=262). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 8.4 What improvements would you like to see? By whether have an occupational health service (Weighted data)

| <i>Multiple responses included</i> | | | |
|---|----------------------|-----------------|-----|
| Categories | Access to OH service | No access to OH | All |
| | % | % | % |
| More communication between the case managers and employers | 46 | 53 | 49 |
| Other | 28 | 30 | 29 |
| Employers to have more input in the process | 6 | 16 | 11 |
| Advice more tailored to work environment and nature of role | 6 | 14 | 10 |
| Base | 129 | 132 | 262 |

Base: All who have used the service and would like to see improvements (N=262). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 8.5 What improvements would you like to see? By whether employer received an RtWP for some/all employees (Weighted data)

| <i>Multiple responses allowed</i> | | | |
|---|-------------------------------|----------------------|-----|
| Categories | Received an RtWP for some/all | Not received an RtWP | All |
| | % | % | % |
| More communication between the case managers and employers | 43 | 69 | 49 |
| Other | 32 | 21 | 29 |
| Employers to have more input in the process | 13 | 0 | 10 |
| Advice more tailored to work environment and nature of role | 11 | 11 | 11 |
| Base | 199 | 63* | 262 |

Base: All who have used the service and would like to see improvements (N=262). Unweighted.

Source: Fit for Work evaluation employer survey.

TA Table 8.6 What improvements would you like to see? By size (Weighted data)

Multiple responses included

| Categories | Less than 50 employees | 50-249 employees | 250+ employees | All |
|---|------------------------------|---------------------|-------------------|-----|
| | % | % | % | % |
| More communication between the case managers and employers | 46 | 40 | 57 | 49 |
| Other | 34 | 23 | 31 | 29 |
| Employers to have more input in the process | 20 | 7 | 8 | 11 |
| Advice more tailored to work environment and nature of role | 15 | 11 | 7 | 10 |
| Base | 71* | 68* | 116 | 262 |

Base: All who have used the service and would like to see improvements and reported size (N=255). All who have used the service and would like to see improvements (N=262). Unweighted.

Source: Fit for Work evaluation employer survey.

8.2.3 GPs' suggestions for improvement

No data.

9 Fit for Work Advice service

TA Table 9.1 Other than what we have talked about today, are you aware of the separate Fit for Work advice service? By age (Weighted data)

| Categories | Under 35 | | 35-54 | | 55+ | | All | |
|--|----------|-------|-------|-------|-----|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % | N | Col % |
| Aware of Fit for Work advice service | 120 | 46 | 240 | 44 | 80 | 34 | 440 | 42 |
| Not aware of Fit for Work advice service | 140 | 53 | 290 | 55 | 160 | 65 | 590 | 57 |
| Don't know | 0 | 1 | 10 | 1 | 0 | 1 | 10 | 1 |
| Total | 260 | 100 | 530 | 100 | 250 | 100 | 1,050 | 100 |

Base: All respondents reporting age (N=1,038). All respondents (N=1,045). Unweighted.

Notes: Disclosure control has been applied to this table.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 9.2 Other than what we have talked about today, are you aware of the separate Fit for Work advice service? By referral route (Weighted data)

| Categories | GP | | Employer | | All | |
|--|-----|-------|----------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Aware of Fit for Work advice service | 95 | 36 | 335 | 45 | 440 | 42 |
| Not aware of Fit for Work advice service | 164 | 62 | 409 | 54 | 593 | 57 |
| Don't know | 4 | 1 | 8 | 1 | 12 | 1 |
| Total | 263 | 100 | 752 | 100 | 1,045 | 100 |

Base: All respondents reporting referral route (N=1,017). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

TA Table 9.3 Other than what we have talked about today, are you aware of the separate Fit for Work advice service? By whether back at work (Weighted data)

| Categories | Returned to work | | Not returned to work | | All | |
|--|------------------|-------|----------------------|-------|-------|-------|
| | N | Col % | N | Col % | N | Col % |
| Aware of the Fit for Work advice service | 304 | 45 | 136 | 37 | 440 | 42 |
| Not aware of the Fit for Work advice service | 371 | 55 | 223 | 61 | 593 | 57 |
| Don't know | 4 | 1 | 8 | 2 | 12 | 1 |
| Total | 679 | 100 | 336 | 100 | 1,045 | 100 |

Base: All respondents stating whether aware of advice service (N=1,015). All respondents (N=1,045). Unweighted.

Source: Fit for Work evaluation Wave One employee survey.

Research Tools Appendix 1

Fit for Work Wave One Employee Survey

IV. SCREENER

Base: all

S01 [S] Do you recall talking to Fit for Work?

1. Yes
2. No

Base: all code 2 at S01 (do not recall talking to Fit for Work)

S02 [S] Fit for Work is an occupational health assessment and advice service and they may have talked to you about your sick leave and what could be done to help you back to work. Do you remember talking to Fit for Work? *Scripter: all code 2 ('No') at S02 screen out.*

1. Yes
2. No - *CLOSE*

Main Questionnaire

A) Overview of Fit for Work

Base: All

Q01 [M] Who referred you to the service? *Code all that apply.*

1. GP
2. Employer
3. Don't know

Base: All

Q02 [M] What were your reasons for having contact with the service? *PROBE: Apart from that, did you have any other reasons for contacting the service? Code all that apply.*

1. Because you were asked to by your GP
2. Because you were asked to by your employer

Fit for Work process evaluation: Technical Annex

3. Looking for support with health conditions
4. Looking for support with non-health obstacles preventing you from working
5. Looking for support in returning to work
6. Looking for help with finding another job/changing career because of your health concerns
7. Looking for referrals or signposting to other services because of your health concerns
8. Looking for help liaising with employer because of your health concerns
9. Other, please specify

Base: All

Q03 [S] Had you heard of the service before your referral? *Single code.*

1. Yes
2. No
3. Don't know

Base: All

Q04 [S] How well informed did you feel about the service before you had contact with Fit for Work? Would you say you were ... *Read out. Single code.*

1. Very well informed
2. Fairly well informed
3. Not very well informed
4. Not at all well informed
5. Don't know/can't remember *[DO NOT READ OUT]*

Base: All

Q05 [S] To what extent did you feel it was your choice whether to use the service? Would you say it was ... *Read out. Single code.*

1. Entirely your choice
2. Mainly your choice
3. Partly your choice
4. Not your choice at all
5. Don't know/can't remember *[DO NOT READ OUT]*

Fit for Work process evaluation: Technical Annex

Base: All

Q06 [S] How did you feel about being referred to Fit for Work? Would you say you were ... *Read out. Single code.*

1. Very concerned
2. Fairly concerned
3. Neither concerned nor unconcerned
4. Fairly unconcerned
5. Very unconcerned
6. Don't know/can't remember [*DO NOT READ OUT*]

Base: All codes 1-2 at Q06 (all concerned about being referred)

Q07 [M] What were your concerns? *PROBE: Anything else? Probe to precodes.*

1. Employer would not take recommendations on board
2. Fit for Work would duplicate existing occupational health/medical advice
3. Fit for Work would conflict with existing occupational health/medical advice
4. Didn't want to talk to another person about health condition
5. Concerned about the neutrality of the service
6. May be encouraged to return to work too quickly (and risk damaging health)
7. I didn't know enough about it/lack of information
8. Didn't know why I had been referred
9. Other (*Please specify*)
10. Don't know/can't remember

Base: All

Q08 [O] How long had you been on sick leave when you were referred to Fit for Work? *If respondent unsure, probe for best estimate. 1 month = 4 weeks*

1. ... Weeks
2. Unsure/Don't know

Fit for Work process evaluation: Technical Annex

Base: All

Q08a [O] Including that period, how long in total were you on sick leave during the 12 months before you were referred to Fit for Work? Answer must be at least equal to Q08. *If respondent unsure, probe for best estimate. 1 month = 4 weeks*

1. ... Weeks
2. Unsure/Don't know

Base: All

Q09 [S] Did you think the referral came at the right time for you, too early or too late? *Single code.*

1. Right time
2. Too early
3. Too late
4. Don't know

Base: All

Q10 [S] Before you first had contact with the service, how confident were you that you would be able to return to work after your sickness absence, to the job you were in at the time? Would you say you were ... *Read out. Single code.*

1. Very confident
2. Fairly confident
3. Neither confident nor unconfident
4. Fairly unconfident
5. Very unconfident
6. Don't know/can't remember *[DO NOT READ OUT]*

Base: All

Q11 [S] Before you first had contact with the service, how confident were you that you would be able to return to any job whether with your existing employer or elsewhere? Would you say you were...*Read out. Single code.*

1. Very confident
2. Fairly confident
3. Neither confident nor unconfident
4. Fairly unconfident
5. Very unconfident
6. Don't know – *[DO NOT READ OUT]*

B) The Assessment Process

Base: All

Q12 [S] Did you have an assessment, by that I mean a discussion with Fit for Work, to talk about what might be preventing you going back to work and possible solutions?

1. Yes – GO TO Q15
2. No
3. Don't know – GO TO Q47

Base: All code 2 at Q12 (all who did not have an assessment)

Q13 [S] Why not? *Read out.*

1. No one from Fit for Work got in contact to arrange an assessment – GO TO Q47
2. I did not go through with the assessment – ASK Q14

If did not go through assessment (code 2 at Q13)

Base: All code 2 at Q13 (all who did go through with the assessment)

Q14 [M] Why did you not go through with the assessment?

1. I was not well on the day
2. Difficult to get to the phone/travel
3. I did not agree to it in the first place
4. I did not think it would benefit me
5. I was worried I'd be pushed back to work too soon
6. Other (*Please specify*)
7. Don't know

Now go to Q47

Base: All code 1 at Q12 (all who had an assessment)

Q15 [O] How many assessments did you have?

1. Write in number (CATI - MAXIMUM OF 9 ALLOWED)

Base: All code 1 at Q12 (all who had an assessment)

Q16 [S] Was the [first] assessment conducted by telephone or face-to-face? *Repeat for each assessment, up to a maximum of 3, from Q15.*

1. Telephone
2. Face-to-face
3. Can't remember

Base: All code 1 or 2 at Q16 (all who had an assessment conducted over the phone or face-to-face)

Q17 [S] Were you happy with your first assessment being conducted [over the telephone/face-to-face – *based on response to Q16*]

1. Happy with format
2. Would have preferred face-to-face [if telephone]
3. Would have preferred telephone [if face-to-face]
4. Don't know

Base: All code 1 at Q12 (all who had an assessment)

Q18 [S] Did your assessment(s) cover the following? *Read out.*

Your general attitudes to your health and your work.

1. Yes
2. No
3. Not sure

Discussion of your physical and/or mental health, and the effect this may have on your work.

1. Yes
2. No
3. Not sure

Discussion about any difficulties at work that might act as obstacles to you getting back to work.

1. Yes
2. No
3. Not sure

Other personal difficulties outside work that might act as obstacles to you getting back to work.

1. Yes
2. No
3. Not sure

Base: All code 1 at Q12 (all who had an assessment)

Q19 [O] Was there anything that the assessment(s) did not cover that you would have liked to have discussed?

1. Yes (Please specify)
2. No
3. Not sure

Base: All code 1 at Q12 (all who had an assessment)

Q20 [S] The person who conducts the assessment is called a case manager, to what extent do you agree or disagree that ... *Read out and rotate statements.*

- Your assessment focused on return to work and not just your medical condition
 - Your case manager was easy to talk to
 - Your assessment(s) covered all the issues affecting your return to work
 - Your assessment(s) was conducted in a professional manner
1. Strongly agree
 2. Agree
 3. Neither agree nor disagree
 4. Disagree
 5. Strongly disagree
 6. Don't know – DO NOT READ OUT

C) Return to Work Plan

Base: All code 1 at Q12 (all who had an assessment)

Q21 [S] Do you recall receiving a copy of your Return to Work Plan? Case managers help prepare this document which outlines what actions could be taken to help an employee get back to work and when that might be.

1. Yes, I received one
2. No, I did not receive one
3. Don't know

Base: All code 2 at Q21 (all who did not receive a copy of their Return to Work Plan)

Q22 [S] Do you know why you were not given one?

1. I just did not receive one
2. I did not want to carry on with the service
3. I had returned to work
4. I don't know why I did not get a Return to Work Plan
5. Other (*Please specify*)

NOW GO TO Q47

Base: All code 1 at Q21 (all who received their Return to Work Plan)

Q23 [S] How satisfied were you ... *Rotate statements, other than last one which always ends. Read out scale.*

- That the Plan covered all the issues affecting your return to work
 - That you were able to agree the issues covered by your Plan with your case manager
 - That you were able to agree the recommendations in your Plan with your case manager
 - That your plan was tailored to your particular needs
 - That the actions in your Plan were achievable
 - That your Plan would help you return to work
 - That your Plan contained new suggestions or actions not considered before
 - With your Return to Work Plan as a whole
1. Very satisfied
 2. Fairly satisfied
 3. Neither satisfied nor dissatisfied
 4. Fairly dissatisfied
 5. Very dissatisfied
 6. Don't know – **DO NOT READ OUT**

Q24 moved below Q33.

Q25 There is no Q25

Q26 There is no Q26

Q27 There is no Q27

Base: All code 1 at Q21 (all who received their Return to Work Plan)

Q28 [S] Did you agree that your Return to Work Plan could be shared with your GP?

1. Yes, all of it
2. Yes, some of it
3. No, none of it
4. Don't know/can't recall

Base: All codes 2-3 at Q28 (all who said some/none of their Plan could be shared with their GP)

Q29 [M] Why did you not want to share some or all of it?

1. There were no actions for my GP
2. I didn't think it was relevant for my GP to see it
3. I did not think my GP would want to see it
4. It contained information I didn't want my GP to see
5. Other (*Please specify*)
6. Don't know/can't recall

Base: All coded 1 at Q21 (all who received their Return to Work Plan)

Q30 [S] Did you discuss your Return to Work Plan with your GP?

1. Yes
2. No
3. Don't know/can't recall

Base: All code 1 at Q30 (all who discussed their Plan with their GP)

Q31 [S] How helpful was that discussion, with a view to getting you back to work?
Read out.

1. Very helpful
2. Fairly helpful
3. Neither helpful nor unhelpful
4. Fairly unhelpful
5. Very unhelpful
6. Don't know – *DO NOT READ OUT*

Base: All code 1 at Q21 (all who received their Return to Work Plan)

Q32 [S] Did you agree that your Return to Work Plan could be shared with your employer?

1. Yes, all of it
2. Yes, some of it
3. No, none of it
4. Don't know/can't recall

Base: All codes 2-3 at Q32 (all who said some/none of their Plan could be shared with their employer)

Q33 [M] Why did you not want to share some or all of it with your employer?

1. There were no actions for my employer
2. I didn't think it was relevant for my employer to see it
3. I did not think my employer would want to see it
4. It contained information I didn't want my employer to see
5. Other (*Please specify*)
6. Don't know/can't recall

Base: All code 1 at Q21 (all who received their Return to Work Plan)

Q24 [S] Did your case manager contact your employer to discuss your return to work plans?

1. Yes
2. No
3. Don't know/can't recall

Base: All coded 1 at Q21 (all who received their Return to Work Plan)

Q34 [S] Did you discuss your Return to Work Plan with your employer?

1. Yes
2. No
3. Don't know/can't recall

Base: All code 1 at Q34 (all who discussed their Plan with their employer)

Q35 [S] With whom did you have that discussion?

1. Immediate line/manager/supervisor
2. HR/personnel manager
3. Workplace occupational health adviser/professional
4. Other (*Please specify*)
5. Don't know/can't recall

Base: All code 1 at Q34 (all who discussed their Plan with their employer)

Q36 [S] How helpful was that discussion, with a view to getting you back to work?
Read out.

1. Very helpful
2. Fairly helpful
3. Neither helpful nor unhelpful
4. Fairly unhelpful
5. Very unhelpful
6. Don't know – *DO NOT READ OUT*

Base: All code 1 at Q21 (all who received their Return to Work Plan)

Q37 [S] Did you have any further contact with your Fit For Work case manager once you had agreed your Return to Work Plan?

1. Yes
2. No
3. Don't know/can't recall

Base: All code 1 at Q37 (All who had further contact with their FfW case manager)

Q38 [M] What form did that contact take? *Code all that apply.*

1. Face-to face meeting
2. Telephone
3. E-mail
4. Text
5. Facebook/Twitter/other form of social media
6. Other (*Please specify*)

Base: All code 1 at Q37 (All who had further contact with their FfW case manager)

Q39 [M] What was the contact about?

1. Asking whether you had gone back to work
2. Asking whether you needed any further support
3. Asking about the progress with your Return to Work Plan
4. Problems with employer
5. Other (*Please specify*)
6. Don't know/can't recall

Base: All code 1 at Q37 (All who had further contact with their FfW case manager)

Q40 [S] How helpful did you find the further contact with your case manager? *Read out.*

1. Very helpful
2. Fairly helpful
3. Neither helpful nor unhelpful
4. Fairly unhelpful
5. Very unhelpful
6. Don't know – *DO NOT READ OUT*

Base: All code 1 at Q21 (all who received their Return to Work Plan)

Q41 [S] Would you have liked further contact beyond that?

1. Yes
2. No
3. Not sure

Base: All code 1 at Q21 (all who received their Return to Work Plan)

Q42 [S] Have you been required by your employer to submit the summary of your Return to Work Plan to certify your absence, like a fit note? *IF NECESSARY*: A fit note (or Statement of Fitness for Work) is issued by a doctor and states how your health condition(s) affect your ability to work.

1. Yes
2. No
3. Don't know

Base: Code 2-3 at Q42 (all not required by their employer to submit a summary of their Plan)

Q43 [S] Did your employer ask you for a fit note?

1. Yes
2. No
3. Don't know

Base: All code 1 at Q21 (all who received their Return to Work Plan)

Q44 [S] Have the recommendations in your Return to Work Plan actually taken place?

1. Yes, all of them
2. Yes, some of them
3. No, none of them
4. Not applicable – not back at work/not returning to work
5. Not applicable – only just back at work so not actioned

Base: All codes 2-3 at Q44 (all for whom some/none of their Plan recommendations took place)

Q45 [M] Who didn't action the recommendations? Was it ... *Code all that apply.*

1. You
2. Your employer
3. Or your GP?

Base: All codes 2-3 at Q44 (all for whom some/none of their Plan recommendations took place)

Q46 [M] Which ones were [*If someone says 'all of them' please ask what that involved and code to the list*]:

Not acted on by your GP? [*Ask only for those saying GP at Q45*]

1. Open ended
2. Don't know

Not acted on by your GP? [*Ask only for those saying GP at Q45*]

1. Phased return to work
2. Shorter hours/days, breaks
3. Finding 'light'/amended duties
4. Provision of workplace adjustments e.g. chairs/standing desk
5. Other (*Please specify*)
6. Don't know

Not acted on by you? [*Ask only for those saying you at Q45*]

1. Physio exercises
2. Accessing advice/helplines
3. Using guidance materials
4. Other (*Please specify*)
5. Don't know

Base: All

Q47 [S] At the same time as you were in contact with Fit for Work, did you receive help with the obstacles affecting your return to work from anyone else?

1. Yes
2. No
3. Don't know

Base: All code 1 at Q47 (all who received help from someone apart from Fit for Work)

Q48 [S] From whom? *Code all that apply.*

1. Your employer's occupational health department or contractor
2. GP
3. Other health professional
4. Trade union
5. Colleagues at work
6. Family/friends
7. Other (*Please specify*)

D) Impact

Base: All

Q49 [S] Are you now back working again in any capacity? *If necessary:* This can be a new job with a different employer.

1. Yes
2. No

Base: All code 2 at Q49 (all who are NOT back in work)

Q50 [S] Are you still seeking to return to work?

1. Yes, definitely
2. Yes possibly
3. No
4. Depends
5. Don't know

Base: All code 3-5 at Q50 (all who are not seeking to return/unsure about returning to work)

Q51 [M] Why do you say that? *Code all that apply.*

1. Retired
2. On disability/incapacity benefits
3. Not interested in going back to work
4. Need more changes to my work
5. Haven't yet decided
6. Other (*Please specify*)
7. Still ill
8. Don't know

Base: All codes 1-2 or 4-5 at Q50 (all who are seeking to return to work/ depends/don't know)

Q52 [M] What is it that is preventing you from returning to work? *Code all that apply.*

1. Health condition not sufficiently improved/got worse/still ill
2. Need to be 'fully recovered' to be able to return to work
3. Returned to work, but fell ill again
4. Other conditions at work need to improve
5. Employer has not acted on RtWP recommendations
6. Waiting for referrals e.g. to MH/MSK support
7. Waiting to find another job/been made redundant
8. Other (*Please specify*)
9. Don't know

Base: All codes 1-2 or 4-5 at Q50 (all who are seeking to return to work/ depends/don't know)

Q53 [S] How helpful or unhelpful has your involvement with the Fit for Work [Scotland – *from sample*] service been in preparing you to return to work at some point in the future? *Read out.*

1. Very helpful
2. Fairly helpful
3. Neither helpful nor unhelpful
4. Fairly unhelpful
5. Very unhelpful
6. Don't know – *DO NOT READ OUT*

Base: All codes 1-2 at Q53 (all who found Fit for Work helpful in preparing to return to work)

Q54 [M] In what way has your involvement with Fit for Work [Scotland - *from sample*] helped you move towards returning to work? *Code all that apply.*

1. Helped me to manage my condition better
2. Enabled me to access additional health care that could help me stay in work
3. Encouraged my employer to make changes at work that have helped me
4. Pointed me in the direction of the support I needed
5. Improved confidence/kept me positive/empowered me
6. Other (Please specify)

Base: All codes 3-6 at Q53 (all who didn't find Fit for Work helpful in preparing to return to work)

Q55 [M] Why do you say that? *Code all that apply.*

1. Employer does not recognise Fit for Work
2. Employer has not acted on some/all of the recommendations
3. Fit for Work duplicates existing occupational health provision
4. Decided to not go back to any work (e.g. retire)
5. Need to be 'fully recovered' to be able to return to work
6. Not enough/little understanding of my health condition
7. Other (*Please specify*)

Base: All code 2 at Q49 (all who are NOT back in work)

Q56 [M] What would help you get back to work? *Code all that apply.*

1. Support with retraining
2. Require employer to implement Return to Work Plan
3. Better health/feeling well again
4. Finding a job/new job
5. Nothing – have retired
6. Nothing – have no interest in going back to work
7. Other (*Please specify*)
8. Don't know

Base: All code 1 at Q49 (all who are back in work)

Q57[S] What job are you doing? I mean, are you doing the same type of work as before you went off sick or a different type of job?

1. Yes, the same type of work
2. No, different type of job
3. Don't know

Base: All code 1 at Q49 (all who are back in work)

Q57a [S] And is that with the same employer or a different one?

1. The same employer
2. A different one
3. Don't know

Base: All code 1 at Q49 (all who are back in work)

Q58 [S] How helpful or unhelpful has your involvement with the Fit for Work [Scotland – *from sample*] service been in helping your return to work? *Read out.*

1. Very helpful
2. Fairly helpful
3. Neither helpful nor unhelpful
4. Fairly unhelpful
5. Very unhelpful
6. Don't know – *DO NOT READ OUT*

Base: All codes 1-2 at Q58 (all who found Fit for Work helpful in returning to work)

Q59 [M] In what way has your involvement with Fit for Work [Scotland – *from sample*] assisted your return to work? *Code all that apply.*

1. Helped me to manage my condition better
2. Enabled me to access additional health care that could help me stay in work
3. Encouraged my employer to make changes at work that have helped me
4. Pointed me in the direction of the support I needed
5. Improved confidence/kept me positive/empowered me
6. Other (*Please specify*)
7. Don't know

Base: All codes 3-6 at Q58 (all who didn't find Fit for Work helpful in returning to work)

Q60 [M] Why do you say that? *Code all that apply.*

1. Employer does not recognise Fit for Work
2. Employer has not acted on some/all of the recommendations
3. Fit for Work duplicates existing occupational health provision
4. Decided to not go back to any work (e.g. retire)
5. Need to be 'fully recovered' to be able to return to work
6. Other (*Please specify*)
7. Don't know

Base: All

Q61 [S] Could Fit for Work [Scotland – *from sample*] have done more to help you get back to work?

1. Yes
2. No
3. Not sure

Base: All code 1 at Q61 (all who felt Fit for Work could have done more to help)

Q62 [M] What could Fit for Work [Scotland – *from sample*] have done to help you get back to work?

1. Support with retraining
2. Require employer to implement Return to Work Plan
3. Been quicker
4. More follow-up/contact
5. Other (*Please specify*)
6. Don't know

Base: All code 1 at Q49 (all back in work)

Q63 [M] Have you been off sick again since you returned to work? *If yes, probe for code: Was that for the same reason you had contact with the Fit for Work service?*

1. Yes, been off for the same reason
2. Yes, been off for another reason
3. No, not been off sick since returned to work
4. Don't know

Fit for Work process evaluation: Technical Annex

Q64 There is no Q64

Q65 There is no Q65

Base: All

Q66 [S] How would you describe your health and well-being now compared to when you were referred to Fit for Work [Scotland – from sample]? *Read out.*

1. Much better
2. Somewhat better
3. About the same
4. Somewhat worse
5. Much worse
6. Don't know – *DO NOT READ OUT*

Base: All

Q67 [S] Which of the following statements best describes your involvement with Fit for Work [Scotland - from sample]? *Read out.*

1. It made very little difference to me returning to work
2. (If code 1 at Q49) It enabled me to return to work quicker than I would have otherwise done (if code 2 at Q49). It should enable me to return to work quicker than I otherwise would have done
3. It delayed me getting back to work
4. Don't know – *DO NOT READ OUT*

Base: All

Q68 [O] How, in your view could the Fit for Work Service [Scotland - from sample] be improved?

1. Want more face-to-face/personal contact
2. More empathy/understanding from Fit for Work/case manager
3. A quicker process/referral – employer
4. A quicker process – Fit for Work
5. More contact/follow-up
6. Other (*Please specify*)
7. No improvements necessary
8. Don't know

E) Fit for Work Advisory

Base: All

Q69 [S] Other than what we have talked about today, are you aware of the separate Fit for Work advice service? This is a Government-sponsored service delivering occupational health advice to employees, employers and GPs via telephone or the internet.

1. Yes
2. No
3. Don't know

Base: All code 1 at Q69 (all aware of the Fit for Work advice services)

Q70 [S] Have you used the Fit for Work advice service?

1. Yes
2. No
3. Don't know

Base: All code 1 at Q70 (all who have used any of the Fit for Work advice services)

Q71 [M] Which ones?

1. Telephone line
2. Online chat
3. Email
4. Other – (*Please specify*)
5. Don't know

Base: All code 1 at Q70 (all who have used any of the Fit for Work advice services)

Q72 [S] How satisfied were you with the help you received from the Fit for Work advice service? *Read out.*

1. Very satisfied
2. Fairly satisfied
3. Neither satisfied nor dissatisfied
4. Fairly dissatisfied
5. Very dissatisfied
6. Don't know – *DO NOT READ OUT*

Q73 There is no Q73

E) Demographics

Base: All

Q74 [S] *Interviewer code gender – DO NOT READ OUT*

1. Male
2. Female

Base: All

Q75 [S] *I'd now like to ask some questions about you. How old are you?*

1. 16-24
3. 25-34
4. 35-44
5. 45-54
6. 55-64
7. 65+
8. Refused

Base: All

Q76 [S] *What is your ethnic group? Read out headings and then detail if needed.*

1. White (e.g. English/Welsh/Scottish/Northern Irish/British; Irish; Gypsy or Irish Traveller; any other White background)
2. Mixed/Multiple ethnic groups (e.g. White and Black Caribbean; White and Black African; White and Asian; any other Mixed/Multiple ethnic background)
3. Asian/Asian British (e.g. Indian; Pakistani; Bangladeshi; Chinese; any other Asian background)
4. Black/African/Caribbean/Black British (e.g. African; Caribbean; any other Black/African/Caribbean background)
5. Other ethnic group (e.g. Arab)
6. Refused

Base: All

Q77 [S] In which part of the UK do you live?

1. England
 - a. North East
 - b. North West
 - c. Yorkshire and Humberside
 - d. West Midlands
 - e. East Midlands
 - f. East of England
 - g. London
 - h. South East (outside London)
 - i. South West
2. Scotland
3. Wales

Base: All

Q78 [O] At the time you first had contact with Fit for Work, what was your occupation? And what was the name or title of your job?

1. Open ended
2. Don't know

Base: All

Q79 [O] What does the firm/organisation you worked for mainly make or do (at the place where you worked)?

Describe fully.

Probe: Manufacturing, processing or distribution etc.; main goods produced; materials used; wholesale or retail; etc. We are aiming to visualise where someone works and what they do. If you can't visualise those things then you need to keep probing.

1. Open ended
2. Don't know

Fit for Work process evaluation: Technical Annex

Base: All

Q80 [S] How many people were employed at the organisation you then worked for?

1. 1-9
2. 10-49
3. 50-249
4. 250-499
5. 500+
6. Don't know

Base: All

Q81 [S] Did your employer provide you with occupational health support, that is professional advice and support provided by your employer about your health, well-being and fitness to work?

1. Yes
2. No
3. Not sure

Base: All

Q82 [S] What was the one main health reason you were off sick when you were referred to Fit for Work? *Single code only.*

1. Mental health – depression
2. Mental health – anxiety
3. Mental health – stress
4. Mental health – other/or unspecified mental health problem
5. Musculoskeletal – back
6. Musculoskeletal – upper limb
7. Musculoskeletal – lower limb
8. Musculoskeletal – other
9. Other health problem (not mental health or musculoskeletal)
10. Refused

Base: All

Q83 [S] Which of the following best describes your household situation? Do you have any responsibility for any children aged under-16? *If yes, probe for sole or shared. Read out.*

1. Yes – sole responsibility
2. Yes – shared responsibility
3. No responsibility
4. Refused

Base: All

Q84 [S] Other than in a professional capacity, do you look after or give special help to anyone who is sick, disabled or elderly? *ADD IF NECESSARY: The person or people you look after could be a relative, partner, child or friend, and it doesn't matter if you live with them or not.*

1. Yes
2. No

Base: All

Q85 [S] Thinking about the job you had before you had contact with Fit for Work [Scotland – from sample], did your employer give you sick pay, in addition to Statutory Sick Pay?

1. Yes
2. No
3. Not sure

Base: All

Q86 [S] Taking everything into consideration, how satisfied were you with the job you were doing before you went on sick leave? *Would you say you were ... Read out.*

1. Very satisfied
2. Fairly satisfied
3. Neither satisfied nor dissatisfied
4. Fairly dissatisfied
5. Very dissatisfied
6. Don't know – *DO NOT READ OUT*

Fit for Work process evaluation: Technical Annex

Base: All

Q87 [M] Was the health condition you had when you had contact with Fit for Work either caused by or made worse by work?

1. Yes caused by
2. Yes made worse by
3. No

Base: All

Q88 [S] How concerned (if yes at Q49) were (if no at Q49) or are you about these things while on sickness absence? *Read out.*

- Loss of pay
 - Loss of job
 - Worry about your boss's reaction
 - Extra burden on colleagues
 - Effect on employer's business
 - How I would be treated by colleagues when I went back to work
1. Very concerned
 2. Fairly concerned
 3. Neither concerned nor unconcerned
 4. Fairly unconcerned
 5. Very unconcerned
 6. Don't know – *DO NOT READ OUT*

Base: All

Q88a [S] Were you concerned about anything else?

1. Open ended
2. No
3. Don't know

F) Permission to Recontact

Base: All except codes 2-3 at Q12 (excluding those who did not, or did not know, if they had a Fit for Work assessment)

R1 [S] We would like to contact you again in about 6 months to find out how things are going. Would this be okay? *ADD IF NECESSARY:* If we contact you the interview would take around 20 minutes and would be by phone again. You will still be able to decline to participate at that point.

1. Yes
2. No – *THANK AND CLOSE*

THANK AND CLOSE

Research Tools Appendix 2

Fit for Work Wave Two Employee Survey

This is a follow up survey of employees who were referred to the Fit for Work program due to extended sick leave. They were originally interviewed in March-August 2016 and we are re-contacting them ~7 months later to follow up from the first interview. All to be contacted gave permission.

Employment Status

Base: all respondents

Q1 [S] Last time we spoke to you about 7 or 8 months ago, you said that you were [back working again/not back working again - *textfill relevant answer Q49 from W1 survey*].

1. Are you currently [still] working? This can be with a new or different employer
2. *If necessary:* This also includes self-employment
3. Yes
4. No

Base: all currently working (code 1 at Q1)

Q2 [N] How long were you on sick leave after using the Fit for Work service?
Researcher Note: If respondent unsure, probe for best estimate. 1 month = 4 weeks; 7 days = 1 week

1. Enter weeks
2. Don't know

Base: all currently working (code 1 at Q1)

Q3 [S] Are you doing the same type of work as before you went off sick, or a different type of job?

1. Yes, the same type of work
2. No, different type of job
3. Don't know

Base: all currently working (code 1 at Q1)

Q4 [S] Is your current work with the same employer as before you went off sick, or a different one?

1. The same employer
2. A different employer
3. Self-employed
4. Don't know

Base: all currently working (code 1 at Q1)

Q5 [S] Have you been off sick for more than a week since you returned to work? *If YES, probe for code: Was that for the same reason you had contact with Fit for Work [Scotland – from sample]?*

1. Yes, been off for the same reason
2. Yes, been off for another reason
3. No, not been off sick since returned to work
4. Don't know

Base: all currently working who had been off sick again (codes 1-2 at Q5)

Q6 [S] How long were you off work in total between your return to work and today? *If respondent unsure, probe for best estimate. 1 month = 4 weeks; 7 days = 1 week*

1. Enter weeks
2. Don't know

Base: all currently working who had been off sick again (codes 1-2 at Q5)

Q7 [S] Was this over the course of ... *Read out. Select one only.*

1. A single period of sickness absence
2. Multiple periods of sickness absence
3. Don't know

Base: all not currently working (code 2 at Q8)

Q8 [S] Have you been off work continuously since *[insert date of W1 interview]*?

1. Yes
2. No, was back at work for a time
3. Don't know

Base: all not currently working who had been back at work for a time (code 2 at Q8)

Q9 [S] Did you return to work ... *Read out. Select one only.*

1. To the same job with the same employer
2. To a different job with the same employer
3. With a different employer
4. To several different job roles
5. To be self-employed
6. Don't know

Base: all not currently working (code 2 at Q1)

Q10 [S] Which of the following best describes your work situation now: Are you ... *Read out. Select one only.*

1. An employee but on sick leave
2. Unemployed and seeking paid work
3. Unemployed and not seeking paid work
4. Self-employed but not currently working
5. Other (*Please specify*)
6. Don't know

Base: all not working OR those who are in a different job (with the same or different employer) (code 2 at Q1 or code 2 at Q3)

Q11 [M] What were the reasons you have now left the job you had when you first contacted the Fit for Work service?

1. Work-related stress
2. Harassment/bullying at work
3. Not financially worthwhile
4. Dissatisfied with job/job opportunities
5. Felt could not cope with physical/mental demands at work
6. Was found unfit for work by FfW/GP/Work Capability Assessment
7. Employment terminated by employer due to ill health
8. Employment terminated by employer due to other reason
9. Employer didn't action my Return to Work Plan
10. Employer was inflexible (e.g. about my working days and hours)
11. Got a promotion/pay rise
12. Needed different working hours
13. Poor relationship with previous employer

Fit for Work process evaluation: Technical Annex

14. Moved house/location
15. Other (specify)
16. Don't know [S]

Base: all not currently working but still an employee (code 1 at Q10)

Q12 [S] Are you currently receiving ... *Read out. You cannot get employer sick pay without also receiving statutory sick pay. If respondent says they receive sick pay from an employer only, code as answer 2.*

1. Statutory sick pay only
2. Sick pay from an employer in addition to Statutory sick pay
3. Neither Statutory sick pay nor Employer sick pay
4. Don't know

Base: all currently in work now or who went back to work for a while (code 1 at Q1 or code 2 at Q8)

Q13a [M] *If Code 1 at Q1: Do you currently/ If Code 2 at Q8: During the time you returned to work, did you have any permanent adjustments or changes in place to help you to remain in work? What are they? DO NOT PROMPT. Scripter: note Q13B – ask Q13b after each answer they give at Q13a, rather than as a block afterwards.*

1. Changed hours of work (e.g. number of days/hours worked)
2. Changed pattern of work (e.g. later start, earlier finish, allowing short breaks throughout the day)
3. Changed duties (e.g. alternative tasks, work in another part of the organisation)
4. Reduced workload (e.g. sharing deadlines, reallocation of workload)
5. Working at home or at a premises close to your home to reduce/avoid travel
6. Phased return to work
7. Provision of workplace adjustments (e.g. chairs/standing desk)
8. Other (specify)
9. No arrangements are in place [S]

Base: all answering Q13a AND who received a copy of their RtWP (W1 code 1 at Q21)

Q13b [S] *For each response to Q13a – Was that change part of your Return to Work Plan?*

1. Yes
2. No
3. Don't know

Base: all currently in work now or who went back to work for a while (code 1 at Q1 or code 2 at Q8)

Q14a [M] *If Code 1 at Q1: Do you currently/ If Code 2 at Q8: During the time you returned to work, did you have any TEMPORARY adjustments or changes in place to help you to remain in work? What are they? DO NOT PROMPT. Scripter: Note Q14b – ask Q14b after each answer they give at Q14a, rather than as a block afterwards.*

1. Changed hours of work (e.g. number of days/hours worked)
2. Changed pattern of work (e.g. later start, earlier finish, allowing short breaks throughout the day)
3. Changed duties (e.g. alternative tasks, work in another part of the organisation)
4. Reduced workload (e.g. sharing deadlines, reallocation of workload)
5. Working at home or at a premises close to your home to reduce/avoid travel
6. Phased return to work
7. Provision of workplace adjustments (e.g. chairs/standing desk)
8. Other (specify)
9. No arrangements are in place [S]

Base: all answering Q14a AND who received a copy of their RtWP (W1 code 1 at Q21)

Q14b [S] *For each response to Q14a – Was that change part of your Return to Work Plan?*

1. Yes
2. No
3. Don't know

Base: all respondents

Q15 [M] Are you currently receiving any benefits? *If yes, code all mentioned. What are you claiming? Interviewer: we are only interested in work-related benefits. If respondent mentions housing/child/council tax-related benefits, do not code these.*

1. Disability Living Allowance (DLA)
2. Employment and Support Allowance (Support Group)
3. Employment and Support Allowance (Work Related Activity Group)
4. Employment and Support Allowance (Unsure)
5. Income Support
6. Jobseeker's Allowance (JSA)
7. Personal Independence Payment (PIP)
8. Universal Credit (UC)
9. Claiming benefits but not sure which
10. Not claiming benefits [S]

Base: all not currently working (code 2 at Q1)

Q16 [M] What is preventing you from returning to work? *DO NOT PROMPT*

1. Work-related stress
2. Health condition not sufficiently improved/got worse/continuing
3. New health condition(s)
4. Employer has not acted on my Return to Work Plan recommendations
5. Delays in receiving healthcare
6. Harassment/bullying/grievances at work
7. Caring responsibilities
8. Lack of skills/qualifications
9. Not financially worthwhile
10. Dissatisfied with job/job opportunities
11. Fear that cannot cope with physical/mental demands of work
12. Poor relationship with employer
13. Been made redundant
14. Something else (specify)
15. Nothing is preventing me [S]
16. Don't know [S]

Base: all not currently working (code 2 at Q1)

Q17 [M] What support, if any, could have helped you return to work? *Do not prompt.*

1. Changed hours of work (e.g. number of days/hours worked)
2. Changed pattern of work (e.g. later start, earlier finish, allowing short breaks throughout the day)
3. Changed duties (e.g. alternative tasks, work in another part of the organisation)
4. Reduced workload (e.g. sharing deadlines, reallocation of workload)
5. Working at home or at a premises close to your home to avoid or reduce travel
6. Phased return to work
7. Provision of workplace adjustments (e.g. chairs/standing desk)
8. Regular meetings or updates with your employer
9. The attitude/level of support from your employer
10. Moving to a different job with the same employer
11. Finding a new job
12. Require employer to implement Return to Work Plan
13. Treatment or further treatment for your condition
14. More time for recovery
15. Help with building self-confidence
16. Nothing (not interested in going back to work/retired) [S]
17. Other (specify)
18. None of these [S]
19. Don't know [S]

Subsequent Return to Work Plan (RtWP) Actions

Base: all respondents who had remaining actions for their employer (W1 survey Q45 code 2)

Q18 [S] At *[insert date/month of W1 interview]*, you explained that there were recommendations in your Return to Work Plan that your employer had not acted upon yet. Has this changed?

1. Yes
2. No
3. Don't know

Base: all respondents who had remaining actions for their employer (W1 survey Q45 code 2)

Q19 [M] Why have these recommendations for your employer not been implemented?

1. Recommendation(s) cost too much
2. Recommendations did not have enough detail or guidance
3. Couldn't deliver in my work context/not practicable
4. I did not want action taken
5. Recommendations would not benefit me
6. I had already gone back to work when recommendations were received
7. I was not ready to return to work when the recommendations were received
8. Recommendations still under consideration
9. Employer does not recognise Fit for Work
10. I have changed job role
11. I have left work
12. No specific reason
13. Other (specify) [S]
14. Don't know [S]

Views of Fit for Work [Scotland]

Base: all respondents who received a Return to Work Plan (RtWP) (W1 survey Q21 code 1)

Q20 [S] In hindsight, since your involvement with Fit for Work [*Scotland – from sample*], how satisfied are you ... *Scripter: rotate statements but 'With your Plan as a whole' always comes last.*

- That the Return to Work Plan covered all the issues affecting your return to work?
 - That your Plan was tailored to your particular needs?
 - That the actions in your Plan were achievable?
 - That your Plan was helpful with a view to returning to work?
 - That your Plan contained new suggestions or actions not considered before?
 - With your Plan as a whole?
1. Very satisfied
 2. Fairly satisfied
 3. Neither satisfied nor dissatisfied
 4. Fairly dissatisfied
 5. Very dissatisfied
 6. Don't know

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Base: all respondents

Q21 [M] Could Fit for Work [*Scotland – from sample*] have done more to help you get back to work? If yes, what?

1. Support with careers advice/(re)training
2. Provide more follow-up and contact
3. More sympathetic/understanding approach
4. Require employer to implement Return to Work Plan
5. Act as a liaison/mediator between me and my employer
6. Help me/my employer understand what was in my plan
7. More personal/face-to-face contact
8. Help to access healthcare support
9. Support to gain more self-confidence
10. Provide more clinically relevant advice tailored to me
11. Other (specify)
12. No, the service could not have done anything else [S]

Base: all respondents

Q22 [M] Have you had any further contact with Fit for Work [*Scotland – from sample*] since you were discharged from the service? If yes, how?

1. From a case manager
2. Used the advice website
3. Called the advice telephone line
4. Had an online chat with an advisor
5. No further contact [S]
6. Don't know [S]

Base: all respondents

Q23 [M] Since [*insert date of Q1 interview*], have you received help with the obstacles affecting your return to work from anyone other than Fit for Work [*Scotland – from sample*]? If yes, probe for code.

1. Yes, from your employer's occupational health department or contractor
2. Yes, from your GP
3. Yes, from another health professional
4. Yes, from your trade union
5. Yes, from other source (SPECIFY)
6. Yes, from family/friends
7. No further support

Base: all respondents

Q24 [S] How much do you agree or disagree with each of the following statements?
The contact I had with Fit for Work [Scotland – from sample] ... *Read out.*

Rotate statements.

- *(If at work – code 1 at Q1)* Helped me to reduce the number of days I have been off sick from work since going back
- *(If at work – code 1 at Q1)* Helped me to work more productively
- *(If at work – code 1 at Q1)* Helped me to increase the amount of hours I can work
- *(If at work – code 1 at Q1)* Helped me to have better relationships at work
- *(If at work – code 1 at Q1)* Helped me to return to work more quickly
- *(If at work – code 1 at Q1)* Reduced the likelihood I will have a period of long-term sickness absence in the future
- *(If at work – code 1 at Q1)* Helped me to stay in work
- *(All respondents)* Helped me to manage by health condition(s)

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
6. Don't know

Base: all respondents

Q25 [S] Overall, how satisfied are you with the service you received through Fit for Work [Scotland – from sample]? *Read out scale.*

1. Very satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Dissatisfied
5. Very dissatisfied
6. Don't know

Demographics

Base: all respondents

Q26 [S] How is your mental health in general? Would you say it is ... *Read out*

1. Very good
2. Good
3. Fair
4. Bad
5. Very bad
6. Changeable over time
7. Don't know

Base: all respondents

Q27 [S] How is your physical health in general? Would you say it is ... *Read out loud*

1. Very good
2. Good
3. Fair
4. Bad
5. Very bad
6. Changeable over time
7. Don't know

Base: all respondents

Q28 [S] How would you describe your overall physical and mental health now compared to ... *Read out:*

- When you were first referred to Fit for Work [*Scotland – from sample*]
 - [Insert date of W1 interview]
1. Much better
 2. Somewhat better
 3. About the same
 4. Somewhat worse
 5. Much worse
 6. Don't know

Base: all respondents

Q29 [S] Assuming that your ability to work at its best has a value of ten points and at its worst has a value of zero points, how many points would you give your current work ability?

1. Insert number [0-10 only]
2. Don't know

Base: all currently working (code 1 at Q1)

Q30 [S] Are you currently ... *Read out*

1. In full-time employment, working 30 hours a week or more
2. In part-time employment, working less than 30 hours a week
3. Self-employed full-time, working 30 hours a week or more
4. Self-employed part-time, working less than 30 hours a week
5. Other (specify)

Base: those who are now working for a different employer or self-employed (codes 2-3 at Q4)

Q31 [O] What is your current occupation? What is the name or title of your job?

1. Open (capture current job SOC information)
2. Don't know

Base: those who are now working for a different employer or self-employed (codes 2-3 at Q4)

Q32 [O] What does your current employer mainly make or do?

Describe fully: Probe - Manufacturing, processing or distribution etc.; main goods produced; materials used; wholesale or retail; etc. We are aiming to visualise where someone works and what they do – if you can't visualise those things then you need to keep probing.

1. Open (capture current job SIC information)
2. Don't know

Base: those who are now working for a different employer or self-employed (code Q4 is 2 or 3)

Q33 [S] How many people are employed at your current organisation?

1. 1-9
2. 10-49
3. 50-249
4. 250-499
5. 500+
6. Don't know

Base: those who are now working for a different employer or self-employed (code Q4 is 2 or 3)

Q34 [S] Does your current employer provide you with occupational health support, that is professional advice and support provided by your employer about your health, well-being and fitness to work?

1. Yes
2. No
3. Not sure

Base: those who are now working for a different employer or self-employed (code Q4 is 2 or 3)

Q35 [S] Does your current employer provide sick pay, in addition to Statutory Sick Pay?

1. Yes
2. No
3. Not sure

Base: all respondents

Q36 [S] Which of these best describes your family situation? Do you ... *Read Out*

1. Have sole responsibility for looking after any children under 16
2. Have shared responsibility for looking after any children under 16
3. No responsibility for any children under 16
4. Refused

Base: all respondents

Q37 [S] Other than in a professional capacity, do you look after or give special help to anyone who is sick, disabled or elderly?

Add if necessary: The person or people you look after could be a relative, partner, child or friend, and it doesn't matter if you live with them or not.

1. Yes
2. No
3. Refused

Permissions

Base: all respondents

Q38 [S] Our research partners the Institute for Employment Studies may wish to contact you again in about 6 months to find out how things are going. Would this be OK?

If necessary: This is likely to be more of a free-flowing discussion lasting about 20 minutes and would be by phone again. You will still be able to decline to participate at this point.

1. Yes
2. No

Base: all respondents

Q39 [S] We would like to add the information you have provided today to the information you provided when you were in contact with Fit for Work [Scotland], such as the aspects of the service you used and information about yourself. This will help us greatly when we analyse the survey results. Your details will remain confidential and anonymous and would be merged with hundreds of other cases. Do you agree?

1. Yes
2. No

Research Tools Appendix 3

Fit for Work Employer Survey

Survey of employers who have referred an employee to the Fit for Work service, an occupational health scheme intended to get people back to work from long-term sickness.

Awareness of the Service/Process of Referral

Ask all

Q1 [S] Can I just confirm, have you heard of the Fit for Work/Fit for Work Scotland service? *Interviewers code YES if at introduction respondent demonstrated they knew the scheme.*

If no or don't know, read out this description before entering don't know code:

Fit for Work is a free occupational health and advice service for employees on long-term sick leave aimed at helping them back to work. From our records it looks like your organisation either referred one of your employees or received a Return to Work Plan from Fit for Work/Fit for Work Scotland.

1. Yes
2. No (Close interview)
3. Don't know/can't remember (Close interview)

Ask aware of service (code a at Q1)

Q2 [M] What contact has your organisation had with the service? If you are in an organisation with multiple sites please think about any contact you know about at this particular site. Has it... *Read out and code all that apply.*

1. Made a referral for an employee? If YES: How many?
2. Received a Return to Work Plan (RtWP) for an employee referred by your organisation? If YES: How many? Can only be equal to or less than number at 2A.
3. Received a Return to Work Plan for an employee referred by a GP. If YES: How many?
4. Had other contact (please specify)? Ask Q3-5. Then jump to Q34/35 and then to Q44, unless coded YES at Q2 a/b/c
5. [S] No, I have not made a referral or received a Return to Work Plan (CLOSE)
6. [S] Don't know (Ask Q3-5 before jumping to Q34/35 and then Q44)

Ask all except those who have not made a referral or received a Return to Work Plan, including: don't know/other (all except Q2/Code E)

Q3 [M] How did you first hear about Fit for Work/Fit for Work Scotland? *Do not read out but code all that apply.*

1. Emails and/or online marketing from Fit for Work/Fit for Work Scotland
2. Direct telephone marketing from Fit for Work/Fit for Work Scotland
3. Via occupational health, human resources or HR services/departments or providers
4. Training courses, conferences or other external events
5. From head office
6. From an employee
7. When we received a Return to Work Plan for an employee
8. My/our own research
9. Other (*Please specify*)
10. Can't remember

Q4 THERE IS NO Q4

Ask all except those who have not made a referral or received a Return to Work Plan, including: don't know/other (all except Q2/Code E)

Q5 [S] How well informed do you feel about the following? *Read out. Note that all those coded D and F at Q2 now go to Q34/35 and then Q44. All those coded B and NOT A at Q2, now go to Q11.*

1. Who is eligible for the service?
2. The remit of the service?
3. The referral process?
4. Explaining the service to your employees and asking for their consent to make a referral?

Very well informed, fairly well informed, not very well informed, not at all informed (don't know)

All those who initiated a referral (Q2 YES/Code A)

Q6 [M] Why did you decide to use the service in the first place? Any other reason? *Do not read out but code all that apply.*

1. To speed up an employee's return to work
2. To have workplace adjustments suggested
3. To have a medical professional assess the health condition of an employee
4. To have an independent certification
5. Employee requested referral
6. It is free to use
7. Other (*Please specify*)
8. Can't remember

Q7 THERE IS NO Q7

Q8 THERE IS NO Q8

Ask all those who initiated a referral (Q2 YES/Code A)

Q9 [S] Thinking about the employee(s) you have thought about referring to the service, how have they generally reacted when you have sought their consent to refer? Overall, were they... *Read out and code one only.*

1. Happy to give their consent
2. Reluctantly gave their consent
3. Or did they refuse consent?
4. Other (*Please specify*)
5. Mixed reaction (*Some happy, others reluctant etc.*)
6. Don't know/can't remember

Ask all those who initiated a referral (Q2 YES/Code A)

Q10 [M] In what ways, if any, could the referral process be improved? Any other ways? *Do not read out but code all that apply*

1. More space on online form to provide details/answer questions
2. More information on next steps and timings
3. Other (*Please specify*)
4. None – no improvements needed
5. Don't know/can't remember

Contact with the Service

Ask all those who have had contact with the FfW Service (Q2/Code A, B, or C)

Q11 [S] Thinking about the employee who (most recently) used the service and to your knowledge had an assessment, did you or your organisation have any contact with the case manager from Fit for Work (Scotland – from sample) undertaking the assessment? ... *Read out and code one only.*

1. Yes
2. No
3. Don't know/Unsure

Ask all who had no contact with that case manager or weren't sure (Q11/Code B or C) – Route around this question if single case only at Q2B

Q12 [S] Have you had contact with any case managers relating to other cases in the last 6 months? ... *Read out and code one only.*

1. Yes (*After coding YES, read out*) I'd now like to talk about the most recent contact you had with a case manager.
2. No
3. Don't know/Unsure

Ask all who had contact with a case manager (YES/Code A at Q11 or YES/Code A Q12)

Q13 [S] Who initiated this contact? Was it ... *Read out and code one only.*

1. Your organisation
2. Or Fit for Work/Fit for Work Scotland?
3. Don't know/Unsure

Ask all who had contact with a case manager (YES/Code A at Q11 or YES/Code A Q12)

Q14 [S] When did this contact take place? Was it ... *Read out and code one only.*

1. Before your organisation received the Return to Work Plan
2. After your organisation received the Return to Work Plan
3. Or both before and after?
4. Don't know/Unsure

Ask all who had contact with a case manager (YES/Code A at Q11 or YES/Code A Q12)

Q15 [M] What was the nature of this contact? ... *Do not read out but code all that apply.*

1. Discussing practicalities of recommendations made in Return to Work Plan
2. Receiving an update on the progress of the case
3. Providing further information about employee's work environment and role
4. Discussing existing occupational health provision
5. Signposting to third parties
6. Discussing case history
7. Contacted by Fit for Work because couldn't reach employee (*If coded G, only route around Q16/17 – come back in at Q20*)
8. Other (*Please specify*)
9. Don't know

Ask all who had contact with a case manager (YES/Code A at Q11 or YES/Code A Q12)

Q16 [S] Were you/your organisation satisfied with the outcome of this contact? Were you ... *Read out but code one only.*

1. Very satisfied
2. Fairly satisfied
3. Neither satisfied nor unsatisfied
4. Fairly dissatisfied
5. Or very dissatisfied
6. Don't know/can't remember

Ask all who had contact with a case manager (YES/Code A at Q11 or YES/Code A Q12)

Q17 [S] How much of the information you wanted were you able to access from the case manager? *Read out and code one only.*

1. All
2. Some
3. None
4. Don't know/Unsure

Q18 THERE IS NO Q18

Ask all who had no contact with a case manager (NO/don't know/Code B or C at Q12)

Q19 [M] What, if anything, would you/your organisation have liked the opportunity to discuss with a case manager? *Do not read out but code all that apply.*

1. Discussing practicalities of recommendations made in Return to Work Plan
2. Receiving an update on the progress of the case
3. Providing further information about employee's work environment and role
4. Discussing existing occupational health provision
5. Signposting to third parties
6. Discussing case history
7. Other (*Please specify*)
8. Don't know
9. Nothing/didn't want contact

Return to Work Plan

Ask all who received a Return to Work Plan (Q2/code B or C) – other go to Q34

Q20 [S] Have you received Return to Work Plans for all of the employees who have been referred to the service, whether by your organisation or by a GP? *Read out and code one only.*

1. Yes, for all
2. No, only for some
3. Don't know/Unsure

Ask all who only received a Return to Work Plan for some employees (Q20/code B)

Q21 [M] Do you know why you have not received a plan for some people? *Do not read out but code all that apply.*

1. Employee not consented to sharing plan
2. Too soon, recent referral
3. Could not access the plan (e.g. due to IT issues)
4. Other (*Please specify*)
5. Don't know/Unsure

Ask all who only received a Return to Work Plan for some employees (Q20/code B)

Q22 [S] Would you have liked a plan to have been shared with you in these cases?

1. Yes
2. No
3. Don't know/Unsure
4. Not relevant, recent referral

Ask those who received a Return to Work Plan via a GP referral (Q2/code C)

Q23 [S] Thinking about the most recent Return to Work Plan you received, did you/your organisation make the referral to the service in this instance or did it come from a GP?

1. Employer made referral
2. GP made referral
3. Don't know/Unsure

Ask those who have not done a referral (Q2/not coded A)

Q24 [S] Were you aware that employers could refer employees to the service? *Read out and code one only.*

1. Yes
2. No
3. Don't know/Unsure

Ask all who have received a Return to Work Plan (YES at Q2/code B or C)

Q25 [S] Again thinking about then most recent Return to Work plan you received, was this first sent by Fit For Work/Fit for Work Scotland to the most appropriate person in your organisation? *Read out and code one only.*

1. Yes
2. No
3. Don't know/Unsure

Ask all who received a Return to Work Plan (YES at Q2/code B or C)

Q26 [S] Were there recommendations in that plan for you/your organisation? *Read out and code one only.*

1. Yes
2. No
3. Don't know/Unsure

Ask those who did not have recommendations in the Return to Work Plan (Code B at Q26)

Q27 [S] Would you have liked to receive recommendations in the plan for you/your organisation? We are thinking about the most recent plan received. *Read out and code one only.*

1. Yes
2. No
3. Don't know/Unsure

Ask all who had recommendations in the Return to Work Plan (YES/code A at Q26)

Q28 [S] On paper, how helpful were the recommendations with a view to facilitating your employees' return to work? Please think about the actual recommendations that were made regardless of the outcome. Were they... *Read out and code one only.*

1. Very helpful
2. Fairly helpful
3. Neither helpful nor unhelpful
4. Fairly unhelpful
5. Very unhelpful
6. Don't know

Ask all who had recommendations in the Return to Work Plan (YES/code A at Q26)

Q29 [S] To what extent were these recommendations implemented by your organisation? *Read out and code one only.*

1. Fully
2. Partially
3. Not at all
4. Don't know/unsure – GO TO Q33

Ask those who fully or partially implemented the recommendations (Code A or B at Q29)

Q30 [M] Which recommendations were acted on? Did they include ... *Read out and code all that apply. Scripting: rotate order.*

1. Phased Return to Work
2. Amended Duties
3. Altered Hours
4. Workplace Adaptations
5. Alternative Work
6. And were any other recommendations made in the plan that were acted on by your organisation? *(Please specify)*
7. Don't know/unsure

Ask all who did not implement all recommendations (codes B and C at Q29)

Q31 [M] Which recommendations were not acted on? Did they include ... *Read out and code all that apply.*

1. Phased Return to Work
2. Amended Duties
3. Altered Hours
4. Workplace Adaptations
5. Alternative Work
6. And were any other recommendations made in the plan that were acted on by your organisation? *(Please specify)*
7. Don't know/unsure

Ask all who did not implement all recommendations (codes B and C at Q29)

Q32 [M] Why were these recommendations not implemented? *Do not read out but code all that apply.*

1. Couldn't deliver in my work context/delivery not practicable
2. Recommendation(s) cost too much
3. Employee did not want action taken
4. Employee had already returned to work when recommendations were received
5. Employee was not ready to return to work when recommendations were received
6. Recommendations would not benefit the employee
7. Recommendations still under consideration
8. Will action shortly
9. Not enough detail or guidance
10. Not had time to implement everything yet
11. Other (*Please specify*)
12. No specific reason
13. Don't know

Ask all who had recommendations in the Return to Work Plan (YES/code A a Q26)

Q33 [S] To what extent did you liaise with your employee about these recommendations? *Was it ... Read out and code one only.*

1. To a large extent
2. To some extent
3. Not at all
4. Don't know/unsure

Ask all

Q34 [S] Employers can qualify for a tax exemption of up to £500 (per year, per employee) on medical treatments recommended to help their employees return to work. This will be applicable to treatments recommended by health professionals within Fit for Work and health professionals within employer-arranged occupational health services.

Which of the following statements applies to this organisation? *Read out and code one only.*

1. We have used this tax exemption in the past
2. We are aware of this tax exemption but not used it in the past
3. We are not aware of this tax exemption at all
4. Don't know/Unsure

Ask all

Q35 [S] Would you consider this tax exemption to fund medical treatments to help employees get back to work?

Read out and code all that apply.

1. Yes definitely
2. Yes possible
3. No
4. Not applicable – *Do not read out*
5. Don't know/Unsure

Overall

Ask all who have used the service (i.e. coded Q2/code A, B or C)

Q36 [S] Please think about the employee who has most recently been through the service. To what extent do you agree that the advice provided by Fit for Work/Fit for Work Scotland has helped or will help your employee to better manage their health condition(s)? *Read out and code one only.*

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
6. Don't know/too early to say
7. Not applicable – *If code G ask Q37 but skip Q38/Q39 and code D at Q43*

Ask all who have used the service (i.e. coded Q2/code A, B or C)

Q37 [S] Is this employee now back at work? *Read out and code one only.*

1. Yes
2. No – employee has not returned yet
3. No – employee has left their job – *Do not ask Q38/39 if coded C*
4. Don't know/unsure

Ask all who have used the service (i.e. coded Q2/codes A, B or C). Don't ask if code Q36 code G. Do not ask if code C at Q37.

Q38 [S] What has been or will be the effect of the advice provided by Fit for Work/Fit for Work Scotland on your employee's ability to go back to work? *Read out and code one only. SCRIPTING please vary wording – has or will – to reflect response at Q37*

1. It has helped/will help my employee to go back to work quicker than they would have done otherwise
2. It has made/will make no difference to the time it has taken or will take my employee to go back to work
3. It has meant/will mean that my employee has taken longer to go back to work than they would have done otherwise
4. Don't know/too early to say

Ask all who have used the service (i.e. coded Q2/codes A, B or C). Don't ask if code Q36 code G. Do not ask if code C at Q37.

Q39 [S] What has been or will be the effect of the advice provided by Fit for Work/Fit for Work Scotland on employee's ability to remain in work following their return? *Select one option. Read out. SCRIPTING – vary wording to reflect response at previous question.*

1. It has helped/will help my employee to remain in work longer than they would have done otherwise
2. It has made/will make no difference to my employee's ability to sustain themselves in work
3. It has had/will have a detrimental impact on my employee's ability to remain in work
4. Don't know/too early to say

Ask all who have used the service (i.e. coded Q2/codes A, B or C)

Q40 [S] Would you use the Fit for Work service in future? Would you say ... *Read out and code one only.*

1. Definitely
2. Probably
3. Possibly
4. Definitely not
5. Don't know/too early to say

Ask all who have used the service (i.e. coded Q2/codes A, B or C)

Q41 [S] Are there any improvements you like to see made to the service? *Read out and code one only.*

1. Yes
2. No
3. Don't know/Unsure

Ask all who would like to see improvements (Q41/code A)

Q42 [M] What improvements would you like to see? Anything else? *Do not read out but code all that apply.*

1. More communication between the case managers and employers
2. Help with implementing recommendations
3. Better outcomes from using the service
4. Recommendations that are more realistic and achievable
5. Advice more tailored to work environment and nature of role
6. Advice more tailored to nature of employee's health condition
7. Able to refer employee before they have been on sick leave for 4 consecutive weeks
8. Compulsory for employee to engage with the service
9. Compulsory for employee to share Return to Work Plan
10. Other (Please specify)
11. Don't know/unsure

Fit for Work Customer Satisfaction Questions

Ask all who have used the service (i.e. coded Q2/codes A, B or C)

Q43 [S] The next few questions refer to your satisfaction with Fit for Work/Fit for Work Scotland. Looking back, how satisfied are you with the following aspects of Fit for Work? *Rotate A to D.*

- Very satisfied
 - Fairly satisfied
 - Neither satisfied nor unsatisfied
 - Fairly dissatisfied
 - Very dissatisfied
 - Don't know/can't remember
1. How satisfied are you that the service was easy to use?
 2. *If answered YES to Q2/B or C:* How satisfied are you that the recommendations in the most recent RtWP you received appropriately addressed the return to work needs of your employee (including work, health and social issues)?
 3. How satisfied are you that the most recent Return to Work Plan you received was deliverable?
 4. How satisfied are you that you felt able to trust the advice provided by the service? *Code D – DO NOT ASK if code Q36 code G*

Employer Characteristics

Ask all

Q44 [S] Finally a few questions about your organisation (across all operating sites). How many full-time equivalent employees do you currently have across the organisation? Please include yourself, all others on your payroll and any working proprietors or owners, but exclude the self-employed and outside contractor or agency staff. *Ask for estimate across all sites of the organisation if multi-site.*

1. 1-9
2. 10-49
3. 50-249
4. 250-499
5. 500+
6. Don't know

Ask all

Q45 [S] In which industry does your organisation operate? *Prompt to precode if needed*

1. Energy, utilities, agriculture and the environment
2. Manufacturing, engineering, property management and construction
3. Science and pharmaceuticals
4. Hospitality, leisure services and sport
5. Retail, marketing, advertising and PR
6. Transport, logistics, IT and communications
7. Business services A: accountancy, banking, finance and insurance
8. Business services B: law, consultancy, management, recruitment and HR
9. Public administration and services: government, civil service, education, health, social work, armed forces and emergency services
10. Creative arts, culture, entertainment, media and publishing
11. Other (*Please specify*)
12. Don't know

Ask all

Q46 [S] Would you classify your organisation as one...? *Read out and code one only.*

1. MAINLY seeking to make a profit
2. A charity or voluntary sector organisation or a social enterprise
3. A local-government financed body (*Add if necessary: such as a service provided or funded by the council such as leisure centres, social care, waste or environmental health services*)
4. A central government financed body (*Add if necessary: such as the Civil Service, any part of the NHS, a college or university, the Armed Services, an Executive Agency or other non-departmental public bodies*)
5. Or none of the above? (*Please specify*)

Ask all

Q47 [S] Does your organisation have existing in-house or contracted Occupational Health services? *Read out and code one only.*

1. Yes in-house
2. Yes contracted to external providers
3. No
4. Don't know/Unsure

Ask all

Q48 [S] The next two questions relate to long-term sick leave, defined as 4 weeks or more, within your organisation. To what extent do you agree with the following statements? *Read out and code one only. SCRIPTING rotate statements.*

STATEMENTS

- Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
 - Don't know
1. The level of long-term sick leave is high within the organisation
 2. Long-term sick leave is well managed within the organisation

Q49 THERE IS NO Q49

Responsibilities within Organisation relating to the Fit for Work service

Q50 THERE IS NO Q50

Ask all

Q51 [M] Who within your organisation would have responsibility for making referrals to the Fit for Work service? If respondent says 'themselves' then ask for their job title and code to precodes (do not read out but code all that apply).

1. Employee's line manager
2. HR in centralised office
3. HR in branch office
4. *Only show if coded at Q47B:* Occupational health professional (contracted)
5. *Only show if coded at Q47A:* Occupational health professional (in-house)
6. Health and safety officers
7. Other (*Please specify*)
8. Don't know

Thank and close.

Research Tools Appendix 4

Employer Interviews Discussion Guide

Introduction

Could you please provide a brief overview of:

1. Your organisation
2. Your job role and responsibilities? *Probe for line management responsibilities of employee (where consent given)*
3. Is long-term sick leave (e.g. four weeks or more) a particular problem within your organisation? What are the (operational) consequences of this?
4. Existence of in-house or contracted occupational health services and current use/impact of this

Awareness of Fit for Work/Fit for Work Scotland

What do you know about Fit for Work/Fit for Work Scotland? How did you first hear about it?

Researcher Note:

To be eligible for referral into Fit for Work an individual must be employed, have reached (or be expected to reach by their GP) four weeks of sickness absence, have a reasonable likelihood of making at least a phased return to work, have not been referred to a FfW assessment in the last 12 months and received an RtWP and lastly have provided consent to be referred.

Who do you think is eligible for the service? *Probe on employee, off work (or at risk of being off work for GP referrals) for four weeks or more with capacity to return in three months, not referred in the previous 12 months and consented to be part of the service.*

To what extent do you feel confident about outlining the service to your employees and gaining their consent to refer?

If employer has OH provision: How (if at all) did you anticipate that Fit for Work could help over and above your existing occupational health provision?

Referral

Have you referred any of your employees to Fit for Work/Fit for Work Scotland? *Clarify whether one/multiple employees*

Following questions for employers who have referred only:

Why did you make a referral? What support were you hoping to get from the service? *Probe whether employee requested a referral*

Fit for Work process evaluation: Technical Annex

How has the referral process worked in practice? Have you been able to use your preferred means of referral?

In your experience, are there any downsides or disadvantages to the referral process?

Non-employer referrals

What was the first you knew about your employee's referral to Fit for Work? *Probe for whether they knew about the referral before they received a Return to Work Plan etc.; clarify whether they have one/multiple employees who have been referred by their GP.*

How did you feel about this? Have you discussed Fit for Work with your employee and the reasons for referral? And what they/you hope to get out of this?

Contact with Fit for Work/Fit for Work Scotland

Have you/your organisation had any contact with the case manager undertaking your employee's assessment?

For employers who have had contact with Fit for Work/Fit for Work Scotland

What form did this take? What (if any) expectations did you have, and do you feel these were met? *Probe:*

1. Whether the contact happened before or after they received a copy of the RtWP
2. Whether most appropriate person in the organisation was spoken to
3. What was discussed/the nature of the discussion
4. Whether had any input to the recommendations that were being made
5. Value/impact of this contact (inc. contribution to return to work)

For employers who have not had contact with Fit for Work/Fit for Work Scotland:

Would you have liked to have talked to the case manager before/after receiving the RtWP?

If so, what would you have liked the opportunity to discuss?

Return to Work Plan

Have you received a Return to Work Plan for this employee? Clarify whether they have received other RtWPs for other employees.

For employers who have received a Return to Work Plan

Who within your organisation was the plan shared with? Do you feel this was the most appropriate person to share the plan with?

Were there recommendations in the plan for you/your organisation? What were these?

Do you feel that these recommendations were realistic and achievable?

Were they helpful? Did they come up with suggestions that you had not thought of?

What if any workplace adjustments did the Return to Work Plan suggest? e.g. temporary or permanent reduction of hours/duties, adjustable height desk or workbench, change of duties? If yes, what were your views on this?

Researcher Note:

Employers can qualify for a tax exemption on payments of up to £500 per employee per tax year where the employer funds the costs of medical treatments recommended by a healthcare professional as part of either Fit for Work or any employer-arranged occupational health service.

Would you consider using the tax exemption to fund medical treatments? Why/why not?

What proportions of the recommendations have you been able to enact? Which recommendations have you (not) acted on?

If all – how easy was it to deliver these?

Where partial, why, in your view, were you able to address some and not others? *Probe on cost, ease, perceived relevance etc.*

Where you were not able to act on certain recommendations in the Return to Work Plan, did you have any (further) interactions with a case manager/the service?

If yes, what was the outcome of this?

Where you could not enact certain recommendations, did you discuss with the employee why this was the case?

To what extent were you able to support your employee with their own recommendations?

Have you used the Return to Work Plan in place of a Fit Note? In your view, what are the differences? *Probe whether they had any reservations about accepting the Statement of Fitness for Work element in place of a fit note.*

Are you planning to provide/have you provided any support to your employee which was not suggested in their Return to Work Plan? What?

Impact(s) of Fit for Work/Fit for Work Scotland

What benefits of Fit for Work/Fit for Work Scotland to your employee have you identified?

If employee is back at work, How do you feel the recommendations that are being delivered are helping your employee?

If employee is not back at work, When do you anticipate your employee will return to work? Will they be given additional support outside of the Return to Work Plan?

What feedback, if any, do you have? Is there more you feel could be done by you/your employee/the service?

In your view, what are the key benefits of the service for you as an employer/your organisation? *Probe on:*

1. Reduction in sickness absence duration or reoccurrence; changes or improvements to sickness absence policies
2. Reduction in staff turnover
3. Any (other) cost savings
4. Operational benefits (improved staffing availability, more predictable staffing levels, better customer service)
5. Better access to occupational health advice and services

Fit for Work process evaluation: Technical Annex

6. More positive actions taken within the organisation regarding to support health at work
7. Change in attitudes around work and health
8. Benefits for wider workforce

Are there other (wider) benefits you have identified that we have not touched on?

Fit for Work advice service

Are you aware of the Fit for Work advice services? Probe on advice line, advice hub, live chat.

Following questions only for those who are aware of the advice service

Have you used any of the advice services of Fit for Work? Probe whether before/ during/after engagement with the assessment service

If yes: What reasons did you seek advice from Fit for Work for? How useful did you find this advice?

What aspects of the advice service were particularly helpful or valuable? What improvements could be made?

Overall

Without Fit for Work/Fit for Work Scotland, what would you have turned to? In what ways (if any) do you feel it duplicates in-house/contracted OH services, or other provision?

Where appropriate, how did Fit for Work communicate with and/or provide support to any existing occupational health support already available to your employees?

How (if at all) has engaging with Fit for Work/Fit for Work Scotland reduced or increased the burden on you as an employer?

What do you anticipate your uptake of the service will be in future? Are you likely to make any (more) referrals? Why is this?

What would need to change for you to be in a position to make more referrals in future? *Probe about aspects of service VS wider/local context*

How do you think Fit for Work/Fit for Work Scotland could be improved (if at all)? *Probe on marketing, feedback about patients, communication, access issues.*

Research Tools Appendix 5

Employee Interviews Discussion Guide

Background Information

Are you currently in work? *Probe whether off sick but still employed, returned to work (during/post using Fit for Work; same/different job role; same/different employer) or out of work/inactive*

What is your current/most recent job role? *Probe on:*

1. Who work for (sector and size of employer)
2. Type of work (job role and main responsibilities)
3. Hours, (p-t/f-t)
4. Length of service/job duration

Immediately before your referral to Fit for Work, what were your circumstances regarding:

1. Nature of health conditions(s), how long you had experienced it for
2. Relationship with employer and/or work colleagues
3. Any other reasons why it was hard to stay in work (family, finances, housing)

How long had you been experiencing these problems/circumstances?

How long had you been on sick leave, and at what point were you referred to Fit for Work? *Probe, whether reasons for recurrent sickness absence are the same or different conditions*

What were your hopes or expectations about your ability to stay in/return to work at that time?

Contact with Fit for Work

When and how did you first hear about Fit for Work (assessment service)? *Probe on how learned about the service (GP, employer, OH, colleagues, other word of mouth, radio, online)*

Were you referred to the service by your GP or your employer? How did that referral come about? *Probe whether employee requested that they be referred*

Would you have preferred to refer yourself to Fit for Work?

Why were you referred to Fit for Work? *Probe on muscle, joint and/or back pain, stress, anxiety, depression, workplace issue, other reasons*

What information were you given about the service? What were your first impressions of the service based on this information?

In your view, how well did your GP/employer outline the service to you? Is there any more information you would have liked? *Probe for details*

Fit for Work process evaluation: Technical Annex

To what extent do you feel it was your choice to use the service? *Probe whether they felt they were able to/did give fully informed consent.*

How did you think Fit for Work might be able to help you? What were your reasons for choosing to use the service? *Probe on:*

1. Support with health conditions/other obstacles
2. Support in returning to work
3. Referrals or signposting to other services
4. Help liaising with employer (*any expectations of advocacy/mediation?*)
5. Any other reasons?

Did you have any concerns about using Fit for Work? What were these?

Fit for Work: Assessment

After your referral, what was your first contact with Fit for Work? *Probe on:*

1. How (telephone/face-to-face)
2. Who did you speak to (healthcare professional, specialist in your condition/issue(s))
3. Did you have your assessment straight away or was it booked in for a later date?

How did you feel about having your assessment via telephone/face-to-face? *Probe on feelings before and after assessment*

For those who received a face-to-face assessment

How did the provision for face-to-face assessment work? *Probe whether within 90 minutes travel, in appropriate premises, private, adjustments made (where necessary)*

Ask All

Was the assessment conducted at a convenient time for you?

What did you think about the assessment itself? How did that work? *Probe for length of assessment and views on this.*

During the assessment, did you feel able to talk about a wide range of issues? Did your conversation focus just on physical/mental health issues or did you talk about other obstacles to returning to work? *Probe for support/advice with health employment and social aspects inc. attitudinal responses*

If yes How effective was this approach? Did the case manager help you identify things that were stopping you getting back to work? Do you feel the conversation allowed you to consider various reasons for being off work that may otherwise have been hidden or not at the top of your mind?

To what extent did you discuss how your attitude towards your health condition/other obstacles affected your ability to work?

What did you think of the approach of your case manager/the person conducting the assessment? *Probe on tone/approach used during assessment*

Did you feel you had enough time to talk through all your concerns and circumstances?

Fit for Work process evaluation: Technical Annex

Do you feel that case manager/the healthcare professional you spoke to had a good understanding of your workplace environment? And health condition/other obstacles? Did you feel confident in them to give you advice?

Did the case manager/person conducting the assessment have any contact with your employer/occupational health provider at this stage?

If yes What did you expect would happen as a result? Were you happy with this approach?

If no Do you feel that this would have been valuable? Would you have welcomed this?

Did you have one or more than one assessment? *If yes*, How many assessments? Was your second and/or third assessment face-to-face? *If multiple probe for any changes/differences between assessments e.g. new obstacles, new advice or recommendations*

To what extent did your assessment meet any expectations that you had? Why?

At the same time as you were in contact with Fit for Work, did you receive help from anyone else? *Probe for support from family and friends, employer, any OH service, GP, health services, trade union, third sector organisations, any other services*

If yes What are your views on the value of this support?

Fit for Work: Return to Work Plan

We would now like to ask you a little about the recommendations you were given and your Return to Work Plan.

Do you recall receiving a Return to Work Plan?

How did your case manager talk through recommendations to you? Did you agree aims and timings?

Did you feel part of developing your plan? Did you have an input into ways of overcoming the obstacles?

Did you see the point of a plan?

What were your views on your Return to Work Plan? Did it meet your expectations of what you would receive?

Have you previously received a Fit Note? How did the Return to Work Plan compare?

What did you think of the recommendations in your Return to Work Plan? Do you feel they were realistic and achievable? *Probe if RtWP suggested reduction of hours/duties/changed duties and whether permanent or temporary* How did you feel about this?

Were you given any information (booklets, leaflets, website addresses) about health and work, or about your particular health problem?

Were you signposted to other services or professionals through your RtWP? *Probe for health services, employment services, debt/welfare advice, housing services*

If yes: Did you go on to use those other services/professionals? *If appropriate, probe whether self-referred or referred by GP, ease of referral, length of referral process*

Did you feel they were suitable/helpful? Do you feel you may have gone on to use those services/professionals without the input of Fit for Work?

Fit for Work process evaluation: Technical Annex

Did you receive more than one RtWP? *If yes, why and how did later experiences/plan(s) differ from your first experience?*

What parts of the Return to Work Plan do you see as most valuable or helpful? And unhelpful?

Did you have any further contact with your case manager about the progress on your Return to Work Plan, or to see if you had returned to work? *Probe on method of contact, and whether employee got in contact with Fit for Work when prompted by email/text*

Have you been required to submit the summary of your Return to Work Plan to your employer to certify your absence? *Probe on what employees had to submit, whether they were also asked for a Fit Note*

Did you choose to share your Return to Work Plan with your GP and/or employer? Why? The whole plan or just certain obstacles and recommendations? How did you decide what (not) to share?

Researcher Note: The following questions are only applicable for participants who chose to share their Return to Work Plan

When did you decide to share your plan? At end of assessment, after opportunity to see it – probe whether sharing RtWP without telling the service

How was your Return to Work Plan shared? Did your case manager talk to your line manager/employer, or your GP, or your family?

How did your employer react to the plan?

In what ways (if any) has your employer acted on the recommendations in your RtWP? How did this come about? *Probe whether passive/active?*

If employee has returned to work Did your employer continue to act on recommendations in your plan once you had returned to work?

Have you talked to your GP about your plan? Has anything happened as a result?

Were there recommendations that were not acted on? Why was this? Did you approach Fit for Work/your case manager for support or advice about this?

If sought support from Fit for Work, probe on views of this support, how met expectations

Do you feel that you returned to work more/less quickly than you would have done without using Fit for Work? What are your reasons for coming to that conclusion?

Fit for Work ‘Drop Outs’ [Only those who have not received a Return to Work Plan]

At what point did you stop using the service? What were your reasons for this? *Probe on return to work, lack of engagement with referral/changed mind about referral, received level of advice desired before receiving RtWP, assessment or staff perceived as unhelpful*

What (if anything) would have needed to change for you to have continued using the service?

Fit for Work: Discharge

What was your experience of leaving Fit for Work? *Probe on:*

1. Discharge process
2. Follow-up *Probe on customer satisfaction questions*

Fit for Work Advice Line

Are you aware of the Fit for Work advice services? *Probe on advice line, advice hub, live chat*

Researcher Note: Following questions only for those who are aware of the advice service

Have you used any of the advice services of Fit for Work? Probe whether before/ during/after engagement with the assessment service

If yes: What reasons did you seek advice from Fit for Work for? How useful did you find this advice?

What aspects of the advice service were particularly helpful or valuable? What improvements could be made?

Overall Views on Fit for Work

What did you think of the support received from Fit for Work overall? *Probe on:*

1. What has been particularly helpful or valuable about the service?
2. What has been unhelpful or disappointing?
3. What are your views on the independence and quality of the service?
4. Was there any other help you would have liked that was not offered to you?
5. Do you have any suggestions about changes to Fit for Work?

Did you need to make a complaint at any point when using the service? *If yes, Why was this, and how was this handled?*

Without Fit for Work, what other service(s), provision or support might you have used in its place?

Current Circumstances and Expectations

We would now like to hear a little about your current circumstances.

Researcher Note:

Refer back to participant's answers to Question FIRST ABOUT HEALTH CONDITION

Since making contact with Fit for Work, in what ways have there been changes in the following:

1. Your health (impact of health on daily life, changes to management of health condition or belief you can manage it, prognosis)

Fit for Work process evaluation: Technical Annex

2. Your ability to work
3. Your perception of being able to stay in work/return to work (physically, emotionally)
4. Your beliefs about the benefits of work on health?
5. Relationships with your employer and/or work colleagues
6. Other circumstances (family, finances, housing)

What factors and/or services have helped bring about these changes?

To what extent (if any) has your involvement with Fit for Work brought about these changes? What particular aspect(s) of the service brought about this impact? *Probe for specific value of Return to Work Plan and/or assessment*

Is there anything else that Fit for Work or anyone else could have done to help you manage your health condition and help you do your job?

What are your current thoughts about work? *Probe on:*

1. Is anything making it difficult to stay in work/return to work at the moment?
2. What would help you now to stay at work/return to work?
3. What are your hopes/expectations about staying in work/returning to work in the longer term?

Finally overall, what are your thoughts and feelings about your current situation?

Probe on:

1. Happy, content, frustrated, disappointed – why?
2. Comparing current situation with your situation when you first made contact with Fit for Work?

Thank and Close

Research Tools Appendix 6

GP Interviews

Discussion Guide

A: Awareness of the service (all) – 2 mins

Confirm that they are talking about the Assessment service.

1. How and when did you first hear about Fit for Work/Fit for Work Scotland?
Probe on engagement with practice, GPs, practice manager
2. What did you understand about the service? Who do you think is eligible for the service? *Probe on employee (not unemployed or self-employed), off work (or at risk of being off work) for four weeks or more, not referred in the previous 12 months and consented to be part of the service*
3. How confident do you feel in explaining the service to your patients and asking for their consent to make a referral?

B: Referrals (all) – 5 mins

Have you referred any of your patients to the service?

If referring GP, prompt whether just once or more than once and go to question 10

Following questions non-referring GPs only

If No, why have you not used the service? *Probe on:*

1. Size of eligible/relevant population (*explore high/low roster, level of local unemployment*), views on eligibility criteria
2. Frequency of contact with appropriate patients
3. Level/nature of non-consent to referral (*explore whether they try to persuade patients*)
4. Awareness/visibility of Fit for Work alongside alternative services on offer
5. Experience of (trying) to use the service
6. Don't understand how the service works
7. General view/perception of the service
8. Patient advocacy
9. Do not see work as a clinical issue
10. Lack of time
11. Other reasons

Are there eligible patients you choose not to refer? Why is this?

Go to Section C

Following questions for referring GPs only

If yes, in your experience, how does the referral process work? How easy is it to make a referral? Are you able to use your preferred means of referral? *Probe on format of referral including digital means, who makes the referral...*

How do you decide who to refer? *Probe on:*

1. What types of patients have you been referring and why?
2. Which patients do not want to be referred and why? *Probe whether they try to persuade their patients.*

Note: for GPs that have only referred once, make sure to explore both why they referred in the first instance, and why they have not gone on to refer more patients.

Have you referred patients to the service when you felt they were *at risk* of being off work for four weeks or more [i.e. where a patient had been off work for fewer than four weeks but where you expected them to reach four weeks off work]? Why was this?

Without the option of Fit for Work, what action would you have taken for your patient(s)? *Probe whether feel there is any duplication with existing services*

In your view, why might other GPs not be referring their patients to Fit for Work?

C: Return to Work Plan(s) – 3 mins

Has one or more of your referred patients shared a Return to Work Plan with you? *If NO, go to Section C. If YES:*

Do you feel the plan was sensible and appropriate for your patient?

Did you find the plan useful? Why? *Probe on views of usefulness to GP, patient, employer*

Were the interventions suggested in the plan approaches that are familiar to you? *Probe degree to which GP would have taken these steps anyway*

What actions (if any) have you taken as a result of receiving a Return to Work Plan? E.g. referrals *Probe whether they have to wait for patient to pursue it, or whether they are able to be proactive*

If appropriate: To what extent do you fund follow-up interventions cited in the plan?

In your view, what (if any) is the additional value of a Return to Work Plan over and above a Fit Note? *Probe whether they feel the RtWP included workplace adjustments they might not have time to discuss/recommend, or provide*

Have you had any direct interactions with the service, or with your patients' employers related to Fit for Work? *Probe for how these interactions worked*

D: Benefits and challenges of Fit for Work/Fit for Work Scotland – 4 mins

Has Fit for Work/Fit for Work Scotland benefited your patients? How/why? *For GPs referring more than once, probe on:*

1. Has it helped any particular groups?
2. Any patients for whom it has been less successful? Why?

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3. What have been the main benefits?
4. Whether benefits have been identified by GP or patient

In your view, what are the key benefits of Fit for Work/Fit for Work Scotland for you as a GP/your practice? Has Fit for Work/Fit for Work Scotland had any benefits for your practice? *Probe on:*

1. Reduced consultation times/number of consultations
2. Improved awareness of/access to available services, improved access to services
3. Support with occupational health advice
4. Improved relationships with patients
5. Improved understanding of the work context of advice on absence

How have your patients described their experience of Fit for Work to you? In your view are there any downsides or disadvantages to Fit for Work/Fit for Work Scotland? If so what are they? *Probe for disadvantages for patients and/or GP practice*

E: Overall (all – if time) – 3 mins

What do you anticipate your uptake of the service will be in future? Why is this?

What would need to change for you, your colleagues or GPs in general to be in a position to make more referrals in future? *Probe about aspects of service (referral process, eligibility criteria, IT functionality) VS wider/local context*

What are your views on employer referrals? Do you feel employees should be able to self-refer?

Have you discussed Fit for Work with other GPs or healthcare professionals? What was the nature/context of those discussions?

How do you think Fit for Work/Fit for Work Scotland could be improved (if at all)? *Probe on marketing, feedback about patients, communication, access issues*

Have you used any of the advice services from Fit for Work?

If yes: What reasons did you seek advice from Fit for Work for? How useful did you find this advice?

Could you explain how your practice's approach to writing Fit Notes works? Are you responsible for completing the first and all subsequent Fit Notes or are they written by other practice employees?

Thank and close.