

## SO, WHY CHOOSE ORGANIZATIONAL SOLUTIONS INC.?

### There are many great reasons why our clients have such a high regard for Organizational Solutions Inc.'s Attendance Management services.

For the large majority of employees, absenteeism is legitimate, innocent absenteeism (employees who are absent for reasons beyond their control; like sickness and injury) which occurs infrequently.

accountability and address culpable absenteeism with a fair and consistent method.

OSI manages absenteeism, preventing it becoming widespread in the workplace while supporting healthy workplace relations. This improves efficiency, productivity and reduces cost for Employers.

Our team continually goes above and beyond for our clients. As a client-centric organization our highly qualified and trained staff respect and value the professional relationship we have with every single client in our team

Absence  
Management  
programs  
increase  
employee

## WHAT TO DO NOW.

**Please give us a call or send us an email. Our friendly, informative sales team will be delighted to speak with you about how we can achieve incredible results for your business.**

Let us set up a personal presentation for you or your team, showing you in-depth insight into our process and results. We will show you the proven methods we use to manage absenteeism and how It can save you time and address your challenges.

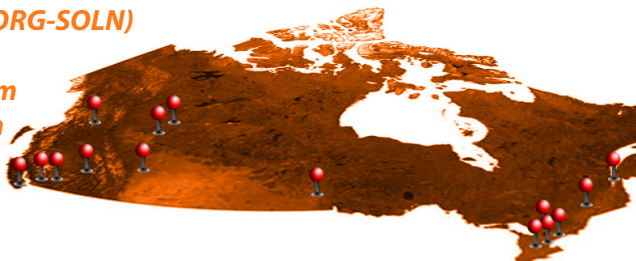
We look forward to hearing from you and hope you will consider joining our continuously growing team of delighted and respected clients today.

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ORGANIZATIONAL SOLUTIONS INC.  
SOLUTIONS ORGANISATIONNELLES INC.

**"The RIGHT care, at the RIGHT time,  
for the RIGHT outcome ☺."**



**How our Attendance Management program  
saves cost and boosts productivity.**

Find out how a proactive attendance management program  
can have incredible benefits for your company...

# ATTENDANCE MANAGEMENT

# 4

## GREAT REASONS WHY OUR CLIENTS VALUE OUR ATTENDANCE MANAGEMENT IN THEIR WORKPLACES.

- 1 When an absence occurs, Organizational Solutions Inc. will ensure strategies are in place to address the absence in a way that supports healthy workplace relations.
- 2 We will ensure your policies and procedures meet the case law requirements while supporting the rights of employers to establish attendance management protocols.
- 3 Management of legitimate absenteeism from a company specialising in Disability Management, Short Term Disability, and Workers' Compensation. Policies and procedures will also be put into place to address culpable (deliberate and/or intentional ) absenteeism.
- 4 Visibility of our program to aid the morale and retention of your employees.

## ABOUT ORGANIZATIONAL SOLUTIONS INC.

**Organizational Solutions Inc. (OSI)** is a national, leading Care Management company, assisting your employees with illness or injury when they are absent from their job.

The establishment of an Attendance Management and Support Program can assist in clearly defining an organization's position on attendance and how they will manage it.

Positive attendance expectations are good for morale and improve workplace health.

**Organizational Solutions Inc.** can also contact the employee as soon as they become absent to assist in recovery and help with their return to work. An outstanding **Care Management** approach works by providing: *"the RIGHT care, at the RIGHT time, for the RIGHT outcome ©."*

**Our services are ability and capability focused. Our goal is to return your employees safely back into their jobs or (on occasion) to appropriate roles within your company.**

Employers have a right to expect employees to attend work and are entitled to take a course of action that will ensure organizational efficiency.



## BENEFITS OF AN OSI ATTENDANCE MANAGEMENT PROGRAM INCLUDE:

- Improved efficiency
- Legally defensible policies and procedures
- Reduced absenteeism costs
- Improved health and well being for your workforce



## THE COST OF ABSENTEEISM .



According to the Conference Board of Canada, absenteeism in the workplace can cost the Canadian economy up to \$37 billion per year when absent workers plus indirect expenses, such as lost productivity or the cost of replacement workers, are factored in.

The vast majority of absences are due to genuine employee illness and disability (physical and mental), Organizational Solutions Inc.'s core business manages these through our Disability Management Services.

Reasons for culpable absenteeism are varied and can include causes stemming from poor relationships with management, organizational culture, and / or ineffective attendance management policies and practices.