



# Back to Health

*Back to Health* is a sickness absence management scheme designed to provide fast access to private healthcare, achieving earlier medical intervention. It allows you to return to health and to work quicker than you otherwise might have.

*Back to Health* only covers those conditions that prevent you from carrying out your normal work duties. The scheme does not aim to replace the care provided to you by your own doctor, but is designed to complement and enhance this, and will be managed in conjunction with occupational health. *Back to Health* does not cover your partner or children.

*Back to Health* is funded by the Company and you will not be liable for income tax on your cover.

You will automatically be covered under *Back to Health*. You can, however, choose to opt out, in which case you must notify us within eight working weeks of joining the Company. If you opt out of *Back to Health* there is currently no opportunity to be covered at a future date.

## Summary of medical cover

<b>General</b> Accessibility  Facilitate in-patient transfer from NHS to private facilities	Instant access to private treatment, as appropriate, for diagnosis on referral of occupational health for conditions preventing you from carrying out your normal work duties  No
<b>In-patient and day-patient treatment</b>  Specialist fees Cancer  Psychiatric	No annual maximum  Initial diagnosis only (subsequent treatment through NHS rapid access cancer services)  Out-patient treatments only – number at discretion of occupational health
<b>Out-patient</b>  Surgical procedures Specialist consultations Diagnostics Physiotherapy – to include chiropractic and osteopathic treatments	No annual maximum  No annual maximum  No annual maximum  Up to 6 sessions then at discretion of occupational health