

Managing sickness absence

Sickness absence is a massive cost for Britain. The HSE has estimated that it costs £12 billion pounds a year and that absence from stress alone costs Britain £3.7 billion pounds a year. There is also an immeasurable amount of personal cost caused by ill-health and any associated inactivity. The longer someone is absent from work, the more difficult the transition back to work becomes.

It is in all stakeholders' interests to improve health at work and for sickness absence to be well-managed.



The IOM Solution

Good management of sickness absence is not straightforward. We can, at IOM, provide a comprehensive and effective support service. We assist you in developing sickness absence and return to work policies that meet your specific needs. We have developed a sickness absence management tool on behalf of the HSE. We also have huge practical workplace experience. Our clinical staff can undertake detailed examinations of individuals and provide advice to assist with rehabilitation and return to work. Our ergonomists and occupational hygienists can help you maintain a healthy workplace and our statisticians can analyse your sickness absence records to identify issues which we can help you to address. All this can help keep people at work and reduce costs.

RESEARCH CONSULTING SERVICES

Multi-disciplinary specialists in Occupational and Environmental Health and Hygiene

The IOM and managing sickness absence

The IOM's almost unique multidisciplinary capability is ideally suited to helping you manage health at work and sickness absence. We have scientists, consultants and clinicians who can assess your workplaces, your policies and your staff and help you come up with practical management solutions that will enable you to improve the health of your workforce and reduce sickness absence.

Our Commitment to You

IOM has a unique depth and breadth of experience in occupational health and its management. For over 35 years, we have provided top quality occupational health services and health surveillance to many clients across the UK and beyond, backed up by world class epidemiological research, investigations of disease mechanisms, quantitative assessments of risks and expert witness services. We pride ourselves in providing our clients with efficient, cost effective advice. Our wealth of knowledge and experience is available to help you manage health in your workplace. We can help you find practical and cost-effective solutions.

Our sickness absence services include

- Fitness for work assessments
- Sickness absence advice
- Rehabilitation advice
- Disability advice
- Ill-health retirement assessments
- Advice on stress and mental health issues within the workplace
- Strategy and policy advice
- Research to evaluate the effectiveness of interventions and policy changes
- On-site health education, health promotion and health awareness sessions
- Health surveillance
- Stress and lifestyle advice and audits
- Selection and use of sickness absence recording tools
- Analysis of sickness absence data
- Detailed investigations and research in workplaces and workforces to identify and reduce causes of ill health
- Health risk assessments (COSHH, DSE, Manual Handling etc)
- Office design and environment
- Bespoke training courses on sickness absence management, from awareness to strategy development
- Provision of expert witness evidence at tribunals or in civil litigation

Did you know?

You are only a phone call or a mouse click away from accessing the full range of **IOM Solutions**. These are founded on an unrivalled body of knowledge, resulting from more than three decades of research, consulting and service provision. We can bring the full weight of the IOM's knowledge and experience to bear on a wide range of occupational and environmental hazards that may pose a risk to health. These include:

- Asbestos and other fibres
- Dusts
- Chemicals
- Air pollution
- Noise and vibration
- Pesticides
- Nanomaterials, including nanoparticles and nanotubes

Our work extends to the assessment of the health consequences of exposure encompassing

- Allergy and asthma
- Silicosis and other pneumoconioses
- Other lung diseases
- Cancer
- Asbestos-related diseases
- Dermatitis
- Musculoskeletal disorders
- Noise-induced hearing loss
- Hand Arm Vibration Syndrome
- Workplace stress

Our purpose is to safeguard and improve standards of occupational and public health. Our teams of scientists, clinicians and consultants include a number with international reputations in their fields of expertise. We give you access to real experts, who listen, understand, and focus on providing the solutions you seek.

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