

Absence Management

Cut the cost of employee absence
with our proactive management service



Workplace absence costs the UK economy £18 billion in lost productivity every year. With that figure on the rise (it's predicted to reach £26 billion by 2030), you need an effective strategy to deal with absence proactively.

According to the latest CIPD Health and well-being at work report, almost half of organisations don't give their line managers specific training for handling employee absence – but as absenteeism has been growing since 2011, it's becoming a major factor in ensuring your people stay happy and productive, and your business keeps working as it should.

A proactive approach to absence management can help you:

1. Reduce absenteeism
2. Raise managers' credibility
3. Boost morale and talent retention
4. Improve productivity and team performance
5. Increase profitability and reduce operating costs

25%

of organisations cite absence management as one of their **top three HR priorities**.

We can help you by monitoring your sickness absence trends, and coach your managers to give them the skills and the confidence they need to make quicker, more consistent interventions.

Proactive absence management can deliver an annual return on investment of ...

£1,400
per employee

The Proactive Approach



Structured engagement plans help managers deal with absence



Weekly progress calls with your dedicated team keep everything on track



An enterprise-class case management system simplifies resolution and analysis



Secure, online case note storage gives easy reference and audit trail



A full report, including objectives, outcomes and ROI analysis lets you measure progress

Case Study

When the Post Office identified that its employees' sickness absence duration had doubled in just three years – with 25% of those attributable to mental health, significantly above the 12% national average – AdviserPlus helped implement a proactive intervention and management structure.

With a focus on supporting employees with mental health concerns and encouraging

managers to use its case management system more effectively, the project has already seen the Post Office's absence rates drop, and is expecting up to £1 million in productivity savings in just a year.



Proactive 'Absence Management' with AdviserPlus

To handle absenteeism, your management techniques and processes need to be both effective and consistent.

We can help you by monitoring your sickness absence trends, and coach your managers to give them the skills and the confidence they need to make quicker, more consistent interventions.

You might already have a trigger-based system in place, or your managers might assess absence on a case-by-case basis. Either way, our HR analytics can interpret your data, and identify pockets of absenteeism – so you can address the root causes.

Our absence management experts will proactively work with individual managers to build a structured improvement plan – one that incorporates your organisation's policies and best practice – to ensure your employee is getting the support they need to get back to work.

£2.15m

Amount saved by **United Utilities** in a year with proactive long-term sickness management with **AdviserPlus**.

If you're looking for a more proactive way to handle absence in your company, we can help you put it into practice.

Speak to one of our experts today and see how we can help.

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