

GETTING STARTED

On a Proven Path To Absence Management Success



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Speakers



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Topics

1. Tips for Getting Started
2. First-Time Outsourcing Considerations
3. Challenges Faced
4. Keys to Success
5. Biggest Surprises



Absence Management Activity Index & Study

THE 2015 GUARDIAN ABSENCE MANAGEMENT ACTIVITY INDEXSM AND STUDY

AN EMPLOYER PATH TO SUCCESS



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Why absence management demands an ongoing commitment.

Just as the causes of absenteeism are varied, so is the impact on companies — from decreased productivity to a diminished bottom line. But some employers are more effectively managing absences than others.

MANY EMPLOYERS ARE MAKING AN EFFORT



Eighty-one percent of employers surveyed say they are making at least some effort to manage absences.



BUT MOST AREN'T SEEING THE RESULTS THEY WANT



Nearly half of those with an absence management program have not achieved more than two of these positive outcomes:

- Enhancing productivity
- Reducing lost time
- Improving employee experience
- Decreasing overall absenteeism
- Reducing direct costs
- Increasing back-to-work rates

THE FIVE BEST PRACTICES THAT DRIVE ABSENCE MANAGEMENT SUCCESS

5

Research shows a direct correlation between better absence management and:

- A full return-to-work (RTW) process
- Detailed reporting for disability
- A process that gives employees a voice
- A central leave-reporting portal
- Using the same resource for all

Rethinking responsibility: As the benefits landscape and the importance of absence management, many still have a long way to go. The 2015 Guardian Absence Management Activity IndexSM and Study can help provide a clearer roadmap for companies looking to get started. For the full study, go to www.GuardianAbsenceManagementStudy.com.



Companies should no longer view absence management as optional.



Just over half (53%) of all companies face challenges applying ADA/ADAAA.



42% of companies lack the staff resources to manage absenteeism.



3 in 5 employers have difficulty interpreting federal and state leave laws.

WHY IT MATTERS

DEPENDABLE RESOURCES

The good news is there are now more resources available — from expert advice to third-party technology and tools to greater outsourcing options — making it easier for companies to develop a program.

HOW COMPANIES CAN GET STARTED

One of the most effective ways to get started is by following the lead of companies with advanced absence management programs. These four steps can be replicated by companies of all sizes.

- 1 SET A PHILOSOPHY**
Your highest priorities should be returning employees to safe and productive work, while encouraging overall wellness.
- 2 TAKE FOUNDATIONAL STEPS**
Getting buy-in from senior management and following a strategic communications campaign are essential.
- 3 DEVELOP A MODEL**
Outsourcing management of both short term disability, and family and medical leaves can maximize success.
- 4 MEASURE SUCCESS**
Nearly half of all employers surveyed reported employee engagement to be the most critical measure of success.

Rethinking responsibility: As the benefits landscape shifts, we all need to rethink the strategies we use to address and manage absenteeism. Though most companies recognize the importance of absence management, many still have a long way to go. The 2015 Guardian Absence Management Activity IndexSM and Study can help provide a clearer roadmap for companies looking to get started. For the full study, go to www.GuardianAbsenceManagementStudy.com.



Source for all statistics cited in the 2015 Guardian Absence Management Activity IndexSM and Study
Americans with Disabilities Act/Amendments and the Americans with Disabilities Act Amendments Act
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Absence Management Activity Index

3.7

Market Average

(At least 50 employees)

3.5

Small Employers

(50 - 249 employees)

4.3

Mid-Size Employers

(250 – 999 employees)

4.9

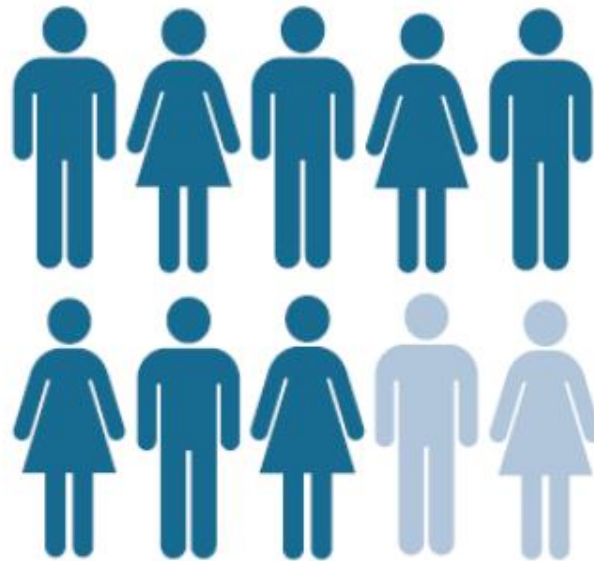
Large Employers

(1,000+ employees)



Key Research Findings

**MANY EMPLOYERS ARE
MAKING AN EFFORT**



Eighty-one percent of employers surveyed say they are making at least some effort to manage absences.

Key Research Findings

- Yet, Obstacles Remain for by Many Employers...



Just over half (53%) of all companies face challenges applying ADA/ADAAA*



3 in 5 employers have difficulty interpreting federal and state leave laws

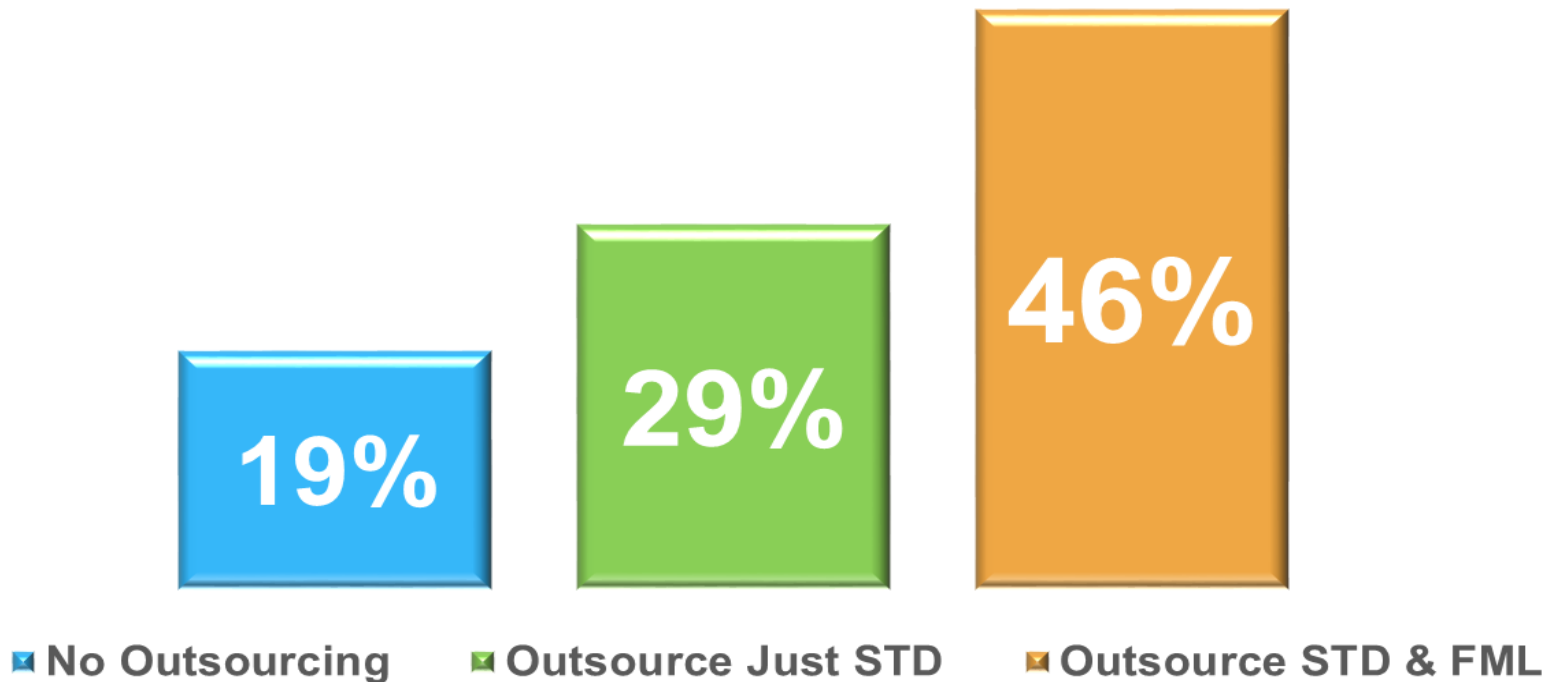


42% of companies lack the staff resources to manage absenteeism

Key Research Findings

- Outsourcing STD & FMLA Can Lead to Better Outcomes

% Employers Reporting Highest Level of Positive Outcomes



Key Research Findings

HOW COMPANIES CAN GET STARTED

1

SET A PHILOSOPHY

Your highest priorities should be returning employees to safe and productive work, while encouraging overall wellness.

2

TAKE FOUNDATIONAL STEPS

Getting buy-in from senior management and following a strategic communications campaign are essential.

3

DEVELOP A MODEL

Outsourcing management of both short term disability, and family and medical leaves can maximize success.

4

MEASURE SUCCESS


Nearly half of all employers surveyed reported employee engagement to be the most critical measure of success.

Web-Based Employer Scorecard Tool

- Short, eight question survey
- Produces a “score” and benchmarking data
- Tailored recommendations based on the “5 Best Practices”



Web-Based Employer Scorecard Tool



Results Page: Employers View Score and Comparison

Your Results

Your company's absence management efforts scored:

3.5

Moderately Advanced

Scores range from 0 to 10. The higher your score, the more positive outcomes your program is likely achieving.

Recommendations

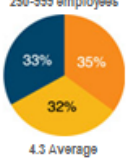
What it means

You're already experiencing some of the benefits of having an absentee management program, but research shows there are additional best practices that might help you achieve even better outcomes.

Review the recommendations to see a recap of the best practices you have in place, as well as some additional best practices and considerations that could help your company better manage absence. These can lead to greater productivity, reducing lost time, increasing return-to-work rates, reducing direct costs and improving the employee experience.

Companies similar to yours scored:

250-999 employees



Not Advanced 0-3.28	33%
Moderately Advanced 3.29-5.15	35%
Highly Advanced 5.16-10	32%

4.3 Average

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