

Absence Management Solutions

Reduce Exposure Risks Through AMS Assessment

HR Now! AMS assessments provides recommendations to address critical issues related to employee Absence and Turnover that can standardize and simplify administration of FMLA/LOA to assure compliance with FMLA and provide effective long-term solutions for reducing the labor, benefits and productivity costs associated with absenteeism.

Absence Management Assessment Overview

- Conduct pilot assessment of absence management processes and HR policies

Objectives

- Review internal data, policies and processes
- Assess results and recommend solutions
- Identify and report hot spots and immediate issues
- Validate compliance, consistency and costs

Phased Approach

- Phase I: Data gathering
- Phase II: Assess and validate the problem
- Phase III: Solidify findings and recommend solutions

Risk & Issues

- Data Gathering
- Inconsistent Process & Procedures
- High Turnover
- AAP/EEO Compliance

Absence Management Solutions

Increases productivity by proactively managing the FMLA /LOA

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Builds process internal and external controls and measurement

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Reduces abuse

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