

# Could Outsourcing Absence Management Help Your Business?

Your business thrives with an engaged, productive workforce. When an employee faces a situation that requires time away from work, you want to offer compassionate support that will demonstrate your appreciation for the employee, reaffirm his or her commitment to your business and lead to renewed productivity.

Tracking an employee's absences requires expert knowledge, detailed record keeping and constant monitoring. Many businesses find it difficult to balance this task with other priorities. However, given its importance to your business and your employee, it's a responsibility that cannot be ignored.

Outsourcing absence management to a disability insurance carrier can be a reassuring option, offering solutions to challenges many businesses face every day.



## **Time-saving tracking**

Tracking intermittent absences is meticulous work, especially in small increments. A disability carrier can provide detailed absence tracking with ongoing reports to both the employee and the employer. This keeps everyone on the same page regarding the amount of leave taken and the potential impact to your business goals.

## **The complexity of absence management**

Whether it's absence due to disability, time to care for a family member or other time away from work, employers must make sure their absence management policies comply with complex, confusing and ever-changing federal and state regulations.



### Expertise in government regulations

It's easy to lose sight of ever-changing Family Medical Leave Act (FMLA), Americans with Disabilities Act Amendments Act of 2008 (ADAAA), and other state and federal legislation — especially if your business has offices in multiple states, as regulations may vary. A carrier with the proper expertise can help you stay compliant.



### Help identifying at-risk employees

Through detailed tracking and analysis, a carrier can help identify an employee's need for accommodations, reduce instances of an employee working through a disability and even prevent future leave. Seek a carrier that integrates its services with those of other benefits vendors for a comprehensive approach.



### Integration with your internal teams

A carrier that efficiently integrates its account managers with your human resources team may bring the greatest benefit to your business. Your carrier can create even more efficiency by managing both absence and short term disability claims.



### Insights to inform your decisions

It's difficult to enhance your internal practices without understanding what other organizations are doing and how yours measures up. An absence management service will have access to benchmarking data that can help you understand how others in your industry are managing absence and give you valuable insights into industry best practices.

### Seek a carrier that can manage absences for the following types of leave:

- ADAAA
- Employer-sponsored
- FMLA
- Military
- Short term disability
- State-mandated disability

### What more could you accomplish?

Consider how absence management services from a respected carrier can give you more time to focus on your employees and your business.

Consider what more you could do to help your business thrive if the daily responsibilities of managing absence were left to the experts. Talk to your broker about how a partnership with a respected carrier can help your employees and your business.

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19048 (6/17) SI/SNY ER/PR