



Helping you manage attendance

The costs of ill health

Days lost - 20 million working days each year in the U.K.

Cost - £12 billion

Ill health - 30 times the cost of an accident in the workplace

Off work 6 months - Over 80% will still be off work after 5 years

Early intervention is the key to effective management of sickness absence

Compromised productivity - management time

Replacement and retraining - management time

Disability income - cost

Ill health Retirement - cost

Litigation - management time

Industrial relations problems - management time

Our aim is to assist you manage health-related problems by timely intervention, establishing the facts and addressing work-related health problems at source, saving costs by:

- Keeping employees at work but preventing the problem getting worse through agreed appropriate management
- Individual case management to ensure appropriate treatment by liaising with those responsible for the individual's primary care or through the private sector
- Offsetting the risk of spurious compensation claims and limiting the costs of genuine claims - this has a direct and favourable impact on Employer Liability Insurance premiums
- Ensuring you have sound and relevant medical advice on which to base decisions and justify those decisions in Tribunals
- Saving management time and the costs incurred replacing and training new staff.

**Occupational health is not about sympathy and compensation -
it is about understanding and accommodation -
let I.O.H. help your organisation understand and resolve your
health-related problems**