

Workplace Adjustments, the impact & ROI

Data Study for: **Lloyds Banking Group**

Period of study referrals: **2013 - 2015**

Number of employees: **approximately 82,000**

Number of referrals resulting in intervention: **16,000 (roughly 1 in 5 of the workforce)**

How much is reducing your condition related absence bill by 90% worth to you?

BEFORE WORKPLACE ADJUSTMENT INTERVENTION

4000 people had a total of 133,000 days absence due to disabilities/health condition this was calculated to be 1.62 days per person per year across the workforce.

Cost of condition related absence for the entire workforce

= £125 average salary cost per day x 133,000 days = **£16.62M**

AFTER WORKPLACE ADJUSTMENT INTERVENTION

We further analysed 800 employees absence due to disabilities/health condition after intervention / workplace adjustment.

Total cost of the 800 absenteeism **BEFORE** workplace adjustment intervention

= £125 x 9,700 days = **£1.21M**

Total cost of the 800 absenteeism **AFTER** workplace adjustment intervention

= £125 x 850 days = **£106K**

Cost saving of **£1.1M**

Resulting in a condition related absence reduction of **91%**

COST OF INTERVENTION

800 employees x av.cost of WPA £670 per person = **£536,000**

ROI = 2x