



Work Loss Data Institute

In Focus with Workplace Health and Productivity
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Official Disability Guidelines Benchmarking Lost Time: Grading RTW 101

1. Sum up all internal closed claims durations (excluding permanent total disability)
2. Sum up corresponding At-Risk durations from ODG Summary Guidelines (with an ICD9 coded At-Risk date corresponding to each claim)
3. Divide the sum of the At-Risk dates minus the sum of your internal claims durations by the sum of the At-Risk dates: (sum of At-Risks – sum of claims)/sum of At-Risks
4. Multiply the result by 100 to get a percentage score

Grading Your Results				
A	B	C	D	F
99-75%	74-50%	49-25%	24-0%	Negative

A+	A	A-	B+	B	B-	C+	C	C-	D+	D	D-
99-92	91-83	82-75	74-67	66-58	57-50	49-42	41-33	32-25	24-17	16-8	7-0

Regardless of one's ultimate grade, the value of these benchmarks is to create consistency across different conditions, allowing for comparison among internal or external claims entities (TPAs, providers, case managers), geographic & demographic samples or subdivisions of another nature, and time-series evaluations of new programs, despite the likelihood of heterogeneous case mixes.

Example: Firm X has the following distribution of non-permanent closed claims-

Claim #	ICD9 code	Duration	ODG At-Risk
1	354.0	11	84
2	847	14	68
3	722.1	110	141
4	726.1	26	106
5	354.0	29	84
6	354.0	17	84
7	847.0	38	68
8	724.2	3	79
9	845.0	7	63
10	726.1	21	106
11	847.0	16	68
12	724.2	10	79
13	354.0	35	84
14	847	28	68
15	726.32	20	44
Total Days:		385	1226

To calculate Firm X's percentage and letter grade for return-to-work performance, subtract the sum of Firm X's claims durations from the sum of the corresponding ODG At-Risk dates and divide the result by the sum of the corresponding ODG At-Risk dates, then multiply that result by 100:

$$\rightarrow [(1226-385)/1226] \times 100 = 68.6\%$$

Firm X earns a grade of B+.

