

Workers' Compensation & Disability Program Integration Checklist

As you look across your organization and consider the possibility of integrating your workers' compensation (WC) and disability programs, the checklist below will prompt you to answer particular questions about your workplace environment and determine the level of integration or coordination that could work best.

KEY QUESTIONS	ANSWERS	COMMENTS
Which internal departments currently handle your WC and disability programs?		
Workers' compensation		
Risk management		
Employee benefits		
Other		
Short-term disability		
Risk management		
Employee benefits		
Other		
Long-term disability		
Risk management		
Employee benefits		
Other		
Family medical leave		
Risk management		
Employee benefits		
Other		
ADA		
Risk management		
Employee benefits		
Other		
Do you apply case management across the programs below? And can the philosophy be coordinated across WC and disability?		
Workers' compensation		
Short-term disability		
Long-term disability		
Do your disability and WC policies contain return-to-work incentive wording that can be relied upon in the claims administration process?		
Workers' compensation		
Short-term disability		
Long-term disability		

KEY QUESTIONS	ANSWERS	COMMENTS
Do you have formal return-to-work policies and procedures in place for the programs below? And could they be coordinated?		
Workers' compensation		
Short-term disability		
Long-term disability		
Are there health and productivity management programs your organization employs that could be made part of the disability and WC management processes?		
EAP/behavioral health		
Group healthcare		
Disease management		
Wellness		
Other		