



# A HOLISTIC LOOK AT DISABILITY MANAGEMENT



## A Disabling Medical Condition Can Be a Major Disruption in an Employee's Life

Work, family and personal responsibilities can be overwhelming; concerns about finances may be mounting; and the health care system can be complex. Yet an individual who is injured or ill may not know where to turn for help.

Partnering with a comprehensive disability carrier allows an employer to enact processes and programs that help treat an employee's whole condition and help him or her regain productivity. This approach is designed to look at all the factors that may influence an employee's ability to stay at work or return to work. When all elements are addressed in a supportive way, both the employee and the employer can benefit.

Read on to learn how a holistic approach to disability management helped guide employees through health challenges and made a positive difference in their recovery.



**A holistic approach may be the key to improving the health and productivity of a workforce.**



# Returning to Work After Depression

## An Effective Integration of Services

After several stressful experiences happened in quick succession — including the deaths of two immediate family members — a mechanic was diagnosed with depression and unable to fulfill his job requirements.

The mechanic initially used his employer's employee assistance program (EAP) to find a psychiatrist. However, once those EAP-sponsored sessions ended, he regressed and was unsure how to proceed. Upon review of his claim, a consultant from The Standard's Workplace Possibilities<sup>SM</sup> program felt the employee may benefit from further assistance.

After speaking with the employee to understand his needs, the consultant helped him develop a plan that included integrating benefits from another carrier. The consultant helped the mechanic:

- Find a new doctor
- Form questions to ask at appointments
- Obtain the proper documentation for health providers
- Stay accountable for doctor visits

With the consultant's help, the mechanic received proper treatment and returned to work full time. Had he not received this assistance, he could have been away from work far longer.

## AT A GLANCE



**Condition**  
Depression



**Integration**  
Employee Assistance Program,  
Workplace Possibilities



**Industry**  
Manufacturing



Knowing that returning to work can be particularly challenging for individuals with depression, The Standard's experts review behavioral health claims and proactively offer support.



# Returning to Work After a Serious Injury

## A Unique Accommodation

Hit by an oncoming car during an afternoon bicycle ride, a lawyer was paralyzed due to fractures in his spine. He sought to return to work as soon as possible despite his injury, wanting to resume a normal life. His employer contacted a Workplace Possibilities consultant to help accommodate his work and medical needs.

After conducting an assessment of the lawyer's workspace with an ergonomics expert, the consultant worked with local equipment vendors to:

- Determine the proper office layout — including desk height and computer monitor distance, keyboard and mouse functionality, and phone headset capabilities
- Install the appropriate equipment

The office layout and equipment accommodated the lawyer's wheelchair and his need to recline periodically to relieve pressure on his spine.

The consultant from Standard Insurance Company (The Standard<sup>®</sup>) followed up with the lawyer regularly to troubleshoot what wasn't working, investigate alternative options, and upgrade equipment and software. After a few months, the lawyer fulfilled his goal of returning to work on a modified schedule.

## AT A GLANCE



**Condition**  
Spinal injury



**Integration**  
Local ergonomic vendors,  
Workplace Possibilities



**Industry**  
Professional services



Consultants from The Standard develop personalized plans to address the unique needs of each employee.





# Returning to Work After Cancer

## A Tailored Solution

Following surgery to treat bone cancer in her thigh, a customer service representative sought the counsel of her company's health and wellness coordinator, a registered nurse. She was concerned the ambulatory and nerve issues that resulted from her surgery could prevent her from returning to work, as her ability to walk was limited.

The nurse contacted a Workplace Possibilities consultant to see how the employee could resume working. After learning more about the employee's condition, the consultant:

- Arranged an ergonomic assessment of the employee's workspace
- Recommended a course of action to gradually bring the employee back to work full time
- Facilitated the installation of ergonomic equipment

For the first two weeks, the employee worked a part-time schedule, taking brief walks throughout the day to reduce her pain and stiffness. The employee resumed a full-time schedule after a sit/stand desk was installed, eliminating the need for frequent breaks.

Because The Standard's Workplace Possibilities consultant took the time to fully understand her needs, in addition to collaborating with an ergonomic expert, a plan was devised that addressed those needs so she was able to ease back into her role with success.



The Standard integrates with other services to address all factors that may influence an employee's ability to return to work.

## AT A GLANCE



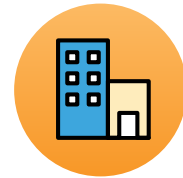
### Condition

Bone cancer



### Integration

Corporate wellness program,  
Workplace Possibilities



### Industry

Finance

Contact an employee benefits consultant about how you can make a positive impact on the health and productivity of your workforce.

Standard Insurance Company | The Standard Life Insurance Company of New York | [standard.com](https://standard.com)

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