

Onsite disability consultant helps health system save over \$750,000

SNAPSHOT

- Regional health system with 140 locations including 5 large hospitals
- Over 14,000 employees

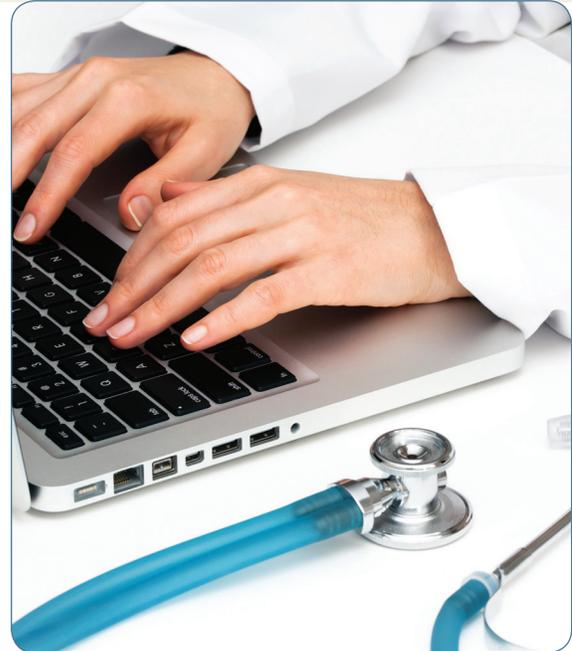
COVERAGE

- Short Term Disability (STD)
- Long Term Disability (LTD)
- Family and Medical Leave Act (FMLA) administration

CHALLENGES

This employer was struggling with employee absences, which affected patient care:

- They had an “all or nothing” return-to-work policy, requiring full recovery.
- There was no collaboration between benefits departments.
- Lost time was primarily associated with orthopedic conditions at the employer’s largest hospital.
- The company did not have a dedicated return-to-work resource to review cases and make referrals.



RECOMMENDATIONS

Unum performed a lost-time study to determine the drivers of employee absences. On our recommendation, the health system placed an experienced disability consultant at their worksite. The onsite services were delivered by Unum’s partner in workplace productivity, Briotix, whose consultant focused on:

- Helping prevent disability events
- Reducing the frequency of claims
- Assisting employees in returning to work

Briotix is a leading provider of workforce performance services. It serves clients onsite in 45 states with a team of over 300 certified professionals.

Find out how our Onsite Absence Solutions produced an ROI of more than 3:1 for this employer. →

A closer look

Challenges and opportunities

This health system was struggling with employee absences — resulting in costly lost productivity, a burden on coworkers, and disruption to patient care. A lost-time study performed by Unum determined that the employer's largest hospital was experiencing the greatest challenges, such as:

- Nurses with high incidences of STD claims primarily due to orthopedic conditions
- An “all or nothing” return-to-work policy, meaning the employee must be fully recovered to resume work
- Limited resources to review accommodation requests or work stations
- Outdated analyses of the physical requirements of key jobs

SOLUTIONS

The success of stay-at-work or return-to-work programs is largely dependent on early, skilled intervention and innovative accommodation. Unum has found that embedding an experienced disability consultant at an employer's workplace can help reduce the frequency of claims, return employees to work sooner and minimize the risk of a claimant transitioning to LTD.

An onsite disability consultant helped this company unlock its workforce potential by:

- Identifying and intervening before on- and off-job discomforts and injuries led to disability
- Implementing workplace adaptations, enabling better stay-at-work and return-to-work efforts
- Identifying opportunities to safely accelerate employees' return to work
- Facilitating re-integration into the workforce

RESULTS

Savings Through Engagement

1,226



Total lost workdays avoided

\$198,612



Direct benefit savings from avoiding lost workdays

\$566,412

Indirect savings from avoiding:

- Hiring and training replacement workers
- Overtime charges
- Reduced productivity of staff members supporting absent coworkers or their replacements

\$765,024

TOTAL SAVINGS



To learn more about our onsite absence management solutions, contact your Unum representative.

Results may vary. This case study is true but identifying characteristics have been changed to preserve confidentiality.

Insurance products are underwritten by the subsidiaries of Unum Group.