

# North America’s Leading Healthcare Provider Enables Worker’s Compensation OSHA Compliance With Sodales Enterprise Health and Safety

Inland Empire Health Plan (IEHP) is the largest not-for-profit Medi-Cal and Medicare health plan in the Inland Empire, and one of the fastest-growing health plans in the nation.

IEHP has been recognized locally and nationally for innovation, excellence and access to care for the low-income working residents of the Inland Empire. These recognitions honor our steadfast commitment to improving access to quality, wellness-based healthcare services when and where members need it.

IEHP issued a full suite Human Capital Management request-for-proposal (HCM RFP) to transform their business due to a 40% increase in their workforce in the last 5 years. Not only was scalability important, but also a 10-year vision for the future was vitally essential to the success of their organization. IEHP wanted to break the traditional healthcare mold in terms of innovation and adoption and specifically, asked for functionality around Employee Health and Safety with integrated Worker’s Compensation with SAP SuccessFactors.



Medi-Cal and Medicare health plan for low income residents

1.2M+ members



2,500+ employees



Union environment



## Challenges

The customer wanted to monitor employee Health, Safety, and Disability issues for enhanced reliability and sustainability. In order to meet the regulations set by local city, province, state level authorities; it was critical to maintain OSHA /WSIB Logs for Worker's compensation reporting. The lack of a good Health & Safety system in the organization created several challenges such as higher claims costs, compliance risks, overdue safety certifications and employee turnover.

## Sodales Enterprise Health and Safety Software – Extension For SAP HCM

- Ability to create H&S incidents, investigate incidents and perform root cause analysis
- Utilized an automated workflow for incidents using OSHA/WSIB compliant forms, the solution enabled unlimited history of accidents and injuries with automated follow-on activities.
- Ability to generate critical reporting such as LTI rate calculator, location based and incident type reporting etc. The drag and drop output templates enabled auto generation of restriction letters.

## Solution Benefits

- Standard processes to document data related to tracking and outcomes for incidents
- Instantly identify potential risks at all organizational levels
- Process Innovation- Enable standard processes to document data related to tracking and outcomes for incidents
- Improve employee experience by enhancing employee wellbeing by maximizing safety in workplace
- Improve Compliance by providing data, metrics & logs for to automate the worker's compensation and claims management
- Generate efficiency through automation with self-service tools and better user experience
- Allows for leadership and HR to increase focus on strategic, value-added initiatives
- Data governance structure with unified data across all platforms

### Company

Puget Sound Energy

### Headquarters

USA

### Industry

Public Sector Healthcare

### Products and Services

Medi-Cal and Medicare health plan

### Employees

2,000+

### Partner

Sodales Solutions Inc.

[www.sodalessolutions.com](http://www.sodalessolutions.com)

# 80%

Improvement in the user experience

# 60%

Higher employee engagement by self-service tools