

Disability Management



Because the skills and knowledge of employees are often an organization's greatest asset, there is an obvious business advantage to manage this human capital. Employers who commit to the provision of disability management reflect their belief in the importance of providing appropriate work to their employees who may be experiencing functional work limitations. This commitment is valuable to the attraction and retention of key personnel.

This division of Lifemark specializes in disability management, attendance management, workers' compensation, labour relations and human resources consulting. Our offerings are appropriately customized to ensure that we achieve outcomes in a value driven fashion, all while remaining consistent with our clients' vision, mission and core values.

Servicing employers across Canada, our focus is to provide exceptional solutions, an unparalleled experience and the best possible return on our clients' investment.

Service Offering

- Audit / Gap Analysis –will assess, review and identify your organization's key strengths, historical challenges and future opportunities pertaining to disability and absence profiles
- Workers' Compensation –will provide you with customized programs and industry leading outsourced case management, cost recovery and appeals representation
- Substance Dependence Monitoring –will ensure proper protocols are in place to address substance abuse issues, while coordinating suitable assessment, treatment and monitoring.
- Short-Term Disability Adjudication – will adjudicate self-insured short-term disability plans and concurrently provide effective case management services.
- Attendance Management –will design and implement effective approaches to enable your organization to take control over problematic non-culpable absenteeism.
- Labour Relations – will design and implement labour and employee relations programs for your organization

See more on reverse >

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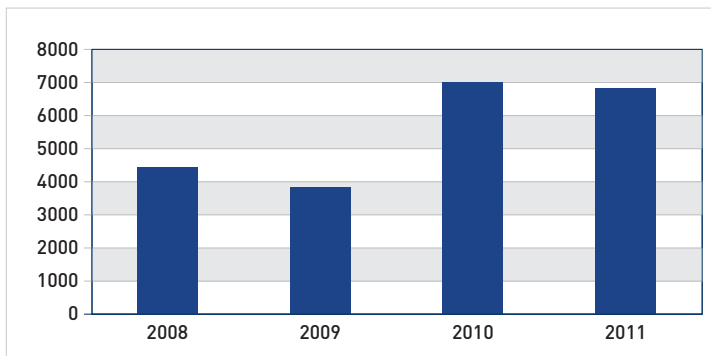
Case Study

This employer initially retained Lifemark to manage only their most complex disability management. The graphic below illustrates the number of days saved taking into consideration wage replacement, benefits costs, and replacement worker costs. There is also a positive return on investment for the client when the cost savings is compared against our case management fees. Over the 4 year engagement period, this employer began forwarding all their short term disability management cases to us and has shifted their workplace culture to focus more on modified work.

Benefits

- Experienced team - proven knowledge, skills and abilities
- Boutique approach - ability to understand the unique needs of the clients and ensure positive outcomes are achieved
- Access to innovative health-care resources and solutions to ensure all aspects of injury and absence management are effectively controlled
- Proven positive return on investment for employers.

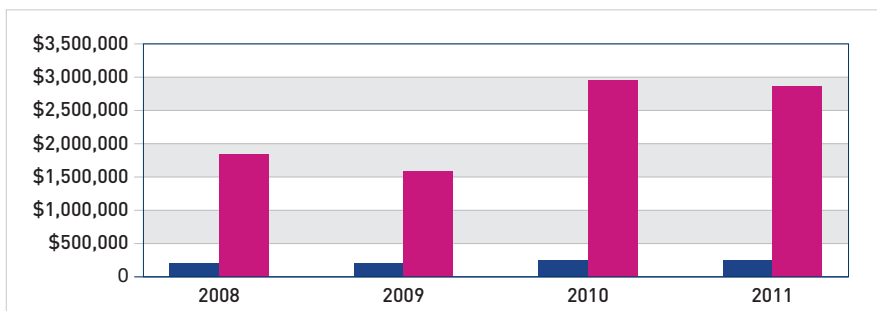
Days Saved



Average Number of Days Saved:

5502

ROI*



■ Case Management Cost
■ ROI

**ROI = Cost savings - Total costs (Case management)*