



# Work is Good for Health, Wellbeing & Productivity

An Insurance Industry Perspective

*Presentation at*  
**Welfare Working Group Wellington**

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10 June 2010





# Insurance Industry

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▶ 120% Accident Compensation

- ▶ An insurance scheme woven into the fabric of New Zealand – *a right and entitlement*

▶ 20% Income Protection

- ▶ An income maintenance insurance scheme for those with financial means and who plan for unforeseen events

▶ 50% Personal Accident Health Insurance

- ▶ A necessary form of insurance to fund what the public health system cannot provide



# Response to Growing Claims

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## ▶ Income Protection

- ▶ Individual policies risk rated based upon health and occupation
- ▶ Policy coverage reduced to 2 years compensation
- ▶ Intensive case management of long term claims

## ▶ Personal Accident/Health insurance

- ▶ Limits on treatment costs
- ▶ Individual policies risk rated based upon health and age

## ▶ Accident Compensation

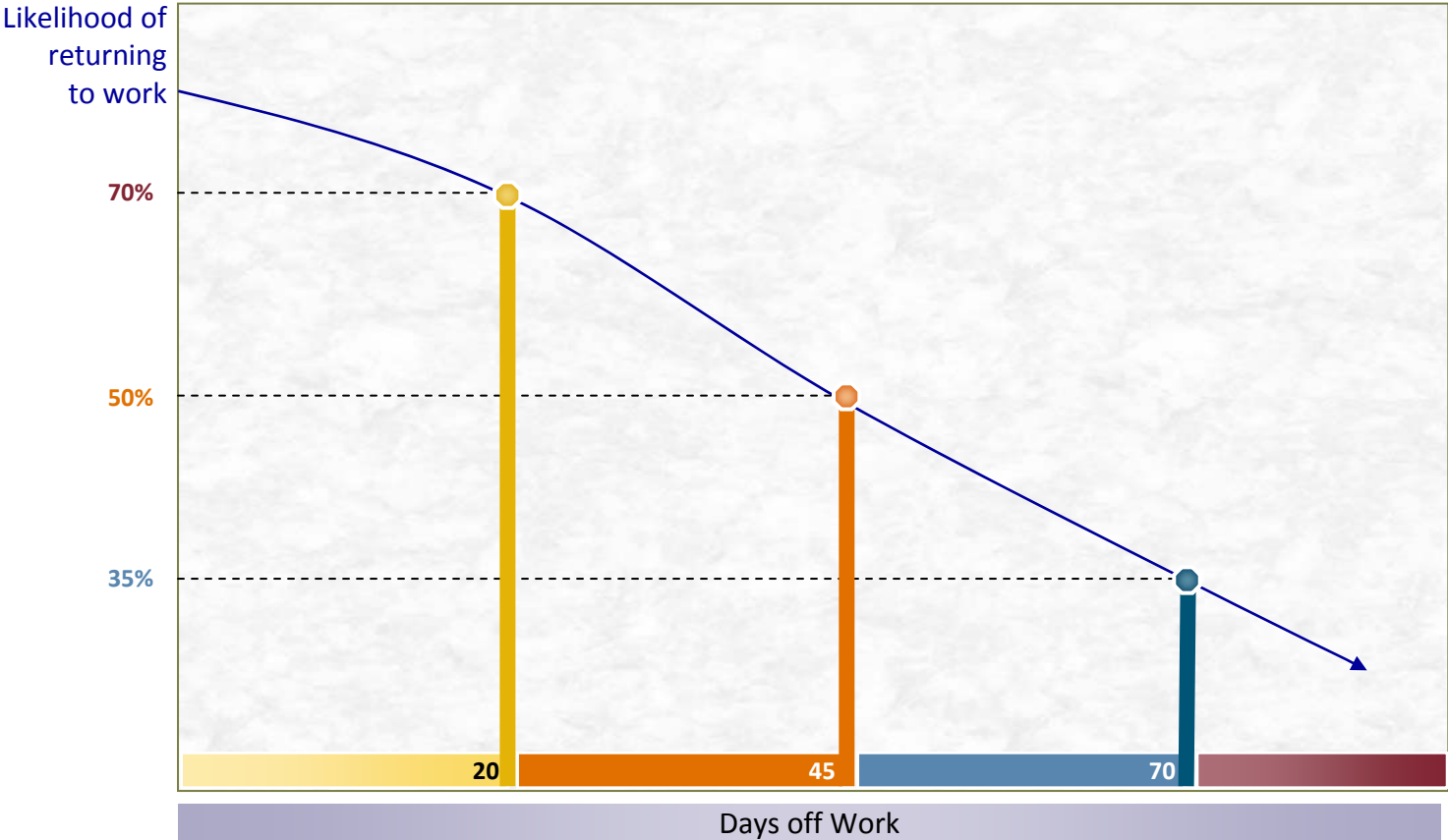
- ▶ Case management of claims
- ▶ Premiums Experience Rated to reflect risk

# Incentive to Remain in Claims

## Wage Compensation (weekly)

	ACC	Sickness	Unemployment	DPB
Minimum Entitlement	\$400	\$265	\$265	\$426
Maximum Entitlement	\$1,692	\$543	\$543	\$715
Gatekeeper	GP	GP		

# Prolonged Absence = Dependence



Source: Johnson & Fry: Factors affecting Return to Work after Injury 2002



# Aon's Return to Work Performance

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## 5,000 Lost Time Injuries

59% *returned to work/independence within* 5 weeks

73% *returned to work/independence within* 10 weeks

95% *returned to work/independence within* 52 weeks

99.5% *returned to work/independence within* 2 years

# Tools Employed to Reduce Dependence

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- ▶ Early Intervention Face to Face meeting within 4 weeks
- ▶ Rights & Responsibilities Tabled, discussed and signed at first meeting
- ▶ Rehabilitation Plan Developed and signed at first meeting
- ▶ Vocational Independence Work capacity tests assessed by independent specialists at week 12
- ▶ Continued Focussed Case Management Good people continually meet claimants at 4 weekly intervals to update Rehabilitation Plan, monitor progress with a clear goal in mind  
Return to Work or Return to Independence
- ▶ Manageable Caseloads *Optimum = 40*  
*Maximum = 55*