

# Counter Fraud Factsheet

## Working When Sick Fraud



### 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.

### Case Example

An HSC employee phones his/her manager to report unwell and unfit for duty. The employee then undertakes work during the period of absence with another employer.

In these circumstances an employee's absence is recorded to ensure the employee receives occupational sick pay and in many instances cover has to be arranged at additional expense to the organisation.

The employee in these circumstances receives two payments - sick pay from the HSC and payment for the alternative work undertaken.

The employee has made a false representation to the employer regarding fitness for work and could potentially face criminal charges in respect of fraudulent activity. Disciplinary action and referral to a regulatory body may also be appropriate.

### 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.