

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.

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