

COMPANY NAME:



DID YOU KNOW... employee absence cost the UK economy £16.8 billion in 2009, with the average direct cost of absence per employee, per year costing £595, a new record high*.

The following illustration of what sickness absence could cost a business in a year is based on the following assumptions: 130 employees with a salary of £20,000 each; 48 working weeks/240 working days per year

HEALTH CASH PLAN BENEFITS	KEY ASSUMPTION	EXAMPLE COST PER ANNUM	RELEVANT STATISTICS
Dental	10 employees each taking ½ day off = 5 full days @ £83.33	£417	<ul style="list-style-type: none"> 12 million working days are lost each year as a result of staff taking time off work due to dental pain, treatments and check ups, equating to roughly £754 million of associate d costs (Filling the gap in the dental market, Health Insurance Magazine, September 2006) 43% of people have put off visiting the dentist as they were too worried about the cost implications (British Dental Health Foundation 2010) Regular dental check ups can spot more serious health problems that can lead to extended employee absence if undiagnosed
Optical	Eye test cost based on average of £24 x 88 employees	£2,112	<ul style="list-style-type: none"> 25 million people in the UK adult population wear glasses with 3 million wearing contact lenses (Eye Care UK 2010) Eye tests generally cost £17-£30 each* with an average of £24 each** (*NHS April 2010 **The Independent 2009) 56% of employers offer free eye examinations to employees that regularly use a VDU, suggesting many are unaware of their legal responsibilities to do so (The Eye Care Trust Smart Screen Campaign 2010) 75% of the UK population has put off having an eye test due to concerns over cost (Health Insurance Magazine, June 2010) 1.5 million workers have gone absent with eye related illness (RNIB & Accor Services: HR Magazine, June 2010) Regular check ups at the opticians can catch underlying health conditions early, such as blood pressure, diabetes, high cholesterol and even tumours, reducing the risk to employee wellbeing and the potential for increased absence (Health Insurance Magazine, June 2010) This benefit may help a business to meet its obligations under the Health & Safety (Display Screen Equipment) Regulations 1992
Consultation & Therapies	50 days lost	£4,166	<ul style="list-style-type: none"> Consultation benefit gives employees access to appointments with a qualified Consultant within days rather than weeks Musculoskeletal disorders and back pain are one of the most common causes of both long and short term absence (CBI 2010) In 2009, an estimated 9.3 million working days (full-day equivalent) were lost through work related musculoskeletal disorders caused or made worse by work. On average, each person suffering took an estimated 17.2 days off in that 12 month period. This equates to an annual loss of 0.39 days per worker (Labour Force Survey 08/09)
Stress Management	30 days lost	£2,500	<ul style="list-style-type: none"> 11.4 million working days were lost in 2008/09 as a result of self-reported, work related stress, depression or anxiety (CBI Absence Survey 2010) £25 billion is lost due to mental health absences in UK workplace (CBI Absence Survey 2010)
Employment Health Risk Assessment			<ul style="list-style-type: none"> Help to safeguard the health and well being of both the workforce and business
Employee Services			<ul style="list-style-type: none"> A range of valuable employer services, designed to support business and give employers overall peace of mind
		SPEND = £9,195	

INTRODUCING THE FORESIGHT HEALTHCARE PLAN COULD HELP YOUR ORGANISATION...	EXAMPLE COST	
<ul style="list-style-type: none"> Reduce absenteeism and related costs Recruit and retain staff Improve staff morale, motivation and productivity Lower the risk of stress and musculoskeletal related litigation in conjunction with a robust stress policy and line manager training As an integral part of your Health and Safety policy Provide a valuable employee benefit package Encourage proactive employee healthcare Understand the key health issues in your workforce 	£6,760	<ul style="list-style-type: none"> £1 per employee, per week = £52 per employee, per year £52 x 130 employees = £6,760 per year Employees could claim up to £595 cash back per benefit year Cash benefits are supported by 'peace of mind' benefits P11D - 20% tax payable on a £1 per week plan = £10.40 per year* <p>* Basic rate employee, no other credits (e.g. child credits applicable etc, earning above normal standard person tax allowance). This is for illustration purposes only and does not constitute tax advice. It has not been authorised by HMRC and should only be used as a rough guide. Westfield Health takes no responsibility for any action taken based on this illustration. If in doubt, a tax advisor should be consulted.</p>

What could introducing Level 1 of the Foresight Healthcare Plan cost you? Number of Employees to be covered **X £52 per year =**

*CBI: ABSENCE & WORKPLACE HEALTH SURVEY 2010