



**Brit Absence
Management and
Rehabilitation**

Healthy employees equal a healthy balance sheet

When one of your employees is off sick with a work-related injury or illness, you will be concerned not only with their well-being but also the impact on your business. In Britain around 30 million days are lost each year due to work-related injury or illness, at an estimated cost of £30bn to British businesses.¹

Our new absence management and rehabilitation service is designed to help control your employees' absence and associated costs.

Our service has two main aspects:

1. Brit Absence Management

Brit Absence Management is beneficial to both your employees and your business. It manages absence proactively and effectively by intervening at an early stage when an employee has been absent for more than three days. We assess your employee's injury or illness, and then in consultation, we agree and implement the best course of action to help your employee get back to work.

2. Brit Rehabilitation

If your employee is absent, or is likely to be absent, for more than a month we provide a comprehensive service which may involve provision of medical services, liability investigation and back-to-work planning.

Brit Rehabilitation can call upon the expertise of more than 300 qualified doctors and other specialists. Nationwide, we have a nursing network and 82 health screening locations. This enables us to give expert opinion, advice and arrange any necessary treatment quickly and efficiently. We are well qualified to assist with a full range of illnesses and injuries, including the two most common causes of work-related sick leave: musculoskeletal disorders and stress, both of which respond well to rehabilitation assistance.

By cutting out delays for vital scans, tests or treatment, we can ensure that your employee is quickly diagnosed and treated, so that they can get better as soon as possible.

Each employee is assigned a case manager, so that you can be sure of consistent monitoring and support for your employee.

This is a **COMPLIMENTARY** service to all our Employers' Liability policyholders, and if your employee returns to work within a month, their case will not appear on your policy claims experience, unless a formal claim is made.

¹ Health and Safety Executive

How does it work?

If an employee is absent for more than three days following a work related injury or illness, contact Brit Absence Management on **0800 587 6713** to inform us. Subject to the information you supply and with your permission, one of our professionally qualified team will phone your employee and carry out a ‘telephone triage’ assessment. We give advice and guidance to you and/or your employee as appropriate and recommend the best course of action, including any necessary treatment.

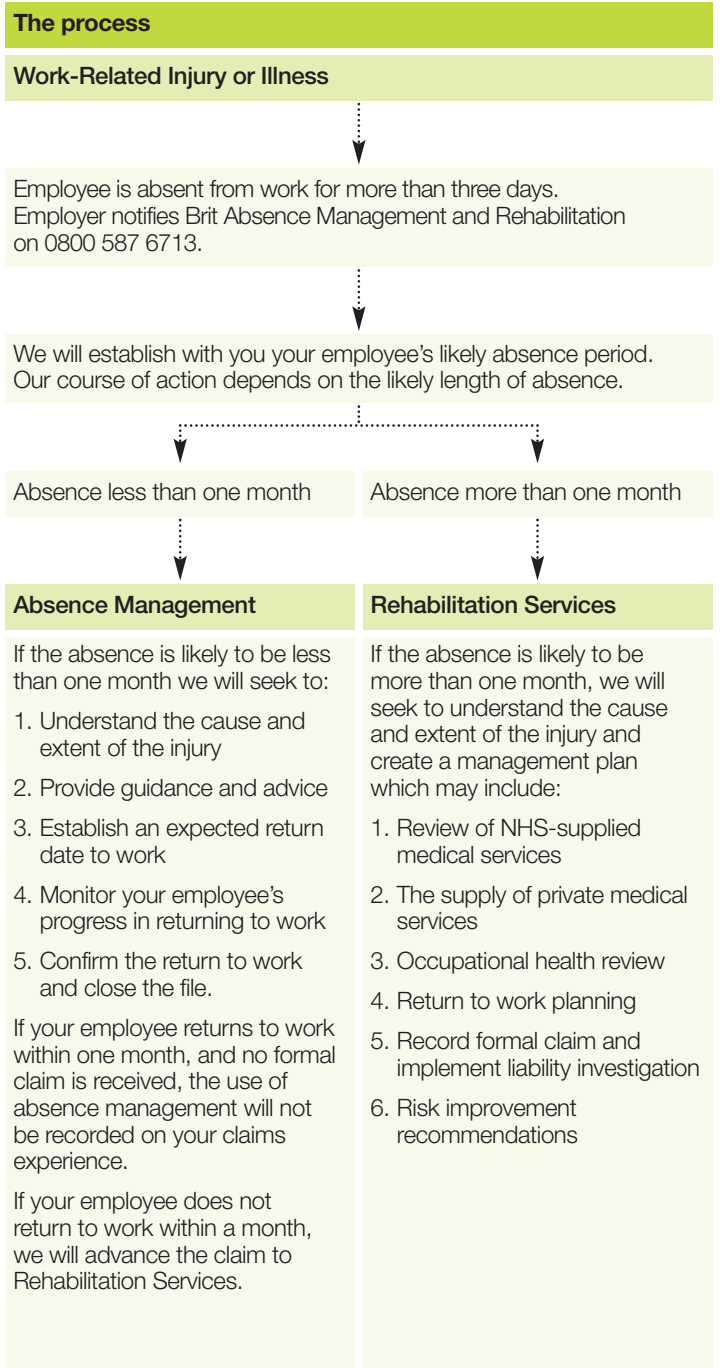
We keep in contact with you and your employee regularly throughout the duration of their absence. By intervening early, we can maximise the likelihood of your employee making a swift and full recovery. We will be supporting you, your employee and your business all the way through the recovery and rehabilitation process.

By focusing more closely on managing work-related injury or illness, we may detect trends in your business and will share this information with you to provide guidance on its prevention.

Getting started

Our phone number to inform us of absences is **0800 587 6713**, then simply ask for ‘Brit Absence Management’.

Please note Brit Absence Management is provided in conjunction with the employers’ liability insurance that you have with us. It only applies to work-related injuries and illness.





£3,859 saved

Case Study: Fractured ankle

Injury

Mr R, 41-years-old, sustained complex fractures of his right ankle following a trip at work.

Action

He was hospitalised, requiring surgery for internal fixation of metalwork. He was immobile in a plaster cast for a further six weeks and thereafter a partial weight-bearing plaster cast for three weeks. On removal of the cast, physiotherapy commenced immediately.

Sick certification was initially for four weeks, during which time a return to work action plan was devised.

Results

Liaison with his employers facilitated working from home during weeks five to ten, and a phased early return to the office environment was achieved by transport provision and progressively increasing working hours during weeks 11–16.

His company saved £3,859 in costs.

Case Study: Back pain

Injury

Ms F, aged 33, developed back pain and sciatica, which she believed to be attributable to her job.

Action

We assessed the case on the day of notification by the employer, and reported to the employer on the advice given, recommendations and potential timescales.

Contacting her GP facilitated a referral for an MRI scan on a private basis within two weeks, to avoid the NHS waiting time of 20 weeks.

The scan revealed the need for referral to a neurosurgeon. Ms F underwent a caudal epidural which was unsuccessful and then a partial discectomy. With support she returned to work on a phased return after 12 weeks' absence, achieving full function and hours within a further six weeks.

Results

The overall absence was reduced by 18 weeks, due to the MRI scan being undertaken privately. The company saved £9,266 in costs.

**£9,266
saved**

How absence management can benefit your business and your employees

Healthy employees

Early intervention maximises the likelihood of a quick and full recovery

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Supportive and concerned approach of employer improves staff morale and retention

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Close monitoring of trends on the causes of absence in your company can help you prevent illness and injury from occurring in the first place

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Healthy, well motivated employees

Healthy balance sheet

Brit Absence Management is complimentary to all of our employers' liability policyholders, for notified accidents in the workplace

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Absence management reduces and controls uninsured costs. These include sick pay; recruiting and training temporary staff; and paying overtime to existing staff

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Any work-related illness and injury where Brit Absence Management is used and the employee returns to work within a month, will not appear on your policy claims experience unless there is a formal claim

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Healthy staff are more productive. Lower staff turnover keeps down recruitment and training costs

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Reducing exposure to claims cost improves your loss experience and helps control premium spend

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Lower, controlled costs

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