

Disability Management

THE EMPLOYER'S NEED

- Work force disability is a significant human resource cost factor—by some estimates second only to payroll when combined with absence.
- Disability costs are rising annually at an alarming rate – upwards of 8% per year. And they have doubled over the past decade.
- Employers have typically been underserved when it comes to receiving sound advice and efficacious interventions in relation to disability management.
- Given mean and lean staffing configurations, employers often do not have in house expertise in the area of disability management.
- Faced with global competition, employers need every bit of productive advantage they can gain from their work force.

OUR PHILOSOPHY

EPS Rehabilitation, Inc. offers an employer- centric approach to managing work force disability. Everything in our process begins and ends with properly addressing the employee and employer's needs. This stands in sharp contrast to the traditional insurance-centric approach which has been strongly promoted within the disability management/medical cost containment industry. This latter approach subordinates management of the worker to management of the claim. "Care flow" is subordinated to "claim flow" when an injury or an illness strikes. It should be the other way around. Workers are productive assets and should be managed as human capital.

From EPS Rehabilitation, Inc.'s perspective, who better to understand fundamental work force needs than the custodian of that work force: the employer? Also, what better venue to address work force needs than in the workplace (as opposed to within an insurance claims center miles removed from where the occupational action takes place)? EPS believes strongly that employers can and must take charge of managing work force disability. And the EPS Rehabilitation, Inc. consulting and program development approach allows employers to accomplish this efficiently and effectively.

THE BENEFITS

Published research indicates that managing disability makes sound business sense and offers significant returns on an employer's investment in hard dollars. Cutting the direct costs associated with disability flows to the bottom line, as do efforts to better manage related paid and non-paid voluntary and mandated employee entitlements. And indirect costs which are tied to disability and unscheduled absences incidence such as hiring temporary replacements, scheduling overtime, and loss of a job incumbent's special talents also take their toll on operational efficiency. Plus, aggressively managing disability provides numerous intangibles such as improved labor relations, better employee morale, and higher levels of staff retention. Throughout its intervention, EPS Rehabilitation, Inc. constantly weighs the dynamic relationship between costs vs benefits and ensures that all consulting recommendations and program initiatives are economically sound and make good business sense.

SERVICES WE PROVIDE

The practice scope offered by EPS Rehabilitation, Inc. encompasses the following core elements in relation to impacting work force disability:

- Problem identification
- Solution Design
- Program Implementation
- Program Administration and evaluation

What makes the EPS Rehabilitation, Inc. approach different from most other consulting offerings is the following:

- Employers, not insurance claims operations and third party administrators are the target market for this practice
- The emphasis falls upon workforce productivity and comprehensive human capital management as opposed to a narrowly focused and very conventional, claim- driven cost containment approach
- Our blending of an in-depth understanding of the fields of rehabilitation and recovery engineering with a heavy emphasis on leveraging solid business acumen
- A heavy reliance on proven problem solving methodologies and the custom tailoring of unique solutions as opposed to the standard reliance on “canned solutions” tied to existing propriety, product-driven offerings.
- A strong results orientation and bottom line focus on achieving demonstrable and measurable returns on investment.

EPS Rehabilitation, Inc. specializes in creating a specially designed and tailored program to facilitate worker’s recovery where “Everyone Wins,” including employers, their employees, and other medical, insurance, legal and regulatory stakeholders in the disability management process.

METHODS WE USE

Unlike other providers of disability management consulting, EPS Rehabilitation, Inc. Consulting takes a unique approach to engaging, assessing, implementing , and managing workforce disability prevention and remediation. This approach is population driven and grounded in a set of rigorous methodologies as opposed to being focused on individual claims and anchored in pre-established solutions. We aim to deliver results, and the underlying assumption is that each employer’s constellation of issues and causative factors associated with driving disability costs is unique and must be addressed without preconceived notions or “off the shelf” remedies. The intervention of EPS Rehabilitation, Inc. is custom tailored to meet each employer client’s underlying needs.

HOW WE PRICE AND ENGAGE

EPS Rehabilitation, Inc.’s management consulting and program development fees are provided in advance of engagement. Typically, EPS Rehabilitation, Inc. works very flexibly on a project basis. There is no “standard” project scope or size. Each EPS Rehabilitation, Inc. intervention is uniquely tailored to the identified and agreed upon needs of each employer.

