



## A personalised reintegration



## Have you ever wondered where you would be without your staff?

They truly are the heart of your business. If they aren't there, for reasons such as extended sick leave, this is sure to have an impact. That's why AG Insurance wants to help.

### Positive reintegration

You arrange income care insurance for your employees. This shows them that, as an employer, you won't leave them out in the cold if they are unable to work for an extended period due to sickness or accident. In return, AG Insurance helps you by ensuring that your employees can get back to work quickly.

We offer your absent staff member a **free reintegration programme** for stress-related conditions. In our performed-oriented society, in which **burnout and depression** are increasingly taking their toll, your employees are at greater risk of being out of action for an extended period.

Thanks to our reintegration programme, your staff member immediately gets **exactly the care he/she needs** in order to resume work.

Burnout and depression  
are the diseases of  
modern society

## Targeted reintegration assistance based on objectives

### Social problem

In recent years, a record number of employees have been affected by **long-term occupational incapacity**. Burnout syndrome and depression are particularly prevalent. Not surprisingly, they are called the diseases of modern society.

With **stress-related conditions**, it is important to offer your employee the right medical or psychological support as quickly as possible. These disorders also require **a personal approach**, which takes account of the needs and feelings of your absent employee.

### Win-win

AG Insurance's reintegration programme **increases the likelihood** that your employee will be able **to return to work quickly**. This is important not only for your business, but also for the individual staff member: the longer anyone is stuck at home without any social interaction with colleagues, the higher the barrier to returning to the work environment. In 50% of cases, somebody who is absent for 3 to 6 months returns to the same employer. **If the period of absence lasts for more than a year, the likelihood of returning falls to 10%.**

**So enabling a swift return to work is a win-win for you and your employee!**

## How does the reintegration programme work?

The reintegration programme offered by AG Insurance is a fast response process. With the help of **qualified external partners**, specialised in treating stress-related conditions, we have one aim: to offer your employee the right support.

The reintegration programme is always **designed in consultation with your employee**, running through various stages:

### Diagnosis and start of process

Our medical department manages and evaluates your absent employee's file, and **assesses the required reintegration programme**. Based on this, the file is forwarded to our experts in stress-related conditions.

Our partners then meet with your staff member to work out a **tailor-made process** together. First, the diagnosis is

considered, as well as possible actions that your employee may have already taken and the expected progression of the illness.

### Personal support

Following the diagnosis and prognosis, the reintegration programme gets underway. For this, we bring in genuine **experts** who take care of every aspect of the support provided for your employee. The process involves a **number of phases**, depending on his/her needs..

#### ■ 1. Recovery and stabilisation

Your employee must, first and foremost, **rest** and take a break from all pressures. This usually involves a combination of psychotherapy, relaxation therapy & exercise.

80% of staff members  
who have been off work for  
more than 6 weeks request  
reintegration assistance



## ■ 2. Reactivation

During this phase, the emphasis is on **analysing the personality profile**. The employee's strengths and vulnerabilities are assessed, and factors which boost or sap his or her energy are identified. Next, an **action plan** is drawn up covering communication [assertiveness and awareness of non-verbal communication], setting boundaries and dealing with criticism.

## ■ 3. Return to work

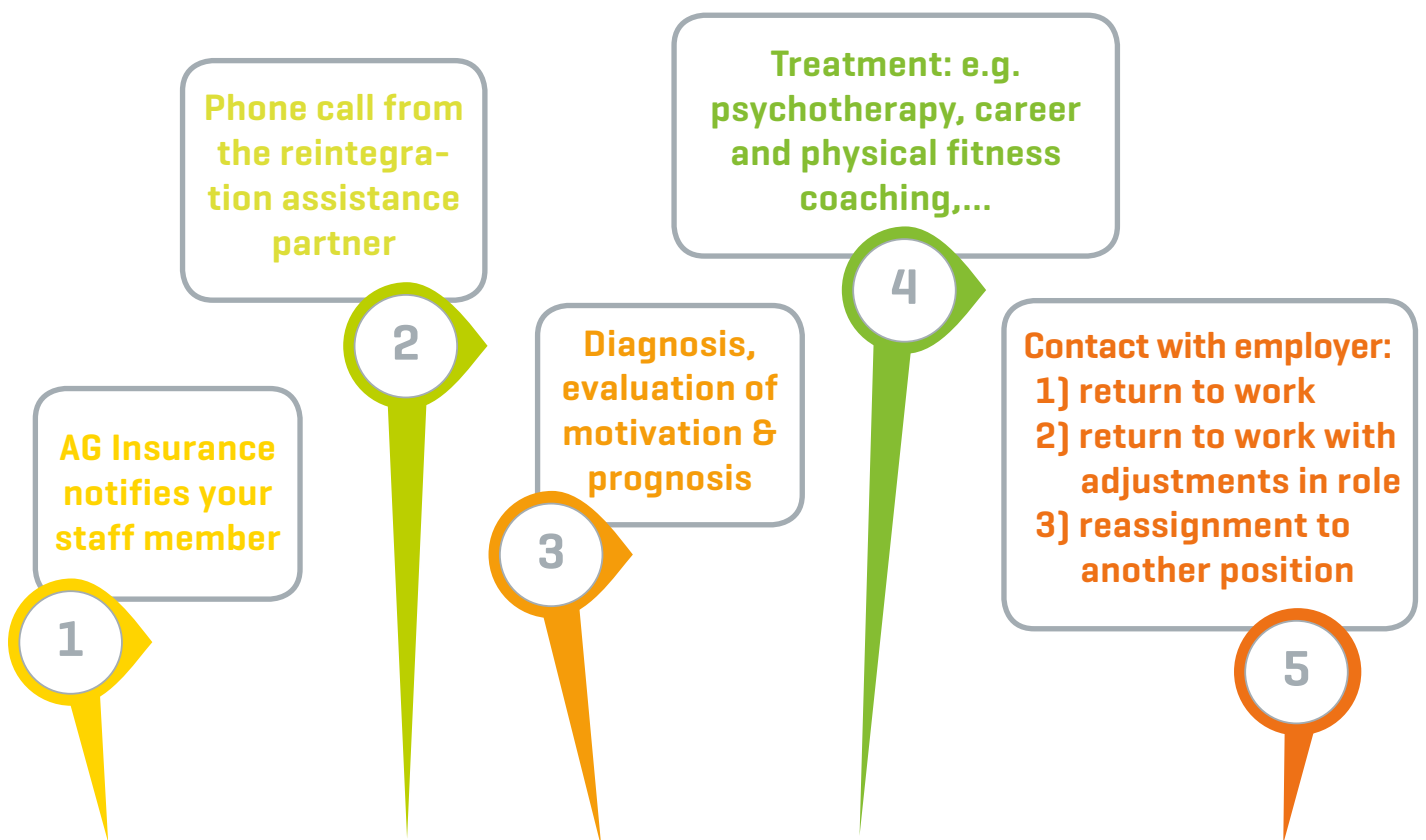
If our specialised partners feel that he or she is ready to resume work, they will discuss with you **how best to support your employee's return-to-work**.

Can your employee return to the same role, or are adjustments to his or her duties required? Can he or she immediately resume full-time work or is part-time work a better option? These questions are discussed with you and your employee, so that your employee can **make a fresh start in the best possible circumstances**.

## ■ 4. Follow-up

This phase is designed to **avoid any relapse** and equip the employee to deal with future stimuli or events that cause stress.

## An overview of the reintegration programme



# The benefits in a nutshell

## Benefits for your employee

- **Quick and easy access** to specialist care.
- Getting back to work quickly is in the employee's **best interest**:
  - Absenteeism is bad for health. Exercise and social contact **promote the recovery process**.
  - Work provides **structure, identity and self-actualisation**. It gives insight and awareness of one's own behaviours and amassed skills.
- **Personal support and treatment**.
- **Lowers the barriers to returning** to work or reassignment to another role.

## Benefits for your business

- **Fast response process**:
  - With the involvement of **accredited experts** in stress-related conditions.
  - Approach involving an external partner, with an understanding of the disorder [and **respect for your employee's privacy**].
- **Free service** that enables you:
  - to respond to **social trends**.
  - to offer a solution that is **in line with legal trends and statutory requirements**.
- **Limit indirect costs** such as lower productivity, negative impact on colleagues who have to pick up the slack, outsourcing costs, administrative costs, etc.
- Consistent with **your social and human values**:
  - Care and concern for a staff member in need;
  - Social climate;
  - Image.

If you would like to know more about this reintegration programme for your employees,

get in touch with your AG Insurance sales advisor today.

