

# MARSH RISK CONSULTING

## FACILITY CLOSURE AND WORKFORCE REDUCTION STRATEGIES



From transitioning employees, to managing open and potential workers' compensation claims, securing the property, and disposing of hazardous materials, the facility closure process is every bit as complex as a launch. Marsh Risk Consulting's (MRC) Workforce Strategies Practice offers services to assist clients with managing the many complex aspects of a facility closure or significant workforce reduction. Our solutions aim to improve employee communications, contain claims costs, and preserve physical assets.

### KEY FACILITY CLOSURE ISSUES

Often there is a dramatic increase in workers' compensation claims prior to or just shortly after a facility closure announcement. As a risk management team may have many high-level distractions during the closure/downsizing process, existing workers' compensation claims and safety may not be as aggressively managed, leading to excessive payments or even new claims.

In addition, the complex process of removing hazardous materials and reducing fire risks while maintaining a safe environment becomes more difficult as many contractors are involved in decommissioning equipment. Once a site is vacated, ongoing security is needed to preserve the value of the facility for sale or future reuse.

### MRC'S VALUE-ADDED STRATEGIES

Each company and facility will have a unique set of circumstances. MRC's strategies are scalable and tailored to best manage your needs. We offer action plans in each area that help to reduce risk, save money, and maintain compliance.

A sample list of our services includes:

- Development of a facility closure strategic plan.
  - Pre-announcement meetings.
  - Facility inventories.
  - Safety and health reviews.
- Location visits for strategy customization at affected facilities.
- Claims management of existing and potential claims.
  - Aggressive claims closure strategy.
  - Absence management.
  - Medical management of open claims.
- Execution of closure plan.
  - Records retention.
  - Employee exit screening.

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- Implementation of preventative management programs.
  - Emergency planning.
  - Hot work.
  - Hazardous materials.
- Security reviews.
  - Exterior physical security review.
  - Building security systems review.
- Fire protection system reviews.
  - Determining protection needs.
  - Decommissioning unneeded equipment.
- Utilities review.
- Storage review.

Whether the facility closure is related to a strategic realignment, consolidation of operations, or economic hardship, the tasks remain the same. It is important to manage this process to contain costs, preserve vital records, and optimize the protection and value of all assets.

## CONTACT US

To learn more about how MRC can help you meet your facility closure objectives, please contact our Workforce Strategies Practice experts as follows:

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You can also visit [marshriskconsulting.com](http://marshriskconsulting.com) or [marsh.com](http://marsh.com) for further details.

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