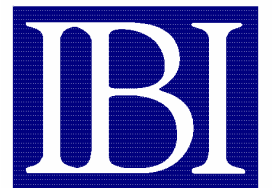


Integrating Disability and Disease Management

Thomas Parry, Ph.D.

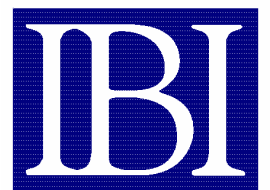
President

Integrated Benefits Institute

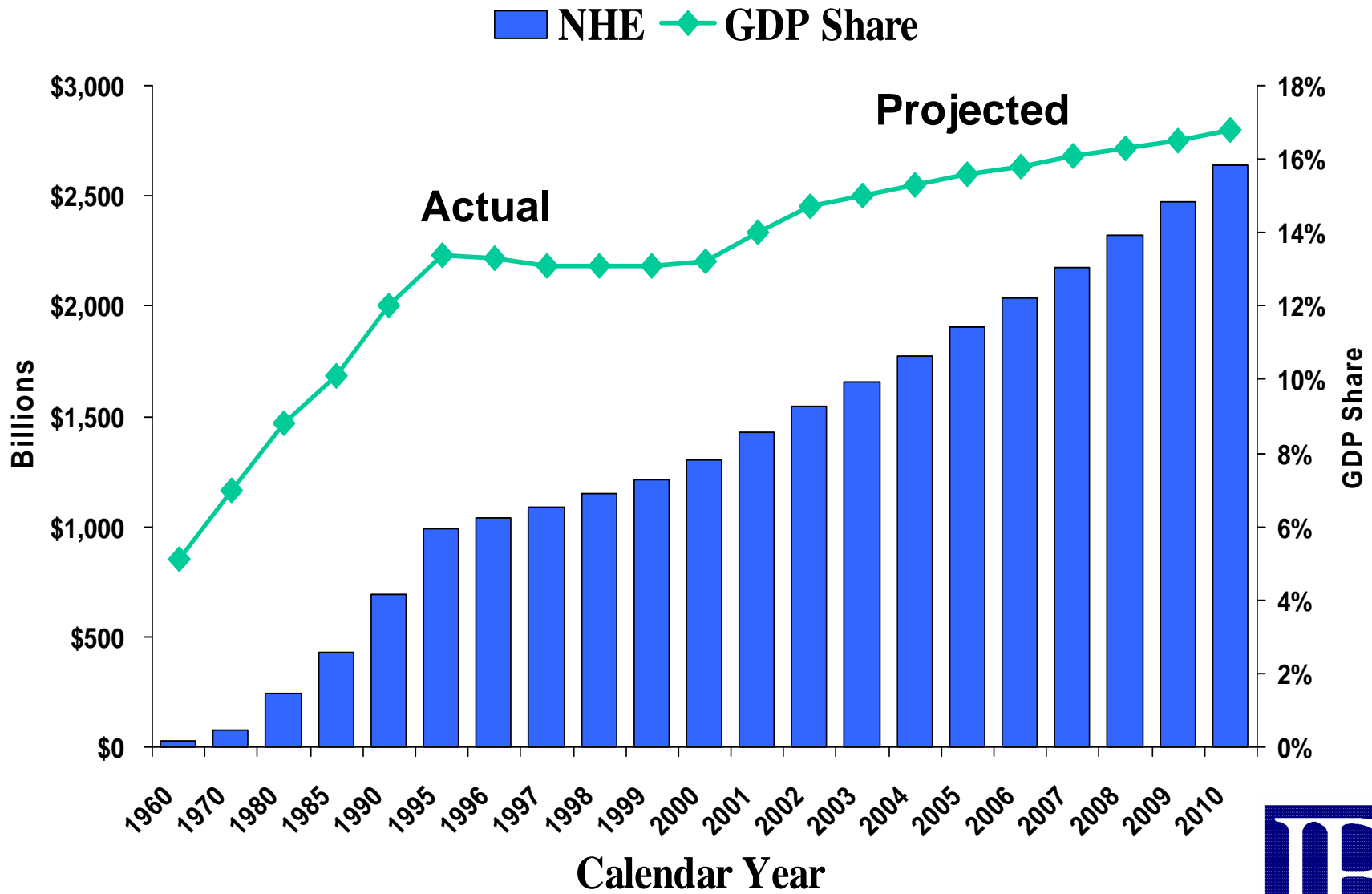


Changing the Conversation to the Value of Health

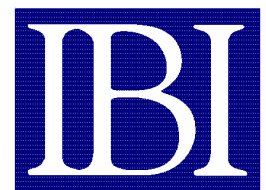
- What's the issue?
- Does senior management get it?
- What are the real costs of health?
- Emerging ER strategies to manage health and productivity



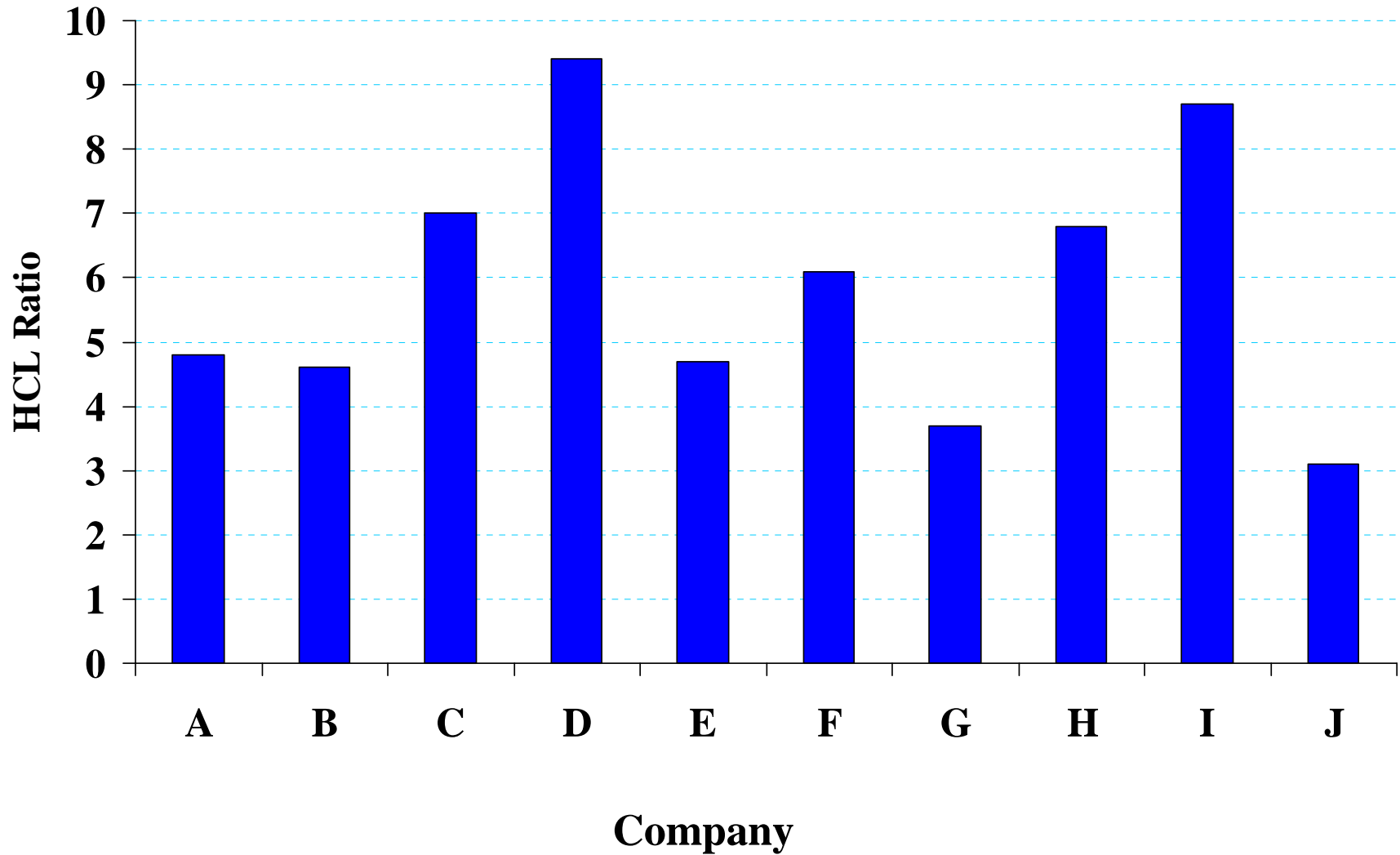
National Healthcare Expenditures



Source: CMS, Office of the Actuary, National Health Statistics Group.

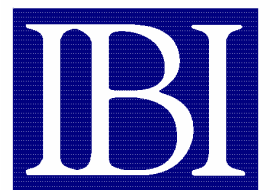


Leveraging Human Capital

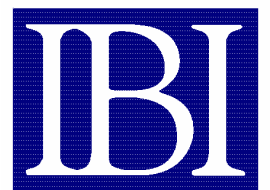


About IBI

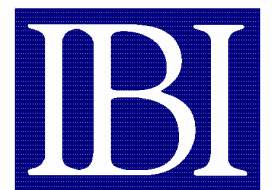
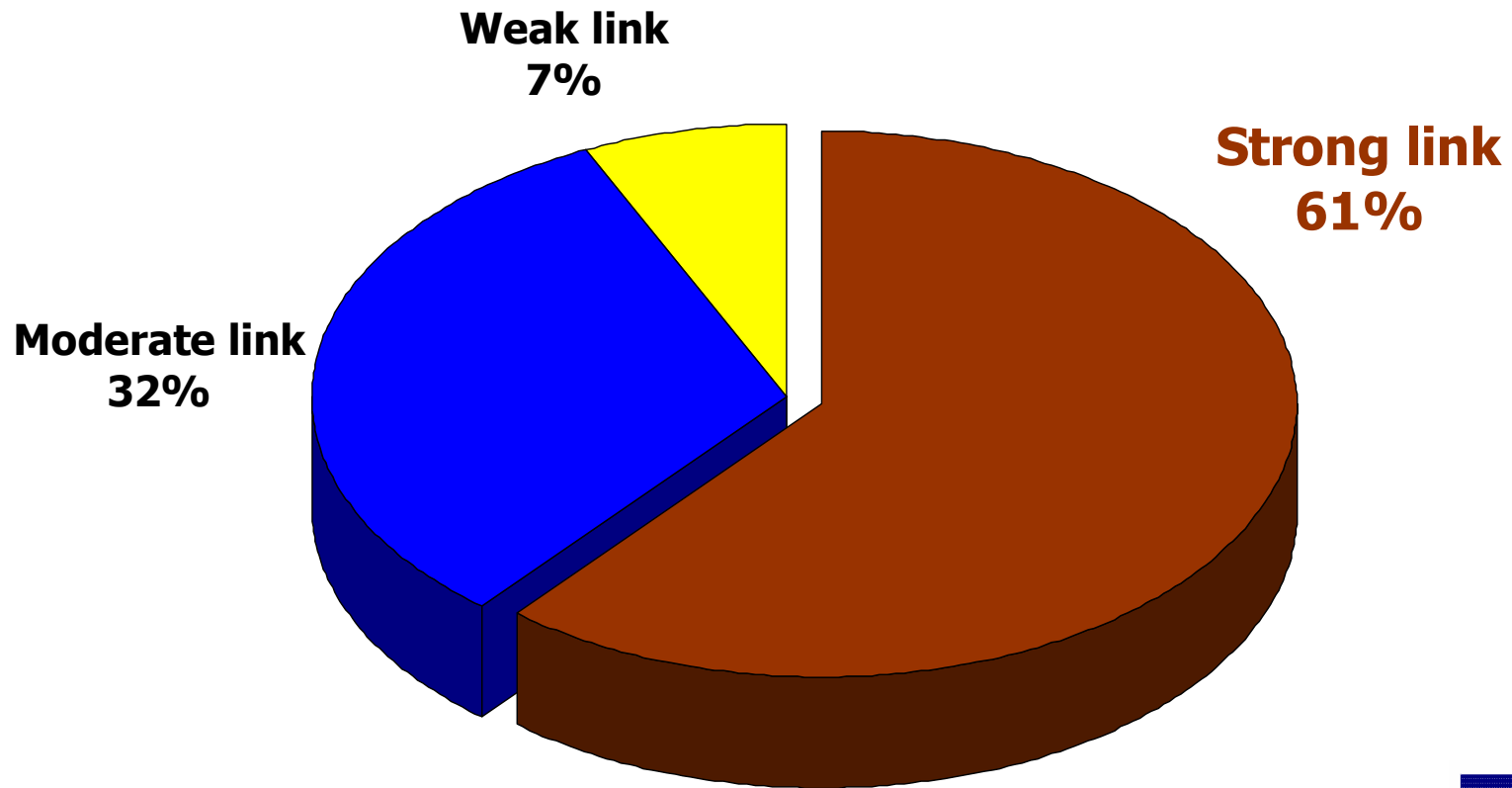
- National, non-profit
- 400+ members
- Programs
 - Research
 - Health & productivity measurement
 - Benchmarking
 - Education



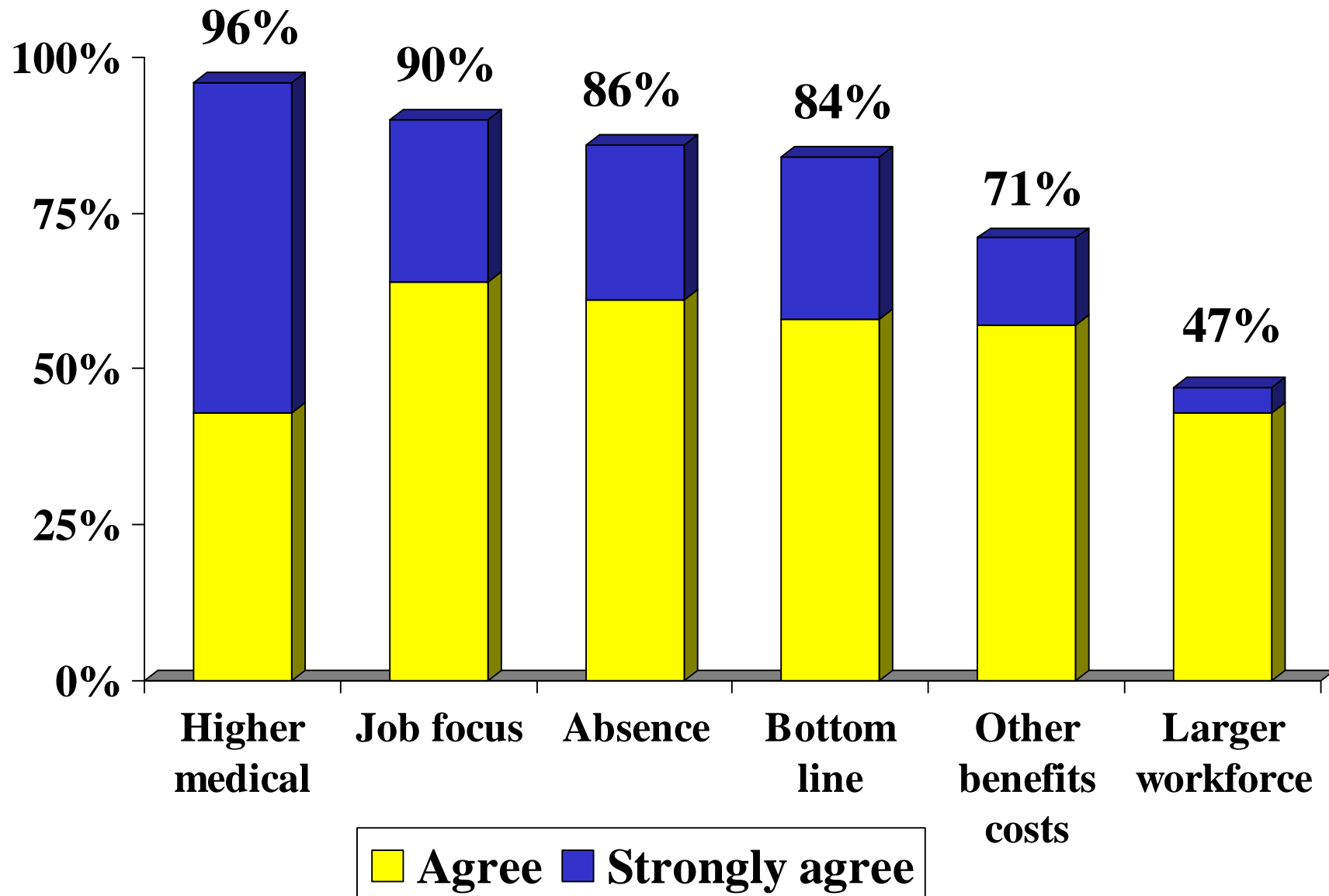
How Can Senior Management Be a Change Agent?



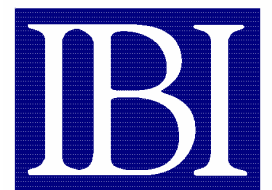
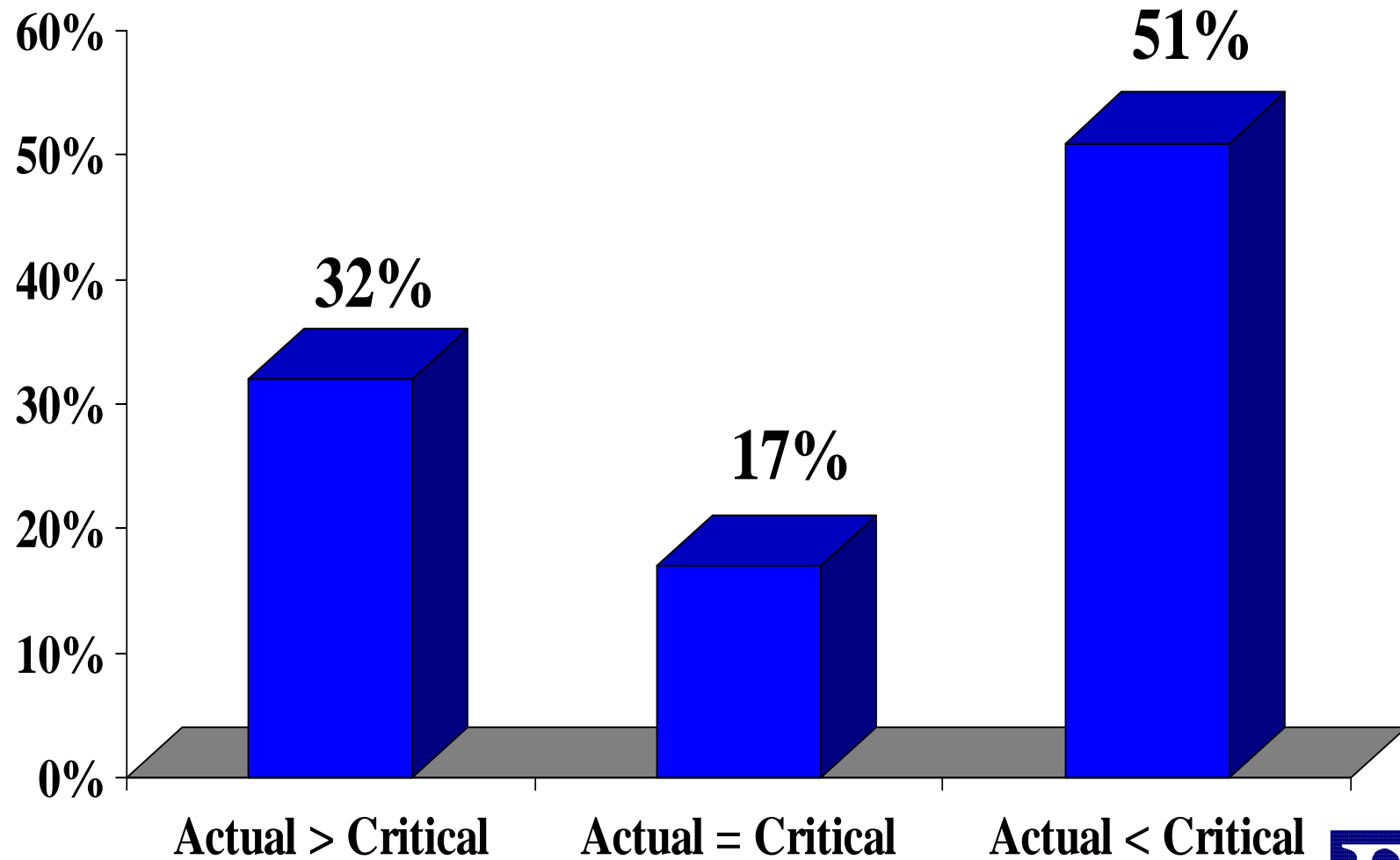
Linking Health, Productivity & the Bottom Line



The Impact of Ill-Health

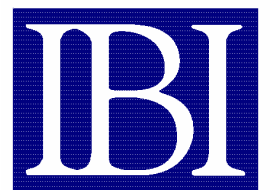


Lost Worktime Criticality



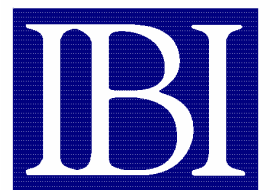
Measuring the Impact

- Absence
 - Overtime pay
 - Lost revenue
 - Temporary help
 - Quality lapses
 - Wage replacement
- Presenteeism
 - Overtime pay
 - Temporary help
 - Quality lapses
 - Lost revenue
 - Additional staff

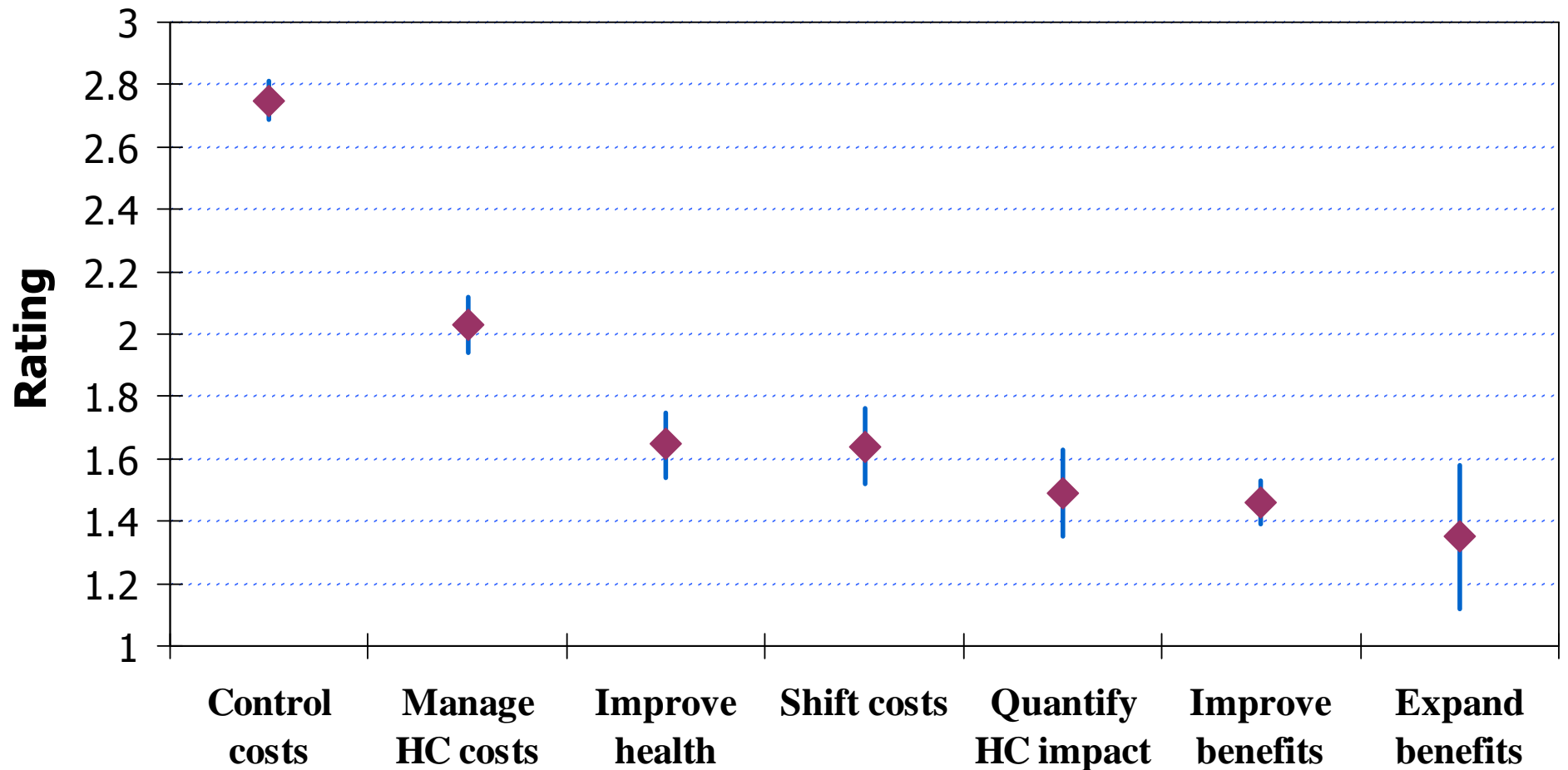


Are CFOs Being Informed?

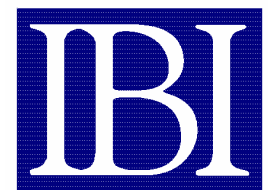
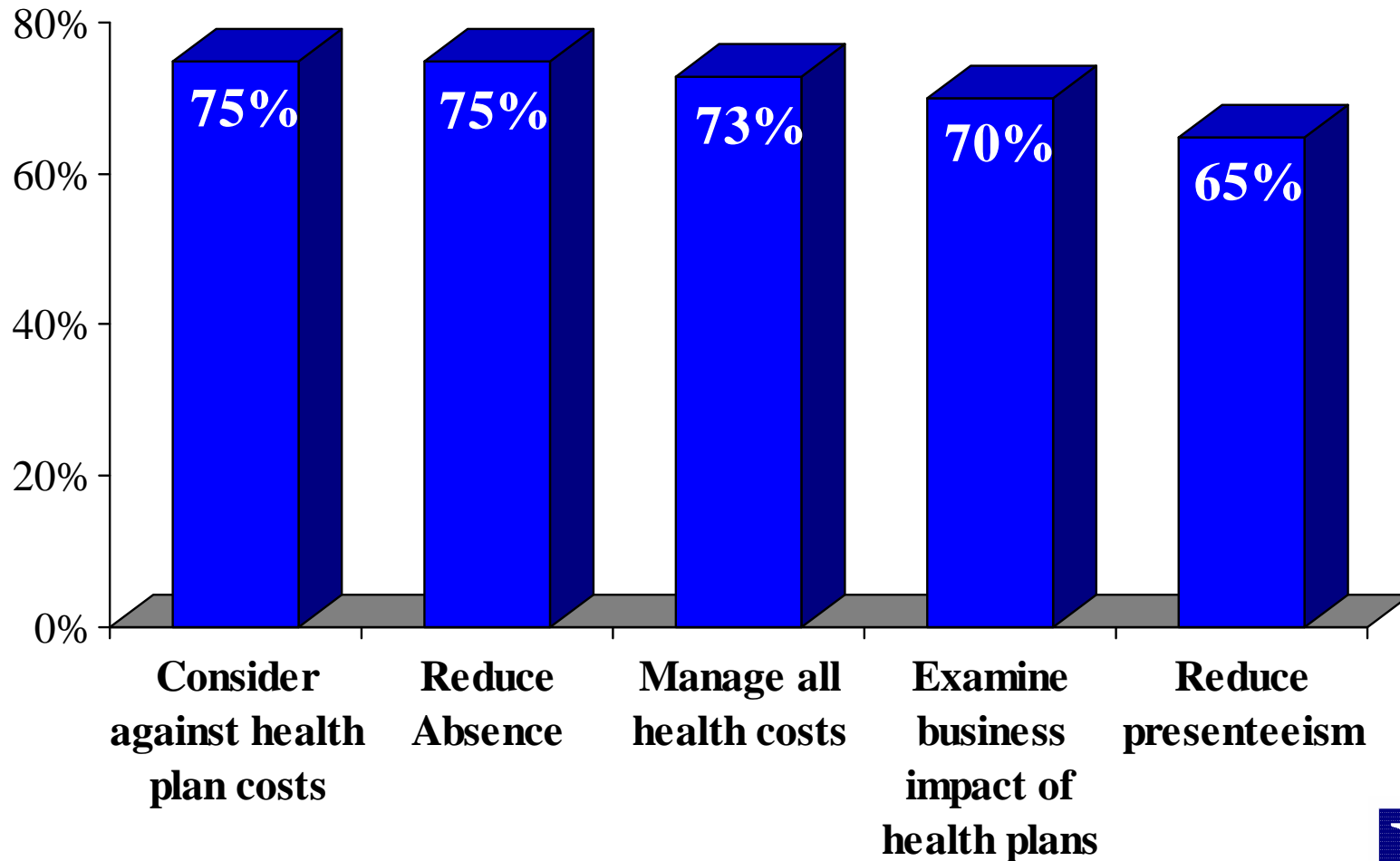
- Absence
 - 44% never get reports on occurrence
 - 72% never get reports on financial impact
- Presenteeism
 - 83% never get reports on occurrence
 - 84% never get reports on financial impact



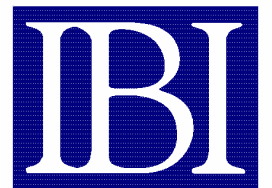
Healthcare Management Objectives for Next Two Years



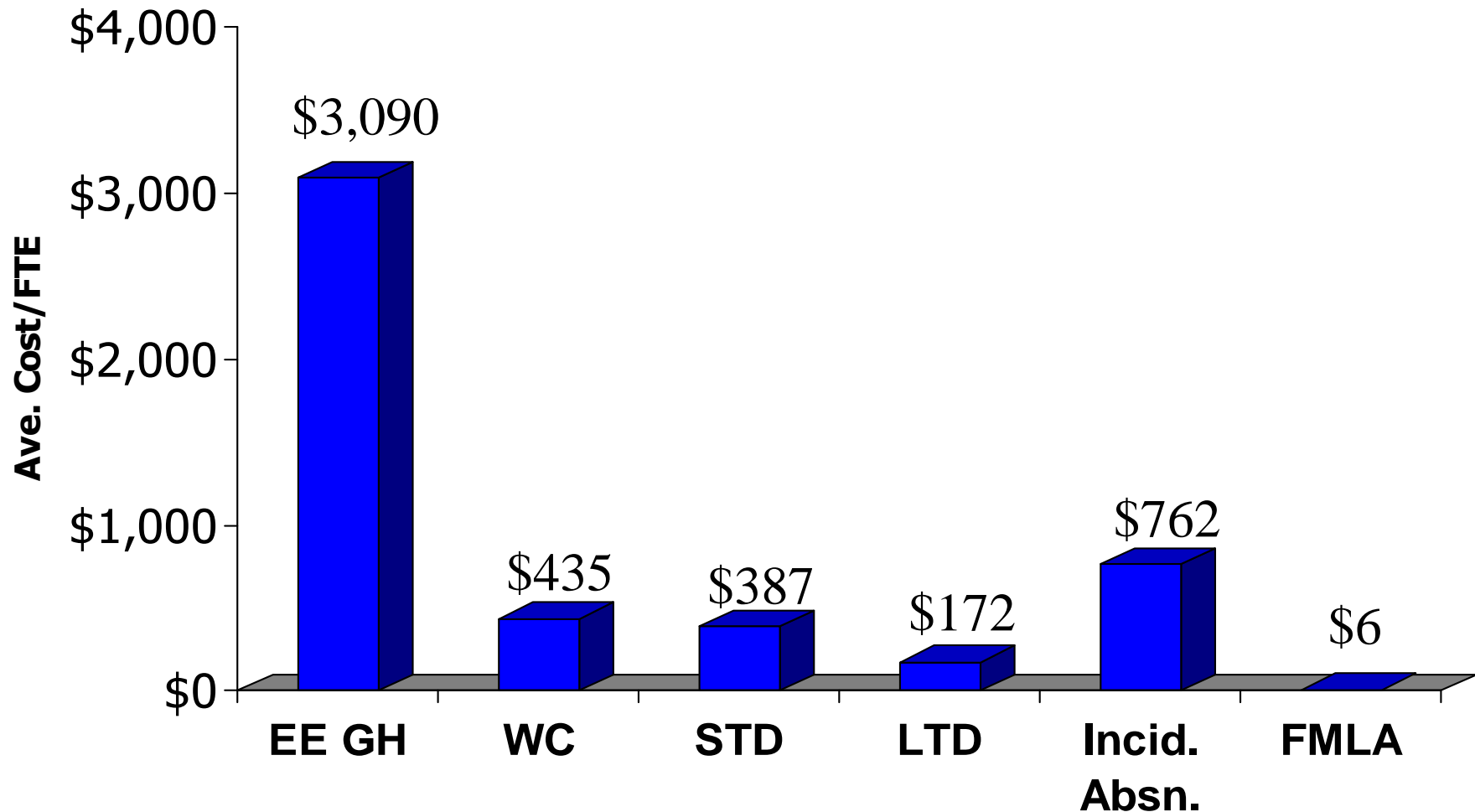
How CFOs Would Use Productivity Information



Arming Employers with Evidence

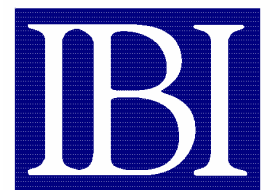


Perceived Costs/Program



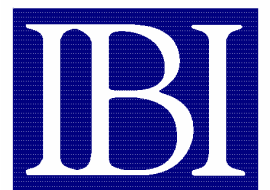
2002 Benefit Data

* Mid-point of lost productivity estimate used



The Opportunity Cost of Absence

What is the real cost of people
being away from work?



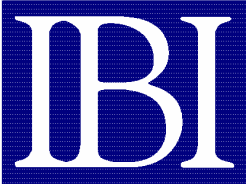
Responding to Work Absence

Employer Strategy	Lost Revenue	Staffing Costs
Do Nothing	X	
Temp Help/ Overtime	X	X
Additional Staff		X

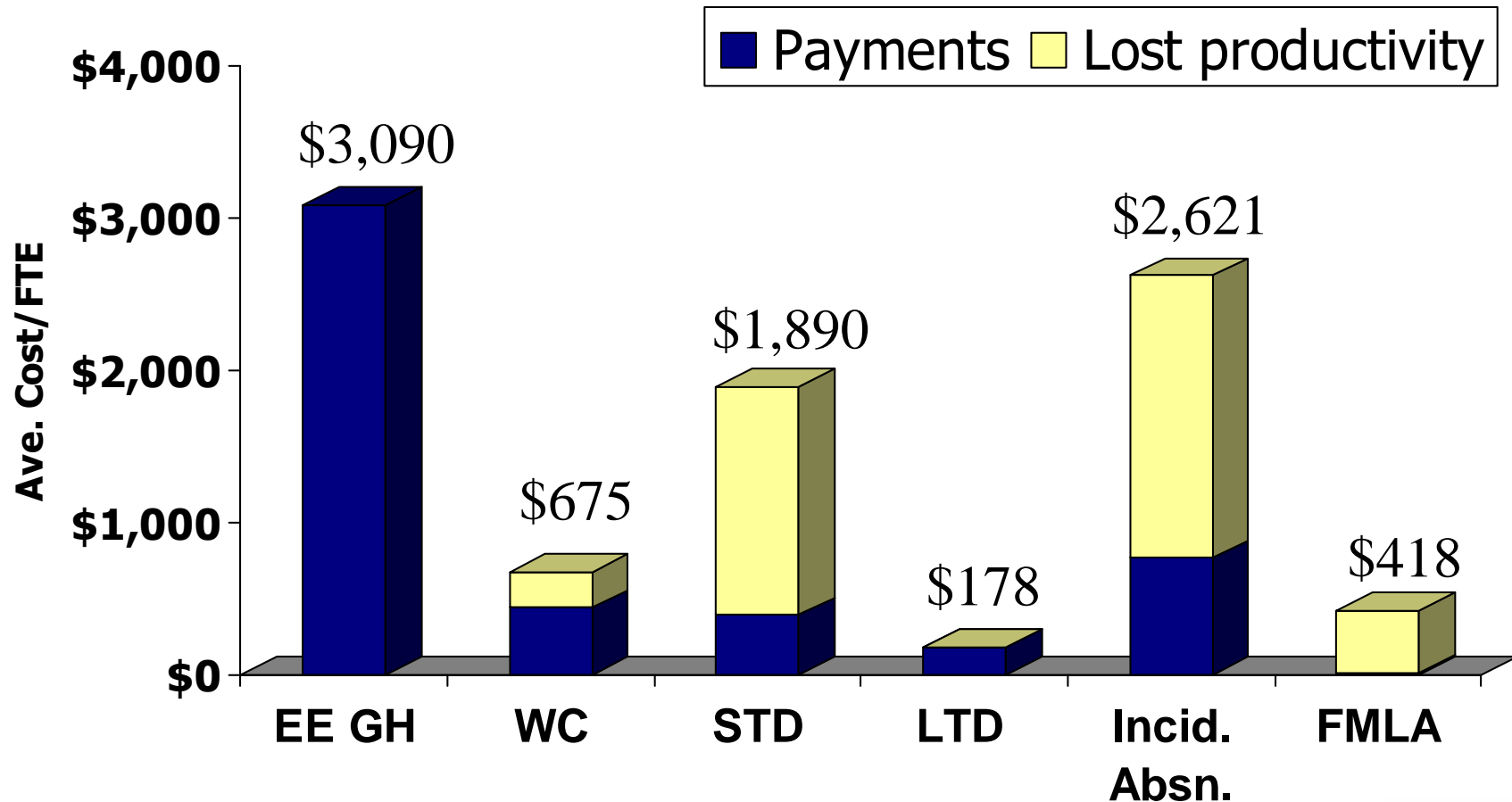
The Range of Lost Productivity Costs



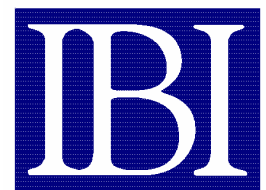
2002 Benefit Data



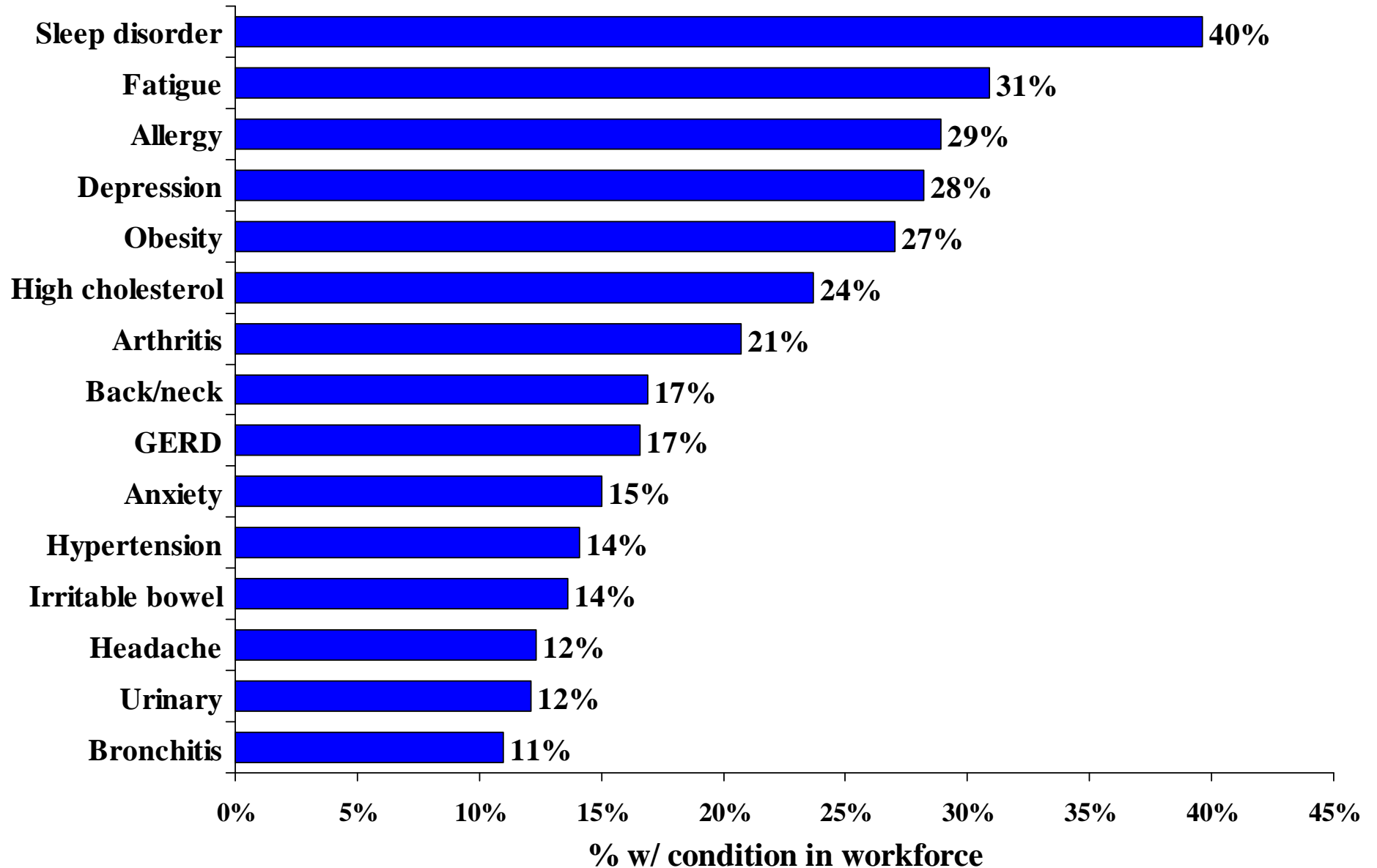
Full Costs/Program



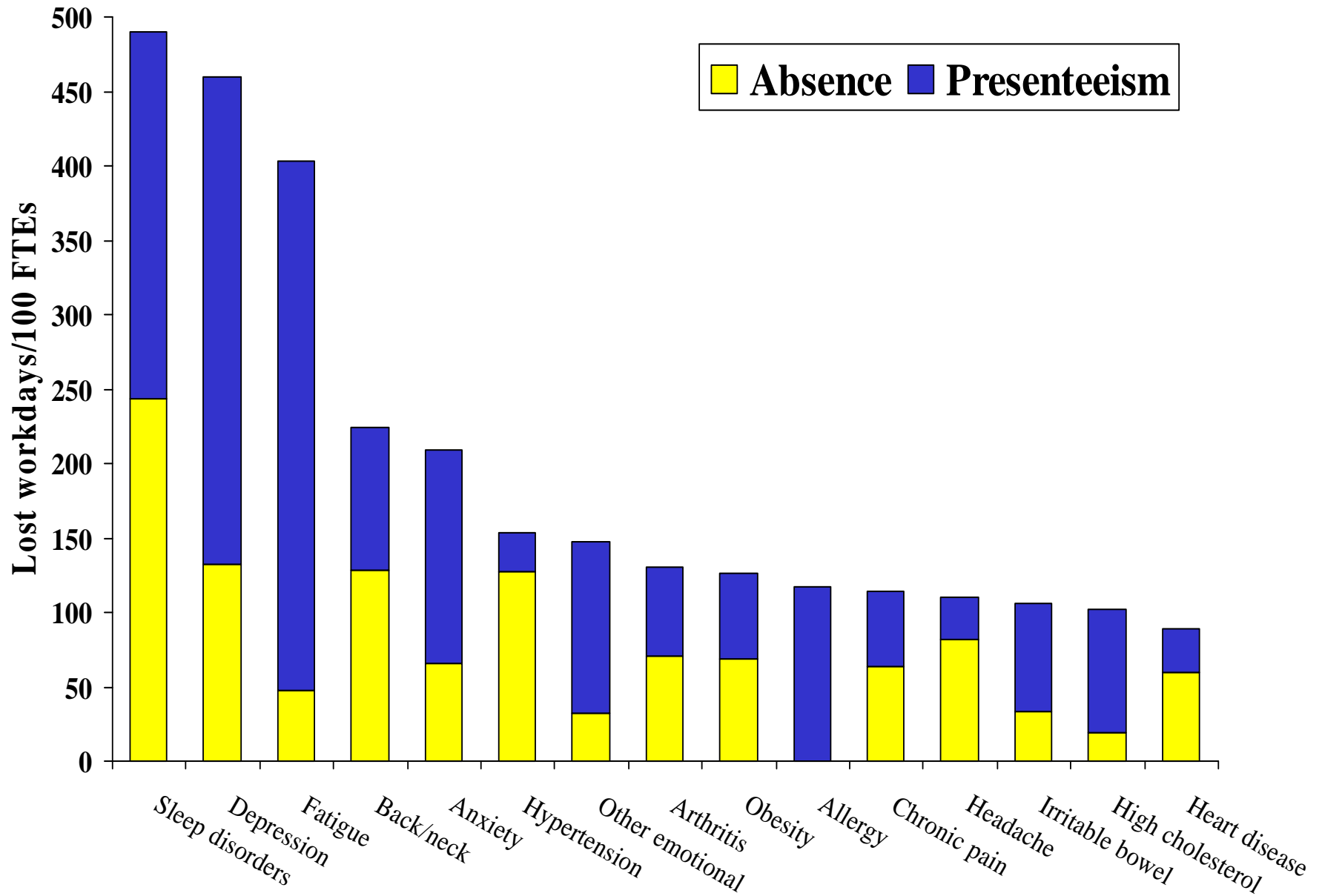
2002 Benefit Data



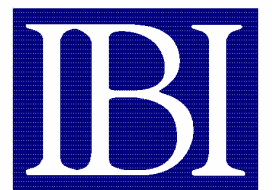
Top 15 Health Conditions



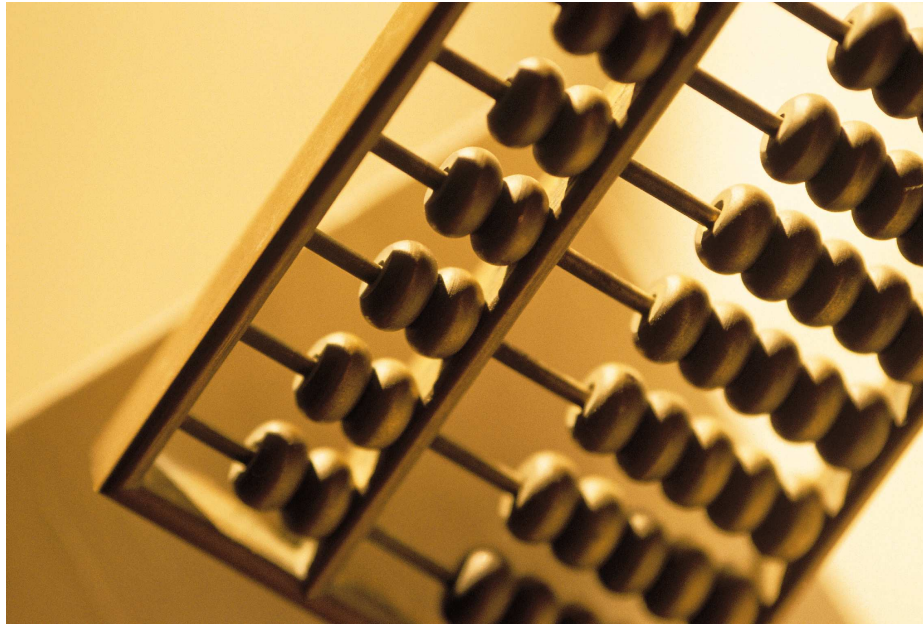
Top 15 Causes of Lost Work Time



Linking Health to Business-Relevant Outcomes

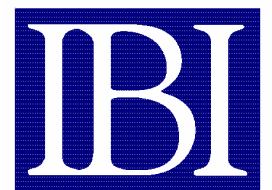


The Impact of Integrating Health and Disability Data

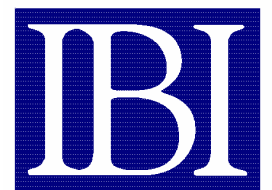
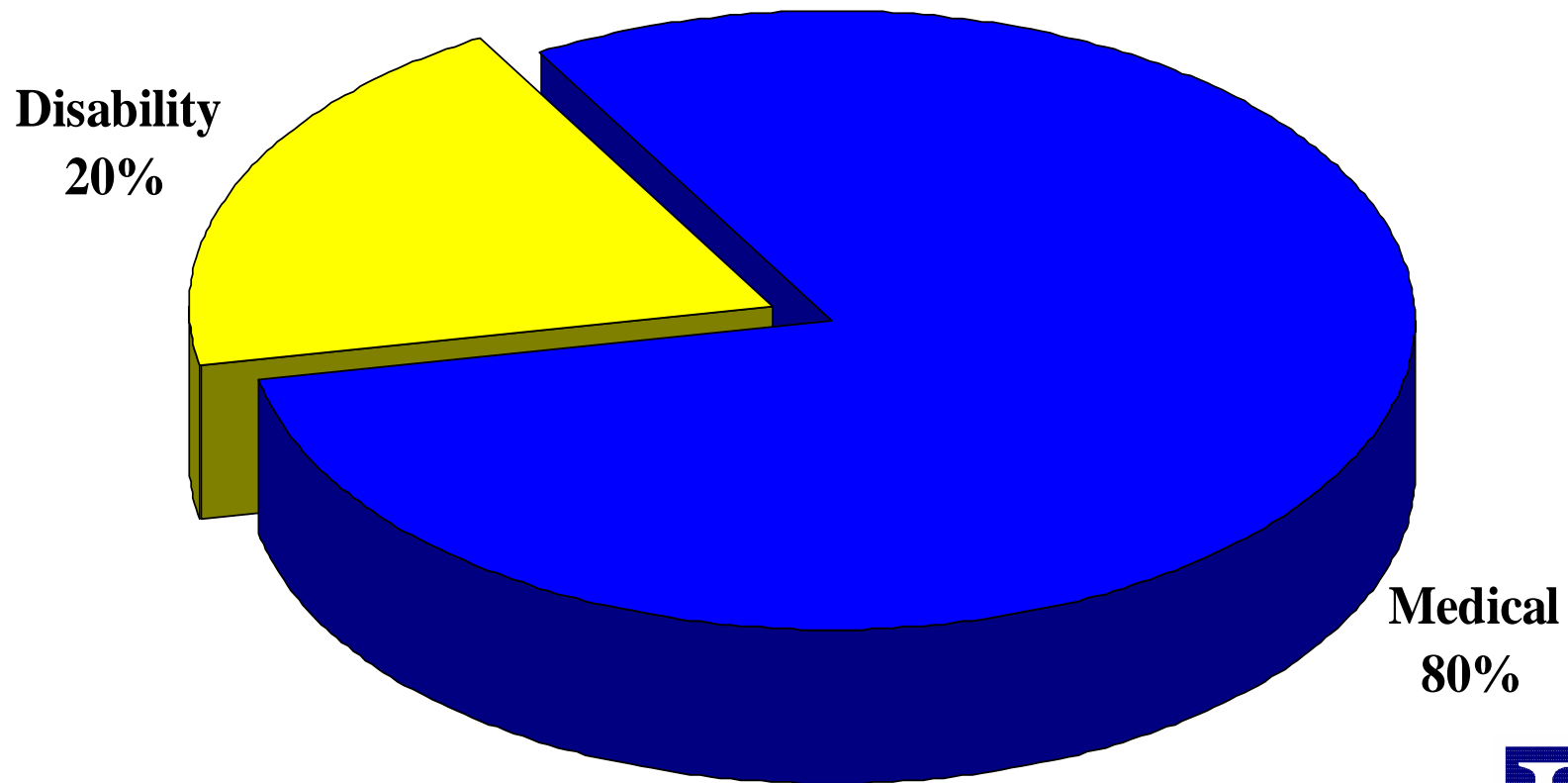


IBI Research

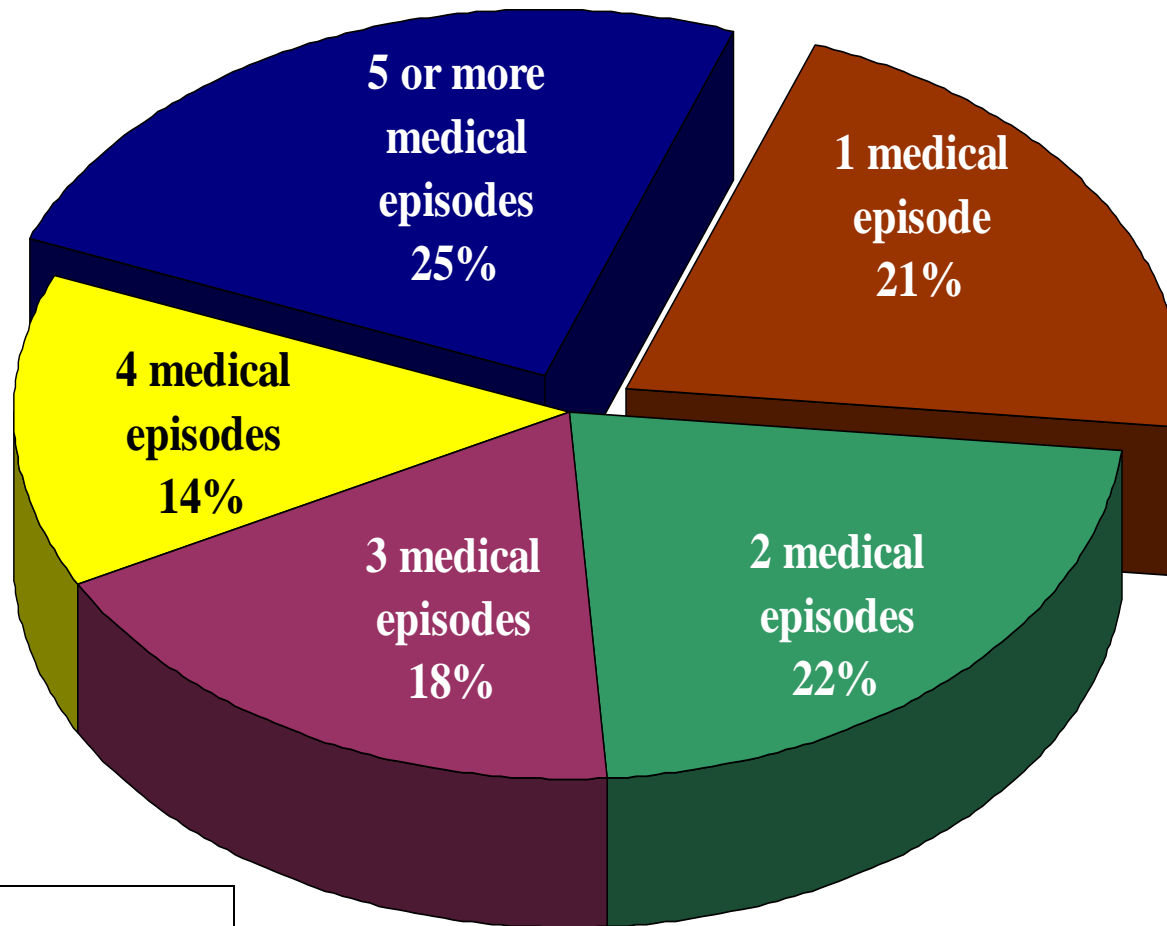
August 2006



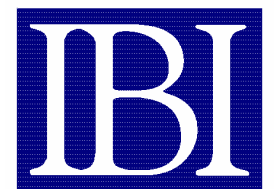
Medical and Disability Costs



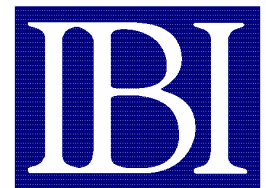
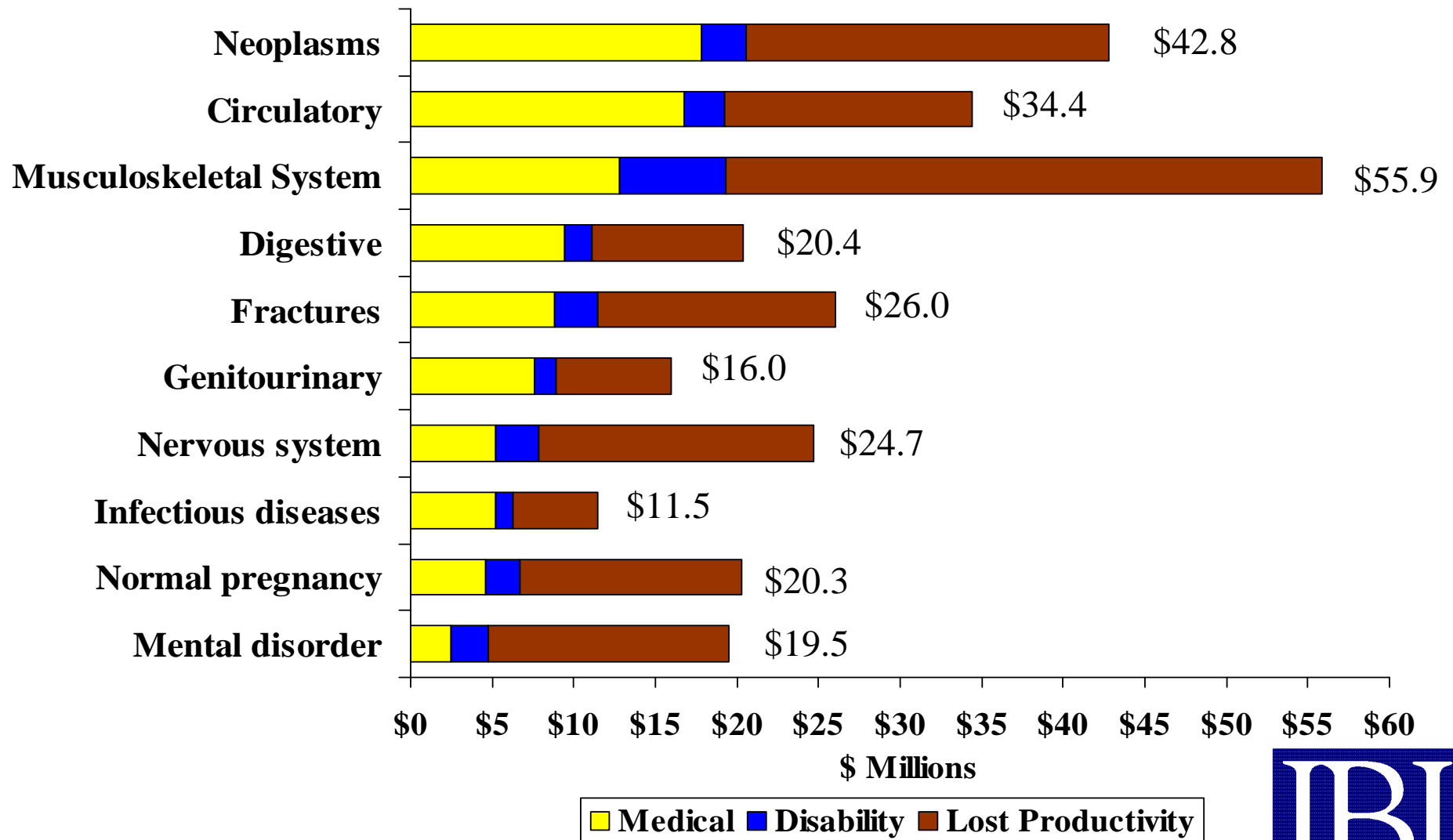
Medical Episodes Linked to Disability



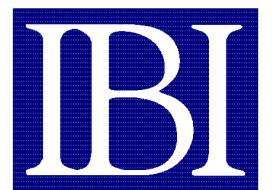
**Mean = 3.4
episodes/disability**



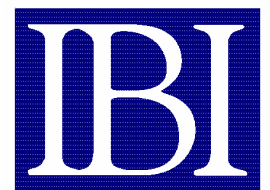
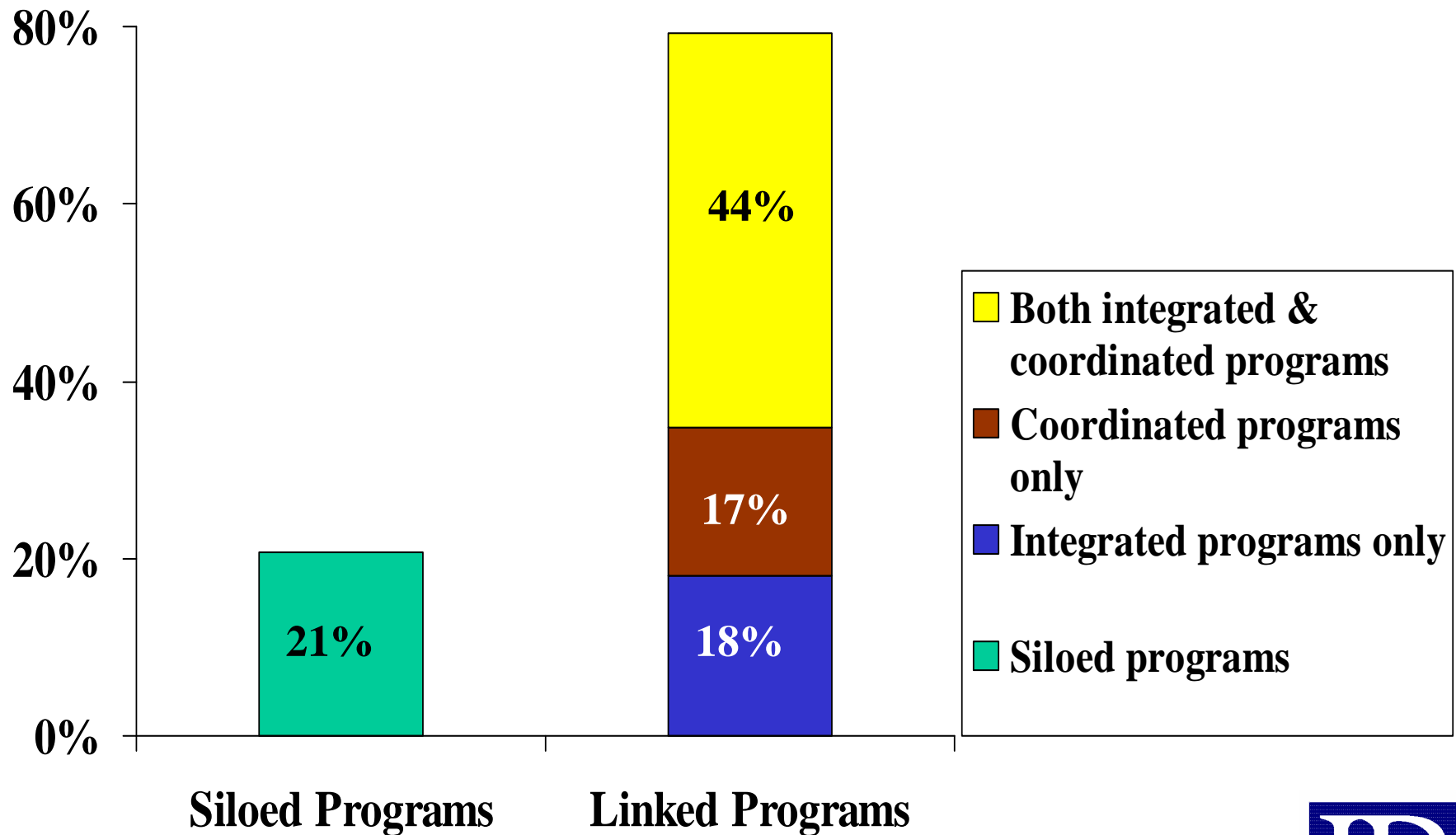
The Impact of Lost Productivity



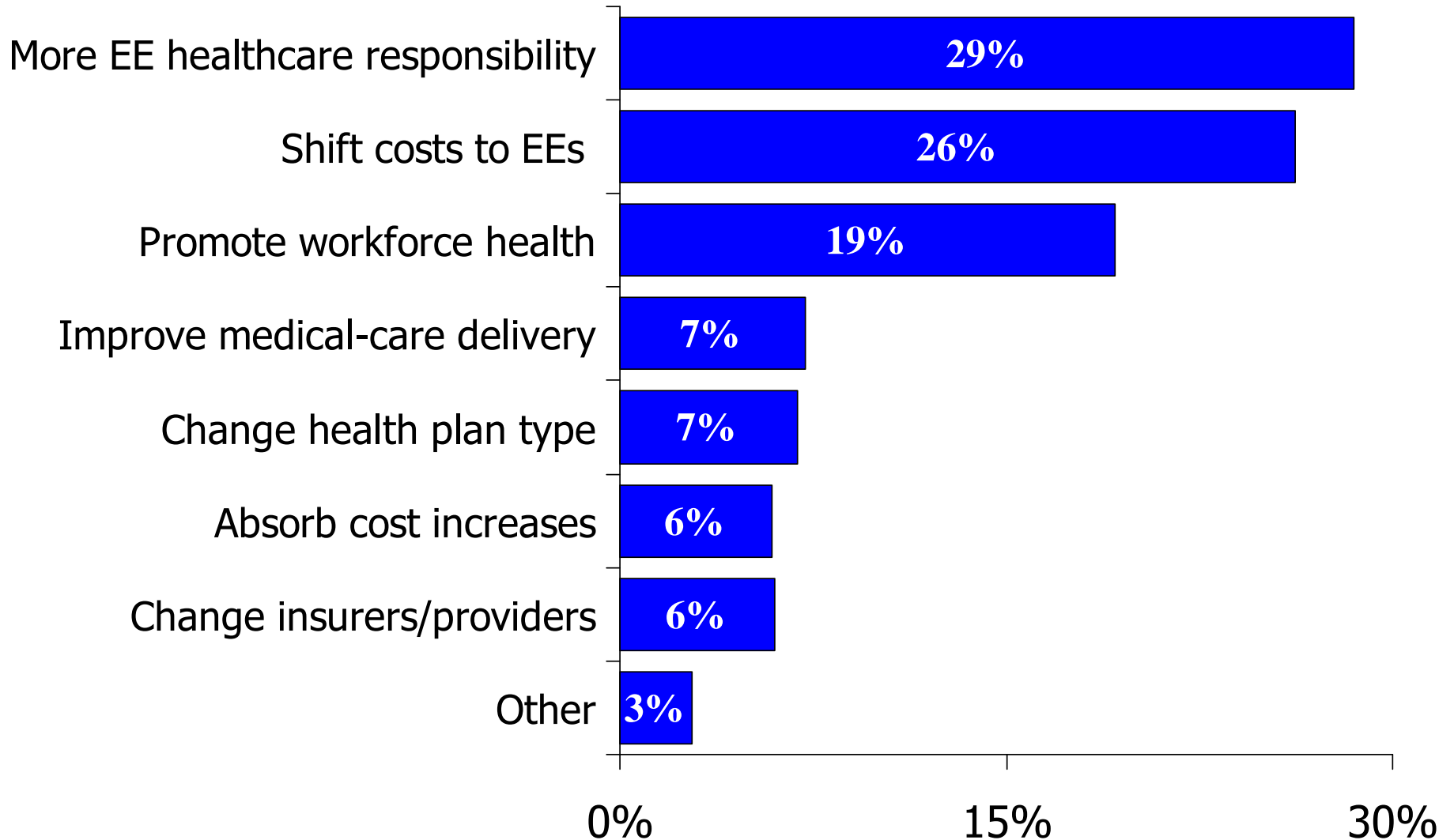
Employers are Crossing Benefits Boundaries



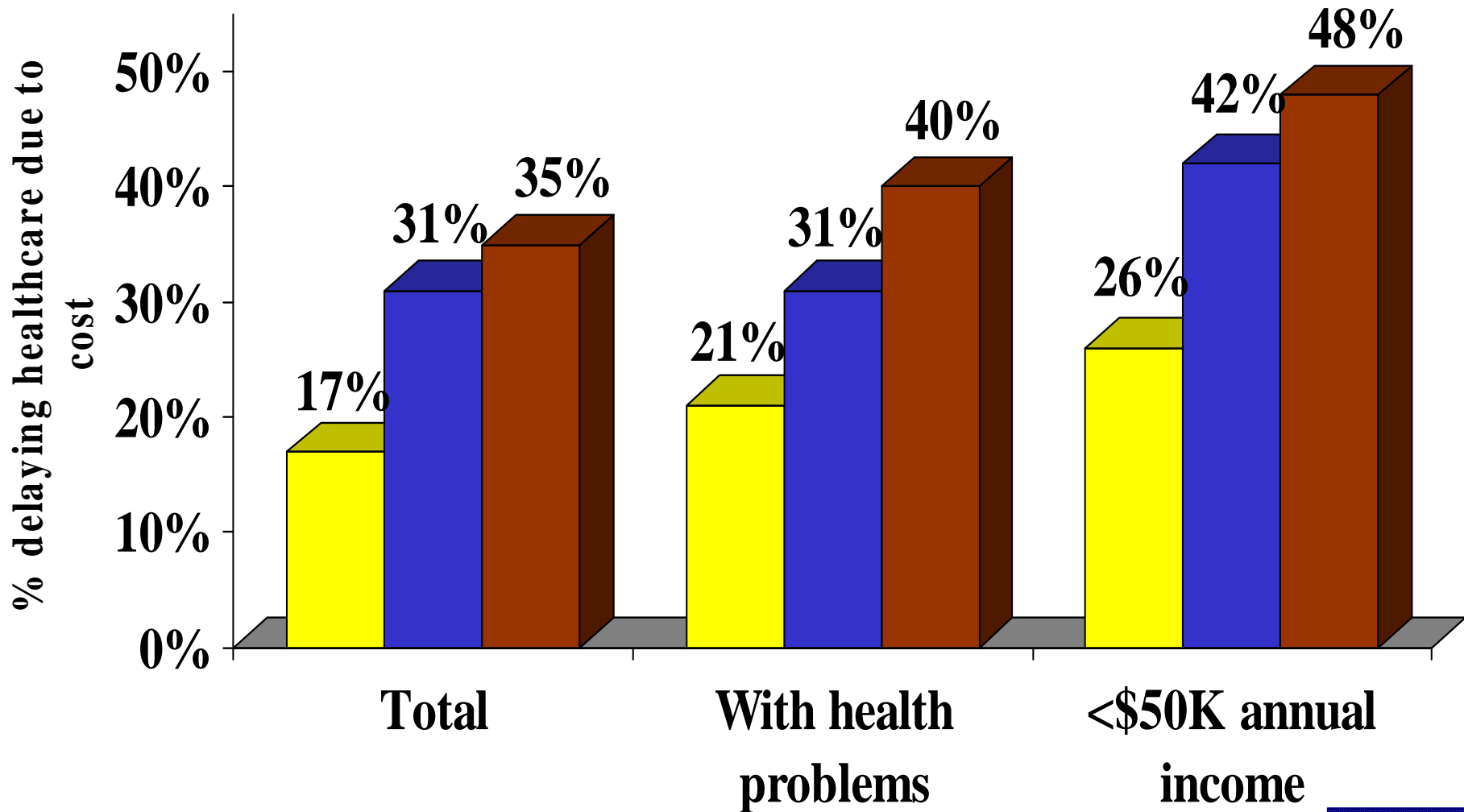
Employers Abandoning Silos



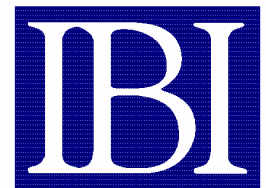
“Most Important” Strategies Today



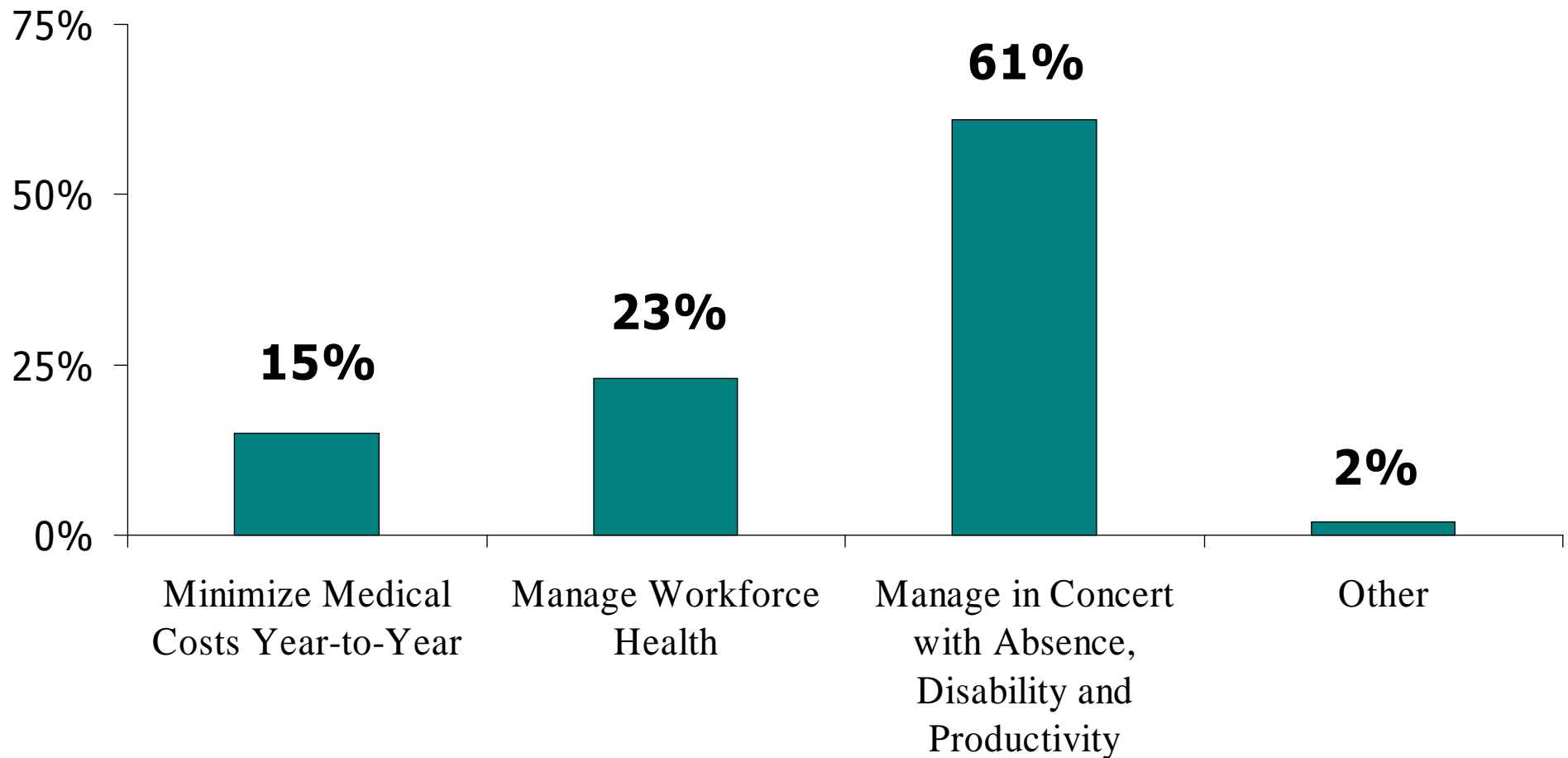
Be Careful of This



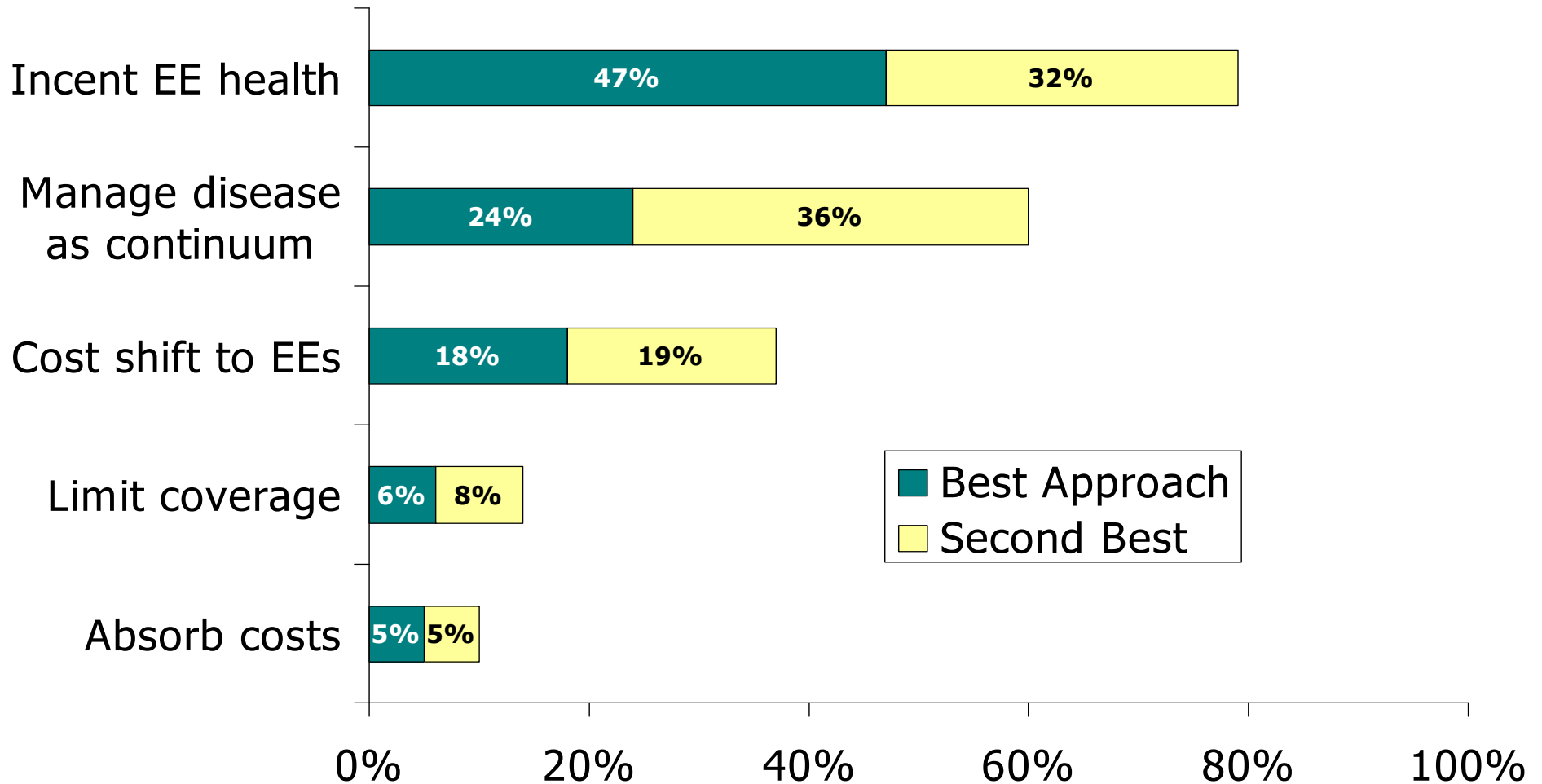
■ Comprehensive ■ HDHP ■ CDHP



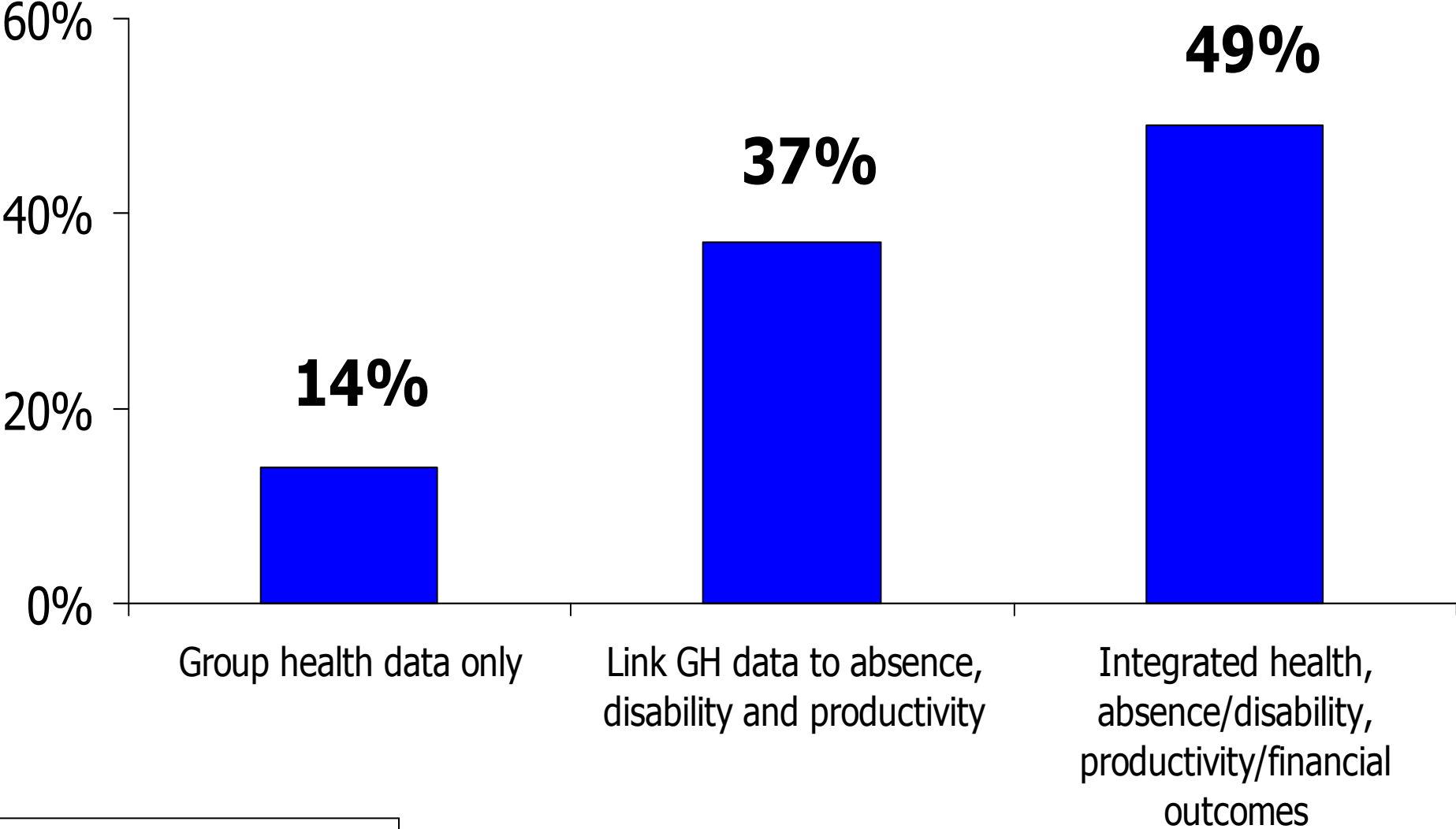
Managing the Economic Burden of Ill Health



Approaches to Offering Health Benefits Longer Term



The Health-Related Data Solution



For More Information

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tparry@ibiweb.org

