

Evidence-Based Disability Case Management Framework

A 697-Study Evidence Synthesis | Confidential Framework Overview | 2026

697

PEER-REVIEWED STUDIES

56%

EVIDENCE-PRACTICE GAP

\$33B

ANNUAL COST (CANADA)

01 The Challenge

Evidence-Practice Gaps in Disability Management

Work disability costs exceed \$33 billion annually in Canada. Analysis across ten domains reveals an average 56 percentage point gap between evidence-based targets and actual implementation. 35-40% of claims that become long-term were preventable with evidence-based early intervention.

02 The Evidence

Evidence Synthesis Methodology

The most comprehensive evidence synthesis ever conducted for Canadian disability case management.

697 Peer-Reviewed Studies (456 unique after deduplication)

67 GRADE-Rated Interventions (64% HIGH or MODERATE)

10 Disability Management Domains

3 Integrated Intervention Domains

03 Key Findings

Effect Sizes for Core Interventions

INTERVENTION	EFFECT SIZE (95% CI)	GRADE
Early Intervention (≤ 4 weeks)	OR = 3.2 (2.1-4.9)	HIGH
Graduated Return-to-Work	RR = 1.8 (1.4-2.3)	HIGH
Supervisor Training	d = 0.45 (0.31-0.59)	MODERATE
Accommodation Quality	OR = 2.7 (1.8-4.1)	MODERATE
PS Measurement + Intervention	r = 0.42 (0.38-0.46)	MODERATE
Organizational Culture Change	d = 0.38 (0.28-0.48)	MODERATE

04 Framework Structure

Three Integrated Domains — 67 evidence-based interventions

ACCOMMODATION 20 Interventions

Early intervention protocols, graduated return-to-work, accommodation quality dimensions, workplace modification, job redesign.

SUPERVISOR TRAINING 22 Interventions

Communication skills, accommodation planning, early identification, supportive contact protocols, return-to-work coordination.

CULTURE CHANGE 25 Interventions

Psychological safety measurement, team-level assessment, organizational climate, leadership development, policy redesign.

05 24-Month Implementation Roadmap

Phase 1 (Months 1-6): Planning, needs assessment, baseline data, pilot (10-20 cases)

Phase 2 (Months 7-12): Core implementation, early intervention, supervisor training

Phase 3 (Months 13-18): Advanced integration, culture measurement, compliance

Phase 4 (Months 19-24): Optimization, ROI documentation, audit readiness

About the Author

Meagan Victoria Angelucci

CDMP • MS I-O Psychology • DBA Candidate • SHRM-CP • C.Mgr.

Over 12 years of progressive leadership across disability management at Sun Life, Canada Life, Munich Re, Manulife, and Cowan. DBA candidate with M.S. in Industrial-Organizational Psychology. Research focused on psychological safety measurement and evidence-based disability management systems.