

Chartis Medical & Rehabilitation Ltd's Attendance & Absence Management Service for Employers

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Attendance & Absence
Management Services

CHARTIS 

Medical & Rehabilitation Ltd

"...protecting human assets"

We have helped thousands of people who are absent from work return to health and employment...



Chartis Medical & Rehabilitation Ltd is the leading medical and vocational rehabilitation company in both the UK & Ireland. Our professional employee base of registered nurses, occupational health advisors, occupational therapists, physiotherapists and vocational consultants have helped thousands sick and injured people back to work throughout the UK and Ireland. We use our wealth of experience to provide a fast, expert and independent assessment and management service to employers who need support in managing absence from the workplace.

MANAGEMENT OF ABSENCE IN THE WORKPLACE

What does your employees being absent from work mean to you as an employer?

- The average level of employee absence is 7.4 days per employee per year
- The average cost of absence per employee per year is £692
- Involvement of OH professionals is rated the most effective approach for managing long-term absence by all the main employer sectors
- DWP is stressing the need for early intervention in absence management

What is short term persistent absence?

- 3 different episodes of sickness absence over 3 months or less
- Differing reasons for absence
- Absence associated with other events (eg: annual leave, weekends)

What is long term absence?

- 4 weeks absence in one period or more
- Same reason / diagnosis for absence
- Can still be associated with non-physical illness events (eg: conflict, bereavement)

How could AIG MR help you to reduce your absence levels?

- Early intervention & assessment of employee's physical & psychological health
- Work related and personal issues established
- Non-disciplinary approach
- Recommended future diagnostic and treatment procedures and possible outcomes
- Reintegration obstacles and solutions established & planned (from RTW to retirement)
- Establishing that returning to work is a key component to getting well

Benefits of the absence management service

- Rapid assessment of an absentee's state of health, welfare and employment
- Working in partnership with employers in redesigning the culture of absence
- Reducing un-necessary absence and reducing long-term absence periods management
- Costs of the programme creating greater savings on sickness absence costs

Speed and Expertise

The assessment and interventions are completed by one of our qualified case managers within our health consultancy division; by a registered health care professional, with an in-depth knowledge and experience of a wide variety of absence management issues & settings. The management of absence can be done through a combination of remote based and on-site reviews both of which allow us to obtain the required information very quickly. Our comprehensive reports with reintegration or re-deployment recommendations will be delivered to you (electronically and hard copy) within days of the consultation being conducted.

A Foundation for recovery

As well as being able to arrange treatment through an absentee's GP and consultant we can also arrange a wide range of diagnostic procedures, investigations, surgery and complementary therapy across the UK and Ireland. We have access to a national network of over 5000 Physiotherapists and are able to arrange appointments within 24 hours of instruction. To help people back to work after their absence we have a team of vocational consultants specialising in assisting a recovering employee back into employment.

ATTENDANCE MANAGEMENT SERVICES

A proactive service rather than a reactive one...

- HSE publication "Choosing Health: Making Healthy Choices Easier", urges employers to be more proactive in health promotion.
- Assessment of the effect the working environment has on employees and their lifestyle.

Proactive health awareness includes:

- Policy development
- Mental wellbeing programmes
- Counselling
- Self - referral
- Executive Medicals
- Ergonomic training and advise
- DSE training and assessment
- Work / life balance
- Health surveillance

Benefits of being proactive

- Reduces the likelihood of employees getting killed & injured at work
- Employee loyalty
- Reduction in sickness absence levels and potential productivity disruption
- Adherence to legal and regulatory standards

For some case studies in absence management go to: www.chartismr.co.uk

To discuss our portfolio of attendance and absence management services further or to refer an absent employee for assessment and management contact:

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