



Helping Trusts to reduce sickness absence

Capsticks HR advisory provide a new service helping Trusts to reduce sickness absence levels and therefore reducing the need for agency staff and increasing productivity.

What does it involve?

We tailor make the package to fit your Trust's needs and the service can work as a one off project providing long term outcomes or an insourced service based on site.

Short term projects include:

- Working alongside your internal HR team to deal with the most complex and time consuming cases therefore freeing your staff up to work on strategic objectives and meeting service need.
- A focus on persistent/short term issues ; resolving problem cases
- A review of your systems, processes and accuracy of reporting and provide recommendations to overcome any issues that are preventing return to work and the barriers to quickly and effectively managing cases. This includes Occupation Health and the quality of advice given and an assessment of management capability.
- Reviewing your policies and if needed negotiate on behalf of the Trust a policy that provides better support to the employee without any delay in achieving outcomes. We also work with staff side on the development of the new policy including negotiation and ratification.
- A full audit on current staff working with adjustments and restrictions and whether they meet the needs of the service.
- Training of your team and managers on best practice and how to implement and embed new policies and procedures.

What we can achieve for you

- A reduction in absence rates.
- Savings linked to absence.
- The conclusion of longstanding and/or complex cases.
- A streamlined process for dealing with absences and training for managers and staff side.
- Free legal advice on all cases dealt with by our absence management team.
- Free up your internal HR team to focus on supporting business

For more information please contact:



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