

Helping off-sick employees back to work

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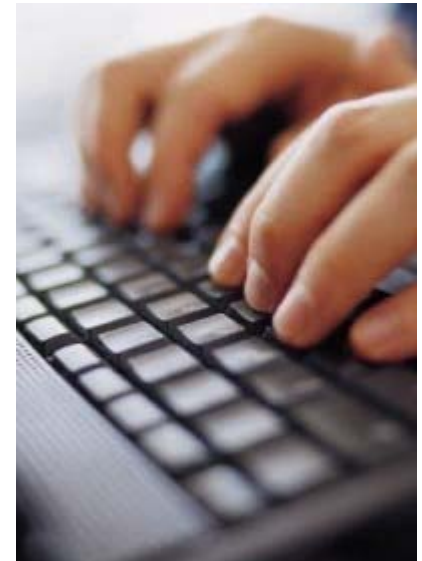
December 2005

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Good health at work includes managing ill health

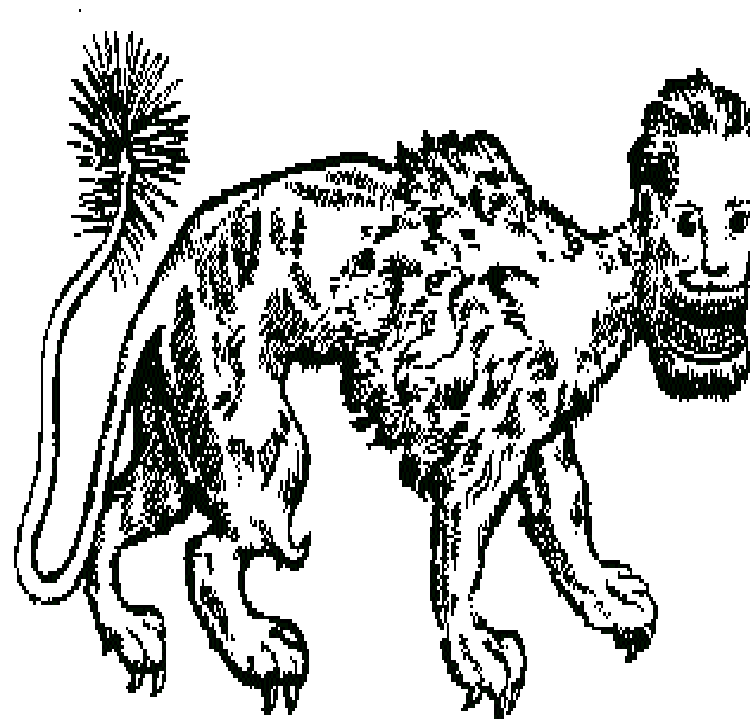
- Caused by work
- Modulated by work; and
- Nothing to do with work



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Sickness absence –
the nature of the
beast;

- 1/3 of all off-sick days are due to long term sickness
- but involve only 1 in 20 of all cases



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More can smell
the roses!

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What is good management of sickness absence and return to work?

- Early intervention
- Work is not harmful and can be a treatment
- R2W can often happen before symptoms cease
- Strong commitment from very senior managers
- Partnership and team work

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What do you do to have successful MSAR2W?

Six elements

- Recording and analysing sickness absence
- Keeping in contact with the sick employee
- Planning workplace adjustments
- Using professional advice
- Agreeing and reviewing a return to work plan
- Coordinating the return to work process

Working together to prevent sickness absence becoming job loss

- Help identify measures to improve health and prevent ill health
- Encourage your employer to develop and improve MSAR2W policies and procedures
- Help keep off-sick workers in touch with work
- Help your employer to plan adjustments to enable off-sick workers to return
- Support off-sick workers to help them R2W; and
- Help promote understanding of health conditions and disability

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In conclusion

- MSAR2W goes alongside prevention
- MSAR2W not rocket science but can be challenging
- Partnership and teamwork