There is a growing awareness of the toll poor health takes on an employee and the ensuing effect of absenteeism on an organization. Employee absenteeism not only leads to financial loss, but also to direct and indirect costs associated with diminished productivity and/or an inability to deliver a consistent level of service—not to mention a deterioration in employee engagement. In addition, the marked increase in mental health problems and workplace relationship issues has amplified the complexity of absence and return-to-work management.

To obtain tangible, sustainable results in reducing absenteeism (casual absences as well as absences due to an illness or occupational injury), it is important to develop an integrated, comprehensive absence management strategy that is grounded in business objectives and cost control, and that fosters employee engagement and productivity.

The result is an increased focus on the part of employers on absence management. The challenge: most organizations are unaware of or underestimate the real costs of absenteeism. They are unable to determine the scope of absenteeism in their workplace or benchmark themselves against similar employers. That means they are unable to identify and implement solutions that have a positive return on investment.

Aon Hewitt's proactive solution is to focus on preventing absences before they occur. We make it our business to understand what drives absenteeism at your organization, whether they are short-term, long-term or casual instances of recurring absenteeism, or occupational accidents. Our comprehensive consulting approach involves in-depth analysis and transformation of organization-wide attendance/disability management practices.

We’re here to empower results
To learn more about how we can create custom solutions for your organization, please contact us:

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Risk. Reinsurance. Human Resources.
Data-based approach with tangible results

Aon Hewitt's integrated absence management approach takes into account your organization's workers' compensation, disability management and leave management challenges to determine the solution that best meets your needs and objectives. You'll achieve the following:

- A program based on best management practices that will facilitate discussions with your employees and their representatives, if applicable.
- An absence management policy, a clear procedure and a management guide, as well as all the tools required to support program rollout and implementation.
- Recommendations for equitable disability management and access to leading-edge expertise in disability management and employment law, so your organization can make the best possible decisions.
- Measureable cost/benefit in terms of aligning desired program goals and outcomes with benchmarked best practices and opportunities.
- Detailed management reports so that your organization can track the evolution of your situation, take appropriate measures to improve it and evaluate your ROI.

Aon Hewitt has the expertise to help prevent absenteeism and promote employee health and wellness in your organization.

Ancillary Consulting

If your organization requires some fine-tuning and/or support services as opposed to an overhaul of its absence/disability management program, Aon Hewitt also offers a wide range of ancillary services to complement what you already have in place. These services include training/coaching, claims management, health promotion activities, third-party provider management, and performance indicators.

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