

CALCULATING HARD-DOLLAR RETURNS ON RETURN-TO-WORK CASE MANAGEMENT

In today's competitive business climate, a managed care company must provide empirical data that supports its ability to control costs, increase efficiency, and increase the quality of care. The key metrics that the company can focus on are Return-to-Work (RTW) savings and related hard and soft savings. These metrics show how effective case management is and quantifies the savings achieved by returning the employee to work more quickly.

THE CHALLENGES OF MANAGING RETURN TO WORK

The Reed Group® has amassed a detailed database on millions of disability cases that cover thousands of medical topics. The data is the result of rigorous statistical analysis. It reveals some interesting information about workers who are off the job due to illness or injury:

- A very small percentage of cases have an outsized impact on the cost of workers' compensation.
- The longer an individual is off of work, the less likely they are to return.

With this knowledge, the challenge becomes how best to manage recovery from an injury or disability and return to work. How to control a variety of costs to achieve an optimal outcome. How to identify cases with the potential to go on too long. How to measure the costs and benefits of managing these cases more aggressively to reduce the length of absence. How to calculate the return on the investment of actively managing these cases.

HOW TO MEASURE SAVINGS

There are a number of quantifiable metrics that measure the savings in returning a disabled employee to work more quickly. Perhaps the largest component is the RTW savings, measuring these against guidelines from organizations like [Reed Group](#), [CDC](#), and [ACCORD](#) can provide case managers with a benchmark for their case. Using Reed Group's MDGuidelines and based on the injury, demographics, and co-morbidities, case managers can set a predicted disability duration (PDD) for each injured worker. Improving return-to-work times against these benchmarks becomes the goal of the case manager.

Additional savings can be measured as hard or soft savings:

- Hard savings can include reduced use of pain medication or lower in-network treatment costs.
- Soft savings could be a lower number of treatments needed or minimizing the time a worker waits for surgery.

Enclosed is a simple spreadsheet that shows how to calculate the RTW savings as well as the PDD. We used W/W in the RTW calculation but if there is Total Disability (TD) cap, it should be used instead. Also remember that the savings must account for the case management and intervention cost. Putting in your own numbers will allow you to see the value of case management for your business.

Hard Dollar User Manual

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Table of Contents Hard Dollar User Manual

1. Understanding the eBook Hard Dollar User Manual
 - The Rise of Digital Reading Hard Dollar User Manual
 - Advantages of eBooks Over Traditional Books
2. Identifying Hard Dollar User Manual
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Hard Dollar User Manual
 - User-Friendly Interface
4. Exploring eBook Recommendations from Hard Dollar User Manual
 - Personalized Recommendations
 - Hard Dollar User Manual User Reviews and Ratings
 - Hard Dollar User Manual and Bestseller Lists
5. Accessing Hard Dollar User Manual Free and Paid eBooks
 - Hard Dollar User Manual Public Domain eBooks

- Hard Dollar User Manual eBook Subscription Services
- Hard Dollar User Manual Budget-Friendly Options
- 6. Navigating Hard Dollar User Manual eBook Formats
 - ePub, PDF, MOBI, and More
 - Hard Dollar User Manual Compatibility with Devices
 - Hard Dollar User Manual Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Hard Dollar User Manual
 - Highlighting and Note-Taking Hard Dollar User Manual
 - Interactive Elements Hard Dollar User Manual
- 8. Staying Engaged with Hard Dollar User Manual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Hard Dollar User Manual
- 9. Balancing eBooks and Physical Books Hard Dollar User Manual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Hard Dollar User Manual
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Hard Dollar User Manual
 - Setting Reading Goals Hard Dollar User Manual
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Hard Dollar User Manual
 - Fact-Checking eBook Content of Hard Dollar User Manual
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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