FRAUD

RECOGNISE IT.
REPORT IT.

WORKING WHILE SICK

What is it?

The abuse of an organisation's absence management policy whereby a member of staff claims sick pay from one organisation while working for another employer. The employee therefore receives payment for both jobs simultaneously - often for the same hours or shifts.

Example

A junior doctor who moonlighted as an international equestrian commentator while claiming sick pay from his NHS employer has lost his position and has been removed from the medical register after being found guilty of fraud.

A counter fraud investigation established over a three month period, while claiming to his employer he was unfit to work, he had been attending and commentating at show jumping events across the world.

After admitting the fraud at a Court hearing he was given a fine and ordered to repay the overpayments to his salary.

A medical tribunal described his repeated dishonesty as 'fundamentally incompatible' with working as a doctor, citing a blatant disregard of the difficulties he caused his employers, colleagues and patients, as reason to erase his name from the medical register.

How to prevent this type of fraud

- Organisations should ensure relevant policies and procedures are communicated to all staff.

- Staff should be required to declare any secondary employment to the organisation for which they work.

- Staff should be required to provide a letter of confirmation from a health professional if secondary employment is considered helpful to their recovery.

- Managers should adhere to the organisation's absence management policy.

- Regular contact with staff should be maintained while on sick leave and referral to Occupational Health should be considered, where appropriate.

IF YOU SUSPECT FRAUD CALL THE CONFIDENTIAL HSC FRAUD HOTLINE OR SEND A REPORT ONLINE.

0800 096 33 96

www.reporthealthfraud.hscni.net

Together we can stamp out fraud.