



Managing personal health and corporate wellbeing.



## Absence Management

Absence management refers to sickness-related or unauthorised absence from work. Fewer than half of employers monitor the cost of absence and only half have set a target for reducing absence. Sickness Absence alone costs companies across the UK over £19.9bn a year and employers £666 per employee per year in direct costs for every worker employed, with indirect costs likely to be considerably more.\*

Employee absence has a very visible impact on an organisation's bottom line and, increasingly, efforts to resolve the issue centre on the positive contribution that can be made by HR, line managers and health specialists working more closely together.

Effective communications means clear expectations and requirements of your workforce. Training for line managers helps ensure that employees are dealt with in a fair and consistent manner.

**As independent advisors, Manage Health can help find you bespoke absence management solutions most appropriate to your organisation. They will help you understand the true cost and cause of absence, identify patterns and ultimately reduce short and long-term sickness absence.**

The benefits to your organisation of **managing absence** can include:

- Lowering the rate of absence and its related direct and indirect costs
- Reducing potential litigation risks
- Consistent and clear policy and procedure companywide
- More effective targeting of preventative interventions
- Potential for reducing your Employer's Liability premiums
- Increased productivity and profitability
- Decreased absence payments and temporary staff costs

**Manage Health** will work with you to look at a number of proactive health initiatives, which will help you to **build staff morale and increase productivity.**

Assessing potentially complex **Absence Management** solutions demands time that many **HR Professionals** simply do not have. To discuss how **Manage Health** can help you and your organisation with absence management, call us on **0845 2222 208.**

\*Source: CBI 2008 statistics

Call Manage Health now or email us to discuss your wellbeing requirements and see what benefits we can bring to your organisation.

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