

Employers



Early Intervention Analysis 

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Early Intervention



Early Intervention

The successful management of sickness absence in the workplace can contribute significantly to overall business productivity.

Long-term sickness absence is not good for anyone - it costs individuals in terms of income, self-esteem and the personal wellbeing that regular work can provide.

It hurts employers because they not only have to pay out directly for staff cover, but they are also hit by productivity losses. And it costs the state because of increased benefit payments, treatment costs and falling social engagement levels.

It has been estimated that making an early intervention could reduce sickness absence by as much as 40% and yet, until recently, employers, employees and even GPs were usually in the dark as to what support was available and how best to implement it.

- **Sickness absence** is not just a matter of ill-health. It is affected by a combination of the health condition, social circumstances, personal and work/organisational factors, this is known as the biopsychosocial model (BSP) of sickness absence management. The longer the absence the more critical the use of the BSP model, a speciality of HCB.
- **Early intervention is key.** The sooner action is taken; the better the chances are of an employee making a full and speedy return to work.
- Work in a well-managed workplace is a treatment for people recovering from sickness absence and an early return to work improves both mental and physical recovery.
- Simple adjustments can enable workers to return to work safely before their symptoms completely disappear. Workers can normally return before they are 100% fit.

Health Claims Bureau
August 2015

Sources:

- HCB Group (Client monitor Q3 2015) www.hcbgroup.co.uk
- MDG data: <http://www.mdguidelines.com/oldhome>
- Health & Safety Executive <http://www.hse.gov.uk/sicknessabsence/guidancehome.htm>
- HR Zone: <http://www.hrzone.com/engage/managers/fit-for-work-tackling-sickness-absence-by-early-intervention>



Early Intervention Data

The following tables reflect actual cases and the absence durations are compared to those predicted by the internationally renowned Medical Disability Guidelines (MDG).

The fiscal savings are based on salary alone, we have not made reference to hidden costs e.g.:

- overtime
- replacement costs
- loss of goodwill

A, B & C combined	£
Costs to companies	£25,000
Direct savings to companies	£99,148

Even based on this conservative approach (which excludes the atypical high value savings case) it demonstrates that for each £1 spent a saving of £4 was generated.

Company A – *One case, in particular stands out with this client. We have excluded the cost savings in this instance as it was an atypical case. However it does show that with a motivated individual and supportive employer a positive outcome is possible*

Company B - *A very typical client with employees presenting with a wide range of issues. The total of the direct savings is significant, even more so when the indirect/hidden costs to the company are taken into account.*

Company C – *Sometimes a return to work is not suitable for an individual, in those circumstances HCB works with the employer and individual to find the best workable solution, that can include supporting both parties in undertaking termination of employment.*



Early Intervention Data

Company A					
Medical Condition (s)	Salary	MDG	HCB Outcome	Financial Savings	Comments
Multiple herniated discs	£25,000	156 days	90 days	£4,520.00	
Menieres disease	£300,000	Permanent no anticipated return	180 days	£150,000.00	<p>HCB working with the HR team at Company A prepared, monitored and supported a graduated return to work programme.</p> <p>This senior member of Company A is integral to their bottom line profitability. The individual was, and remains, highly motivated, but the both the medical profession and the Medical Disability Guidelines predicted a much longer (if not permanent) period of absence. HCB's support for the individual and the HR Team has enabled a return to work.</p>
Myalgic Encephalitis + employer issues	£32,000	180 days	96 days	£7,365.00	



Early Intervention Data (contd)

Company B					
Medical Condition (s)	Salary	MDG	HCB Outcome	Financial Savings	Comments
Sepsis & Multi-organ Failure / hosp for 180 days	£45,000	365 days	210 days	£19,110.00	
Pancreas Problems	£30,000	-	-	Unquantifiable	Alerted HR to the imminent death of the employee. Savings subjective
Brain Tumour	£35,000	Terminal	-		Supported HR and family members.
Complications with CFS leak / surgery	£40,000	96 days	45 days	£5,589.00	
Back Pain and Sciatica	£30,000	-	-	-	Supported and justified redundancy
Brain Tumour surgery / rehab	£30,000	275 days	194 days	£6,658.00	
Slipped Disc & Frozen Shoulder	£30,000	182 days	97 days	£6,986.00	
MS / Bipolar	£25,000	95 days	60 days	£2,398.00	
Pulmonary Emboli / complications / palpitations	£30,000	150 days	132 days	£1,480.00	
Gynaecological Problems and surgery / fertility issues / depression	£35,000	150 days	90 days	£5,753.00	
Labrynthitis / panic attacks	£20,000	180 days	98 days	£4,493.00	
Chronic Neck & Lower Back Pain / spinal abnormalities	£40,000	175 days	156 days	£2,082.00	
Stress & Depression	£30,000	-	-	-	Supported resignation
Tibialis Posterior Tendinopathy	£30,000	80 days	75 days	£411.00	

Early Intervention Data (contd)

Company C					
Medical Condition (s)	Salary	MDG	HCB Outcome	Financial Savings	Comments
Back Pain (RTA)	£30,000	-	-	-	Supported redundancy *
Pneumonia and causal vestibular neuritis	£35,000	95 days	60 days	£3,356.00	
Work related stress		-	-	-	Supported redundancy *
Meningitis	£70,000	70 days	32 days	£7,288.00	
Work related stress	£30,000	-	-	-	Supported redundancy *
Parkinson's Disease	£25,000	140 days	28 days	£7,672.00	
Serious ankle injury	£35,000	84 days	21 days	£6,041.00	
Lung infection + iatrogenic infection	£50,000	212 days	196 days	£2,192.00	
Fractured Ankle	£30,000	63 days	17 days	£3,781.00	
Lower Back Pain	£30,000	31 days	7 days	£1,973.00	

** Whilst a return to work is the optimal result, apathy and/or demotivation can sometimes make the employee/employer relationship untenable. HCB nurses are skilled in identifying these circumstances and choreographing practical solutions.*



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Bureau Group

For over 30 years HCB has provided independent employee health, wellness and claims management services in the UK and Ireland to:

- Employers
- Intermediaries
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- Pension Scheme Trustees

Health Claims Bureau

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