

## pihmsAnalytic Solutions™

pihms**Analytic Solutions**™ provides the tools to detect and drive down FMLA and absence abuse, decreasing the necessity for temporary/contract employees, overstaffing and overtime. The included Oracle Business Intelligence (BI) functionality can produce unlimited user defined reports based on any of the 10,000 fields available in the pihms database. Utilizing benchmarking data points, users can review up-to-the-minute trend analysis of productivity levels across the entire organization.

The catalog of pre-defined analytics includes trend, summary, and detailed reports. Each report provides the user with the ability to specify the scope of the data and the desired date range.

Reporting requirements are outlined and configured for each stakeholder group (manager, HR dept, Executive Leadership). The flexibility of the reporting structure allows each group to receive automatically generated reports as well as the ability to create their own individual reports.

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### Customer Dashboard Reports

Employee, Manager, HR dept and Executive Leadership dashboards are configured to the specific requirements of each group. Quick access to relevant data provides each group with up to the minute details regarding staffing levels, overall policy compliance and productivity.

### Notifications reports

Timely and comprehensive notification reports (for required actions, tasks, reminders, eligibility notices, due dates, person responsible, etc.).

Example of available reports:

## FMLA Reports

- » FMLA Leave Request Status Summary and Graphs
- » FMLA Leave Request Status Detail
- » FMLA duration by absence type and description
- » FMLA total hours and weeks used
- » FMLA leave request submission by location summary
- » FMLA leave request submission by location
- » Intermittent FMLA usage
- » Required Forms Status Detail report

## Absence Reports

- » Leave Time Detail report
- » Avg duration of leaves report
- » Leave Summary by Absence Type Report
- » Absence Leave Request Status by Absence Type report
- » Absence Receipt Status by Absence Type Report
- » Denied Absence Reasons Report

## Disability Claims Reports

- » STD and LTD Claim Status Summary Reports
- » STD & LTD Claim Status Detail Reports
- » STD Durations by Diagnosis Report
- » LTD Distribution by Medical Diagnosis report
- » LTD Social Security Status Summary Report
- » Claim Lag Analysis

## Operations reports

- » Employees Benefit Balance Detail
- » % of Benefits Used per Employee
- » 75% Benefit Exhaust date by Employee
- » 100% Benefit Exhaust Date by Employee
- » Medical Case Management Reports

## Payment Reports

- » Claim Payment Details Report
- » Insurance Premium Payment Report

## Benefits

- » Role based dashboard views for an at-a-glance understanding and faster action.
- » Up-to-the-minute insight into productivity levels across your organization.
- » Forecasting employee availability enterprise wide based on planned absence events.

## Features

- » Pre-configured Industry Standard Reports.
- » Easy to use Report Writer with access to all 10,000 fields in pihms database.
- » Comprehensive data analysis and customizable reporting.