

# ABSENCE MANAGEMENT *with*

**empower**  
by **AdviserPlus**

Delivering a sustainable **reduction in the cost of sickness absence** and **improving employee wellbeing**

**Reduced cost of sickness absence**



through early intervention and process compliance

**Consistency & fairness** in the management of sickness absence



**Manager ownership of people matters**, whilst managing risk through HR intervention



**Reduced Tribunal exposure** through consistent policy application



**Visibility & insight**, through analytics, dashboard & benchmarking



## Why is effective **sickness absence management** important?

An unhealthy workforce results in an unhealthy business. Effective sickness absence management and employee wellbeing is high on the agenda for HR leaders.

**CIPD's Health and Wellbeing Report, 2020, signposts three key objectives on which HR needs to focus:**

- Intervene early and build a healthy workplace through prevention
- Invest in managers to boost employee wellbeing
- Make more of occupational health



*...a stubborn gap between the expectation that's placed on managers to manage attendance on a day-to-day basis and the investment employers make in ensuring they're trained and supported in their role.*

CIPD's Health and Wellbeing Report, 2020. 



**Our absence management system addresses these objectives and bridges this gap effectively.**

## How do you tackle sickness absence?

While there is no single intervention which will resolve sickness absence in your organisation, you can significantly mitigate its impact on your business if:

- > Your organisation adopts and adheres to robust processes
- > You encourage early manager intervention and on-going engagement with the employee
- > Your applied attendance triggers and consequences are managed effectively
- > You involve occupational health at appropriate times

>> Our absence management system enables managers to take the right action at the right times.

## How does **Absence Management, empower** work? by AdviserPlus

Our absence management solution has three integrated components:

### Technology



Using your existing HR systems, we enable managers and the HR team to manage sickness absence effectively, in line with your corporate policies and procedures.

### People



Line managers are supported with informed people management processes, which you can implement with your own HR team, or we can provide support.

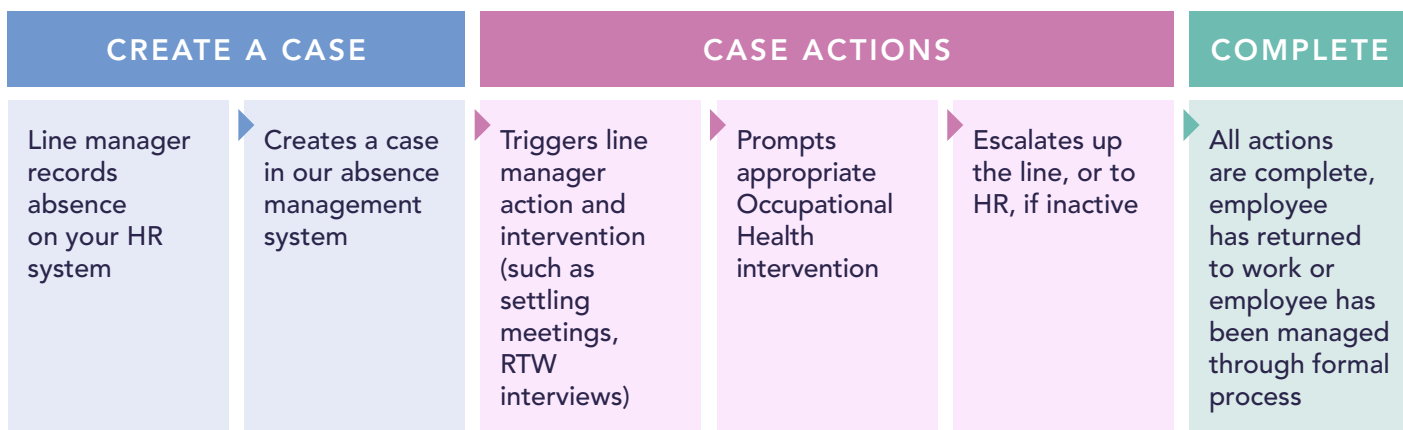
### Analytics



Our data provides powerful insights on your employees, which you can use for strategic and tactical decisions.



# Simple solution



## The system:

- ✓ Provides HR case advisors with all relevant information
- ✓ Tracks and creates an audit trail of actions, decisions and supporting documents
- ✓ Provides a dashboard of absence management

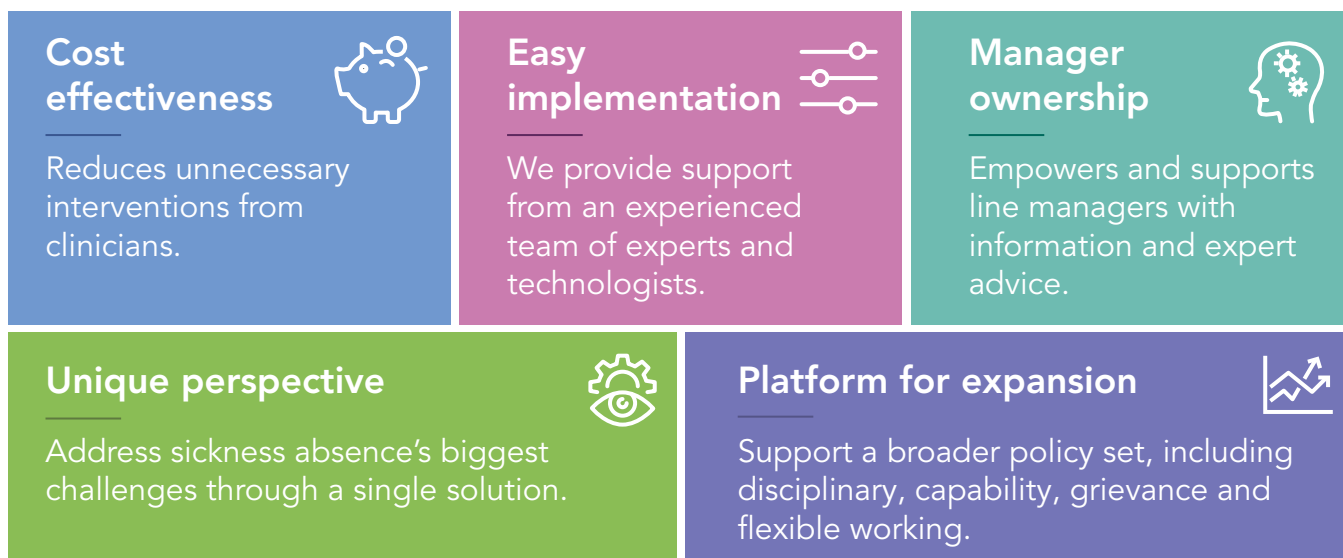
## What does our service cover?

- > Occurrences of short and long-term sickness absence
- > Stage and sickness absence trigger management
- > Occupational health referrals
- > Implementation and monitoring of reasonable adjustments

## When do we get involved?

- > At every absence
- > Specific points during an absence
- > At fulfilment of an occurrence of sickness absence fulfilling a certain condition
- > When a sickness absence is triggered

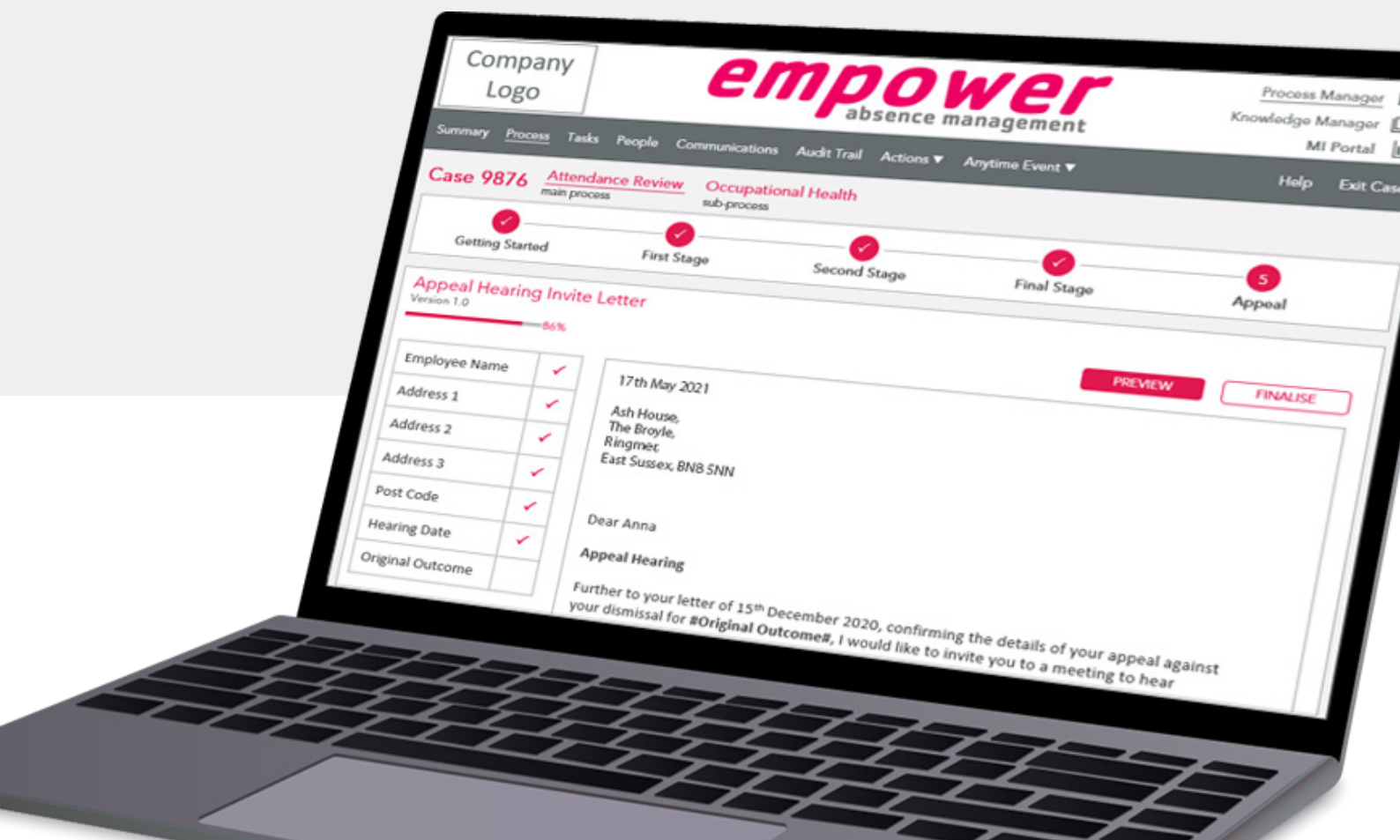
## Why choose our absence management solution?





## Technology

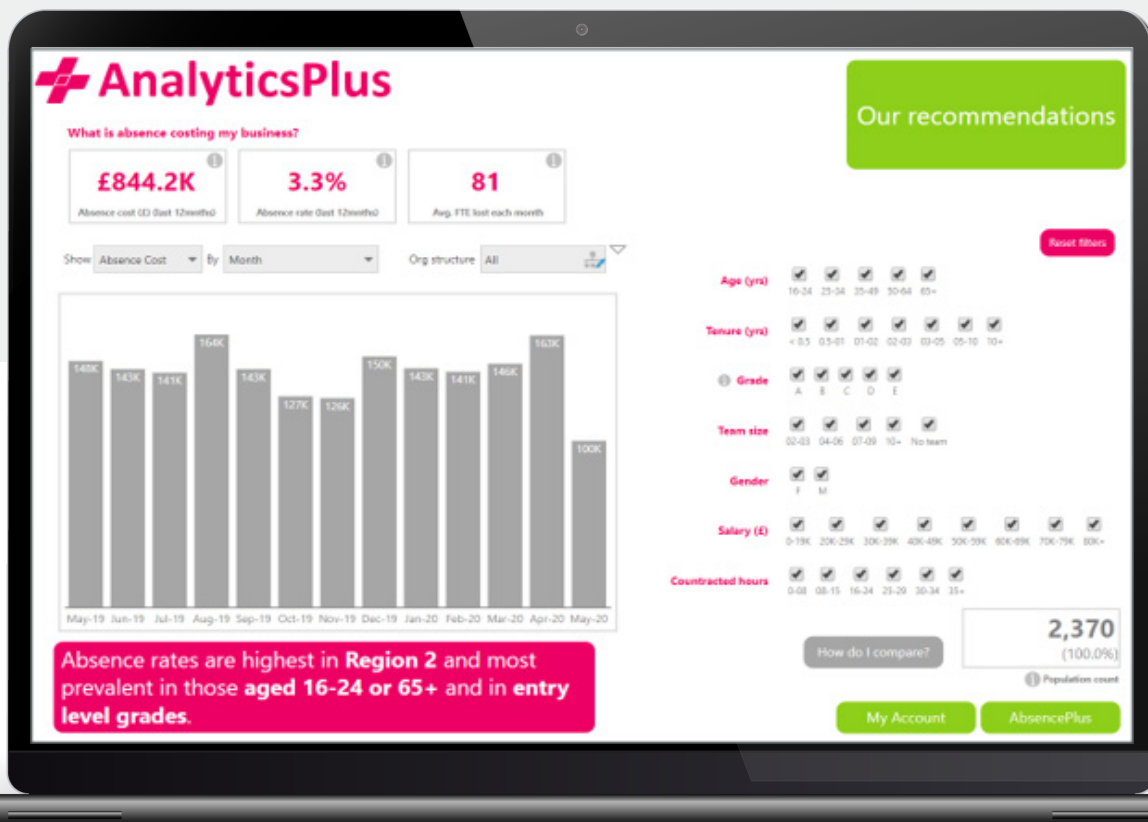
- Configured in line with your policies, processes, procedures, culture, commerciality and brand.
- Easy to access and simple to navigate.
- Takes the manager on a guided journey, building capability and confidence.
- Supports the generation of letter correspondence.
- Integrates seamlessly with HR case management.
- Supported by prompts and escalations to drive action and intervention at the right time.





## Analytics

- Monitor the effectiveness of your sickness absence management.
- Profile sickness absence across different dimensions and demographics.
- Monetise the cost of sickness absence.
- Benchmark within your organisation to compare the performance of different business areas.
- Model the impact of making change.



# CASE STUDY



## CHALLENGE:

Sickness absence rate almost doubled over a three-year period – with 25% of sickness absence attributable to mental health conditions.

## SOLUTION:

Digital tools



Analytics



Advice line



Training



## OUTCOME:

Absence rate reduced from **14.4%** to **4.3%** for those repeat-offender employees managed through a process.

**37% increase in mental health issues identified.**

**26% reduction in duration of mental health absences.**

**Annualised saving: £500,000**

Contact us to find out more.

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