



Solution Overview: Absenteeism

Background

In their most recent survey, the Confederation of British Industry (CBI) estimated that 172 million working days were lost to Absenteeism in 2007. This deficit, averaging at 6.7 days off sick per employee, cost British Industry a staggering £13.2 billion last year. What is more staggering, is that the Chartered Institute of Personnel and Development (CIPD) stated as recently as July 2007 that less than half of UK organizations monitor the cost of absence to their business. That absenteeism costs an estimated £517 per employee per year is something that is hard to ignore, but UK companies continue to make just token efforts to reduce absenteeism and only then when it has been identified as being detrimental to overall productivity and performance.

Requirements

In the face of such startling statistics and with the appreciation that “pulling a sickie” costs the UK economy £1.6 billion a year alone, the full scale of the problem becomes clear. While the CBI and CIPD respectively, can estimate the costs incurred directly by industry, it is harder to estimate the indirect costs of absenteeism on businesses at all levels. UK companies require an innovative system for the proactive management of absenteeism and an integral and proactive part of an absence management system is the promotion of a positive message of attendance. The strategy must minimize the impact that absence invariably has on morale, customer service, the continuity of knowledge management and a business’ productivity. Absenteeism can also detrimentally affect the overall level of service a business is able to provide and is invariably an issue that must be addressed and actively engaged. This is where Peoplevalue can help.

The Solution

If absenteeism is an established or emerging issue for your business, we have a solution tailored to your needs. Our flexible and forward-thinking approach has established us as a market leader and our innovative “Excellence Awards” platform lets a business reward its employees for their attendance at work. Its flexibility allows you to reward employees easily and effectively for meeting targets of attendance. These targets can be internally set to compliment a long term absence management strategy. With “Excellence Awards”, you determine the criteria for reward eg, uninterrupted attendance for a month, and you determine how much an employee is to be rewarded. You proactively promote a positive message of good attendance to your employees and have the ability to dramatically reduce the impact that Absenteeism can have on your business’ bottom line.

“Excellence Awards” is a bespoke non-cash reward system that can be branded in your company’s image. If an employee works without absence for a predetermined period of time, you can award them points which can be redeemed on a fully branded redemption website against an extensive range of inspirational products and services. “Excellence Awards” let you appoint Reward Managers to control the award of points or have awards made monthly to all employees with perfect attendance. Rewarding points is an acknowledgement of an employee’s good attendance and acts as an effective deterrent to unauthorised absence. Employees can translate points into tangible aspirational gifts providing a simple yet effective incentive to come to work. As part of an absence management strategy, “Excellence Awards” provides a cost-effective conduit for improved attendance, morale and motivation and an invaluable resource in the fight against absenteeism.

inspire • motivate • reward

To find out more about how we can help you motivate and reward your employees please contact us:
tel: 0870 908 0088 email: enquiries@peoplevalue.net