

“I’m sorry, Jack’s signed off sick for at least a month.”



Proactive absence intervention

Helping business, by helping employees

MorganAsh

www.morganash.com



Employee absence is a fact of life – for every organisation

Absence due to sickness or injury is unfortunately inevitable, but disruptive nonetheless – especially when it lingers.



Employee assistance programmes don't always fix the real issues

Employee assistance programmes (EAPs) and wellness services are sometimes only partially successful, often failing to engage with those who need help most.



Real resolution comes only from real case ownership

We're here to fix people – and, at the same time, address the shortcomings of other employee support services, by working alongside them, maximising your investment.

Measurably better absence intervention

Our focus is on fixing people. Our results speak for themselves.



Proactive case ownership, by qualified nurses, until resolution.

The challenge

Physical sickness, injuries or mental health issues affect the person, the team and the business. Sometimes, employees need help getting things back on track. Without proactive support, absences can bump along for weeks or months. Even when the person returns to work, the problem can still persist.

*Statistics drawn from managing cases of over 400 employees, across multiple companies, during 2019–2020. Actual results will differ from company to company.

The solution

We approach absence in a measurably better way. By intervening earlier, we can move to a quicker resolution. We're proactive – which not only means that we drive things forwards, but also that we take ownership and responsibility for doing so. We don't leave cracks for people to slip through.

All cases are handled by qualified, experienced nurses. Their professional empathy means we can dig deeper, to uncover the root cause of absence – in 47% of cases the reported condition was only part of the problem*, and in 14% of cases the actual condition was entirely different from that reported*.

The results speak for themselves. 85% of people return to work*. In 70% of cases people return to work faster* – and 95% of people say that the service helped to reduce their stress and anxiety*.

If you already have some employee support services in place, that's great. Our absence intervention works differently from, but alongside, the cover you already have – we can utilise its services, so you get even greater value from it.

A unique absence intervention service

- Staffed by qualified nurses**
- Proactive ownership of cases**
- Fee per case; no annual fee**
- Proven results**

Employer benefits

- Faster return to work whenever possible, with people properly restored.
- Covers all conditions, both physical and mental.
- Pay per case; there's no ongoing speculative annual fee per employee.
- A significant reduction in insurance premiums.
- Helps ensure more effective usage of an employer's current EAP and other well-being support services.

Employee benefits

- A 'human approach' from a named, dedicated nurse as a case manager.
- A proactive focus on finding and fixing the cause of the problem.
- Independent confidential service.
- Continuing support until resolution.
- A focus on the needs of the person above all else.

How does it work?

- Companies pay per case, not a per-annum fee for every employee regardless of their health.
- We cover all physical and mental health issues.
- We provide cover in and out of office hours.
- We encourage early engagement.
- All cases managed by a dedicated nurse, who is responsible until the employee is back to work or the issues are resolved.
- We work to uncover underlying issues and the root causes of absences.
- We can work alongside any current service – including EAP, private medical insurance or group income protection plan – in order to draw upon resources you've already paid for.
- We help to negotiate return-to-work strategies.
- Individual cases are always confidential; high-level management reports are provided to employers.

Delivers measurable results

- Since we reduce absence, we can reduce income protection claims, which can lead to significantly reduced premiums from insurers.
- 85% of cases return to work.*
- 70% of cases return to work faster.*
- 95% of cases report reduced stress and anxiety, a major recovery factor.*

MorganAsh

www.morganash.com

*Statistics drawn from managing cases of over 400 employees, across multiple companies, during 2019–2020. Actual results will differ from company to company.



Helping people and organisations cope with Covid

People are working, and businesses operating, through extraordinary times. There's been a terrific pivot to homeworking at an IT systems and business process level – but, for employees, it's been tougher to adapt.

Part of this is that we're undeniably social animals – and it isn't just the need to work from home comfortably. The pandemic is hugely stressful, filling people with uncertainty. People can't see loved ones, are supporting the vulnerable or are vulnerable themselves.

Mental health has worsened substantially. More than two thirds of adults are worried about the effect of the pandemic on their lives and over half are stressed and anxious. Health services are struggling to cope, and mental health issues take a back seat as people cope the best they can – sometimes in fear of losing their job if they raise their hand.

All along the way, MorganAsh has been here to help. We support those with mental health issues as readily as we do people with a physical illness. We didn't have to gear up for this – it's a service we already provided.

As the pandemic tightened its grip and people have flagged mental health issues, we've helped them: we've helped them cope, we've helped them get support, we've helped them get the time they need to recover and we've helped them get back into work.

Our focus is on fixing people.
Our results speak for themselves.

**In 47% of cases we uncover and resolve
additional issues to those reported.***

**In 14% of cases we find that the reported
condition was incorrect.***

85% of cases return to work.*

70% of cases return to work faster.*

**95% of cases report reduced stress and
anxiety, a major recovery factor.***

*Statistics drawn from managing cases of over 400 employees,
across multiple companies, during 2019-2020. Actual results will
differ from company to company.



MorganAsh

www.morganash.com