

Why the absenteeism stopper?

In our country, two occupational diseases are responsible for more than 55% of long-term absenteeism and the WIA intake. Number one is Psychosocial Workload (PSA) and number two are postural and musculoskeletal complaints (HB complaints).

The causes of PSA are excessive work pressure, poor work content or poor labour relations. But often the cause of psychological problems is deeper and we see a combination of work and private related problems. The consequences of these psychological complaints can vary from physical complaints, social effects to psychological disorders. Because absenteeism as a result of psychological complaints is often long-term, the costs are also high. The recovery time for a complete burn out is more than one year and you, as the employer, may bear the costs.

The problem with PSA is that it is difficult to detect workers who suffer from PSA problems in good time. People themselves often do not realise that they have been able to perform at their peaks for some time and, if they already know, many people tend to downplay the problems and 'hope' that it will blow over by itself. As a result, people start looking for help at a very late stage, actually when it is already too late. An employer or company doctor may be alert to this, but will only recognise problems when they manifest themselves. And then it is usually too late to prevent drop-outs.

With HB complaints it doesn't go much different. Here too, it is often the case that employees ignore complaints and continue to do so until the complaints are chronic. It is only at that moment that employees go to the company doctor or general practitioner, but it is actually already too late. This can ultimately lead to incapacity for work.

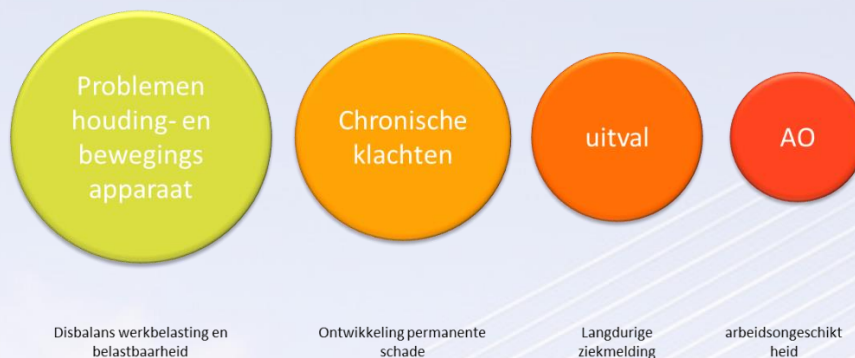
In 2014, together with the Academic Medical Centre Amsterdam, we launched a study on how these people can be traced at an early stage. After two years of research, this has resulted in the PSA module and the HB module. The PSA module enables us to detect people in the preliminary stages of burnout, regardless of whether the cause is business or private. We use the following model for this:



The PSA module measures how an employee is doing in each of the above 4 phases. The module works with a so-called point score; if an employee is above a certain cut-off point, there is a high risk. If this is the case, a telephone consultation with one of our M&A psychologists will follow. This will explain in more detail why the employee is in one of the preliminary stages and what needs to be done to get out of it.

If necessary, we will forward the employee to our partner Meglio! Of course, we will agree this with you as the employer in advance. Meglio! ensures that the employee functions optimally again within a limited number of sessions.

HB complaints develop using the model below and here too we use cut-off points.



We screen the entire posture and musculoskeletal system, i.e. from hands, arms and back to legs, knees and feet. If problems are found, we forward the employee to our partner Validus, who specialises in dealing with these types of disorders. Validus has short waiting lists and the treatment is reimbursed by insurers.

Every employee receives a report: what have we measured and what are the scores. Employees who are doing well also receive such a personal report.

Your Benefits

Preventing long absenteeism and WIA inflow of your employees will save you a lot of costs. Not only the average absenteeism costs of € 250 per day of illness, but also the replacement costs and the loss of production. The Absenteeism Stopper has a positive effect on your absenteeism rate and your absenteeism and operating costs.

This is further reflected in your absenteeism bonus. After all, a favourable absenteeism rate leads to a favourable premium. And if you are also an individual risk bearer or have WIA supplement cover, you will see the same effect here.

With the absenteeism stopper you also comply immediately with the Working Conditions Act article 18, obligation to offer preventive medical examination. Since 1 January 2007, Article 2.15 of the Working Conditions Decree has also been in force: 'Measures to prevent or limit psychosocial workload'. The Inspectorate SZW is of the opinion that the PSA policy on work pressure, aggression



and violence should be regularly evaluated and, where necessary, improved. Our approach provides for both so that the legal requirements regarding PSA policy are met at the same time. The Inspectorate is familiar with our methodology.

Privacy

PSAttent falls under the scope of medical confidentiality and under no circumstances does information about an individual end up with the employer or third parties, unless the employee gives explicit permission for this.

PSAttent only uses validated methodologies and follows the guidelines of the Dutch Association for Occupational and Occupational Medicine (NVAB) and the Dutch Society of General Practitioners (NHG).

PSAttent complies with the rules in accordance with the General Data Protection Ordinance (AVG).

The costs

The absenteeism stopper is part of the income insurances of Mandate insurers and you can use the module every two years. You pay Mandate insurers a premium of 0.2% nominal on your annual premium.

If you would like to use the Absenteeism Stopper for your employees, we charge a one-off fee of € 95,- for setting up the ICT system.

In the event of PSA problems, the employee concerned will be given a telephone consultation with one of our M&A psychologists. This is included in the rate. In some cases a referral to our partner Meglio! is sensible. We will agree this with you as the employer in advance. The costs of such an external procedure are not included.

HB complaints we always refer to Validus.

Would you like to know more?

Please contact us via info@psattent.nl.

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