

Interactive DVD

Sickness and Absence

Brief

This interactive DVD:

- Details short term, less-than-genuine absence
- Examines intermittent absence – a matter of conduct or capability?
- Discusses long term sickness absence

Target Audience

All staff with management responsibility

Course Duration

3 hours

Benefits

Discussion topics include:

- Effective mechanisms to monitor sickness absence
- How to conduct a return to work interview and the benefits of doing so
- Practical strategies to improve employee wellbeing
- The importance of up-to-date medical evidence
- Contractual obligations of sickness absence - impact of permanent health insurance ("PHI"), ill health retirement considerations, holidays entitlement during sick leave
- Communicating during the absence period – appropriate level of contact / harassment issues
- Disability discrimination and reasonable adjustments
- Practical steps to assist long term absent employees to return to the workplace,
- Ill health dismissals

The approach of the Employment Tribunal to sickness absence
