

SUPPORT THE RETURN TO WORK OF AN EMPLOYEE AFTER AN EXTENDED LEAVE OF ABSENCE

Company name : Work2Care

Activity sector : Autres activités de services

Company category : Fondation, Association, ONG

Description of the action

- Raise awareness about the impact on supporting the return to work after an extended leave
- Provide training to manager, HR or teams to know how to be best prepared in case of extended leave, during and upon return
- Support HR in setting up adequate policies and transparent communication

Context

With the number of burnout, cancer or chronic illness arising but also maternity/ paternity leave, companies are facing a real challenge of managing their employees on leave. Are they prepared to face the absence and ready to welcome back their employees?

Objectives

Have a sustainable return for the employee returning but also for the team and manager to be able to maintain a balance between health, engagement and trust.

Approach

Provide individual and collective support in preparing the return to work but also supporting the companies to best support their managers and team while the absence of the employee.

Impact

Supported employees and managers will be able to manage the return by adjusting the task, level of team coverage and using the flex work arrangement to ensure a sustainable return and a work/life balance.

« To do »

- Support the returning employee
 - Prepare the team and manager for the return
 - Promote communication during the extended leave
- An external point of contact helps in this situation.

« Not to do »

- No communication with impacted employee, managers and team
- Avoid bias and misjudgement on the extended leave as tomorrow any employees could be facing such a leave.