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# Value of Integrated Claims and Productivity Data

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Jim Pritchett to the HBCH  
DHS Group  
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# Agenda

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- 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

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- 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

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**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

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# Why is it so Hard?

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## 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 ...

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- 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.
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# The Value

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**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

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- 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 3<sup>rd</sup> 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**