

Reducing lost time in 2026

What today's leaders need to know

A practical checklist for HR and safety leaders

Based on our 25+ years of experience partnering with employers, we've created this curated checklist to help employers identify actionable ways to keep employees healthier, focused and on the job.

1. Address health issues before they escalate.

- Encourage regular primary care visits to manage health concerns early.
- Promote preventive screenings and chronic condition management.
- Provide fast access to care to reduce unnecessary sick days.

Why it matters: We'll help your employees receive fast, expert treatment — allowing them to feel better and return to work faster.

Partners of Novant Health Employer Solutions consistently achieve a lost-time incident rate of less than 1%, driven by dedicated clinics with specialized expertise in occupational injury care.

2. Reduce absenteeism and presenteeism.

- Offer same-day or next-day appointments for common health needs.
- Provide virtual care options to avoid full-day absences.
- Support mental health to reduce burnout-related productivity loss.
- Encourage employees to seek care early instead of “working through” illness.

Why it matters: When employees show up sick to work, it often costs employers more than absenteeism.¹

With access to Novant Health's connected system of care, employees have 24/7 seamless access and support they need at their fingertips.

3. Improve access to convenient care.

- Provide care locations near where employees live or work.
- Offer extended hours or virtual visits outside the workday.
- Simplify appointment scheduling and referrals.
- Reduce time spent navigating the healthcare system.

Why it matters: Easier access to care means less time away from work.²

Backed by an expansive network of clinicians and locations as well as dedicated occupational medicine clinics, Novant Health delivers expert, workplace-focused care with efficient turnaround times of under 60 minutes — helping reduce disruption and time away from work.

4. Support a healthier, more resilient workforce.

- Promote mental health resources and stress management tools.
- Encourage work-life balance and recovery time.
- Train managers to recognize signs of burnout and disengagement.
- Create a culture where health is supported — not penalized.

Why it matters: Resilient employees are more engaged, productive and loyal.³

Novant Health Employer Solutions equips partners with the right tools and resources, like our Workplace Injury Prevention program to support employee well-being.

5. Use data to target productivity gaps.

- Review claims and time-off data to understand what impacts productivity.
- Measure engagement with health and wellness programs.
- Adjust strategies based on real workforce needs.

Why it matters: Data helps focus investments where they'll have the greatest impact.

Studies show company investment in employee well-being boosts productivity and retention while lowering medical and absenteeism expenses.⁴

6. Provide whole-person care for lasting productivity.

- Align with a healthcare partner experienced in employer solutions.
- Integrate care across primary, specialty and behavioral health.
- Receive ongoing reporting and insights — not just annual renewals.
- Evolve your strategy as workforce needs change.

Why it matters: Sustainable productivity improvements require proactive, coordinated care. That starts with choosing a holistic health partner who can support all of your workforce needs.

Ready to reclaim lost time?

Novant Health Employer Solutions helps organizations reduce lost work time, improve access to care and build healthier, more productive workforces — all while serving as your holistic healthcare partner, delivering comprehensive, customized support for whatever your employees' health needs may be.

Let's turn employee health into a productivity advantage.

To learn how Novant Health Employer Solutions can provide a customized health strategy to support your people and your business, visit NovantHealth.org/EmployerSolutions

¹ National Governors Association. [Workforce investments for a robust health ecosystem](#). Published April 11, 2025. Accessed April 2026.

² [Value in Health](#). Wilding A et al. Impact of constrained access to primary care on health-related quality of life. Published December 2025. Accessed April 2026.

³ [Journal of Research Administration](#). Dogra AK et al. [The effect of psychological empowerment on employee engagement with the mediation of employee resilience](#). Published Nov. 2, 2023. Accessed April 2026.

⁴ [Human Resources for Health](#). Allen D. et al. Four-year review of presenteeism data among employees of a large United States health care system: a retrospective prevalence study. Published Nov. 9, 2018. Accessed April 2026