



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.**

