

Absence Management

Guide for Employers

Zurich Life is a leading player in the Group Risk market and for over 30 years has provided both life and disability benefits for thousands of companies and their employees. In addition to managing Group PHI claims, Zurich supports employers on getting their employees back to work safely and quickly through the following three step process:

Early Notification

The sooner we're told about a potential long-term absentee, the sooner we can start working with you and providing support. Notifying us as early as six weeks after an employee has commenced sick leave can help us to assist at an early stage.

Early Intervention

At Zurich, we want to get involved in helping your absent employees make a speedy recovery and get back into the workplace as quickly as possible. With your permission, we can use the expertise of our Chief Medical Officer and various medical specialists to identify, where appropriate, the employees we can assist in aiding a speedy recovery and a successful return to work.

Return to Work

Based on available data, it is known that the vast majority of employees on long term sick leave would benefit from the social interaction and routine that that would get by re-joining the workforce. It is for that reason that we often recommend that employees on sick leave return to work on a graduated basis. We work with employers to put in place bespoke Return to Work plans for their employees.

For example, we can provide rehabilitation and retraining courses to aid their return, with the agreement of the employer.



Zurich Services and Key Benefits for Employers

Services

- Dedicated Zurich Claims Assessor
- Liaison with HR
- Medical examination
- Rehabilitation options
- Back to work plan

Employer Benefits

- Operational cost savings / reduced premiums
- Fewer long-term absentees
- Improvement in productivity
- More engaged workforce
- Funded by Zurich

We hope that this provides you with sufficient information regarding managing sick leave and how Zurich Life can assist you in this regard. We are keen to work with you in order to develop and provide a mutually acceptable process for managing employees on sick leave.

If you have any further queries please do not hesitate in contacting the Claims Department on 01 799 2521.

Zurich Life Assurance plc

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