



# managing absence



ICAS WELLBEING



*“AXA ICAS provides our employees with expert assistance and advice available from a simple phone call.”*  
British Airways

The costs to British industry of sickness absence are at an all time high. The major factors of sickness absence across all sectors are psychological and musculoskeletal.

A traditional medical approach has not proved effective in resolving the complex issues associated with sickness absence. AXA ICAS works with Occupational Health and Human Resources departments to provide an assertive targeted approach to resolve the uncertainty of absence for all concerned.

AXA ICAS provides a single point of contact for employers wanting to gain maximum benefit from the integration of their health, worklife and absence management strategies.

## How AXA ICAS can help

Through a consultative approach AXA ICAS can help you to understand the causes of absence within your organisation and provides the knowledge and experience to support you in improving attendance.

AXA ICAS can help with:

- Evaluation of current attendance data
- Alignment of attendance management goals to HR strategy
- Assessment and improvement of current attendance management policies and processes
- Education and training for managers
- Communication of changes and expectations to all staff
- Implementation of new processes where necessary
- Monitoring attendance performance





## Vocational Rehabilitation Services

AXA ICAS provides assertive, targeted programmes to resolve the uncertainty of absence. Our interventions use the best from traditional models but have an entirely fresh approach to absence resolution. Using a unique blend of expertise, experience and services, Vocational Rehabilitation (VR) comprises:

- Functional capacity evaluation
- Condition management
- Removal of barriers to return to work
- Safe and sustainable outcomes resolving absence

We work with managers, OH and HR to assess and address psychological factors causing sickness absence. VR restores capacity for work, whether the loss of function is physical, psychological or a combination of both. Early and strategic intervention through VR reduces the human and financial costs of absence.

## Employee Assistance Programmes

EAPs are proven to reduce sickness absence and increase productivity. Recent studies have demonstrated return to work outcomes of between 65% and 80% for employees using the AXA ICAS EAP. This provides your organisation with a tangible return on investment.

## Audits and Surveys

Using a variety of techniques we can ascertain the patterns and causes of absence in your organisation. We can identify the gaps between written policies and their application and provide recommendations for improvement in line with latest guidelines.

## Policy Development and Review

We will work with your organisation to develop and implement an attendance policy from scratch or review and update your existing policies in line with current legislation and best practice thinking. An effective up-to-date policy assists in reducing the costs associated with absence.

## Psychological Fitness for Work Assessments

This assessment offers a professional opinion as to whether an employee is fit for the requirements of their job, following absence or performance issues. It provides recommendations on situation resolution and can be integrated with a wider VR programme or used as an ad hoc service as required.

## Health Promotion

Informative exhibitions and workshops held on your own premises cover key health and lifestyle issues, including drink and drug misuse. They can include a variety of health screening tools and biometric testing and provide employees the opportunity to meet specialists and discuss factors affecting their health.



## About AXA ICAS

AXA ICAS is a global provider of employee support and health and wellbeing services that can help you improve morale, reduce risk and deliver increased productivity across your organisation.

Our three core areas are employee assistance and wellbeing programmes, sickness absence management and occupational health. These areas are further supported by our tailored consultancy and training services, which can help you identify behavioural risks and improve performance, and our crisis management services, which can help your organisation prepare for, respond to and recover from critical incidents and trauma.

By choosing us you have the reassurance of dealing with one of the world's leading providers of employee support services. We own and operate businesses in the UK, Southern Africa and Spain and have a network of providers and affiliates covering more than 30 countries across six continents. Together we provide employee support services to more than 1,700 corporate clients, covering 1.8 million employees around the world.

## Talk to us

Whether you wish to improve attendance in response to concerns about the costs of absence, or as part of an employee support or wellbeing programme, AXA ICAS, the leading Behavioural Risk Management company, can help.

[www.axa-icas.com](http://www.axa-icas.com) or call 01908 285200

Supporting Employees | Managing Crises | Developing People | Managing Risk | Managing Absence | Managing Stress

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