



Welcome to the FastPulse newsletter.

FastPulse Wellness Solutions designs and implements wellness programs to suit company requirements.

These solutions encompass:

- Lifestyle management
- Health monitoring
- Wellness education
- Primary health
- Occupational health care
- Employee assistance in matters relating to trauma, family and financial issues.

A lifestyle management programme is an intervention designed to promote positive lifestyle and behaviour change and is widely used in the field of health & wellness solutions.

Lifestyle Management Programs can impact employees in these areas:

- Reduce health risks
- Reduce medical and healthcare costs
- Improve productivity
- Reduce absenteeism
- Reduce the incidence and severity of chronic health conditions.

The definition of Absenteeism is the practice of regularly staying away from work.

ABSENTEEISM IN SOUTH AFRICA

Traditionally, absenteeism was viewed as an indicator of poor individual performance and a break of a contract between employee and employer. More recently, absenteeism has increasingly been viewed as an indicator of psychological, medical or social adjustment to work.

Absenteeism can be classified into two categories:

Voluntary/planned

annual, study, training, maternity etc.

Involuntary/unplanned

sick, AWOL, family responsibility etc.

Reasons for South Africa's high absenteeism levels include:

- Bad staff morale and discipline
- Poor management
- Inadequate remuneration
- Poor working conditions

Managing absenteeism is essential and many interventions exist of which the following are examples:

- Proper record keeping of absences from work
- Return to work interviews
- Early action against employees who contravene rules
- Change management style
- Co-worker relationship management
- Provision of incentives
- Development of an attendance policy

- **Most South African companies have an overall absenteeism rate of between 3.5% and 6%.**
- **14.08% of total sick absenteeism incidents are related to influenza. (males and females)**
- **7.14% of total incidents relate to back pain and back symptom complaints.**
- **Second highest reason for sick leave amongst males was lower back pain.**
- **Second highest reason for sick leave amongst females was acute bronchitis.**
- **6.09% of the total sick leave incidents relate to gastroenteritis each year.**
- **3,4% of all sick leave incidents were due to psychological illness such as stress, depression and anxiety.**

