



***BHCG C-Suite Event:  
Shared Vision – Facing the Future of Health Care Together***

**Presentations by:**

**Ray Fabius, MD** – *Co-Founder & President, HealthNEXT*

**David Smith** – *Assistant Vice President, Customer Analysis & Solutions, UnitedHealthcare*

**October 12, 2017, 2:30 – 5:00 PM**

**Executive Summary**

We would like to thank everyone who attended the October 12 C-Suite event hosted by Baird. We believe the program delivered by Ray Fabius, MD, provided insight into Population Health Management. And David Smith reinforced with data the BHC positive results. We appreciated your questions and comments and the opportunity to visit with many of you.

Below is a recap with highlights/takeaways from the afternoon.

***Population Health, Population Health Management and Building Cultures of Wellbeing – Part 1 (sponsored by Merck)***

**Ray Fabius, MD** – *Co-Founder & President, HealthNEXT*

- In the early days of medical management, the focus was on hurdles to control access to care especially for over-utilized diagnostics or treatments that were not well received by patients and providers.
- While 15 percent of an employer’s workforce consumes 85% of the health care dollars spent, the healthy 85% are doing almost 100% of the work, so it makes sense to keep that 85% healthy.
- Population health management: Over the long haul, employers can get twice the return on investment by keeping people healthy rather than simply treating those who are ill.
- Recipe for success in population health management: Keep well people well; manage risks and provide rapid access to care when someone is sick; avoid the complications of chronic illness; and give the best possible care for people who are sick (acute, chronic and catastrophic).

- We are not healthy – only 8% of the population meets optimal life metrics: not smoking; getting five servings of fruits and vegetables per day; exercising 30 minutes five out of every seven days; and moderate alcohol consumption.
- The CDC estimates if we could get people to do these four things listed above, we could eliminate 80% of heart attacks and 40% of cancer.
- Employers have the greatest opportunity to build cultures of health – they shouldn't rely on health plans to manage health. Employers should create opportunities for people to become healthier and hold employees accountable.
- Only 55% of people who can benefit from evidence-based screening or treatment are getting it – employers should educate workers about the treatment they should be getting and how to navigate the health care system.
- If you do nothing, your workforce gets 2-4% sicker on average each year.
- Organizations that do the best work are attending to the needs of all covered lives across the care continuum – offering a broad array of interventions. Employers should consider doing health assessments, data warehousing, disease management, care coordination, risk stratification, etc.
- The best disease management program identifies the cohort of patients to serve, intervenes using evidence based guidelines and measures the impact of what is done. The biggest challenge is getting people engaged who are identified; utilizing a high performance network can help.
- Employers and providers can work together to make sure people are at work and healthy (get them to understand when someone is sick, they are not at work).
- ***“Health care should not be a cost you control, but rather an investment that can deliver a competitive advantage in the marketplace.”***

**David Smith** – *Assistant Vice President, Customer Analysis & Solutions, UnitedHealthcare*

- BHCG financial results: Favorable results in 2016 vs. 2015 –10% reduction in per member per month costs (from \$426 to \$383); favorable results vs. norms – 6.8% below national norm and 11.2% below eastern Wisconsin norm for covered per member per month costs.
- BHCG has higher utilization of Premium care physicians (42.8%) in Wisconsin than the national UnitedHealthcare norm (38.4%).
- BHCG employers have a 16% lower spend for members highly engaged with Premium providers (claim risk adjusted).
- UnitedHealthcare uses a Consumer Activation Index (CAI) to measure nine categories of consumer health care decisions. A BHCG study reviewed the CAI and use of Premium Care Physicians. That study showed:
  - 5.8% savings (claim risk adjusted) when members have either high use of Premium Care Physicians or have a high CAI.
  - 27% savings (claim risk adjusted) when members have BOTH a high use of Premium Care Physicians and have a high CAI.

- When the study was repeated for members with a chronic condition, the results also show a 27% savings when compared to members with low use of Premium Care Physicians and a low CAI.

Download David Smith's [presentation](#).

## ***Population Health, Population Health Management and Building Cultures of Wellbeing – Part 2***

**Ray Fabius, MD – Co-Founder & President, HealthNEXT**

- A partner like UnitedHealthcare is well positioned to conduct research and leverage data and analytics to work with employers to determine best practice for dissemination.
- The business case for moving forward on aggressively in addressing the health of the workforce: Low risk investment opportunity; directly impacts engagement and productivity of your workforce; and yields a positive return on investment.
- Even though health care costs have beaten the CPI (2-3 x higher) for the last 50 years, benchmark employers' health care costs are declining (you can do better than the CPI; employers should shoot for bending their health care cost curve).
- Studies show that integrating your data can reduce your medical trend by 2-3% (like other facets of your business, you need data and analytics to control costs).
- Healthy people bend the health care cost curve in your favor.
- Dr. Fabius' startup HealthNEXT has developed a methodology to build a corporate culture of health using an assessment tool that identifies gaps from benchmark employers and creates a strategic plan to remedy the gaps. The process can yield immediate cost control and flat medical trends in three years.
- Research demonstrates that companies who are recognized for their culture of health outperform the stock market.
- For every dollar spent on health care, there are is an additional \$2-3 lost in productivity – focusing on health care costs is just the tip of the iceberg.
- Engaged employees perform up to 20% better than less engaged employees.
- The value of investing in health and wellness: Turnover improves in a culture of health; health care costs are reduced; productivity and engagement increases; and enhanced employers of choice status yields returns for investors and the community.
- ***“The secret to success in managing health care is really three things – corporate responsibility, employee accountability and clinical capability.”***

Download Dr. Fabius' [presentation](#).

### **More information**

To get more information or schedule a meeting to learn more about BHCG membership and the BHCG/UnitedHealthcare partnership, please contact Jeff Kluever at 262-875-3312 EXT. 1 or [ijkluever@BHCGWI.org](mailto:ijkluever@BHCGWI.org)