

+++STOP PRESS+++

ICAS continues to grow with a recent acquisition and a new product launch.

ICAS acquires WMD!

We have recently completed the acquisition of Work Medical Direct (WMD) - a national provider of Occupational Health (OH) services.

The acquisition of WMD is in line with our move towards providing a total health and well-being solution for your clients. With a growing network of clinical centres and whole clinical days available nationwide, WMD offers a fast effective OH service specialising in absence management. Check out their website at www.workmedicaldirect.com for more information.

EAP services for the smaller business

EAPconnect™ is an affordable business solution for small and medium sized businesses. It is also available to some organisations who consider themselves larger than an SME but require a smaller business approach to their employee support.

EAPconnect™ makes all ICAS services readily available to your clients, no matter what their size, meeting their needs in terms of provision and price.

Further developments continue and we will announce these as they happen. Keep an eye on the ICAS website and the creation of internet services devoted entirely to intermediaries.

Absence

As your clients increasingly become aware that absence is an issue for them, so they focus on the benefits of introducing well-being programmes to their staff.



To support our understanding of the complex issues surrounding absence management, ICAS has conducted an extensive Absence Survey amongst our diverse portfolio of clients.

The survey uncovers some surprising gaps in absence management strategies amongst UK companies.

Some of the key findings are:

Rate of Absence

Organisations with over 2000 employees have an average absence rate of 8.27 days per employee per year. Companies with a manual workforce have an even higher rate at 9.25 days per employee.

Cost of Absence

Some 68% of companies did not know, or simply estimated, how much sickness absence was costing. For those companies who did know, our findings show that the actual cost is £731 per employee per year.

Long Term Sickness

Stress was identified as having the greatest impact on levels of long-term absence. Evidence emerged that mental health is a factor in most cases of long-term sickness.

Barriers

The survey identified three key barriers in the return to work of employees absent due to long-term illness:

- De-motivated employees
- Health Service waiting times
- Advice of GPs, or other health professionals.

Please visit www.icasworld.com and the Publications section to download a complete copy of the ICAS Absence Survey Report.

The detailed information captured is allowing us to develop products and services, which will have a major impact on the issues affecting your clients.