

Sickness absence in Belgian companies: extent of the problem and monitoring

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Introduction



Purpose of the study



What is the extent of the problem?



Do the companies possess enough insight in their sickness absence (SA)?



**How is SA monitored by the companies?
Are SA conversations (both ad hoc and preventive to avoid SA) performed?**

Methods

- **Companies' SA & return to work...**
 - Data
 - Policies
 - Policy evaluation
- **September 2012: online survey of 25 questions**
- **Belgian companies affiliated with Mensura Occupational Health Service**
 - Target population: CEO's & HR managers

Respondents

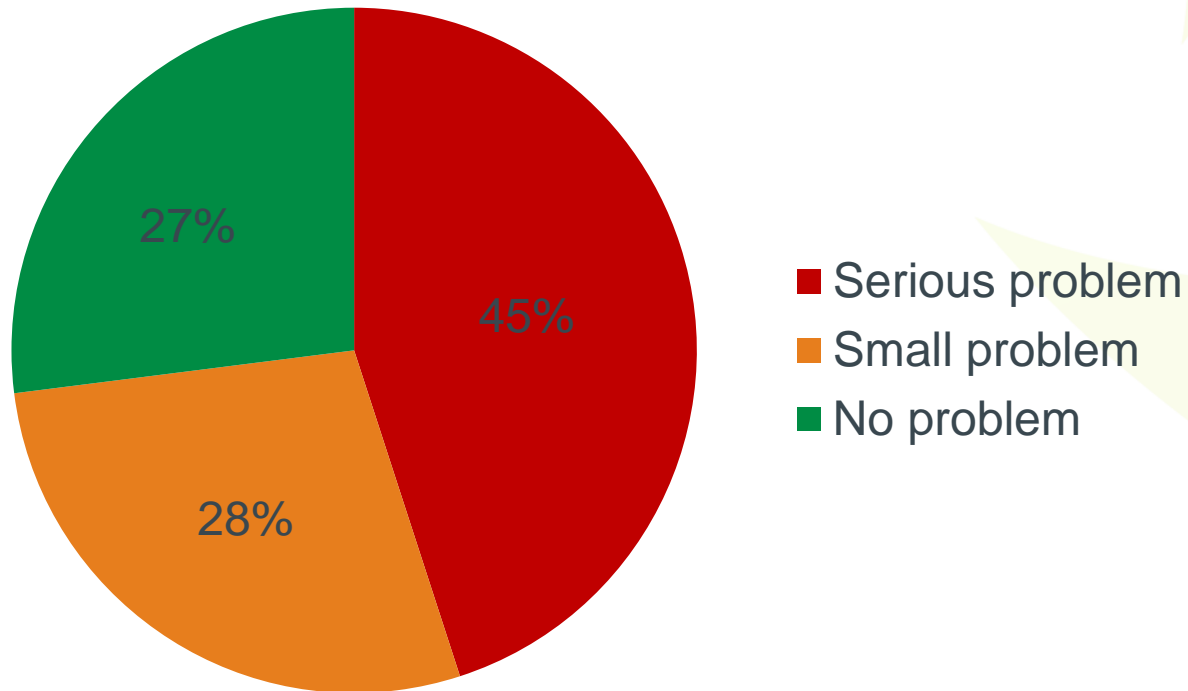
- **673 completed surveys**
 - 69% CEO's & HR-directors
- **Both small and large companies**
 - 1/3 <20 employees
 - 1/5 +500 employees
- **Sectors**
 - 14% public sector
 - 21% private sector, services
 - 65% private sector, other



Results

What is the extent of the problem?

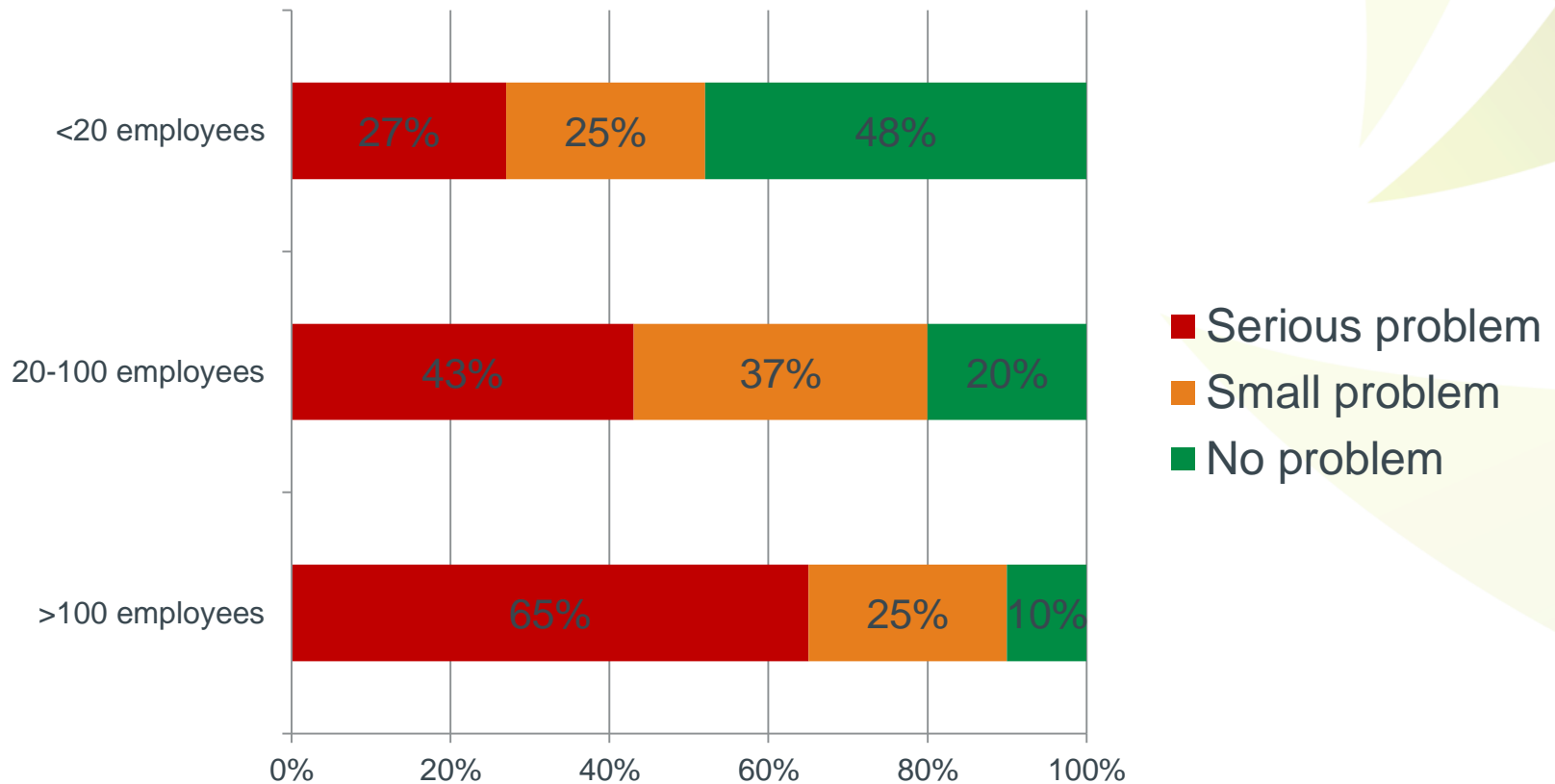
Is SA in your company considered as a problem?





Results

What is the extent of the problem?





Results

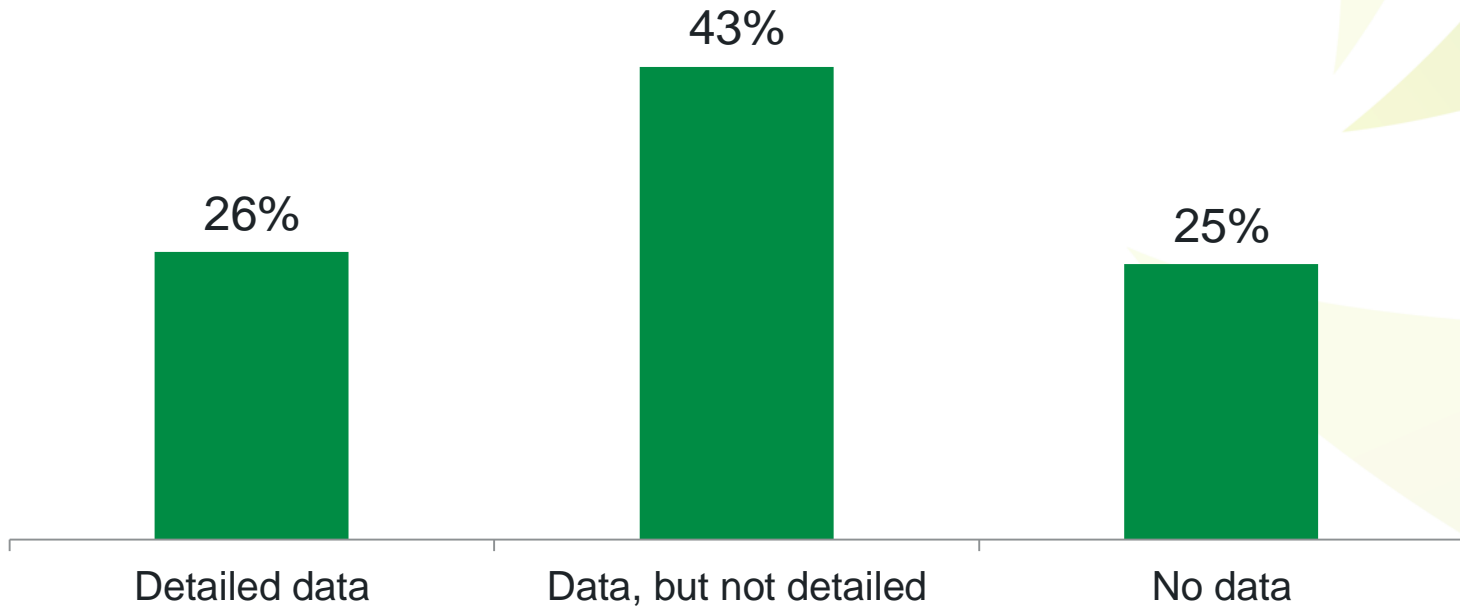
What is the extent of the problem?

- **39% does not succeed to address the SA in their company**



Results

Do the companies possess enough insight in their SA?

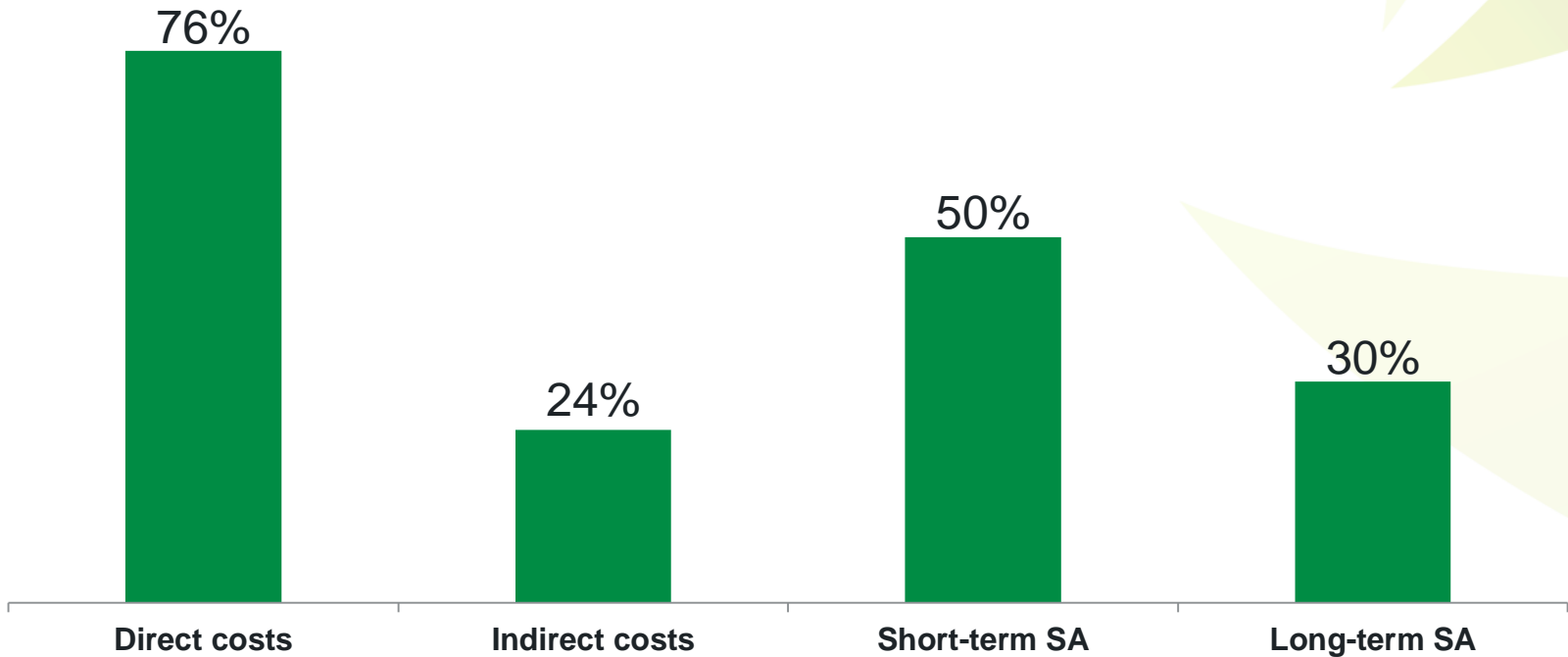




Results

Do the companies possess enough insight in their SA?

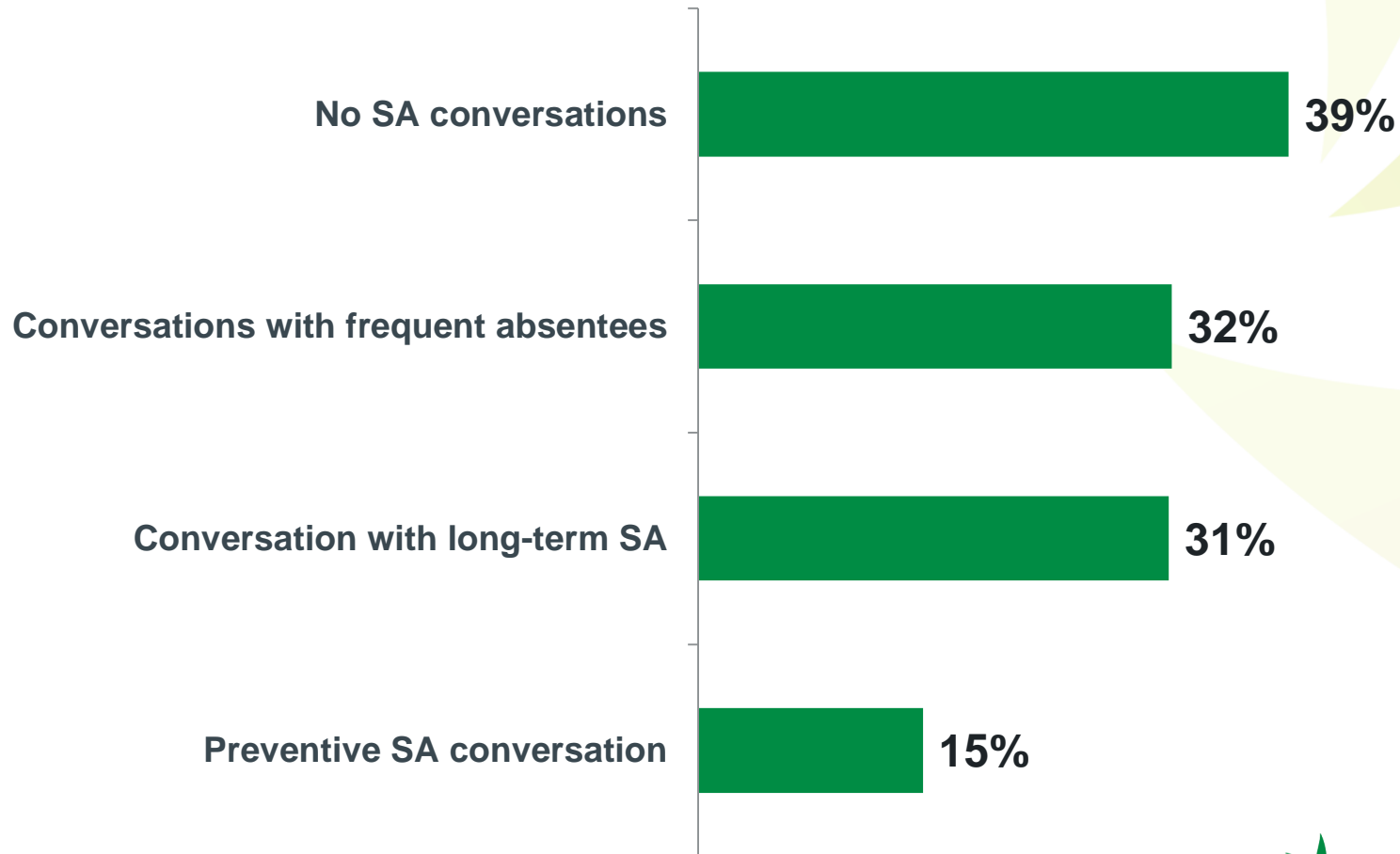
- > 16% has a clear image of the costs related to SA in their company





Results

Monitoring of SA: SA conversations





Results

Monitoring of SA: SA conversations

- **Performed by supervisor or HR**

- **But... they are not trained for it!**
 - In 66% of the companies, managers are not trained to perform SA conversations
 - 15% received a one-day training
 - 4% received more than one day of training
 - 5% received training on a regular basis
 - 6% received training and can rely on coaching for specific cases of SA

Conclusion

- **Many companies see SA as a serious problem and indicate that they are not able to tackle their SA**
- **Few companies possess accurate and detailed data concerning SA and its related costs**
- **Too few companies perform SA conversations, and when they do take place, the conversations are mostly ad hoc and performed by managers who are not trained for it**
- **Organizations should take into account these parameters when they want to address their SA**



THANK YOU FOR YOUR ATTENTION

QUESTIONS?

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