

DATA ANALYTICS

Health care cost increases will continue to outpace corporate margins and salary growth, most industry observers agree. Even after employers identify, prioritize and implement appropriate cost-saving measures and interventions, health care costs will continue to rise faster than either companies or employees can handle. In the years ahead, employers will need to do more to manage costs. They will need to find programs that deliver a significant return on investment for associates, retirees and shareholders. The Willis HRH Employee Benefits Practice offers two programs aimed at the heart of health care cost increases: WillisMed and Rx Select.

ENCOUNTER DATA WAREHOUSING

Do you know:

- What chronic conditions can be successfully addressed by a disease management program?
- How much of your health care expenses are related to employee lifestyle and behaviors?
- What your health benefits actually cost and where expenditures are concentrated (inpatient, outpatient, pharmacy, etc.)?
- How your plan's performance compares with that of your peers?

WillisMed can help answer these questions.

WillisMed is a software-based system that provides self-funded plans with relevant analysis that empowers you to formulate an action plan to confront increasing medical costs. Through our partnership with Ingenix, WillisMed can help your organization identify potentially high-cost claims by using data-driven research and developing targeted intervention programs.

The major components of WillisMed are reporting, modeling and analysis.

REPORTING

WillisMed delivers comprehensive management reports.

- Analysis of chronic conditions
- High-cost diagnoses experience
- Lifestyle-related claims
- Total plan cost benchmark comparison
- Hospital admission benchmark comparison
- Top 25 facility and provider utilization
- Key indicator reports with benchmarks
- Evidence-based medicine compliance benchmark comparison

WHAT-IF PLAN MODELING

WillisMed enables your Willis HRH consultant to examine proposed benefit design changes using a model that can be calibrated to your company's actual claims experience. Projected savings are allocated across various benefits service categories (e.g., inpatient, confinement, primary care physician visit, generic drugs) by showing allowed and reimbursed amounts. The modeling allows for a range of plan design variables, such as deductibles, coinsurance, copayments and benefits maximums. The model presents potential effects of changes in plan design, taking into account expected changes in usage. These quick and simple results enable you to decide which plan design changes are worth the cost of traditional actuarial and underwriting analysis.

CLIENT-SPECIFIC ANALYSIS

Willis HRH experts are trained in client-specific analyses. Using your claims experience, we present your data in whatever

format required – raw data, indexed values, graphs, charts or benchmark comparisons. Reports can be customized to investigate a particular disease, identify hospitals with recurring readmissions or highlight risk drivers for your population.

WillisMed reports are built using essential data.

- Diagnosis/procedure code
- Provider/facility
- Carrier
- Network status (in/out)
- Billed, paid, PPO discount, coinsurance dollars, deductibles, copays
- Place of service (inpatient, outpatient, professional)
- Location
- Industry
- Age, gender, claimant relationship

Using these components, WillisMed can identify costs savings and quality improvement opportunities in the areas of benefits management, network management, financial planning and disease management.

MANAGING PRESCRIPTION DRUG COSTS

Willis HRH is an industry leader in pharmacy benefits procurement, auditing and management. Through productive, transparent procurement competition and negotiating the industry's most rigorous financial performance guarantees, Willis HRH can lower your pharmacy benefits cost and shift risk to your pharmacy benefits vendor. In addition to procurement and auditing services, Willis HRH uses regular pharmacy check-up studies to understand the current state of your pharmacy benefits arrangement and chart an action plan for what we can do now, on an ongoing basis, and at the next renewal to ensure you are maximizing your pharmacy benefits value. Combined with our ongoing pharmacy litigation and legislation research, our careful monitoring of both vendor performance and benefits opportunities demonstrate our mission of being a continuous advocate for our clients' best interests.

RX SELECT

Prescription drug costs are being closely monitored as they remain an important factor in rising health care costs. To help our clients control costs, we created Rx Select. Rx Select is a purchasing coalition using our entire client base, combined with a broad network of pharmacies, to provide aggressive network discounts, guaranteed rebates, and low (or no) dispensing fees. Rx Select provides hard-dollar savings with minimal disruption to plan participants' access to retail and mail-order pharmacies. Through dedicated utilization management, clinical valuations and formulary/rebate modeling, Rx Select can improve drug plan performance and provide high-quality prescription drugs at reduced prices.

CONTACT

Please contact your Willis HRH Client Advocate to learn more about how Willis HRH partners with HR to manage human capital costs – one employee at a time.