

Towards a preventive attendance policy: the development of a preventive attendance tool

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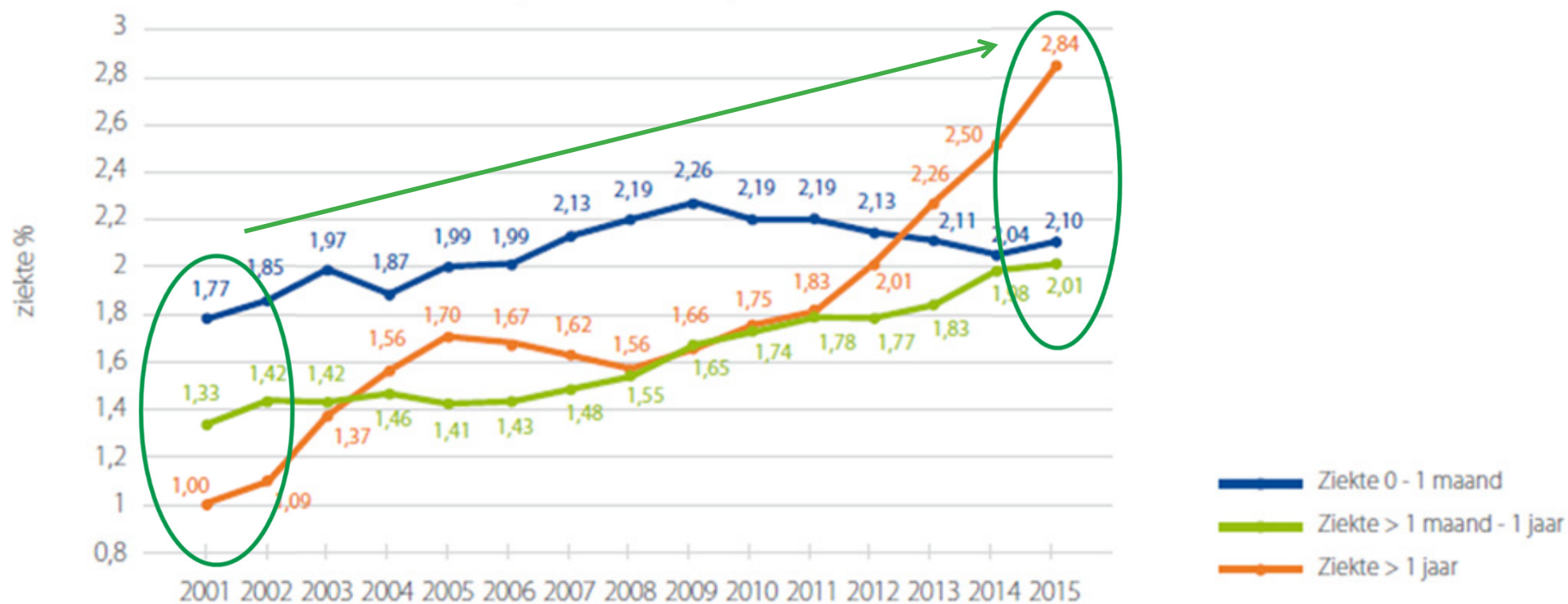
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Introduction

- **Absenteeism impacts on organizations and society**
- In Belgium: a **total cost of 10.6 billion euros** (2014)
- Absenteeism **increases over time, especially long-term absenteeism**
- **52 to 88%** of the Belgian companies **experience absenteeism as problematic**
- **Only 14%** of the Belgian companies have an absenteeism **policy**

Evolution of absenteeism according to the duration (2001-2015)



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Introduction

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Aim:
Develop a tool to support companies in developing a preventive attendance policy attuned to the companies' needs and characteristics

Methods

Three-step procedure

STEP 1 - **Development** of a practical tool based on:



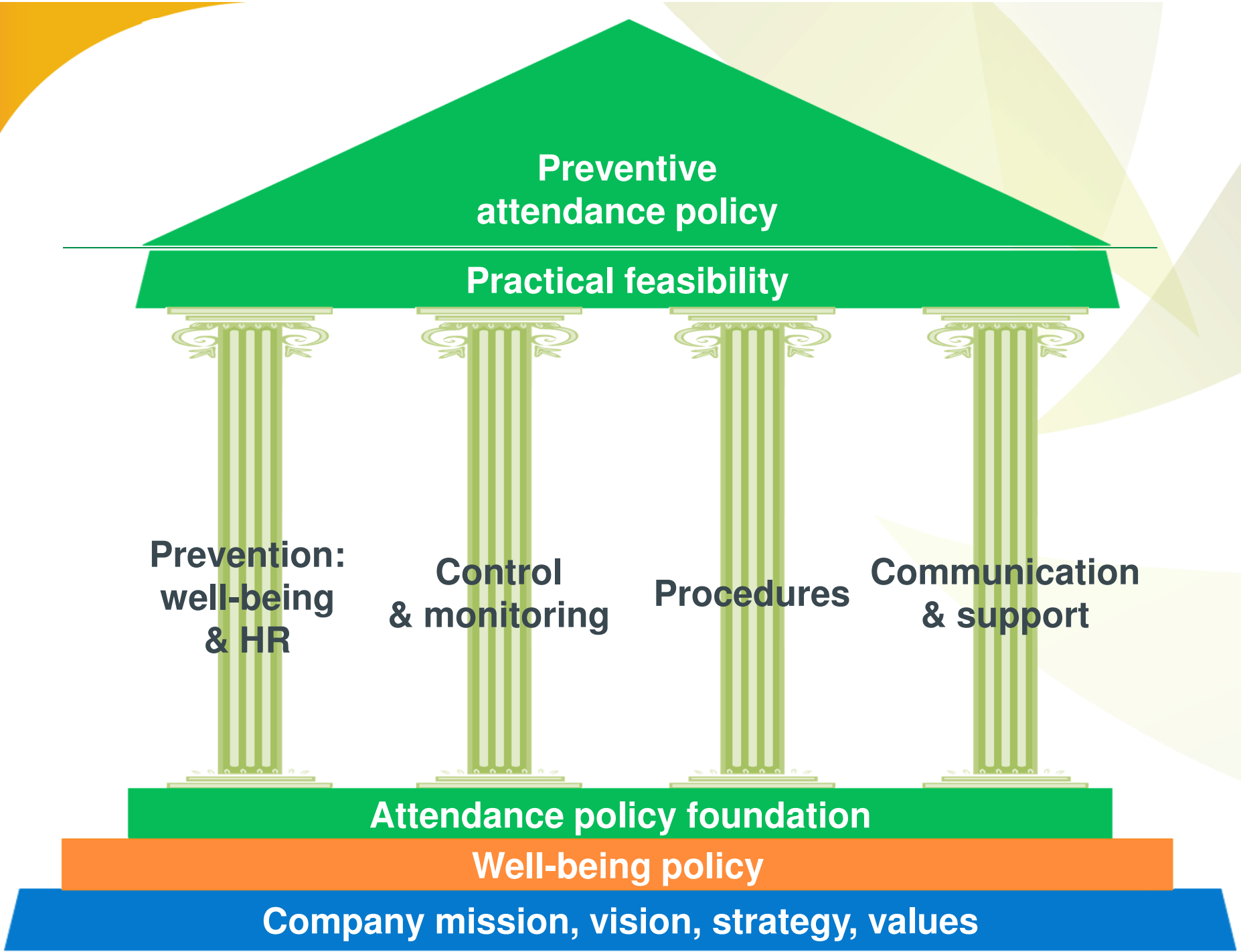
- (a) scientific **literature** and **legislation**
- (b) **existing checklists** used by Mensura Occupational Health Services and Mensura Absenteeism (Certimed)

STEP 2 - **Evaluation** of the tool by:



- (a) validation by **experts** from the own organization
- (b) letting **clients** use the tool and evaluate the practical feasibility

STEP 3 - **Adjusting** the tool based on the evaluation of the previous steps



Results

Preventive attendance tool

➤ Evaluation of a number of items by:

➤ A) Scoring the current situation (0-2):

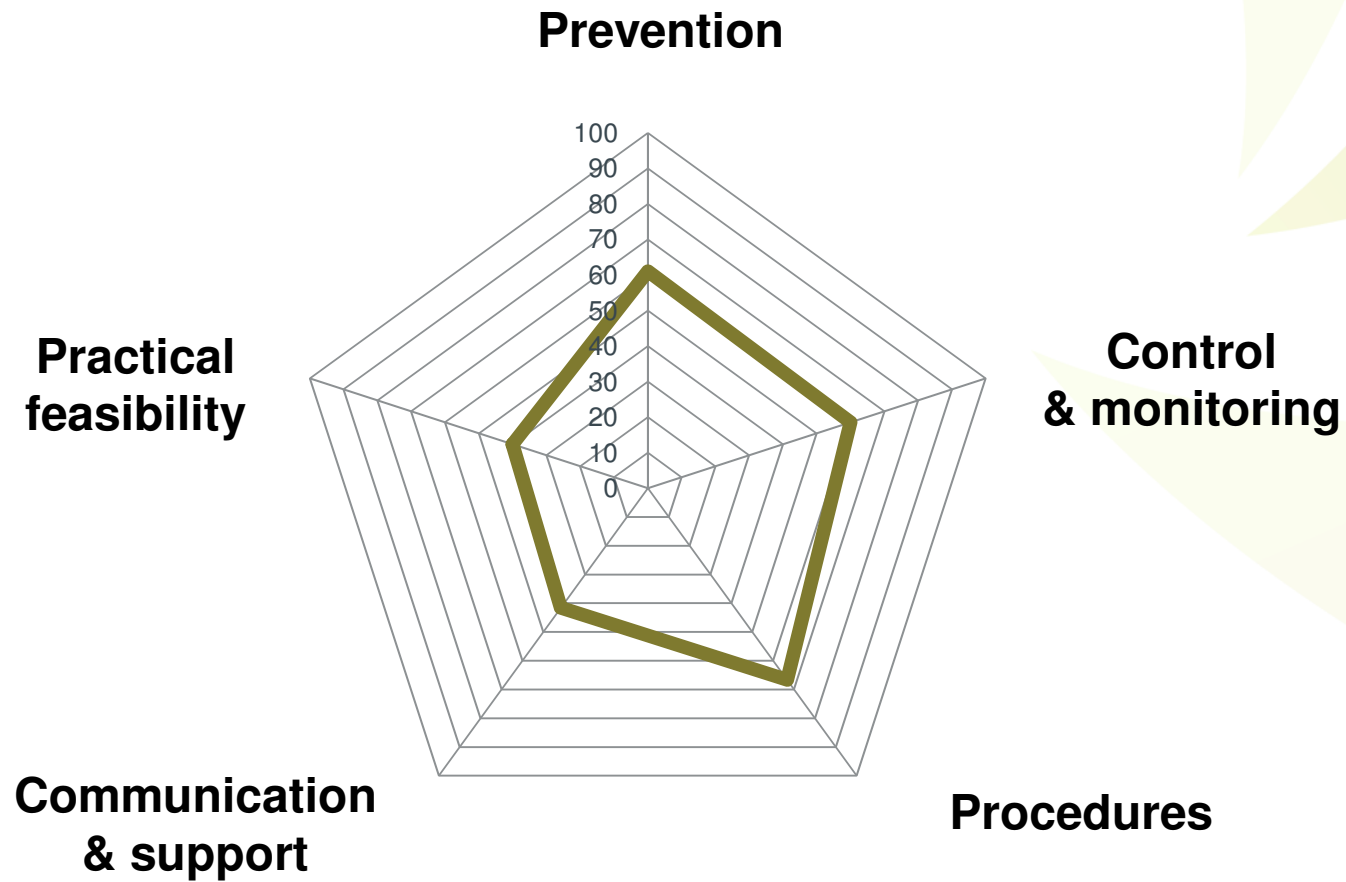
- 0: item not available in the company
- 1: item available, but not up-to-date anymore
- 2: item available and up-to-date

OR: 0: 'no', 1: 'yes'

Prevention	Actual
Is there a psychosocial risk analysis?	Available, but not up to date
Are there preventive measures set up as an answer to the psychosocial risk analysis?	Available and up to date
Is there an ergonomic prevention policy?	Available, but not up to date
Is there a safety prevention policy?	Available and up to date
Is there a health prevention policy?	Not available

Pillars: actual situation

Percentages



Results

Preventive attendance tool

➤ Evaluation of a number of items by:

➤ B) Determining the priority (0-4):

- 0: no priority
- 1: very low priority
- 2: low priority
- 3: high priority
- 4: very high priority

Prevention	Actual	Priority	Owner	Action	Timing
Is there a psychosocial risk analysis?	Available, but not up to date	Very low priority			
Are there preventive measures set up as an answer to the psychosocial risk analysis?	Available and up to date	No priority			
Is there an ergonomic prevention policy?	Available, but not up to date	Low priority			
Is there a safety prevention policy?	Available and up to date	No priority			
Is there a health prevention policy?	Not available	High priority			

Conclusion

- **A lot of companies feel the need to have a preventive attendance policy, however often they have no point of departure**
- **The developed practical tool gives companies a base to develop a preventive attendance policy**
- **Continuous adjustment of the tool is necessary to meet changes in e.g. legislation**

Questions? Remarks?

Just contact ...



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