

Genuine ill-health? Over half of the working population in Britain take no sick leave at all!! The greatest impact is long-term sickness absence. But, what about the colds and the flu? Yes, they do impact, but only for 1 – 2 days, **15% of the total sickness rate**. The two main causes of over **60% of absence** are **mental health** – depression, anxiety or stress AND **musculoskeletal** – bad backs, RSI.

Ill-Health and Company Health

Sickness absence has a significant impact on the bottom line of business. Financial costs have been estimated by the Health and Safety Executive as being **10% of business profits** every year. The CBI reckon that in 1995, **33 Million days** were lost in Britain alone, costing employers a staggering **£11.6 Billion!!!**

How do you manage attendance?

What makes your employees sick? What rate is your company's sickness absence rate? What does it cost? Who decides when an employee returns to work? How do you get and understand the medical reports on sick employee's? Ill-health retirement - how quickly can your company arrive at a fair decision?

WELLWORK CAN:

- ✓ Assist in developing a sickness absence policy and in its implementation - this has been proven to increase the numbers of people returning to work in the first 2 months. It reduces the number of employee's declared permanently unfit by as much as one third. Make retirement on medical grounds a speedier process. Implemented sickness absence policies show a financial saving within the first year.
- ✓ Assist employee's to return to full productivity as soon as possible, recommend and instigate suitable rehabilitation.
- ✓ Assess the health requirements of the job through knowledge of the workplace.
- ✓ Liaise with others to obtain medical reports, review the medical evidence and interpret it.
- ✓ Advice on ill-health retirement.

TIME SCALES AND COST

At WellWork, you would be introduced to an occupational health adviser who would be dedicated to your company. They would be your main contact throughout the design and implementation of the company **sickness absence policy**. They would offer constant on going support.

On average, we aim to have a **sickness absence policy** drafted and implemented within **6 weeks** from the initial purchase order being made. This can be longer depending on the size of the company and the negotiations needed by all interested parties.

Normally, this can be done in a series of meetings, totalling 2 days of time.



WELLWORK SICKNESS ABSENCE POLICY

Includes one years cover:

- ❖ Initial visit to your company, review of existing procedures. Quantification of the current situation.
- ❖ Draft of the **sickness absence policy**, followed by consultation and amendment.
- ❖ Final policy for agreement.
- ❖ Implementation strategy.
- ❖ A route of referral for the first year, for all sickness cases. Faxed sick notes to be interpreted the same day as received.
- ❖ 3 meetings a year, to monitor the implementation.

Access to timely referral to an occupational physician for cases at a reduction of normal fees. (Ill-health retirement cases etc.)