

# The Ease of Navigating An Employee Disability Leave With The Workplace Possibilities<sup>SM</sup> Program



## Process Map

Helping an employee through a disabling medical condition may seem overwhelming. A recent survey conducted by Standard Insurance Company found only 37 percent of human resources (HR) managers were confident in the way their organization handles employee disabilities and accommodations.<sup>1</sup>

Did you know your disability carrier can help? The Standard's<sup>+</sup> Workplace Possibilities program helps streamline the accommodations process — no matter if it's developing a return-to-work plan or researching stay-at-work accommodations. Our knowledge and expertise will help free up your time, as consultants will partner with you to develop a plan, assist with your legal compliance efforts and help you keep valued employees at work, no matter what situation your employees are facing.

### START HERE

#### IS YOUR EMPLOYEE RETURNING FROM A DISABILITY LEAVE?

One of your employees has taken a long-term disability leave related to an illness, injury or mental health diagnosis. He or she is interested in returning to work part or full time, and you want to get a plan in place to ensure the employee's return to work is successful.



#### DO YOU WANT TO HELP AN EMPLOYEE STAY AT WORK?

An employee is experiencing low productivity at work due to a condition such as a chronic illness, a mental health condition or an injury. No matter what the cause, if left untreated, the employee could require a disability leave.

### REACH OUT TO A WORKPLACE POSSIBILITIES CONSULTANT

A dedicated vocational case manager, nurse or mental health consultant will create an individualized return-to-work plan and/or recommend workplace accommodations.

#### Our consultants will research the employee's situation by:



Talking to you about the employee's claim or situation, learning about your organization and discussing the employee's job functions



Connecting with the employee in person or over the phone to discuss his or her medical issue, assess the work environment and learn about the employee's job duties



Reaching out to the employee's medical team to gain a thorough understanding of the employee's medical issue and any medical-related limitations the employee may have

<sup>1</sup>The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Ore. in all states except New York, where insurance products are offered by The Standard Life Insurance Company of New York of White Plains, N.Y.

## FROM THERE, THE CONSULTANT WILL DEVELOP A CUSTOMIZED PLAN BY:

- 1 Researching potential accommodations, such as ergonomic equipment, modified hours or a temporary job role, or connecting employees with other resources for help
- 2 Working with vendors to source ergonomic equipment or workstation modifications and ensure proper installation



The purchase of equipment or tools for an employee to use in the workplace may be covered through The Standard's Reasonable Accommodation Expense Benefit.

### The accommodation isn't finished when the employee comes back to work or the equipment is installed.

The consultant will check back to determine if the accommodations are working, answer any questions, troubleshoot problems and investigate alternative options.

### Our consultants see the claim through from start to finish, keeping you informed along the way and ensuring the accommodations are the right fit for the employee, the job role and your organization.

They'll also partner with you to enhance and assist with your Family and Medical Leave Act and Americans with Disabilities Act Amendment Act compliance efforts.

## THE END RESULT? PRODUCTIVE EMPLOYEES.

The Workplace Possibilities program ensures you have the right resources at your disposal to support employees' individual needs relating to a disabling medical condition and help them stay productive at work.

Visit [www.workplacepossibilities.com](http://www.workplacepossibilities.com) to learn more.

<sup>1</sup>Data based on a survey of 300 respondents and conducted in September 2014 by a third-party research firm hired by The Standard.

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