• Getting from Health to the Top-Line

• IBI’s Data and Analytics Resources
  • Disability and Leave Benchmarking Database
  • Full Cost Estimator (FCE)
  • Chronic Conditions Reporting
    o Snapshot
    o Health and Productivity Impact of Chronic Conditions
Getting from Health to the Top-Line

- Feel well, ready to work
- On the job, performing well
- Company delivers its products & services
- Company meets its business objectives

Healthy, high performing people

Business Output

Business Performance
How do your company leaders measure...

- People’s health and wellbeing?
- How well people are performing?
  - Human Capital Management
- Product and service delivery?
  - Business Output
- Whether the business is meeting its overall objectives?
  - Business Performance
Some Measures that get Business Leaders Attention

*Link people’s health and wellbeing to...*

<table>
<thead>
<tr>
<th>HUMAN CAPITAL MANAGEMENT</th>
<th>BUSINESS OUTPUT</th>
<th>BUSINESS PERFORMANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee satisfaction/engagement</td>
<td>Store/unit sales</td>
<td>Revenues</td>
</tr>
<tr>
<td>Employee turnover</td>
<td>Billable hours</td>
<td>Profitability</td>
</tr>
<tr>
<td>HR costs per employee</td>
<td>Customer satisfaction</td>
<td>Shareholder value</td>
</tr>
<tr>
<td>Supervisor evaluations</td>
<td>Inventory turnover</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Service errors</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Product defects</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Process/product throughput</td>
<td></td>
</tr>
</tbody>
</table>
How does Absence and Disability Leave Fit In?

- Important lagging indicators of people’s health and their quality of care
- Critical driver of company’s productivity
- Provides a bridge between the impact of high quality care and business performance
IBI’s Data and Analytics Resources

• Practical measurement tools and strategies for linking employee health, wellbeing and productivity

• Principal Resources
  o Disability and Leave Benchmarking Database—2016
  o Full Cost Estimator (FCE)
  o Snapshot of Chronic Conditions
  o Health and Productivity Impact of Chronic Conditions
## Disability and Leave Benchmarking Database 2016

<table>
<thead>
<tr>
<th>Program</th>
<th># of carriers/TPAs</th>
<th># of industry reports</th>
<th># of employer policies</th>
<th># of claims</th>
</tr>
</thead>
<tbody>
<tr>
<td>STD</td>
<td>12</td>
<td>351</td>
<td>19,000</td>
<td>1.9M</td>
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<tr>
<td>LTD</td>
<td>11</td>
<td>477</td>
<td>34,000</td>
<td>496,000</td>
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<tr>
<td>FMLA</td>
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<td>1.6M</td>
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<tr>
<td>WC</td>
<td>4</td>
<td>374</td>
<td>2,000</td>
<td>1.7M</td>
</tr>
</tbody>
</table>

*Claim information:* age, sex, state, diagnosis, wage replacement costs, lost work time

*Employer characteristics:* industry, disability plan design, covered lives
Using Benchmarking with Clients/Prospects

1. Share reports from IBI’s catalog

Sample Benchmarking Reports
Ibi.labs@ibiweb.org
2. Build IBI data into your stewardship reporting

3. Integrate IBI disability claims with your book of healthcare claims
   - Establish patterns of leave use, costs and lost work time by comorbidities, care quality
   - Coordinate with disability carrier to identify common clients
   - Link by employee ID using a crosswalk to IBI’s blinded information
3. Integrate IBI disability claims with your book of healthcare claims

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- Link by employee ID using a crosswalk to IBI’s blinded information

Using Benchmarking with Clients/Prospects
Full Cost Estimator (FCE)

Uses benchmarking and nationally representative data:

- Models lost work time, wage replacements, and opportunity costs of:
  - Sick days
  - STD
  - LTD
  - FMLA
  - WC
  - Presenteeism

- Basic model uses industry and headcount
- Produce targeted results by adding information about compensation, benefits eligibility, and wage replacement policies
Using FCE with Clients/Prospects

1. Compare to the competition using an industry average case
   • Great for companies with little access to productivity data

2. Adjust results for a company’s own policies
   • Removes the influence of pay and plan generosity

3. Describe lost work time in terms that resonate
   • Total lost work time
   • PEPY
   • % of labor inputs lost
   • Missing FTEs
Snapshot of Chronic Conditions

- WHO and Harvard Medical School’s Health and Productivity Questionnaire
- Prevalence, sick day, and presenteeism impact modeled on 120,000 survey results from 64 workplaces

Health & Productivity Impact of Chronic Conditions

- WHO and Harvard Medical School’s Health and Productivity Questionnaire
- Prevalence, sick day, and presenteeism impact modeled on 120,000 survey results from 64 workplaces

Sample Chronic Condition Reports: Ibi.labs@ibiweb.org
For more information

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