



EARLY INTERVENTION SCHEME - EIS

HELPING YOU MANAGE ABSENTEEISM

If physical injuries, stress, depression or anxiety are causes of your staff absence then EIS, our unique insurance policy, is for you - fast track access to treatment

EIS is a simple, proven product providing the staff of schools and colleges of any size with access to first class physiotherapy or mental ill health therapy after 3 consecutive working days of absence or immediately after a reported motor accident



IMPACT OF STAFF ABSENCE ON YOUR SCHOOL/COLLEGE

- Increased costs
- Loss of skilled & valued staff
- Time spent recruiting replacements
- Increases the risk of incurring employers' liability claims



KEY BENEFITS

- Promotes speedy recovery
- Suspect absenteeism may be reduced due to independent assessment
- Reduces likelihood of long-term absence
- Staff feels valued
- Potential to control employers' liability premiums/claims
- Established process & good practice for managing absence



KEY FEATURES

- No GP referral necessary
- Fast track - no need to wait for NHS treatment
- Pre-existing conditions not excluded
- 24/7 cover - absence need not be work related
- Report always provided to the school or college
- Physio at convenient locations & provided by UK wide clinically audited network
- Mental health therapies delivered over the phone
- Return to work advice & preventative exercises prescribed
- Simple to purchase and access, start the process of managing your staff absence and purchase EIS



HOW TO CLAIM

- Complete appropriate claim form on www.mseis.co.uk
- Staff member contacted within 2 working days to assess their needs & arrange treatment as clinically appropriate
- Report provided when case closed

 MILES SMITH INSURANCE SOLUTIONS

For further information on the MSIS Education Scheme, please visit our website or contact one of the education team.

Telephone: 020 7977 4800 | Email: education@milessmith.co.uk

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HOW TO STAY PHYSICALLY AND MENTALLY HEALTHY WHEN STRESSED

Increasing class sizes, poor student motivation and a variety of other stressors that come with working in an education environment can be a lot to handle. If you don't take steps to counteract the stress, these job-related stressors can lead to health problems, injuries and job failure. Fortunately, there are many ways you can fight stress on the job.



COMMON STRESSORS

Though each individual is different, there are several instances that can trigger undue stress at work:

- Unruly or unmotivated students
- Heavy workloads and long working hours
- Conflicts within your department or with parents
- Large curriculum to teach
- Work/life balance troubles
- High-stakes assessment testing



EARLY SYMPTOMS

Look out for early symptoms of stress and take steps to relieve it quickly. With time, these symptoms can develop into more serious health complications, such as heart problems, depression and anxiety. Be wary of the following stress symptoms:

- Insomnia
- Low morale or low self esteem
- Short temper
- Headaches
- Upset stomach
- Sore back
- Job dissatisfaction
- Difficulty concentrating
- Increased errors



ABSENCE FACTS

GENERAL FACTS*

- Unmanaged short-term absence can lead to long-term absence
- Approximately 46% of absence is due to physical injury, stress, anxiety and depression

IN 2014-15 ACADEMIC YEAR**

- 56% of teachers had at least one period of sickness absence
- 2.22 million teacher sickness days
- Average number of days lost was 7.6 per absent teacher

SURVEY OF 3,500 MEMBERS OF THE NASUWT TEACHING UNION***

- 83% had reported workplace stress
- 67% said their job has adversely impacted their mental or physical health
- Almost half of respondents reported they had seen a doctor because of work-related mental or physical health problems

*CBI -Fit for purpose absence and workplace health survey 2013
** Department of Education - School Workforce in England: November 2015
*** BBC News report - March 2015

HOW TO COMBAT STRESS

With determination, you can successfully reduce stress and rid yourself of the negative symptoms that come with it.

- Prioritise your curriculum, make realistic lesson plans and know your own strengths and weaknesses
- Use other teachers as resources
- Resolve conflicts with students, parents or within your department quickly. Before they arise, plan your method of calmly dealing with them
- Stay healthy physically. Exercise regularly, even if only for a few minutes. Eat well each day. Try to sleep at least eight hours each night
- Make time for family and friends. Spending time with those you love will help you unwind and gain stability
- Escape through hobbies, interests and passions