



How to manage sickness through Absence Intelligence

Empowering employees to work smarter, healthier, happier

Absence is good

Nobody plans to be sick, and even though sometimes we may all think we are super-humans, we still need some time off to recover from bouts of illness. Talking about sickness absence can greatly improve employee experience, it shows your workforce their wellbeing is valued and helps them transition back to work seamlessly.

Sickness absence is individual, varying from person to person. This means that it's not good enough to know just when a member of your workforce is absent from work, you need to explore why. Doing this will open your organisation's eyes to the complexity and cost of absence, as well as its impact on the engagement and retention of your workforce.

e-days Absence Intelligence platform collects absence data, providing you with meaningful insights into the reasons behind it and the health of your workforce. Utilising absence intelligence to provide HR professionals, line managers and employees with impactful wellbeing tools that empower their workforce to **work smarter, healthier, happier**.



Why absence deserves a seat in the boardroom

Absence is often overlooked in the boardroom, with many senior executives unaware of the negative consequences their organisations will face when it's not taken seriously. Absence is linked to every aspect of business performance, whether it's employee experience or individual productivity.

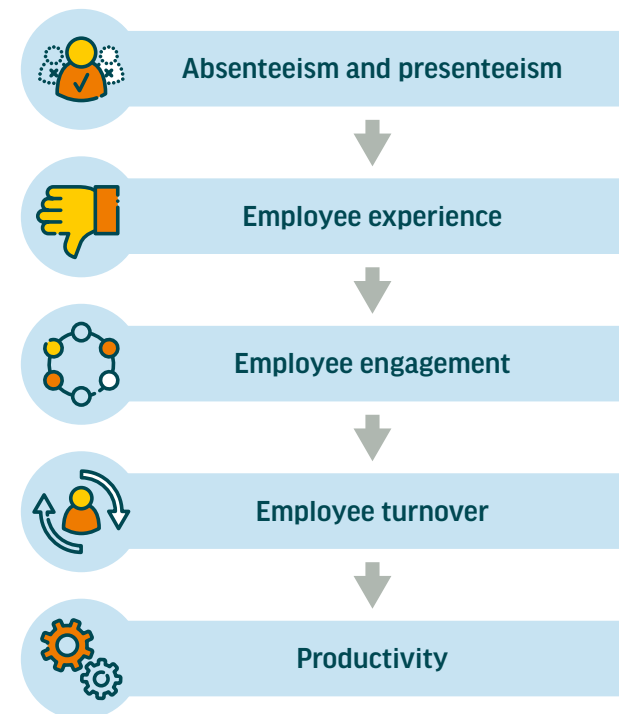
All of the factors mentioned above only scratch the surface of how absence can be the difference between an organisation reaching its goals or failing to do so. Making absence a key topic of discussion in the boardroom allows it to become an organisation's biggest competitive advantage rather than threat. e-days Absence Intelligence platform can help organisations deal with these threats.

**Lambert
Smith
Hampton**

“e-days has been a fantastic support to our organisational priorities of colleague wellbeing and health in the workplace. The insights we've secured from the data e-days generates has been transformational in how we as a company view the role of HR as well.

Kiran Sahota, Lambert Smith Hampton

Have you considered how a lack of absence intelligence could be affecting your business performance?



The absence intelligence cycle

Absence intelligence is the new AI your business needs. It refers to the in-depth absence data that e-days collects and converts into meaningful insights, revealing important information into the health of individuals and your organisation as a whole.

Managing absence is something that comes naturally to e-days, allowing us to easily provide absence insights that help organisations reduce absence and staff turnover while increasing employee productivity. This is no fluke, it's a result of the streamlined approach we've taken to absence through our carefully designed absence cycle.



Collecting absence data



When collecting absence data, many organisations think it's a simple task and deploy systems that are not fit for purpose. This doesn't give you an accurate picture of unplanned absence across your organisation, and different teams then resort to using various different systems leading to key pockets of data missing. This amalgamation of systems impacts the efficiency of an organisation and employee experience. But with e-days the process of collecting unplanned absence data becomes an effortless, hassle free task, giving you a greater experience than ever before.

The modern workforce is more tech savvy and demanding than ever, and they crave smooth experiences with the tech they interact with. Organisations that use e-days know we collect absence data in our sleep. With over 15 years experience in collecting absence data we have perfected our craft, delivering the perfect absence management experience.

Self-service sickness logging and approval

Easily log and approve instances of sickness through our user-friendly platform.

Sickness categorisation

Attribute instances of unplanned absence to specific sickness categories such as Stomach Ache, Covid-19 and more, giving you organisation better visibility over the reasons for absence.

Day by day sickness diary

Those affected by illness can regularly record their current condition, keeping their line managers aware of any changes and when they need to intervene.

Return to work forms

Ensure information is collected from ill employees returning to work. This allows you to understand if they are fit to return and makes their transition back into work seamless.

Sickness entitlement management

Easily manage the sickness entitlement pots of your employees and give finance an accurate log of pay deductions necessary within the business.



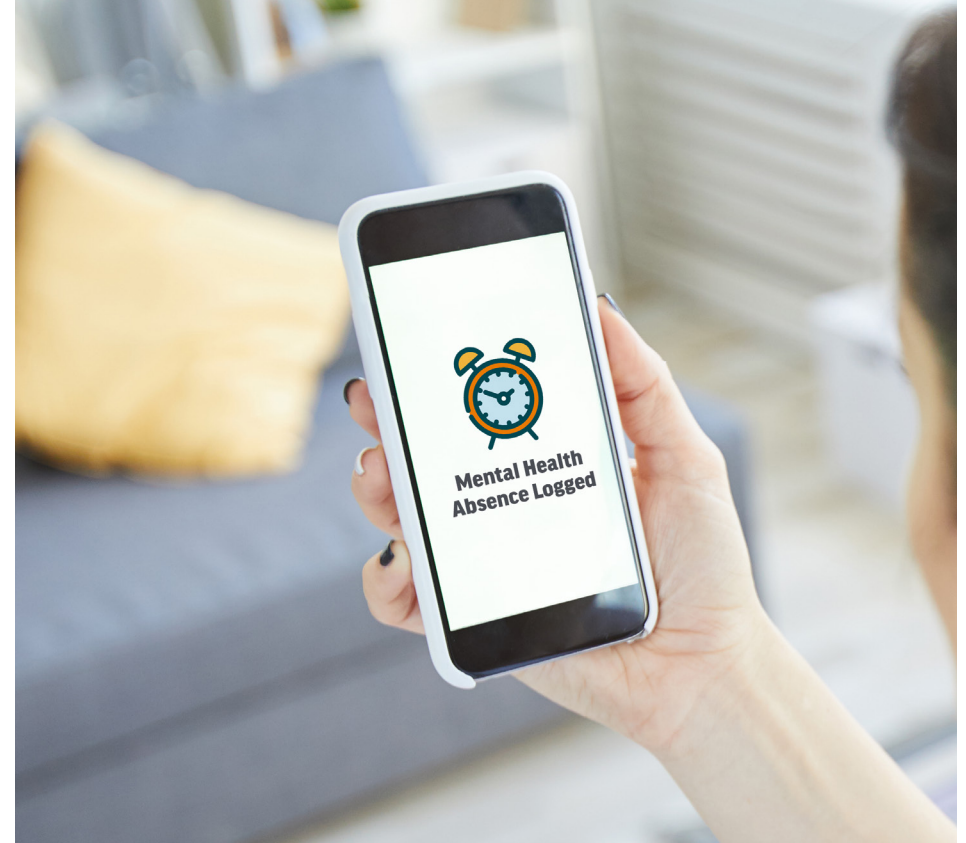
Intelligent absence alerts and triggers

Instances of sickness absence are inevitable for any organisation, regardless of size, location, and sector. Being too late to react and offer support to employees that are suffering from illness can be detrimental to their wellbeing, negatively impacting both their productivity and employee engagement. This makes it extremely important for your organisation to be notified of illness in real-time to ensure a prompt response, ensuring your employees always have the support they need, when they need it.

e-days real-time absence alerts and triggers ensure that line managers, HR and occupational health professionals are notified to instances of absence immediately after they are logged. This increases visibility of absence across your organisation and allows you to offer employees the support they need, quicker.

Sickness reason

Flag instances of absence with sickness reasons that are detrimental to wellbeing. For example, if an employee logs unplanned absence with the reason of stress/anxiety, e-days will instantly notify their line manager and provide advice on how to offer support within the platform.



Bradford factor

Each employee within your business has a Bradford Factor Score. Alerts can be set up to be sent out as the score gets higher, alerting line managers to when absences within their team are occurring more frequently.

Continuous alerts

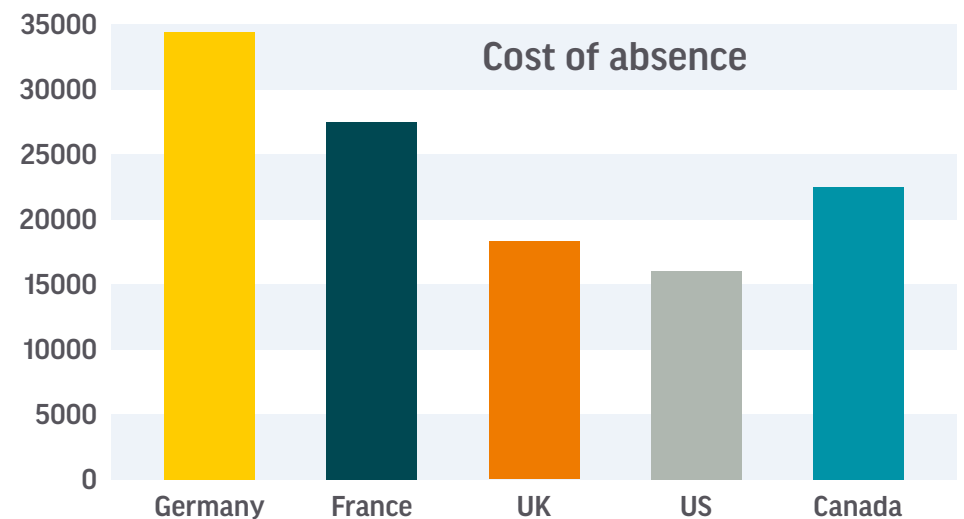
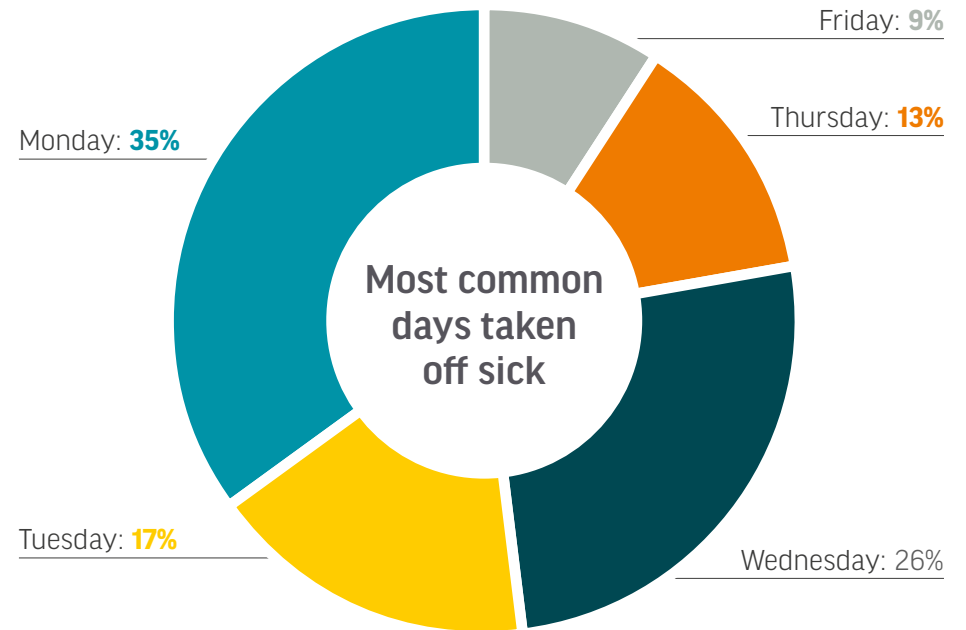
Be alerted to individuals with frequent instances of absence or that display specific patterns. For example, 3 occurrences over 12 months or 6 days off over 12 months. These can be limited to the specific team or manager you require.

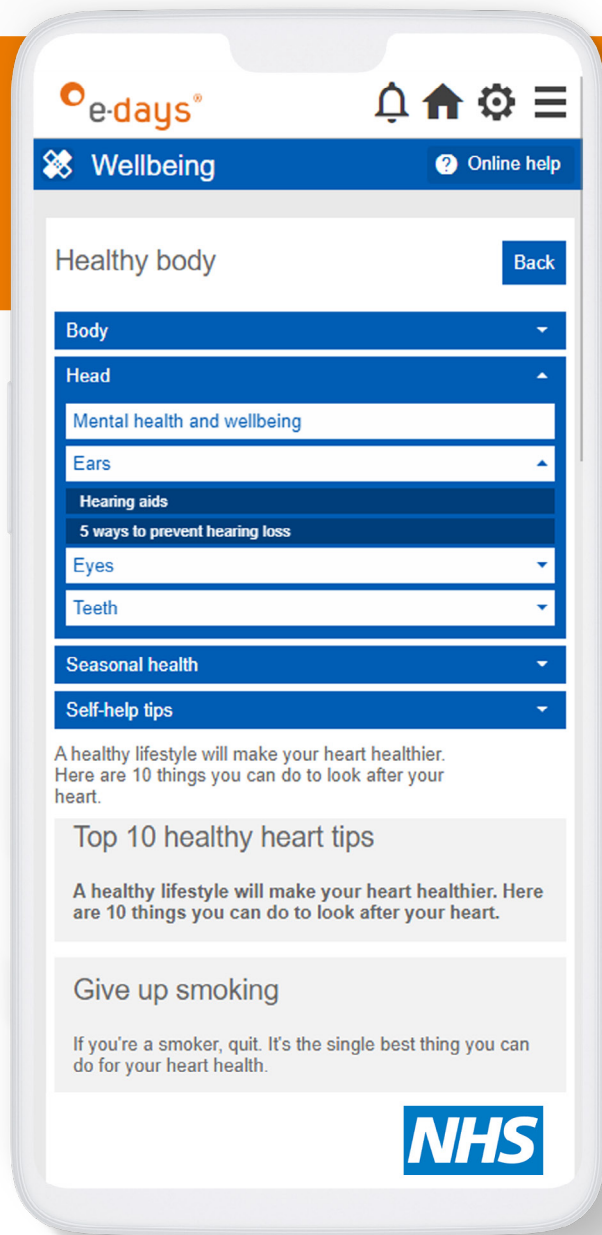
Identify patterns and trends

Even when you are collecting absence data, it can be hard to relay this information to your organisation's stakeholders in a way that is easy to digest and understand. This lack of visibility does not only impact HR, it also impacts the greater business. Sick pay may be issued incorrectly, increasing cost of absence and absenteeism and presenteeism may go unidentified, negatively impacting employee engagement.

e-days makes finding the patterns and trends within your absence data easy through its intuitive reporting functionality. Our reports dashboard allows organisations to pinpoint the trends within their absence data, including the days most frequently taken off by your workforce, the month these most commonly occur in, and more!

On top of this e-days also has standard report templates that include cost of absence, sickness entitlement and time lost reports. This ensures line managers, HR and Finance all get the absence information they need quickly and efficiently.

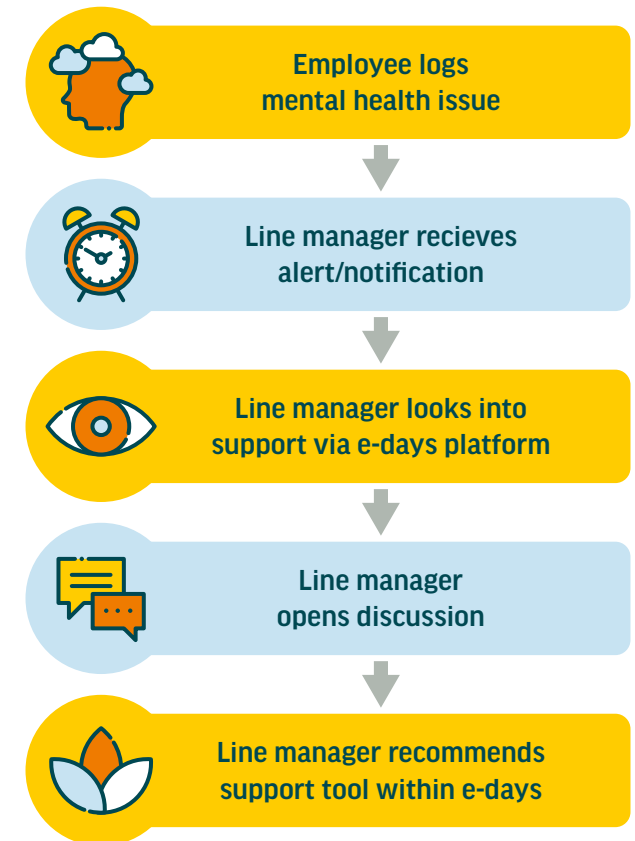


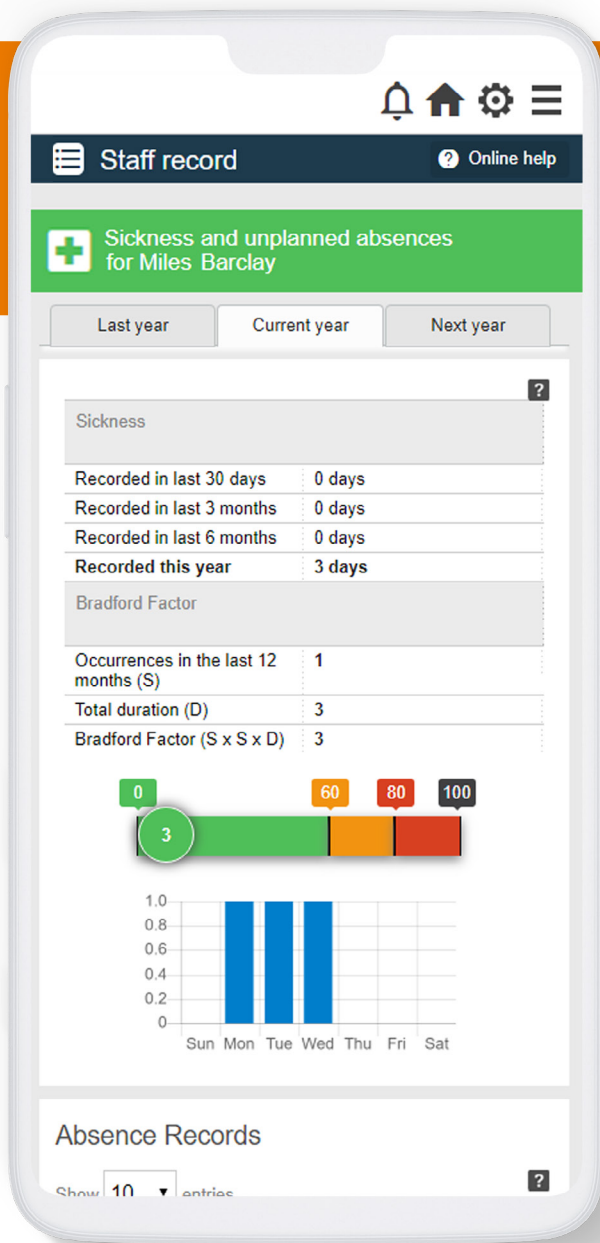


Starting meaningful discussions

Discussing wellbeing at work is still a major issue for many organisations. This is evident as less than 14% of employees feel comfortable discussing wellbeing issues such as stress in the workplace. It is the duty of both HR and their organisations to break down this taboo and promote an open environment to start these discussions, helping employees feel heard and valued.

To support and help open these discussions, e-days notifies you to worrying instances of employee illness and even provides information on how to support them through the platform.





Evaluate intervention strategies

Many organisations only scratch the surface of their absence data and fail to identify when an ill employee needs help, causing them to be away for a longer period of time and increasing cost of absence. To counteract this, organisations need to be regularly updated on the condition of ill employees and drill further into their absence data to understand the illnesses that are common within their organisation.

e-days allows employees to provide regular updates on the condition of their illness, ensuring line managers and HR are aware of any changes. It also allows HR explore their absence data to discover common illness within their workforce, and how best to prevent and tackle these issues early next time round.

Regular condition updates

Line managers and HR can easily keep up to date on the condition of an ill employee through their sickness diary, giving them the opportunity to intervene if necessary.

Build custom reports

Our custom report builder allows system admins to drill further into their absence data than ever before, revealing the reasons behind unplanned absence. This empowers them to identify common ailments within their business and allows them to do research into early intervention and prevention strategies.

Offer a helping hand and support

Not only does the e-days platform allow managers and HR to identify potential health and wellbeing pitfalls within organisations that negatively impact employee productivity, experience and engagement. We also take pride in providing impactful wellbeing tools that organisations can use to address health and wellbeing issues, improving on the 24% of managers that feel they have the wellbeing tools in place to act.



Access expert medical advice on-demand

Our NHS Choices module allows users to check up on any ailments or symptoms at the click of a button through the e-days platform, providing expert medical advice from the NHS. This advice includes the causes behind the symptoms and potential treatments, even going as far to advise when it is serious enough to visit the doctors.



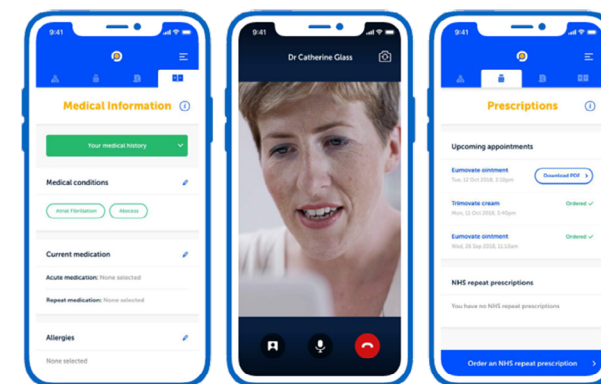
Private healthcare at your fingertips

For many employees, it is often a struggle to fit doctors' appointments in around their busy schedules. e-days online GP service avoids this struggle by allowing employees to book and attend appointments anytime, any place. Employees can book 20-minute video or telephone appointments through the app and even get prescriptions delivered to their door, giving them the full experience of visiting a clinic without leaving their home.



Practical and emotional support when you need it the most

We're all human and can feel down sometimes, and it's important that you are there to help support and guide your employees through testing times. You can do exactly this through our EAP service that gives your employees 24/7 telephone counselling and manager support, ensuring your employees always have someone to talk to.



What e-days partners have achieved

e-days prides itself on delivering meaningful results that not only improve workplace wellbeing, but also benefits the whole organisation it's used within. Our partners have benefited in various ways, ranging from decreased absenteeism and cost of absence, to increased employee satisfaction.

Increase occupational health referrals by up to
20%

Save up to
36%
in sick pay outgoings

acer

ageUK

ASOS



bam

BARCLAYS

CAMPARI GROUP

Canon

Coca-Cola



DENTONS



Interserve
Ingenuity at work

KIER

Lambert Smith Hampton

M&G
INVESTMENTS

MANOLO BLAHNIK



**Start your journey to becoming an
absence intelligence expert today**



**Book a personalised
online demo**

www.e-days.com/request-demo



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