

## Condition-specific legitimacy

## A holistic approach

## Organisational efficiency

## Control and responsibility

### General Requirements

- Culture change for general public, patients, healthcare professionals, employers
- Accessible health record information
- Ability to seek advice from GPs
- Adequate resources e.g. staff, clinic time
- Feedback about performance to nurses and physiotherapists on individual and national levels
- Recognition of extended role through financial reward and status acknowledgement
- Education and training
  - Nurses and AHPs: sickness certification
  - GPs: role of non-medical colleagues and improving GP knowledge of sickness certification
  - Employers: acknowledge nurse and AHP role
  - Patients and the general public: acknowledge nurse and AHP role
- Recognition of extended role through formal qualification

### Who should certify?

Nurses and AHPs with knowledge and experience of working with patients who are unable to work due to ill-health, therefore senior nurses and physiotherapists

*Or*

New nursing and AHP graduates with fresh knowledge of current certification system and work-related health issues

### Circumstances of certification

- Specific conditions within the usual remit of the nurse or physiotherapist
- Conditions for which guidelines exist
- Time limited duration of certification, for example two week maximum duration
- New or follow-up certificates:
  - a) New sickness certificates in self-referral systems
    - GPs more wary of this approach
    - physiotherapists with experience of self-referral systems welcome this possibility
    - nurses positive if experienced or use guidelines
  - b) Follow-up certification
    - preferable system for all respondent groups
- Graded introduction: straight-forward conditions first, more complex conditions if role extension successful