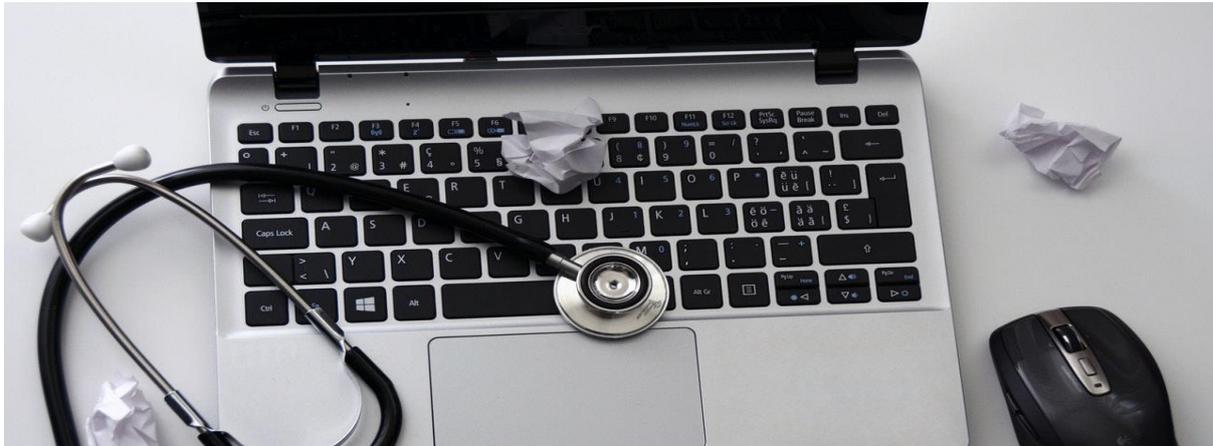


## 5 Ways to Reduce your Company Sickness Absences in 2018



The cost of Sickness absence is a huge factor in most of the businesses in the UK. Not only are you responsible for statutory sick pay (and possibly company sick pay) for the employee who is absent, but you may need to pay someone else to cover that person's role and responsibilities. There are other things to consider as well including demotivation amongst the absent employee's colleagues and the disruption it causes on a day-to-day basis. Employers should be proactive in encouraging Health & Well-being in their employees, therefore benefitting from a more 'present' and happier overall workforce. A healthy workforce is more likely to be a happy workforce. Here are 5 easy things you can do in 2018:

### **1. Offer Healthy Eating Options**

Do you have a staff canteen? Or a vending machine? Make sure there are healthy, low-calorie options for staff to pick from. Reduce the prices on the healthier options if possible, and offer free fruit in the office kitchen.



### **2. Organise a Lunchtime Walking Group**

This is an easy (and free!) way to promote exercise in your workplace. Designate a coordinator, and make sure they meet on a regular basis.



### 3. Encourage Smokers to Kick the Habit

Encourage employees who smoke to kick the habit by offering nicotine patches, counselling or non-monetary incentives. The NHS offers lots of free services to help those who are struggling:

<https://www.nhs.uk/Livewell/smoking/Pages/NHS-stop-smoking-adviser.aspx>.

### 4. Regularly Publish Nutritional Information

Does your company put out a monthly newsletter? Have someone write a short paragraph or two on healthy eating and/or exercise tips. Try to make it interesting and achievable within your working environment.



### 5. Follow Up!!!

Whatever initiative you start for your company in January, check-in on its progress at the start of March. Go on – mark it in your diary!!

Please contact the team at Camino HR for more information on this article, or any other HR/employment concerns you may have. [www.caminohr.co.uk](http://www.caminohr.co.uk). [enquiries@caminohr.co.uk](mailto:enquiries@caminohr.co.uk) or call us 01636 653066.