
Value of Integrated Claims and Productivity Data

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Agenda

- What is integrated data?
- Why is it so hard to collect and analyze multiple data sources?
- What is the value of data related to MSK?

First Imagine

- Running accounting without an accounting system
- Managing Inventory without an inventory system
- Employer Medical Costs average over \$12,000 PEPY
 - How do you analyze current trends inside the health of your population?
 - Do you know what steps to take to help mitigate risk factors?
 - Are you measuring your strategies?

What is Integrated Data

Data integration involves associating data that reside in different sources and then providing users with a unified view of the data.

How it relates to Benefits:

- Benefit Data comes from a variety of sources.
- It can be tied together (“Integrated”) by finding a common element in each source (like “employee number”) and linking the data in a database.
- This can then give you a way to analyze integrated benefit costs to help in strategic planning.

The basic problem



Why is it so Hard?

There are technical issues and business issues

- There is no common data model that all vendors use to capture and manage information. So when you merge them you have a difficult matching problem.
- Data sources have different data definitions or semantics;
 - What is an “employee” in one system may be a “member” in another.
- This matching is further complicated by the different timeframes vendors use to capture the data and the timing is becoming more frequent.
- Vendors may be reluctant to share the data.
- Privacy Fears.



Our customers tell us that cost is the biggest issue, but ...

- HR is very busy and may be under staffed.
- Data overload – Too much, data not connected and timing is off, staff are not population health experts.
- Carrier Reports only tell what happened, **NOT what to do to avoid future costs.** Ad Hoc or custom reports are expensive and take time.
- Employees are reluctant to change their behavior to get the desired results.

The Value

To better choose and manage your health initiatives, improve member health and productivity, and lower costs

- Plan Design
- Wellness Programs
- Disease Management and other initiatives
- Audits
- Increase participation of your members in your wellness initiatives
- Prevention ideas for hundreds of diseases and combinations ...



What's the Value for MSK

- Ability to analyze MSK beyond just medical claims or RX, disability (short and long term), absenteeism, disease management, worker's comp, etc.
- Ability to run provider profiling and trends through time.
- Measure provider adherence to recommended standards of care.
- Adjust plan design/network and/or incentives based on intelligence from analytics.
- Adjust plan design/network and/or incentives based on use of Centers of Excellence or providers of choice.
- Ability to share integrated data with 3rd party vendors (case management, specialized vendors, wellness coaches, clinicians, etc)
- Conduct before and after cohort analyses after implementing interventions to manage MSK.
- Ability to pull in disability and attendance data to conduct productivity analysis, or estimated productivity metrics if time and attendance is not available.

Everyone Knows the Numbers

Employers are well aware of the **growing cost of healthcare**, as most of these **burdens** fall on them.

Chronic Diseases a Growing Epidemic

75%

Healthcare costs attributed to chronic disease

25%

Increase in chronic conditions among working adults over last 10 years

Unhealthy Population Decreasing Productivity

69%

Adults obese or overweight

450M

Number of additional days missed by employees with Chronic conditions

Controlling Healthcare Costs is a Big Lever

50%

Company profits that go towards Healthcare costs

\$153B

Annual loss to companies due to absenteeism associated with obesity and chronic conditions

Large Percent of Costs are considered Waste

30%

US Healthcare spending is waste, meaning services that are delivered in error/fraud or are unnecessary and do not positively impact the health of the individual

Sources: American Public Health Association; Forbes; Rand Health; American Heart Association

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THANK YOU