



vocational rehabilitation

from ICAS, Europe's leading EAP provider

ICAS provides a comprehensive service for managing complex or long term absence. Working through international and locally derived experience combined with expertise in evidence-based vocational rehabilitation, ICAS ensures safe and sustainable return to work outcomes.

ICAS has demonstrated skills, knowledge and experience in the early identification, assessment and management of issues which cause absence, including both psychological responses to physical ill health as well as mental health issues. ICAS Return to Work Services restore capacity for work, whether the loss of functioning is physical, psychological or a combination of both. Through a national and international network of rehabilitation consultants, ICAS also provides specialist services in the area of physiotherapy, occupational therapy, ergonomics and occupational health.

ICAS - expertise in resolving the uncertainty of sickness absence

"ICAS provides our employees with expert assistance and advice available from a simple phone call."

British Airways



What is ICAS Vocational Rehabilitation?

Each programme is designed to provide the client organisation with qualitative feedback and strategic recommendations based on detailed analysis of utilisation. Programme features typically include:

- A co-ordinated intensive return-to-work strategy
- Comprehensive assessment of the psychological and physical barriers to return to work
- Engagement of all key players, including medical practitioners, Human Resources, Occupational Health and line managers in a workplace-based outcome driven programme
- Case management proficiency to manage costs and outcomes
- Methodology that challenges the medical model
- Early intervention to increase the probability of a successful return to work
- Expertise in working with mental health and behavioural aspects of absence
- Innovation and partnership
- Evidence-based practice
- Integrated management information

Why use ICAS Return to Work Services?

- 89% return to work rate
- The average absence after ICAS intervention is less than four weeks
- 12:1 cost benefit ratio: for every pound spent on vocational rehabilitation/return to work services, £12 saved (HSE Managing Absence 2004)
- Rapid intervention with clear ground rules for all
- Rigorous and efficient assessment to get expectations clear
- Straightforward steps for Occupational Health and Human Resources to get your employee back to work quickly and safely
- Dramatic impact on business performance
- Assists in compliance with Disability Discrimination Act

"We are delighted with the fast response and excellent services provided by ICAS."

QinetiQ

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