The cost of work absenteeism to the UK economy is in the region of £10-12 billion annually with the average direct cost of absence each year around £434 per employee.

The costs arise through numerous factors including:
- Additional staff or overtime to make up for lost production
- Inability to provide services
- Reduction in the range or standard of service
- Low morale resulting in low productivity
- Increased demands on the company sick pay scheme
- Increased supervisory time dealing with absence

The scale of the cost of absences is such that even small improvements in health and safety performance may offer greater opportunities for cost control than many of the business areas commonly reviewed for the purpose by management.

A HR department can determine the amount of time 'lost' through sickness absence for a specified period by using the following equation:

\[
\text{Total absence (hrs/days) / possible total (hrs/days) } \times 100.
\]

According to the Chartered Institute of Personnel and Development (CIPD) survey 'Employee Absence: a Survey of Management Policy and Practice' 84% of employers consider that it is possible to reduce their current level of sickness absence. Some absence will be outside of management's control; however, positive preventative measures can go a long way to reducing absence levels.

In recent years a growing number of employers and trade unions have become interested in the provision of additional facilities and the development of education programmes and health policies aimed at improving the general health of employees. Such measures can improve industrial relations, increase productivity, lower absence & accident rates and improve the organisation's public image.

Offering employees free health scans is becoming one of the most popular methods adopted by many UK Human Resources and Occupational Health departments to help reduce long term work absence.

The benefits of health screening

Health screening offers benefits to both employees and companies:

- **Employees**
  - Health screening detects serious health conditions, such as cancer and heart disease, even at an early stage. This means employees can receive effective help immediately - whether it is just changing their lifestyle or taking medication. In general, many employees who undergo a scan have no abnormalities at all which gives them tremendous peace of mind.

- **Companies**
  - Health screening can help organisations to prepare for and perhaps avoid numerous problems. It can significantly reduce long-term work absences, due to illness, by alerting employees to health problems before they become serious. Diminished long-term sickness reduces the need for additional staff, reduces demands on a company's sick pay scheme and reduces the impact on overall company performance.
  - Health screening can also protect employers from the threat of health related litigation cases. By using scanning to establish the health of an employee before he or she begins to work for an organisation, employers can prove that any existing conditions are not a result of company negligence.
  - Annual health checks during employment can alert employees to potential health problems before they become serious and allow occupational health departments to identify and eliminate potential health threats to other employees. Scanning can also prove that employees have a clean bill of health when they leave an organisation, again, reducing the threat of future litigation against the company.

**What kind of health screenings are available?**

Private health insurance, such as BUPA, can offer the provision of a basic health check; however, these do
The early methods pioneers judged that there was “one best method” for carrying out a task and in particular it was F.B. Gilbreth who held and practised this belief. Today the UK MTM Association still practises the concept that there is one best method in the use of resources and from that is derived the most economical time for the job in hand. This takes account of all resources, human, material, machines and workplace layout.

Our name has a specific meaning, in that the concentration upon the best working method and its derivation by a recognised MTM system will provide the best solution in terms of time and therefore cost. Where work is performed that contains a manual input, there will be an MTM system suitable for your needs whether the work is short-cycle and highly repetitive, or is based around small-batch manufacture.

Our approved training courses are conducted only by qualified MTM Instructors. A quick telephone call will determine the validity of either Instructor or analyst qualification where training or contract work is undertaken and advice may be obtained regarding an MTM system suitable for your needs.

Call any of the above to discuss your productivity needs. Our help is only a ‘phone call away.