

# Helping Employees Stay at Work With Workplace Possibilities<sup>SM</sup>

Missouri State Employees' Retirement System



Andrea Binkley, chief benefits officer  
Missouri State Employees' Retirement System

“The Workplace Possibilities program has helped employees feel good about themselves and their work. After receiving accommodations, employees are more productive and happier at the workplace.”

## THE CLIENT

The Missouri State Employees' Retirement System manages benefits for 48,000 government employees. Its operations staff works with HR reps all over the state to help members with retirement, life insurance and long term disability benefits. MOSERS members include those who work for the legislative and judicial systems, universities and public safety institutions.

## THE CHALLENGE

Without a formal stay-at-work or return-to-work program, MOSERS was seeing a high level of absenteeism and presenteeism among its members. This was a difficult problem to address because employees work in a wide variety of jobs all over the state.

### Logistical issues

- ▲ 100+ locations statewide
- ▲ 500+ HR reps in many locations — and not all under the same umbrella
- ▲ 100+ types of jobs in a variety of work environments

### Communication factors

- ▲ Members spread across 39 agencies, including nine colleges and universities

**How could MOSERS reduce costs while increasing productivity and employee engagement?**



continued on reverse

## THE SOLUTION

### Introduced Workplace Possibilities

The Standard added its Workplace Possibilities program to MOSERS' Long Term Disability insurance program at no extra cost to the organization or its members.<sup>1</sup> The program's proactive approach sends consultants to workplaces to help identify at-risk employees before they ever miss work. Our consultants also work with employees on disability claims to get them back to work faster.

### Launched Awareness Campaign

The Standard and MOSERS partnered to communicate the value of this new program. We targeted HR reps, managers and employees directly to spread awareness through a variety of channels.

### Built Momentum in Person

A Workplace Possibilities coordinator from The Standard visited a select number of work locations. The coordinator met with HR reps and, in some instances, recommended accommodations to employees on the spot. Word soon spread as employees began to realize how the program could help them stay productive.

### Unified Our Services

By unifying our services with those provided by MOSERS, we're able to offer employees innovative services that work together. These include absence management programs and online ergonomic assessments from The Standard, and health insurance and weight loss incentives from MOSERS.

## Partner With The Standard

Contact your broker to talk about solutions.  
See what's possible by visiting  
[workplacepossibilities.com](http://workplacepossibilities.com).

## THE RESULTS

**91%** stay-at-work success rate after Workplace Possibilities intervention

**403%** return on investment

**38%** decrease in LTD claims

**\$5.8M** net LTD savings

Internal data compiled by Standard Insurance Company as of 2019

## A Stronger Partnership – and Well-Earned Recognition

In 2018, The Standard awarded the Workplace Possibilities Champion Award to MOSERS. The award recognizes excellence in education efforts and success at helping employees stay at work or return to work. It also showed how a true partnership can lead to meaningful changes and results for employees and employers.

Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 | [standard.com](http://standard.com)

<sup>1</sup> Features of Workplace Possibilities depend on those selected by the policyholder.

These policies have exclusions, limitations, reduction of benefits, and terms under which the policy may be continued in force or terminated. Please contact The Standard for additional information, including costs and complete details of coverage.

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

The Standard provides administration, informational and referral-type services, and a client should not rely on Workplace Possibilities to ensure its compliance with ADA requirements.