

Quick Impact and Savings Guide

Contents:

- Client benefit case study examples
- Impact and savings examples

Client benefit case study examples

Apart from legal compliance, CSR and brand benefits, ClearTalents clients also enjoy very significant cost savings.

Here are some examples of advantages experienced by clients using the combined solution; ClearTalents In Recruitment and ClearTalents At Work.

Reduces Sickness Absence levels

All clients experience a significant and sustained reduction in sickness after implementing ClearTalents.

Case study:

Employee population: **6,000+**

Sector: Science and Industry, Government Contracting and Consulting and Technical Product Development

Pre Clear Talents At Work levels per employee: **5.6 days**

One-year post implementation: **4.5 days**

Savings: **£3.4m pa**

ROI: 3,000+%

Display Screen Equipment (DSE) evaluation included as standard

"In Year One, Clear Talents At Work has replaced our Cardinus DSE assessment system resulting in five figure savings"

Case study:

Employer Population: **2,350**

Sector: Engineering and Infrastructure

DSE Assessment: **7%** of Desktop Screen Equipment users need some form of adjustment to their working environment

Result: Volume related purchasing power for certain equipment, higher levels of employee engagement and improved satisfaction ratings

Highlights and manages health and safety issues

“ClearTalents helped us identify and locate repeated occurrence of back pain issues for certain types of employees”

Case study:

Problem: Type of chairs in use in certain offices and by role types

Solution: Purchase 1,000 chairs with huge volume discount (60% cheaper)

Result: **Reduced sickness absence** for **960+** employees by as much as **2 days per year**

Engages employees more fully

Valued Employees will stay longer and perform better. Clear Talents has high levels of engagement.

Case Study:

Employee Population: **1,000** (UK)

Sector: Specialist Insurance and Reinsurance

Clear Talents At Work users in one year: 879

% Engagement in wellbeing programme: **96.5%**

Escalates cases to Occupational Health or external assessment where needed

ClearTalents provides customisable escalation paths to internal and external experts.

Case Study:

Employee Population: 1,840

Sector: Engineering

% Employees needing specialist assessment: **9.7%**

Employees with all adjustment needs met after 4 months: 104

Impact and Savings Examples

Above are specific case studies of the benefits experienced by individual organisations using ClearTalents.

Below we provide two examples derived from a model we use to give prospective clients an idea of expected impact and savings. It uses data derived from the average impact across all ClearTalents clients.

Please ask us for a specific estimate based upon the exact size of your organisation.

Impact and savings example: 250 employees

Basic Information:

Number of employees		250
Average Employee Salary	£	29,105
Days lost to sickness		6.0
Employee Tribunals/Compromise Agreements		0.25
Average settlement cost	£	38,752
Early retirements on work related Health issues		0.125
Average settlement cost	£	160,000
Overall annual impact of ClearTalents to your business	£	27,188

Impact and savings example: 10,000 employees

Basic Information:

Number of employees		10,000
Average Employee Salary	£	34,401
Days lost to sickness		6.0
Employee Tribunals/Compromise Agreements		10
Average settlement cost	£	38,752
Early retirements on work related Health issues		5
Average settlement cost	£	160,000
Overall annual impact of ClearTalents to your business	£	1,159,745