

Absence management support from Unum

Sickness absence - whether short or long-term - can be difficult for both the employee and their employer.

While most people naturally return to work, others may struggle to get back into the routine. That's when our Vocational Rehabilitation Consultants (VRCs) can help, offering a wide range of support, guidance and expertise for our Income Protection customers.

Rehab support from the start

Access to our rehabilitation support is available whenever it's needed. If an employee is still at work, but having problems coping, or from day one of absence, we can suggest strategies to help. Employers can refer a problem to us when they or their employee are:

- Unsure about the hours and tasks they can do
- Having trouble or unable to do their full range of duties
- Needing adjustments to their work or workplace
- Showing signs of stress or pain
- Working, but struggling to stay at work
- Off work and needing support to return
- About to return to work after absence

**For support
contact us
01306 646 001
or at [unum.co.uk](https://www.unum.co.uk)**



How can we help

Our VRCs have expertise in a wide range of areas (including occupational therapy, occupational psychology, physiotherapy and nursing) and offer help and support. Based across the UK, our VRCs can work with you no matter where you are.

We also complement good absence management practices, working closely with existing occupational health providers to help prevent short-term problems from becoming a long-term absence.

Each absence is unique. Not all will need full rehabilitation support and some queries can be answered over the phone. Below are the main types of help that we can provide:

Available support	
<p>Employer only</p> <p>For a quick answer to an employer's questions:</p> <ul style="list-style-type: none">- We can provide practical advice without the employee's personal details.- Employers can phone or email us with a query and we aim to offer guidance within 24 hours.	<p>Employer and employee</p> <p>For help supporting a specific employee (with the employee's consent), we can:</p> <ul style="list-style-type: none">- Provide support over the phone following discussions with the employer and employee.



Case management
<p>For more complex cases we can:</p> <ul style="list-style-type: none">- Carry out a consultation either in person or over the phone- Set realistic expectations- Liaise with the employer and healthcare professionals where needed <p>This identifies:</p> <ul style="list-style-type: none">- Any medical, personal or workplace-related barriers preventing a person returning to work- Possible adaptations to the workplace- Gaps between an employee's role and their current capabilities <p>Our expert and experienced VRCs will create a practical return to work plan with regular and consistent support until the agreed goals are achieved.</p>



We also offer:

Training for line managers and HR teams

On-line modules:

- [Stress awareness*](#)
- [Managing sickness absence](#)
- [Cancer in the workplace*](#)
- [Bereavement workshop](#)

On course face-to-face workshops or webinars:

- Managing musculoskeletal disorders and ergonomics*
- Stress awareness and management*
- Sickness absence management
- Returning to work after cancer*
- Cancer in the workplace (created with cancer charity Maggie's)

*CPD Certified



Specialised assessments:

Assessments to support an employee's return to work:

- Functional (physical) capacity assessment
- Psychometric (mental) assessment
- Ergonomic assessment

Dyslexia vocational evaluation - for employees with:

- Difficulties with memory, numeracy or literature (not linked to other conditions)
- Concerns that they may be dyslexic
- Undiagnosed dyslexia or cannot provide evidence of diagnosis even if they have been previously assessed

It includes:

- A face-to-face assessment
- Two psychometric measures
- Spelling, spatial recognition and reading speed test

Our dyslexia support can identify strengths and weaknesses in their role and allows us to recommend how best to support them in the workplace.



Call us **01306 646 001** for more details or to discuss



About Unum

Unum is one of the UK's leading employee benefits providers.

We help employers protect their workers by providing access to financial protection, safeguarding employees from the consequences of serious illness, injury or death. We also provide workplace dental cover as Unum Dental.

At the end of 2015, Unum protected over 1.4 million people in the UK and paid claims of £294 million - representing in excess of £5.5 million a week in benefits to our customers - providing security and peace of mind to individuals and their families.

In the UK, Unum has a financial strength rating of A- (Strong) from Standard & Poor's with a stable outlook.

For more information please visit www.unum.co.uk.

unum.co.uk

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