

Presenteeism

Jenny has worked for your organisation for just over two years. She is a lively member of the staff team and she has a habit of giving a running commentary on the day to day life of the workplace.

A year ago in an attempt to protect your margins there was a recruitment freeze and when two members of staff left they were not replaced. Everyone had to adjust but it is clear to you that in some aspects of the work things are a bit more rushed than you would like. However, there have also been quieter periods with less overlap between contracts. There has been some anxiety expressed by all the staff at the pace of business and concerns raised about job security. You have tried to reassure staff but the truth is you do not know what next year will look like and are certainly not going to be recruiting anytime soon.

Jenny is never off sick, even turning up when she's full of cold and she is often still there after your official 'clocking off time'. However, you have overheard her colleagues asking her repeatedly for her bit of the work and other grumblings.

What services could resolve provide to you?

- ❖ A **one-off consultation** to identify with you the impact of 'presenteeism' on your workplace and your business and to consider solutions.
- ❖ A **reflective practice** session delivered to you and your staff team to review the pressures of the past year and to support future planning.
- ❖ A **resolve employee wellbeing consultancy package** for Jenny designed to help her to recognise and address her behaviour and increase her productivity in the workplace.