

## *Sample Deliverables*



# Benchmarking Benefits Programs To Improve Absence, Productivity & Health

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# What's Included?

IBI's benchmarking program helps employers understand performance of their absence, disability and health benefits programs -- workers' compensation, short-term and long-term disability, group health, incidental absence and FMLA -- and their impact on the company's business. It's aimed at employers with an organizational focus on improving absence, productivity and health, and for benefits program managers desiring to work together to meet these organizational goals.

This document provides sample graphics and highlights the information employers receive in the full report when they participate in IBI's benchmarking program. The full report helps benefits program managers work together by organizing benefits information around key issues that cut across benefit programs and shows how the participant ("Company X") compares to a blinded group of other employers. In addition, the full report contains complete graphics, more detail on program measures, plan design characteristics and workforce demographics.

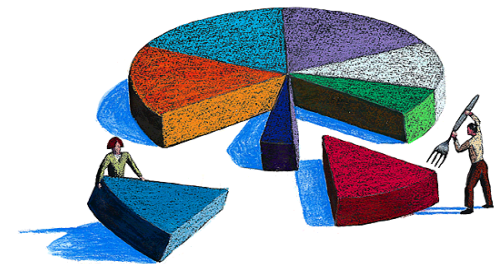
This overview contains four sections:

**I. Dashboard Results.** *What are the key corporate results from the benchmarking study?*

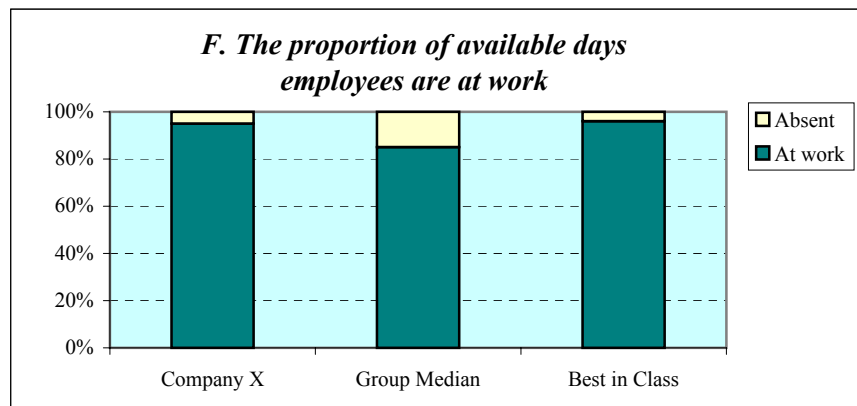
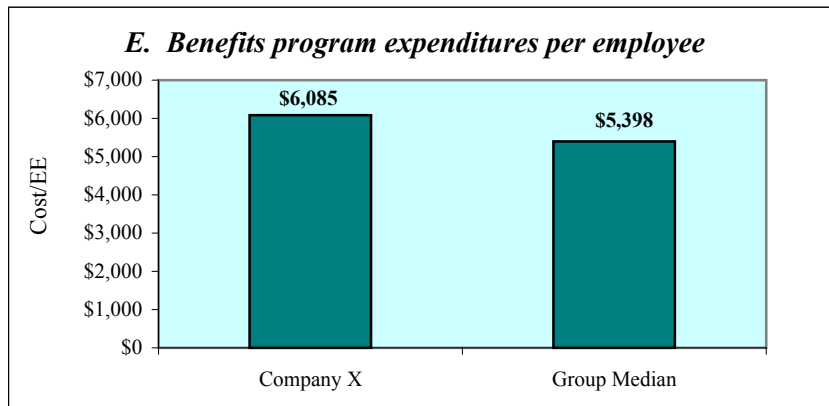
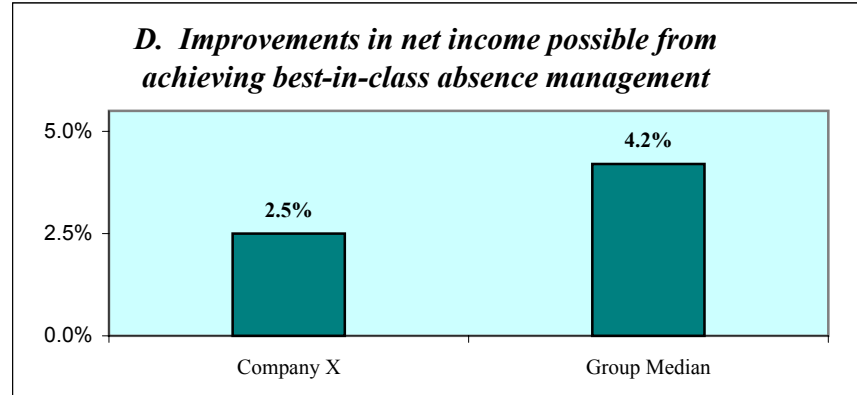
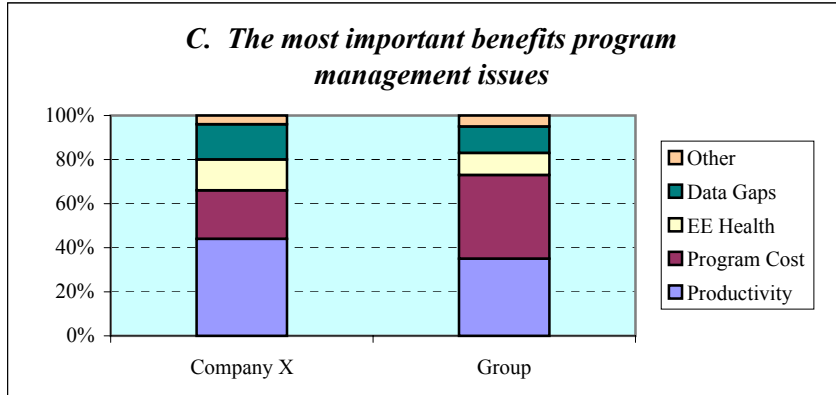
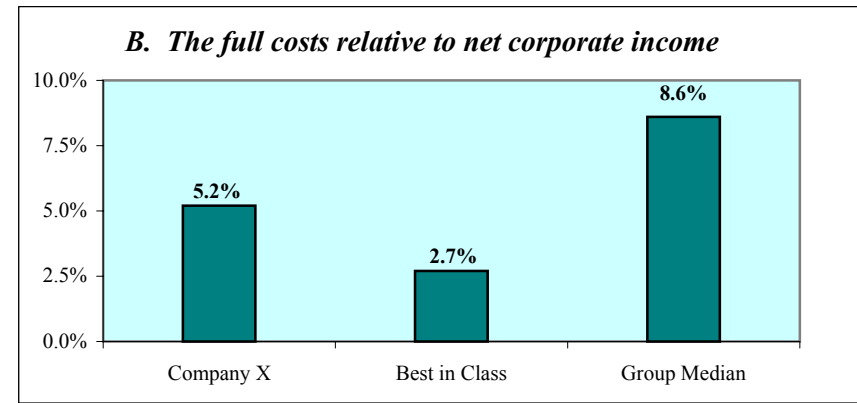
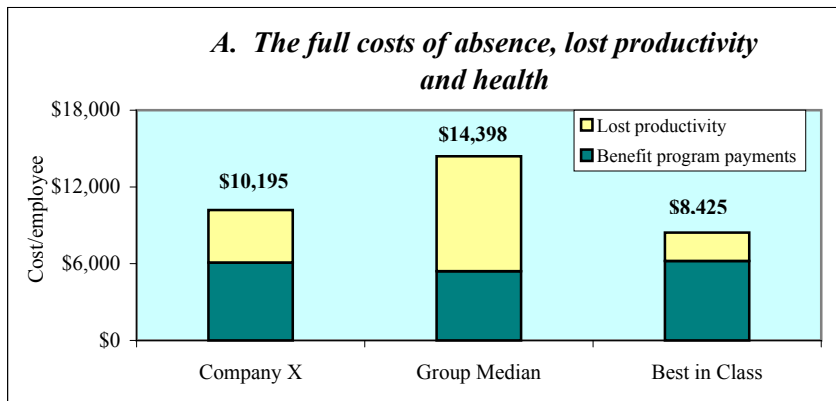
**II. Full Costs and Opportunities for Improvement.** *What are the full costs of employer benefits programs, and where can employers improve performance?*

**III. Benefits Management Issues and Key Measures.** *How does the company compare on its most important benefits program management concerns?*

**IV. Benefits Program Design and Workforce Demographics.** *How does the company compare in the way benefits programs are designed and in the demographics of the workforce?*

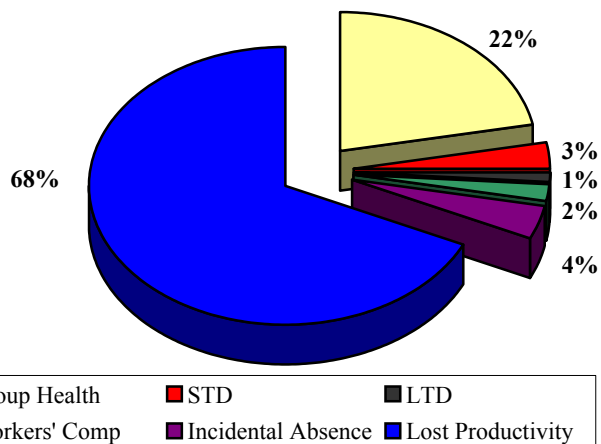


# I. Dashboard Results: *What are the key corporate results from the benchmarking study?*

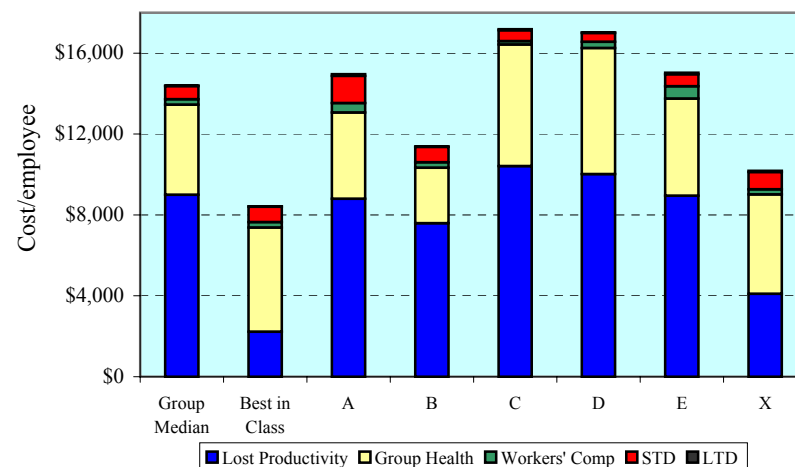


## II. Full Costs and Opportunities for Improvement: *What are the full costs of employer benefits programs, and where can employers improve performance?*

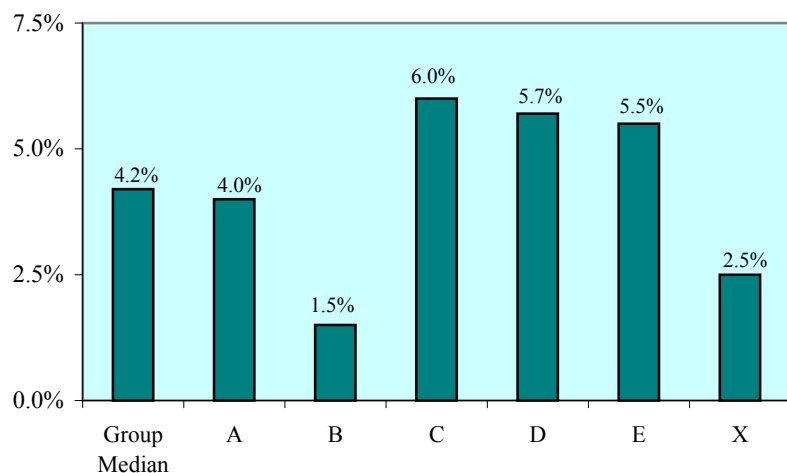
*A. The distribution of lost productivity and benefit program costs for the group*



*B. How benefit programs contribute to the full costs of absence, lost productivity and health*



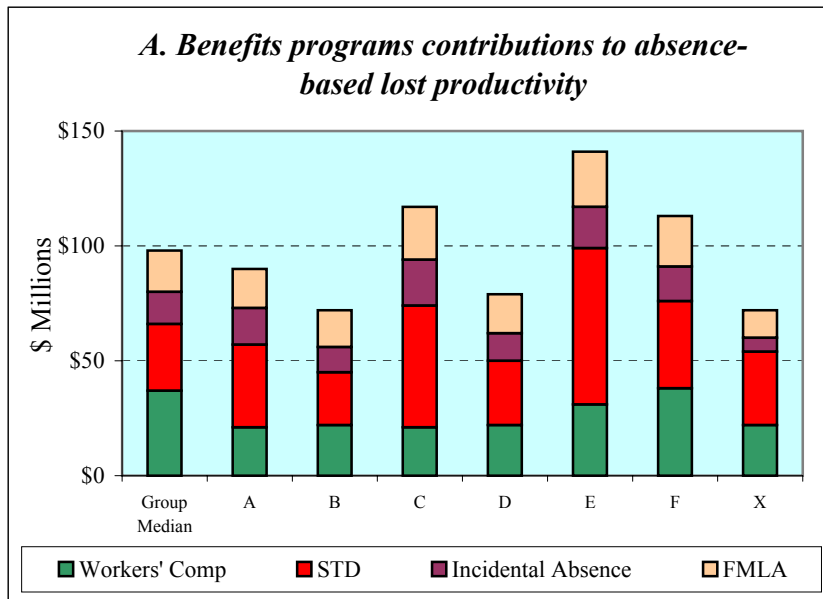
*C. Potential improvements in corporate net income with best-in-class absence management*



### Additional Opportunities Addressed in the Full Report

- 1) How many people are employed -- both at work and absent -- to generate \$1 million in net income?
- 2) What benefits programs provide the best opportunity -- based on best in class -- to improve absence-related lost productivity?
- 3) How do participants score on an absence-based health index?

### III. Benefit Management Issues and Key Measures: *How does the company compare on its most important benefit program management concerns?*

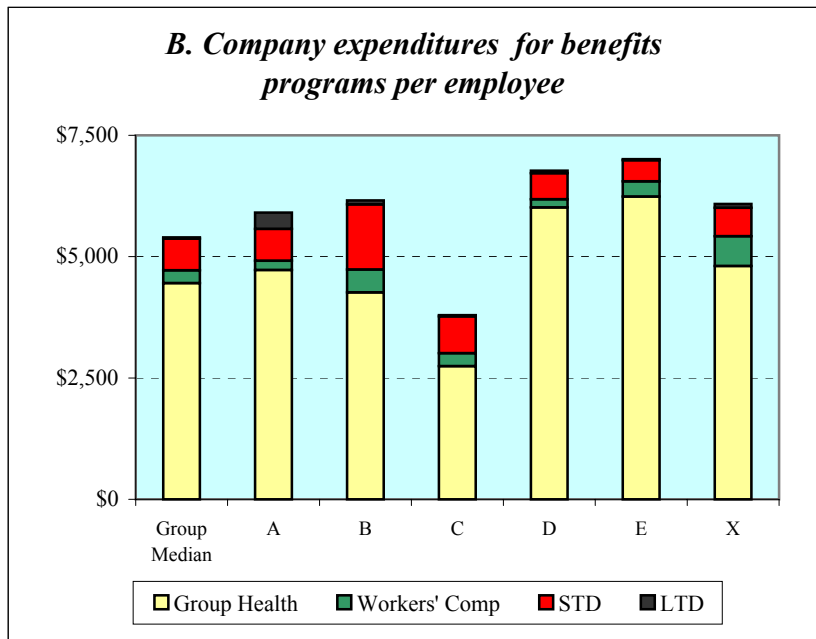


#### Additional Key Measures Compared in Full Report

- 1) Lost days per covered life
- 2) Program costs as % of payroll
- 3) Frequency of lost-time incidents
- 4) Average duration of lost time incidents
- 5) % data missing for measuring benefit program performance
- 6) Ratio of lost-time claims across lost-time programs
- 7) Contributions to program costs per employee

#### Other Measures Compared in Full Report

- 1) % claimants returning to transitional work
- 2) Administrative costs per covered life
- 3) Average claim costs
- 4) Lost-time claims as % of all workers' compensation claims
- 5) Employee turnover rate
- 6) Benefit program enrollment rate
- 7) % workers' compensation claims represented by counsel



## **IV. Benefits Program Design and Workforce Demographics: *How does the company compare in the way benefits programs are designed and in the demographics of the workforce?***

### **I. Benefit Program Design. The full report includes information on:**

- Employee contribution to program costs
- Elimination period for benefits
- Wage replacement rates
- Return-to-work program availability
- Insurance status
- Waiting period for eligibility
- Types of employees eligible for programs

### **II. Workforce Demographics. The full report includes information on:**

- Gender distribution
- Age distribution
- Benefit program integration status
- Occupation
- Standard work week
- Cost of recruitment
- Exempt vs. non-exempt workforce

The **Integrated Benefits Institute** is a national, non-profit organization supported by employers, insurers, healthcare providers, brokers, third-party administrators, consultants and others having an interest in health and productivity management through development of integrated benefits.

**For membership information**, please contact us by one of the channels below. IBI can provide you with invaluable information, work with you to benchmark your benefits programs and offer communication opportunities to keep you in tune with the latest changes in this rapidly evolving arena.

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