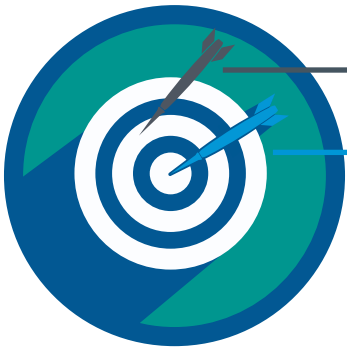


Disability and Return-to-Work (RTW) Durations

Duration projections in ODG by MCG are generated by condition and/or procedure using medical topics and codes. Interpreting projected and target disability durations is key to managing the return-to-work/function process.



Average Durations (A)

Best Practices Durations (B)

- The **A value** provides the average of all lost-time claims excluding the outliers (top 5%), which better reflects a typical lost-time claim. The A value includes the physical recovery along with any psychosocial components the client may have including confounding and comorbidity factors.

- The **B value** represents a reasonable expectation for a well-managed, top-tier claim. This value is based on physiological recovery time, which is informed by data while also undergoing an annual peer review and consensus process by the ODG Editorial Advisory Board, consisting of about 100 physicians.

The goal is to move from the average durations, A value, toward the best practice duration, B value. With every day closer to the B value from the average claim length is a win.

Meet Sally. Sally was on vacation in Hawaii and broke her arm while learning to surf. For her broken arm, the A value shows the typical RTW duration is 55 days and the B value is 29 days.

A

Average
55 Days

Benchmark against the
actual outcomes data

B

Best Practice
29 Days

Manage toward the best
practice duration

A

Average
54 Days

Benchmark against the
actual outcomes data

B

Best Practice
29 Days

Manage toward the best
practice duration

The disability specialist enters Sally's info and notices when adding the state of Hawaii, where Sally was injured, the A value changes, but the B value does not.

A

Average
68 Days

Benchmark against the
actual outcomes data

B

Best Practice
29 Days

Manage toward the best
practice duration

If the disability specialist enters the state of California, the A value would increase, but the B value remains the same.

The disability specialist realizes that by adding the state where Sally was injured, only the A value is effected as it represents **actual claims that have the same condition and similar characteristics**. So adding which state Sally got injured in, while not effecting the physical recovery time, may add non-recovery related components that could result in longer claim durations.

A

Average
85 Days

Benchmark against the
actual outcomes data

B

Best Practice
29 Days

Manage toward the best
practice duration

On the other hand, when then adding a job classification of "heavy", both the A value and the B value increase.



The B value evaluates the physical recovery time, meaning the time it takes for her broken arm to heal, which wouldn't change simply because the fracture occurred in a different state but would be impacted by the addition of a job status.