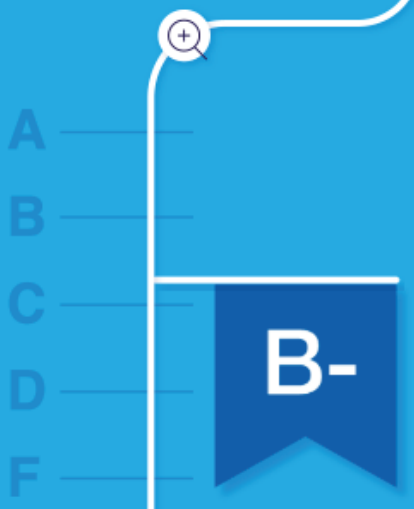
TheStandard®

Confident but Lacking a Cohesive Approach

How Today's Employers are Managing Absence and Disability

We asked HR business decision-makers to rate their organization's absence and disability practices. We also wanted to know their confidence in managing absence and disability. We compiled their scores to produce our Absence and Disability Readiness Index.

The results show most employers are performing at a B- level, with many employers scoring a C, D or F. Check out the following insights from our survey and use the resources provided to better your own grade.



Breaking Down a B-

Employers are Confident in Abilities, but Programs Lack Structure and Guidance

A B- may not seem like the worst grade. After all, we found employers had basic program practices in place and were confident in their abilities to help employees. However, many don't have formal support in place for employees to stay at work (SAW) or return to work (RTW) and are challenged by changing compliance laws.



ONLY **1 IN 4 employers** see themselves as leaders when it comes to absence and disability management.

What Are Employers Getting Right?



say their formal programs are very successful.



say that employee absence programs help control other costs and reduce exposure to risk.

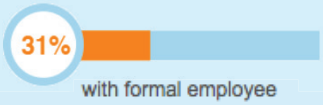


are compliant with current disability laws and are committed to remaining compliant.

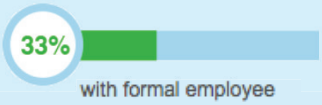
Because of this, more than half of employers perceive the risk of absence-related complaints or lawsuits as low. However, there's more to look at when considering an organization's absence and disability management strategy.

Why Aren't Employers Making Straight A's?

Programs aren't being measured or tracked



with formal employee absence programs **benchmark** those programs



with formal employee disability programs **benchmark** those programs

Laws are changing faster than employers can keep up

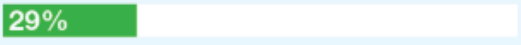


struggle to know what counts as an **"undue hardship"** for them as an employer.



say that with so many absence and disability laws and guidelines**it is hard to know which ones apply.**

Organizations aren't confident in providing employees with complex accommodations

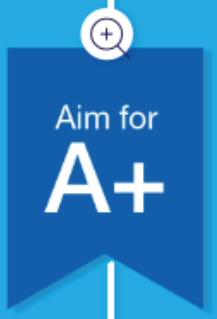


ARE CONFIDENT IN ACCOMMODATING MENTAL HEALTH CONDITIONS.



ARE CONFIDENT IN ACCOMMODATING CHRONIC DISEASE CONDITIONS.

▶ BUT, MORE THAN HALF OF COMPANIES DON'T HAVE FORMAL PROTOCOLS IN PLACE FOR RTW AND SAW PROGRAMS.



How to Make the Grade

Introducing a disability management approach that provides comprehensive return-to-work and stay-at-work support can help increase an employer's grade.

These programs don't just provide the basics and ensure compliance. They go further to help provide tailored support for employees to help them stay healthy and productive in the workplace.

Download the full report to learn more about how to improve your organization's approach to disability and absence management.

Get The Full Report

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All insights are from an online survey of 501 participants conducted by Versta for The Standard in April 2018.

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