

# EARLY INTERVENTION SCHEME - EIS

## AN INSURANCE POLICY TO HELP MANAGE EMPLOYEE ABSENTEEISM

EIS, the Miles Smith Early Intervention Scheme, is a unique insurance policy designed to help manage employee absence.

A simple, proven product, EIS provides fast track access to treatment for employees who are absent from work as the result of a physical injury, stress, depression or anxiety, to help promote a speedy recovery and return to work.

### KEY FEATURES

- Only £15.00 (plus IPT) per person
- Simple to purchase
- No GP referral necessary
- Underwritten by Aviva
- Fast track – no need to wait for NHS treatment
- Access to first class treatment after 3 consecutive working days of absence
- Immediate access to treatment after a reported motor accident (i.e. no 3-day waiting period)
- Pre-existing conditions not excluded
- 24/7 cover – absence need not be work related
- Report always provided to the employer at the end of treatment
- Physiotherapy at local and convenient locations and provided by UK wide clinically audited network
- Psychological therapies delivered over the phone
- Return to work advice and preventative exercises prescribed

### KEY BENEFITS

- Early intervention helps to:
  - promote a speedy recovery
  - reduce absence period and overall sickness costs
  - reduce the likelihood of long-term absence
  - reduce the likelihood of injury recurrence
  - increase the likelihood of a full recovery
- Prevents psychological issues caused by long-term absence
- Suspect absenteeism may be reduced due to independent assessment
- Employees feel valued
- Potential to control employer's liability premiums & claims
- Established process and good practice for managing absence

### IMPACT OF EMPLOYEE ABSENCE

- Reduces profitability
- Loss of skilled & valued staff
- Unnecessary recruitment and training costs
- Demotivated colleagues due to increased workloads
- Potential employer's liability claims

### HOW TO CLAIM

- Complete the online claim form on [www.mseis.co.uk](http://www.mseis.co.uk)
- Employee is called within 2 working days for an assessment
- Treatment is arranged, as clinically appropriate
- Report is provided to employer when the case is closed

### POLICY LIMITATIONS

- Does not cover employees with an unmanaged alcohol or drug addiction, a diagnosis of severe personality disorder, a Neurological disorder, Aspergers Syndrome traits or diagnosis, a significant risk of harm to self or others, or those currently accessing other services or secondary care services
- Treatment can only be arranged by us
- Does not cover conditions which occurred within 7 days of inception
- Some conditions may not be fully resolved by the treatment provided under EIS

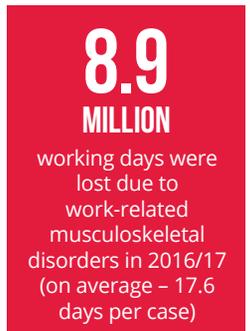
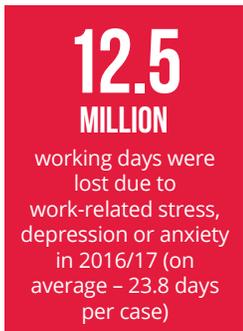
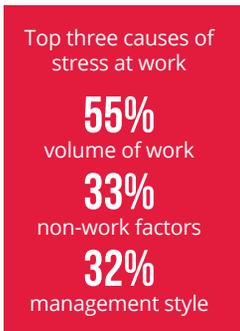
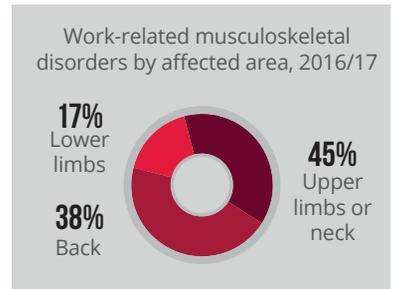
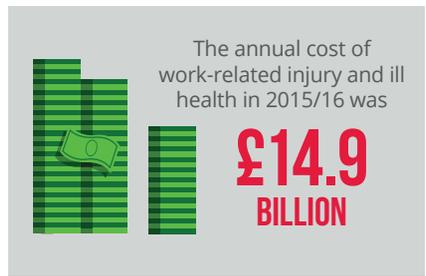
Four of the top five causes of both short-term and long-term absence are stress, musculoskeletal injuries, mental ill health and back pain (CIPD Absence Management Annual Survey 2016), yet treatment for these conditions is frequently regarded as low priority by the NHS and patients can wait for several weeks to receive treatment. **These are all conditions that potentially can be treated under EIS.**

Evidence indicates that early intervention is key to success for both common mental health and musculoskeletal issues, because the longer someone is off sick the less likely they are to return to work. After only six weeks' sickness absence, a person's ability to return to work falls away rapidly, as almost one in five people who reach this point will stay off work sick and eventually leave paid employment.

The majority of people who leave work through ill health do not do so because of severe illness. Most suffer from common health complaints experienced by many of us, like mild to moderate mental health problems, or muscle, joint or back pain. **These are all conditions that potentially can be treated under EIS.**

# EMPLOYEE ABSENCE FACTS & FIGURES

- Only 33% of organisations report they monitor the cost of employee absence
- In 2016/17 around 80% of work-related ill health was due to musculoskeletal disorders, stress, depression or anxiety
- 84% of working days lost due to ill health in 2016/17 were the result of stress, depression or anxiety (49%) and musculoskeletal disorders (35%)



A simple, proven product providing employees with fast track access to first class treatment after 3 consecutive working days of absence, or immediately after a reported motor accident.

Please see below for more information about EIS

Mental health therapies delivered over the phone

**PRE-EXISTING CONDITIONS NOT EXCLUDED**

Report always provided to the employer at the end of treatment

**EMPLOYEES FEEL VALUED**

**FAST TRACK**  
No need to wait for NHS treatment

**24/7 COVER**  
- absence need not be work related

**NO GP REFERRAL NECESSARY**

**PREVENTATIVE EXERCISES PRESCRIBED**

**PHYSIO AT CONVENIENT LOCATIONS**

For further information please visit  
[www.MSEIS.CO.UK](http://www.MSEIS.CO.UK)

Simple to purchase and access, businesses can start the process of managing their employee absence and safety by purchasing EIS

'EIS allows the business to manage absence more efficiently as well as being a supportive and caring employer. This is an excellent service that all companies should operate.'

Zenith Hygiene Group Plc