

WIPHL Symposium

An Employers' Perspective

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Presenters:

Cheryl DeMars, President & CEO, The Alliance

Dianne Kiehl RN, CLT, Executive Director, Business Health Care Group

The Business Health Care Group and The Alliance

- Employers working together to improve health care value
 - Controlling costs
 - Improving quality
 - Consumer engagement
- Together:
 - 235,000 employees and their family members
 - \$1.1 B annually

Brief Screening & Intervention (BSI) ...



Focus on behavioral issues with:

- Substantial prevalence
- High cost
- Amenability to change
- Favorable ROI

Barriers to Change in Health Care

- Problems are difficult to detect
 - Medical errors
- We lack the evidence or knowledge about how to change
 - What's the fix?
- Perverse payment systems
 - Reward the status quo of volume versus value

Why This is Different...

- Problems are well documented
 - Harm from untreated/undertreated behavioral health issues
- There is evidence about what works
 - BSI is effective
- Reimbursement mechanisms are in place
 - Covered benefit by Medicaid, employers, others

Yet, BSI services are NOT yet widely available...

BSI ...

Focus on behavioral risks & disorders, because they lead to:



> 40% of deaths



> Most chronic disease



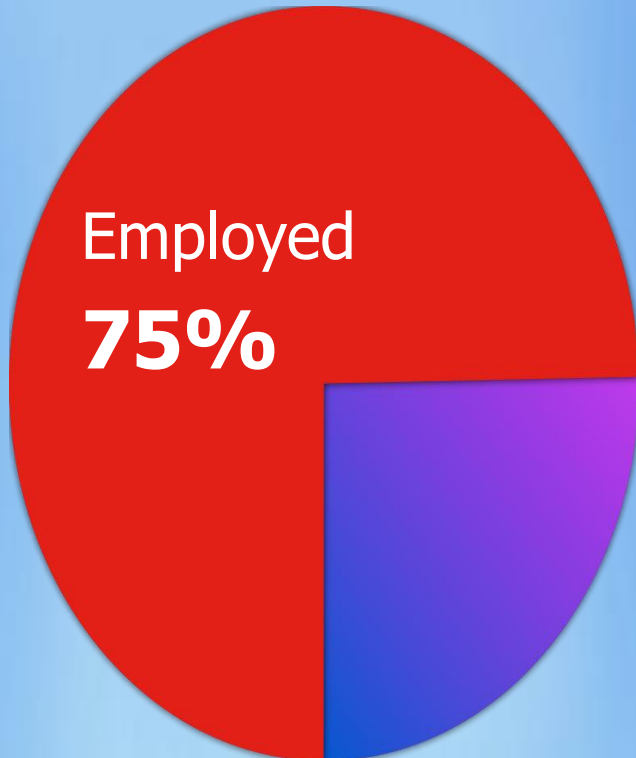
> Most disability

Behavioral

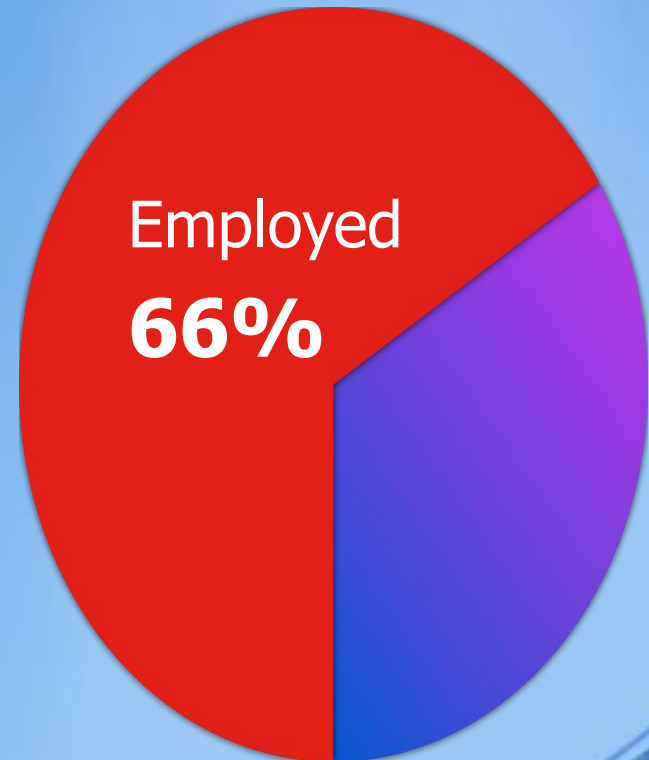
- Tobacco Use
- Alcohol Use
- Drug Use
- Depression
- Obesity

Binge Drinking, Drug Use, and Employment

US Binge Drinkers - 2010



US Adult Drug Users - 2010



Drug Use by US Employees - Past Year (N=2,806)

Used ≤ 2 hr before or during work	Once to less than monthly	1 to 3 days per month	1 to 2 days per week	3 to 5 days per week	6 to 7 days per week	Total
Marijuana	6.0%	2.0%	0.9%	0.9%	1.5%	11.3%
Cocaine	0.8%	0.1%	0.1% 1/22	<0.1%	<0.1%	1.0% 1/7
Rx drugs	2.6%	0.9%	0.5%	0.6%	0.3%	4.9%
Any of above	7.1%	2.5%	1.2%	1.5%	1.8%	14.1%

Alcohol Use by US Employees - Past Year (N=2,805)

	Once to less than monthly	Monthly	Weekly	Total
Drank ≤ 2 hrs before work	1.3%	0.5%	0.1%	1.8%
Drank during workday	4.4%	1.7% 1/58	1.0% 1/100	7.1% 1/14
Worked under the influence	1.0%	0.4% 1/71	0.3% 1/200	1.7% 1/11
Worked with a hangover	7.3%	1.4%	0.5%	9.2% 1/7
Any of above	10.7%	2.9%	1.7%	15.3%

Why should an employer care?



- Work Comp
- Productivity
- Disability
- Health care cost

How do employers assess risk?

- Biometrics
 - No biometric for depression and alcohol/drug
- Health Risk Assessment
 - Self reported therefore under-reported
 - Need dialogue to assess

Blood Pressure Elevated

- Assessed
- Treatment
 - Diet
 - Exercise
 - Medication
 - Address underlying cause

Depressive Symptoms or Alcohol/Drug Usage

- Not always easy to identify
- Screening tools available
- If screening positive, requires further assessment
- Assessment takes time and skill
- Assessment determines how to address

What can employers do?

- Pay for screening and brief intervention
- Provide incentive to providers through Pay for Performance initiatives
- Expect as standard of care
- Discuss with their administrator
 - Any administrative issue
 - How are they addressing with their providers

What Have We Done?

- Educated our member companies
- Confirmed screenings & intervention covered
- Work with administrators to ensure proper payment
- Worked with provider community to promote BSI as standard of care
- Determined BSI is a priority for our businesses

Barriers

- BSI requires change
- Providers have multiple priorities, struggle with making BSI a priority
- BSI services are not a big revenue generator for providers
- BSI actually has a downstream negative affect on revenue (high cost services are not needed)

Ideas to Address Barriers

- ??????

Contacts

- Cheryl DeMars
 - (608) 210-6621
 - cdemars@alliancehealthcoop.com
- Dianne Kiehl
 - (414) 433-4719, ext. 1
 - dkiehl@businesshealthcaregroup.org