



Medical Expertise Can Lift the Weight of Self-Insured Short Term Disability

Rupert Case Management Inc.

-Andrea Todd, FLMI, RHU, HIA, ACS

Do your clients feel the weight of employee absence?

Without expert medical support and guidance, employers that self-insure for short term disability can feel stuck under the weight of an employee being away from work, sometimes for longer than necessary or even on an unsubstantiated basis.



Unexpected absence requires heavy lifting for HR and managers. Are they equipped to make an assessment on the appropriateness of the time away or

to help the employee recover and return to work as quickly as possible? Remaining employees feel the weight of taking up the slack. Inevitably the loss of an employee can really weigh down an organization, crushing its capacity and draining productivity.

While requiring a doctor's note to initiate the claim or depending on typical claim period paperwork may seem the only approach to getting an employee back to work, it may not really help an employer in determining if the employee's health issue and care plan is as effective as possible for earliest return to work. The result? The absence or disability can be prolonged and expensive.

Engaging RCM medical expertise to privately review the employee's health issue and care plan delivers a new solution to absence and disability claim management.

RCM's **Return To Work Audit** goes beyond standard adjudication and benefit programs to lift the weight of employee absence. Employees appreciate practical and actionable help that can make all the difference to faster recovery. And your client enjoys relief with decreased absence and disability duration through a simple, cost-effective audit process that avoids contentious issues by delivering expert medical guidance that supports the personal and business relationship of close work groups.

RCM's **Return To Work Audit** delivers cost-effective medical expertise that:

1. Reviews the employee's health issue and care plan to quickly determine optimized care options, while protecting the privacy of the individual.
2. Validates the claim for the employer, determining options for duration reduction, while relieving the business of medical assessments and follow-ups.
3. Facilitates medical and workplace solutions for earliest return to work.

Offer your clients RCM's **Return To Work Audit**.

It may be just the tool they need to return employees to work faster for a healthier, more productive workplace.

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Realtime

Medical

Intervention