



“Less than a year after full rollout (of the Morneau Shepell program for Staples Canada) the average duration of an STD claim had already decreased by 11.7 days.”

Source: Benefits Canada, 2013

Retailers understand the importance of the right fit in a health and benefits partner.

Offering a program to your employees is a great start. The difference between good benefits and great benefits is a big one. Great benefits retain employees, are tailored to the retail industry, and actually increase productivity and profitability.

Can a benefits program actually make your business better?

In retail, if your product doesn't fit the need, you don't make the sale. RCC and Morneau Shepell have worked together to develop benefits that fit for 15 years. RCC has counted on the difference that providing benefits through Morneau Shepell make to their business.

When you work with a Morneau Shepell benefits consultant, you:

- **Save time** – online tools for you and for your employees mean that claims and enrollments are quick and easy; credit card payments make premiums easier too
- **Get full flexibility and choice** – no matter how small or large your establishment, you can offer the benefits your employees want and use the most
- **Get benefits consulting services too** – we'll measure, benchmark, and provide ongoing feedback
- **Have a benefits expert on call** – your Morneau Shepell representative is available for benefits advice, education, and help with administration
- Rest easy knowing that, thanks to Morneau Shepell's stable pricing policy, there won't be a premium surprise next year

Absence and Disability Management

A short term disability case can range from short-term health issues such as colds, flus or minor sprains, to cases much more complex in nature, such as those rooted in mental health or multiple diagnosis. Morneau Shepell has the flexibility to support a full range of cases, including the most complex; looking at each case and developing the best plan of action to achieve positive outcomes.

The Morneau Shepell model begins with an initial assessment from a Case Manager within one business day of receiving notification in order to gather all relevant contexts impacting the employee's absence.

The Case Manager will provide immediate triage and ongoing support services to resolve core absence issues and support return to work. We do not wait for objective medical information to start the case management plan and look at return to work opportunities.

Mental Health

Morneau Shepell is uniquely positioned to leverage our expertise in delivering [employee and family assistance programs](#), [absence and disability management solutions](#), and [health and benefit plans](#) as well as consulting services to build and implement a [workplace mental health strategy](#) to address the cost, and the risks that impact productivity and employee engagement.

Mental health issues account for 30% of all disability costs, but studies show that taking effective action produces results: A 15-33% reduction in psychological health costs is achievable when effective and appropriate policies and programs are implemented.

Put in place immediate foundations with Morneau Shepell's [Leading a Mentally Healthy Workplace Certificate Program](#). Certificates are granted on successful completion from Queen's University. Empower your people leaders and employees to recognize risk, understand accountabilities and address stigma.

2014 Total Rewards Compensation Trends National Retail Survey

The [Retail Council of Canada](#) and [Morneau Shepell](#) have teamed up to gather the most up-to-date information on retail industry compensation in Canada. Contribute your own experiences to those of other retail industry leaders and see how retail measures up as an industry. Learn from progressive leaders and apply their insights to your business.

It's easy to get started, with a no-obligation review of your benefits needs.

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