



# Contain absences

## Framework conditions for efficient staff presence

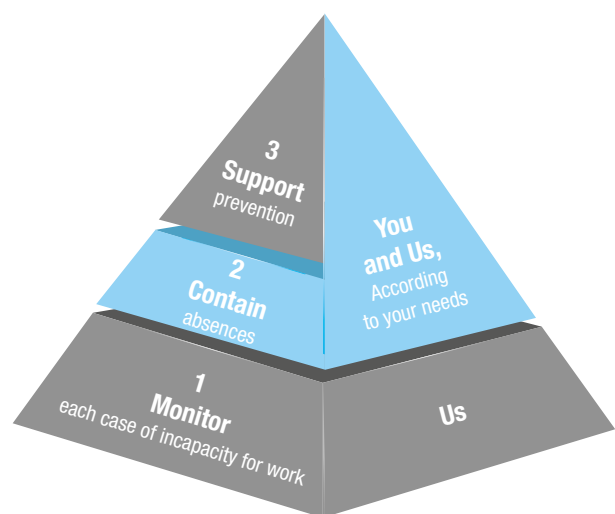
Containing absences and promoting professional reintegration: Groupe Mutuel works by your side to increase staff presence. Benefiting all of your employees, these optional measures are implemented within your company.

### Objectives

- Increase employee presence and performance.
- Increase staff awareness of consequences of absences.
- Train your supervisors to manage staff presence.

### Procedure

- After a first assessment of how absences are managed in your company, our CorporateCare specialists will help you optimise the framework and processes for absence management.
- You choose the measures best suited to your corporate culture.



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Our specialists advise and assist you in implementing measures  
to meet your needs.

Measures	Results
Raising awareness of supervisors regarding absence management	Awareness of the importance of managing absences
Optimisation of your absence management process	Reduction of the number of absences as the procedure will have been clarified by all stakeholders
Advice on how to set up an early detection and professional reintegration policy	Accelerated and productive return to work
Organisation of regular round tables between the employer, Groupe Mutuel and the disability insurance office (AI/IV)	Improved coordination, referral and treatment of complex cases in order to facilitate the return to the workplace
Involvement of a general practitioner who is familiar with your working conditions	Support for job retention or for the professional reintegration of your absent employees by engaging early dialogue with all stakeholders

**In addition, Groupe Mutuel offers, at favourable conditions:**

**«Effective presence» training for first-level managers**

Customised to your corporate culture and processes, this training promotes the introduction of an absence management system and allows managers to create an efficient work atmosphere.

**Follow-up of short-term absences**

Upon request of your HR department, a claims inspector from Groupe Mutuel appointed to visit ill employees will call upon an absent worker during the statutory deadline.

**Your assets as an employer**

- › A close relationship with a competent team at your service
- › Privileged access to our network of health care providers and specialised professionals
- › Relief of administrative duties thanks to our long-standing close relationship with the AI/IV offices
- › Reduced work absences
- › Successful reintegration of long-term absent employees
- › Observed reduction of absence costs up to 25%
- › An approach that positions your company as an attractive and modern employer



**Read more about Contain absences**

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