

Rehabilitation

Absence Management

The benefits to your
Business & Employees



The loss of an employee through injury or sickness can have a major effect on your company. In addition to the direct financial impact on the business, absence can also place added strain on workforce morale, cause workload uncertainty and undue stress and worry for employees.

Research from the CIPD (Chartered Institute of Personnel & Development) July 2008 survey reveals that:

- Employee absence is a significant cost to 90% of businesses
- On average sickness absence costs employers £666 per employee every year
- Employee absence costs employers 8 working days for every member of staff per year; this represents 3.5% working time

To assist in your management of employee absence and help control associated costs your Employers' Liability insurers have included PhysioCare in conjunction with your insurance.

PhysioCare is a proactive product that provides early intervention for musculoskeletal disorders once your employee has been absent for a minimum of three days. The employee's injury will be assessed and, if appropriate, treatment will be arranged. Please note that musculoskeletal disorders, including back pain, are a major cause of absence.

PhysioCare is managed by IPRS Ltd who are one of the UK's leading provider of physiotherapy, rehabilitation and injury prevention services. IPRS has, arguably, the largest managed network of treatment providers in the UK delivering a wide range of services (e.g. osteopathy, chiropractics, physiotherapy and podiatry). There are currently over 1,700 accredited practices on the IPRS database providing a nationwide coverage.



key benefits

- Assists management of employee absence and helps control associated costs such as:
 - Sick Pay**
 - Recruitment and training of temporary staff**
 - Over time payments to existing staff**
 - Loss of production**
 - Potential rise in Employers' Liability premiums**
- Immediate access to first class physiotherapy and rehabilitation
- Cover is 24 hours a day, 7 days a week so non-work related injuries are covered (all injuries have the effect on the business regardless of where and when they occur)
- PhysioCare is a separate product so treatment can be accessed without acceptance of liability for a work related injury by Employers' Liability Insurers.
Please Note: In the event of an accident which could result in a claim from your employee for your own protection you must notify the Claims Department at Miles Smith on 020 7283 0040. Contacting IPRS does not amount to notification of a possible Employers' Liability Claim to your insurers
- Early intervention reduces:
 - Time off sick and facilitates speedier return to work (reduces the need for overtime and temporary staff)**
 - Risk of acute injury developing into a chronic condition**
 - Risk of injury re-occurring**

how it works

If an employee is absent from work for three consecutive days as the result of a musculoskeletal injury please contact IPRS on 0870 7565020 to notify the injury (please quote "Miles Smith PhysioCare Claim"). IPRS will take the details and arrange for a Personal Care Advisor to phone your employee to carry out a telephone triage assessment and if appropriate treatment will be arranged.

IPRS' aim is to get your employee back to work in the shortest, safest possible time with a minimum risk of the injury re-occurring. Early intervention maximises the likelihood of your employee making a full and speedy recovery.

IPRS can produce a report after the initial assessment and once the course treatment has been completed provided that they have the consent of the employee to do so.

Please remember that all musculoskeletal injuries are covered, not just those sustained at work.



Case Study One

Mr D, a 31-year old recycling operative, sustained a severe acute lower back injury when he fell backwards whilst moving a wheelie bin.

As a result of the injury Mr D was unable to work. His employers contacted IPRS and, following an assessment, 4 sessions of physiotherapy and rehabilitation were recommended and arranged over a 4 week period. At the end of the course of treatment Mr D had recovered sufficiently enough to be able to return to work. As part of the treatment plan Mr D was provided with an exercise programme to assist his recovery and he was advised to continue with this to prevent a re-occurrence of his injury.

IPRS' early intervention reduced the overall absence time by 20 weeks and saved his employers £16,500.

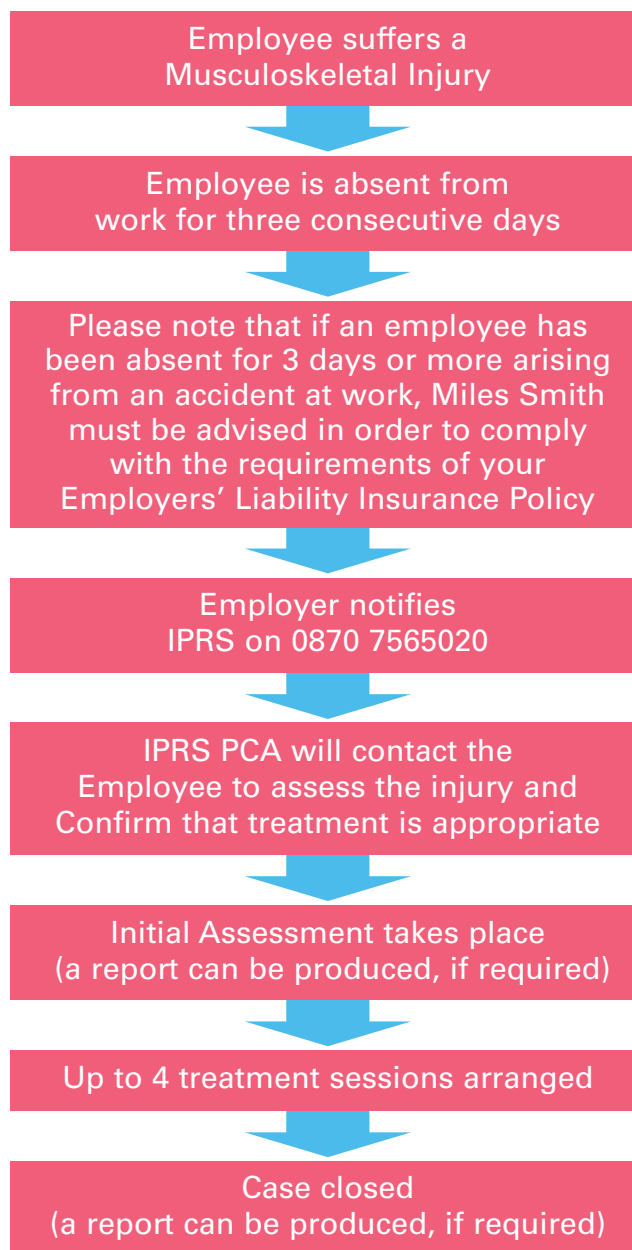
Case Study Two

Mr H, a 52-year old, twisted his ankle which prevented him from working as he was unable to 'weight bear' on the ankle.

On assessment it was discovered that he had strained the lateral ligament of his left ankle and a course of physiotherapy treatments were recommended and these took place over a period of 3 weeks. At the end of the course of treatment, the ankle was pain free and a full range of movement had returned. Mr H was given a programme of exercises to strengthen the ankle to help prevent the injury from re-occurring.

IPRS' early intervention reduced the overall absence time by 8 weeks and saved his employers £5,000.

the process



For more information, please contact Ian Spence at Miles Smith on

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