

Absence

Andy has worked for you for over five years. He is responsible for his own workload but also line manages a team of three providing technical support to your workforce. He brought a range of skills and experience into the business and has also accessed various courses including some external training paid for by your company.

Over the last six months he had appeared tired, reported poor sleeping and on occasion had 'over-reacted' to requests to take forward a new piece of work. Other staff had commented that his team have been less helpful than in the past.

Just over three weeks ago he spoke to his line manager about feeling stressed and then on the following Monday called in sick. He has been signed off with stress-related anxiety and you are waiting to hear when he will return to work.

Andy has expertise and knowledge that you value. You have invested in him through training. He leads a team whose work supports the business as a whole.

Things to consider

Andy wants to return to work but he is anxious about how he'll manage. You want him to return to work but need to know that he won't be going off again in a hurry.

- ❖ Have you been overloading him?
- ❖ What messages is his absence sending to his team and the rest of your workforce?
- ❖ What can you put in place to demonstrate support and to ensure he can continue to be productive?

What services could resolve provide to you?

A **one-off consultation** to explore how you will support him in the workplace and the implications for your business.

An **employee wellbeing consultancy package** for Andy which is designed to help him address the impact of stress and increase his confidence within the workplace. By accessing the package for Andy you provide him with support that is confidential and personalised. You also demonstrate to him and the rest of your workforce that you are a caring employer.