

## Case Study.

Leading automotive  
manufacturer.

Germany.

Manufacturing.

# Reducing absenteeism with Psychosocial Risk Assessment

## Context

The client recorded a significant increase in the number of absenteeism days and has been trying various analyses and improvement measures to reduce the sickness rate on site, which is an average of 5.7 days or 2.3% above the industry comparison. The high rate of absence was identified as an additional stress factor for the organisation, but also a challenge to be mastered.

## Challenge

The employees overall performance suffered from lack of staff, pressure to perform and increased workload. The number of employees per leader was very high and roles and responsibilities were not clear. There were no clear recruitment criteria implemented.

## Solution

dss+ conducted a Dynamic Assessment including psychosocial stress factor analysis to bring light into the stressors at site. dss+ also supported the organisation in improving its personnel management and expanding and transmitting a holistic approach throughout the organisation. This included the review of career and training opportunities, jobrotations, organisational planning, implementing routines such as performance board discussions, safety and health improvement circles, Safety & Health Walks.

*"Many employees seriously discuss safety with their managers and even help managers improve their dialogue techniques."*

**Safety delegate**

# dss+

Protect. Transform. Sustain.



## Assignment

Reduce LTI and absenteeism rates and improve psychological safety culture



## Offering

dss+ Dynamic Assessment including psychosocial risk factor analysis, development of roadmap and structured implementation approach



## Impact

- 1.5m€ total annual savings from reduced absenteeism days
- Severity rate dropped by 25%
- LTI rate reduced by 30%
- German site is now considered as benchmark for best practice sharing

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