



Sun Life Financial entered into an agreement with the National Institute of Disability Management and Research (NIDMAR), effective in December 2014, that allows this major international financial services organization to administer the "Disability Management Self Assessment" (DMSA) on behalf of its Canadian base of clients and plan sponsors. Celebrating 150 years in 2015, Sun Life Financial provides a diverse range of protection and wealth products and services to individuals and corporate customers.

Sun Life Financial Seeks "Gold Standard" by Adopting IDMSC Audit Tool

Seeking a "gold standard" in workplace disability management, Sun Life Financial entered into a license agreement with NIDMAR that now allows the organization to use the self-assessment tool, the "DMSA," which reflects the culmination of a multi-year collaborative development process overseen by NIDMAR and the International Disability Management Standards Council (IDMSC). The DMSA incorporates the best practice principles of the International Code of Practice for Disability Management and measures against optimum practice standards in Return-to-Work/Disability Management.

The license agreement supports Sun Life Financial's continuous aim to provide its plan sponsors with reputable, reliable and calibrated assessment tools to help identify key gaps in international disability management practices.

According to Lori Casselman, Assistant Vice President, Practice Excellence & Innovation, the internationally recognized self-assessment tool offers tangible advantages: "As benefits costs continue to rise, managing organizational health is a top business priority for many employers. Our best practice approach, including a dedicated team, distinctive tools, thorough analysis, and evidence-based insight, will generate optimum results and assist plan sponsors along the full organizational health continuum—from wellness and prevention to absence and disability management."

About the DMSA

Administered by NIDMAR, under the auspices of the IDMSC, the Disability Management Self Assessment tool was established more than a decade ago by senior representatives in business, labour, government, and other stakeholder groups from around the world. The DMSA is designed to allow individual organizations to undertake a basic self-assessment of their current return to work and disability management efforts and obtain a report that provides an overview of their current performance. The report also identifies best practices, allowing the organization to determine which areas of their program require review and/or improvement.

The 16 elements covered by the self-assessment tool come under the headings of disability management policy and workplace resources, disability prevention, and early intervention and timely return to work. For more information on the DMSA, please go to <http://www.idmsc.org/dmsa/background.php?referral=1>.