



● Workplace Absence & Health Management

**If you can't measure it,
you can't manage it!**



Measuring, Monitoring, and Minimising Absence



Case Study: Pallet Provider

- **Situation**

- Absence levels 9% or 20 days per employee per year
- Lack of quality data and management information
- Incidences of long term cases, with significant increases relating to stress and musculoskeletal causes
- Little evidence of Occupational Health (OH) intervention making any impact on preventing long term absences
- Slow referral and reporting processes

- **Results**

- Initial annual investment recouped in the first month
- Estimated direct and indirect combined cost of £4 million
- Absence reduced from 8% to 2.2% in 15 months
 - £2 million efficiency saving



Case Study: Manufacturer

- **Situation**

- The UK operations of a global automotive technology manufacturer
- Inconsistent application of absence policy and lack of line management accountability
- Paper-based data capture and incomplete management information
- Frequent unplanned absence required a large temporary labour force (over 20% of total headcount)

- **Results**

- Initial annual investment recouped with three months
- Absence reduced from 6.29% to 4.62% in 20 months
- Sick pay reduction c£100k per annum; overtime payments reduced by £1.94 million



Case Study: Private Hospital Provider

- **Situation**

- Absence was high (at a rate of 8% or 18 days per employee per year)
- No standardised process to support the management of absenteeism
- The role of occupational health was limited due partly to a dependency on management who tended to refer cases slowly

- **Results**

- Initial annual investment into Absencecare recouped in the first month
- Absence reduction from 8% to 2.8% in 15 months
 - 8% absence cost approximately £4 million in pay
 - Over £800,000 achieved in annual savings by eliminating overpayment of salary to absentees
 - 75% of absentees must be replaced with agency staff - £3.5 million estimated annual saving in replacement costs



Thank you for your attention.

If you need any further information please contact us

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