



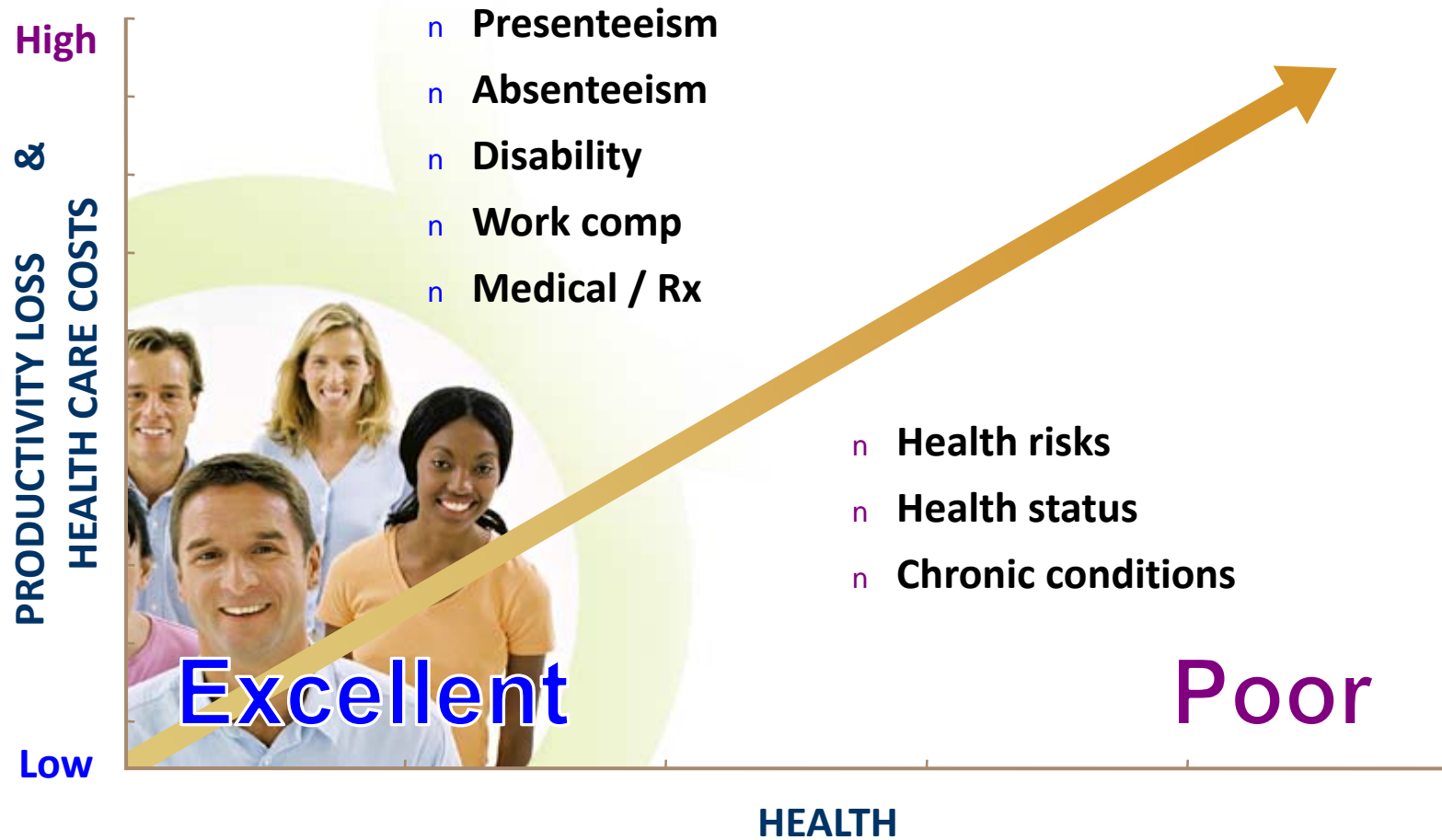
OnSite Care
Affordable healthcare at work.

Workplace Clinics: Changing the Paradigm on Healthcare Delivery

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CEO, Chief Medical Officer



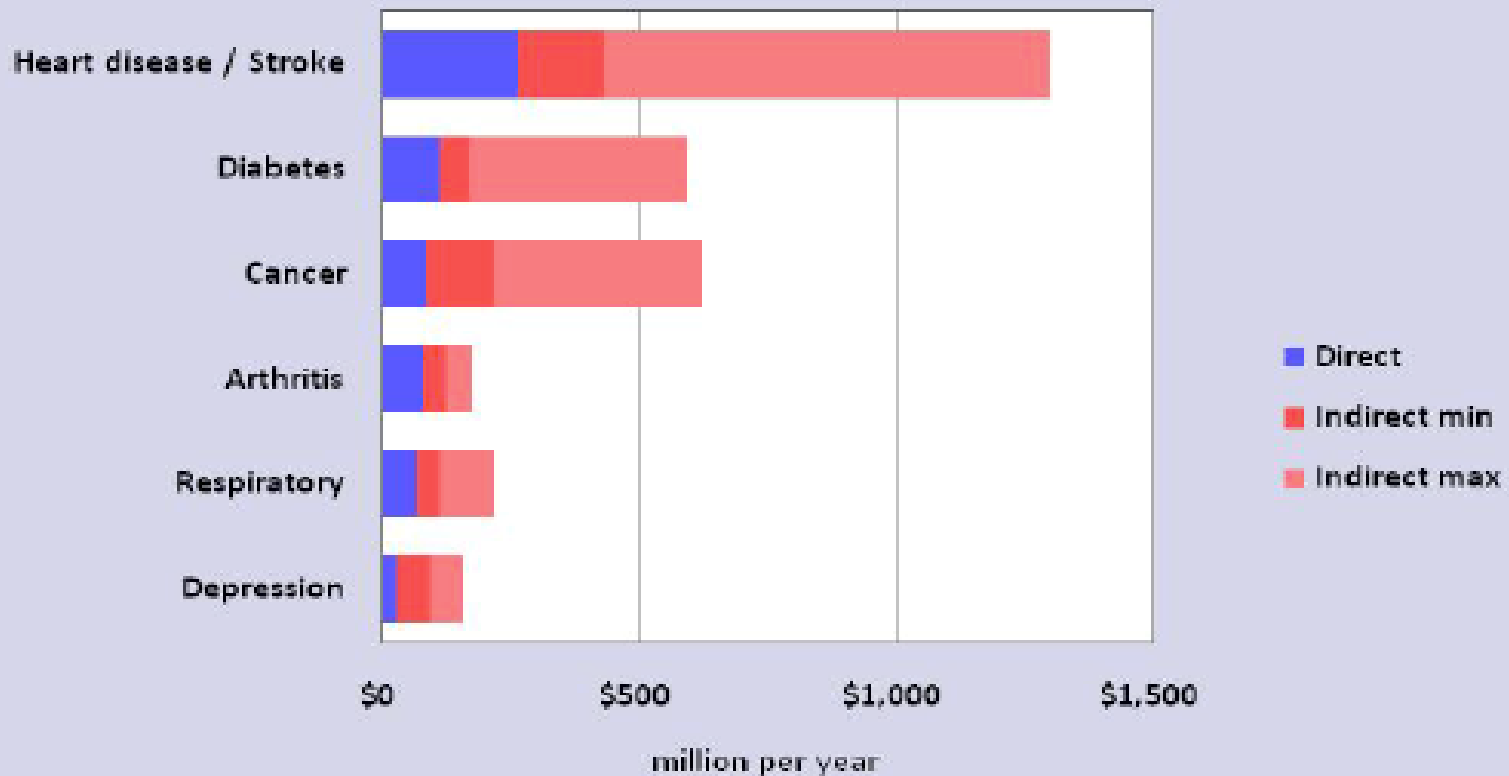
Good Health is Related to Productivity & Health Care Costs





Drivers for High Claim Costs

Total Cost of Six Top Employee Diseases

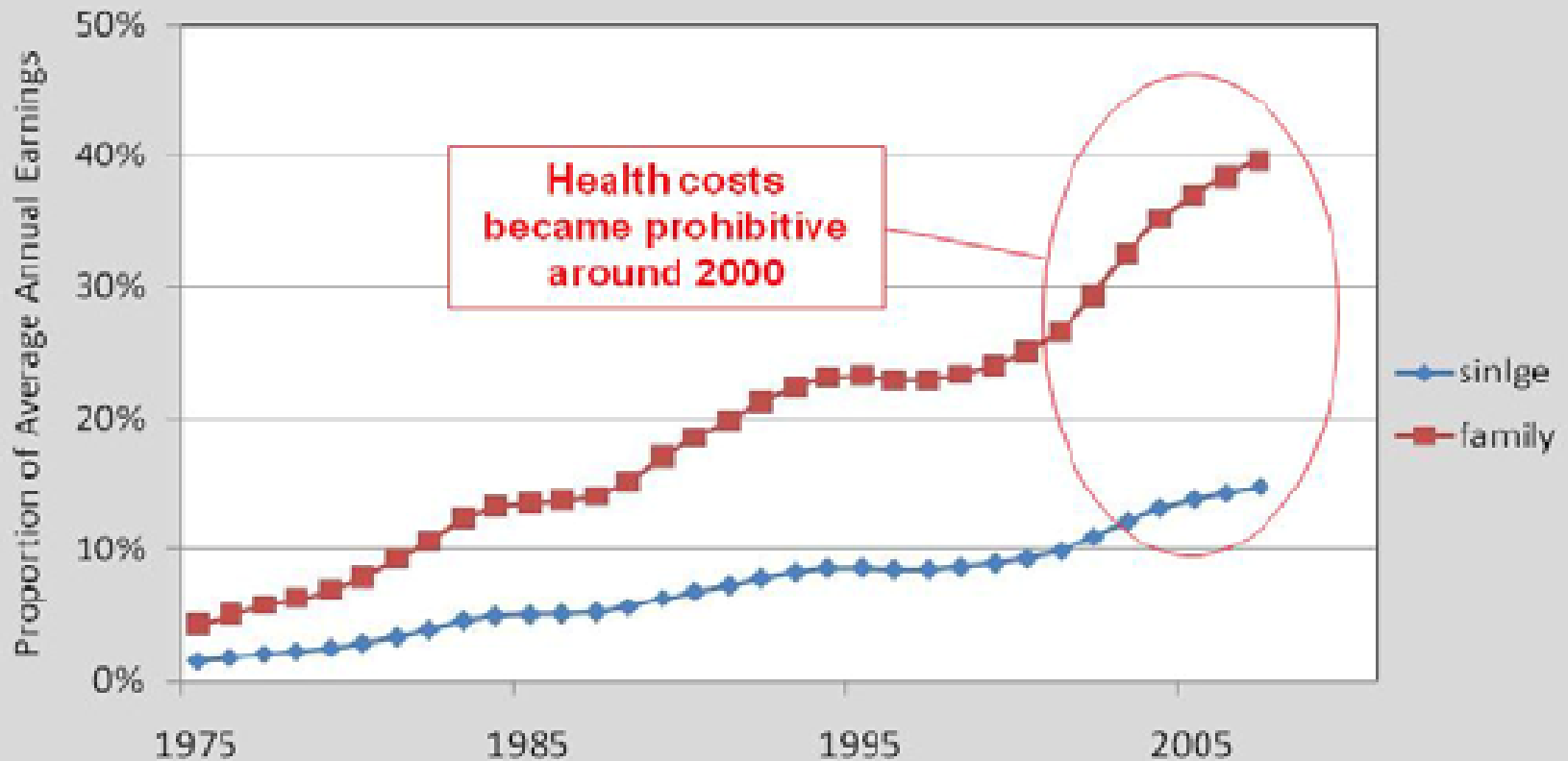


Source: American Heart Association, American Lung Association, American Diabetes Association, Lifemasters



Cost of Healthcare Prohibitive

Health Cost as Proportion of Average Annual U.S. Worker Earnings, 1975 to 2010



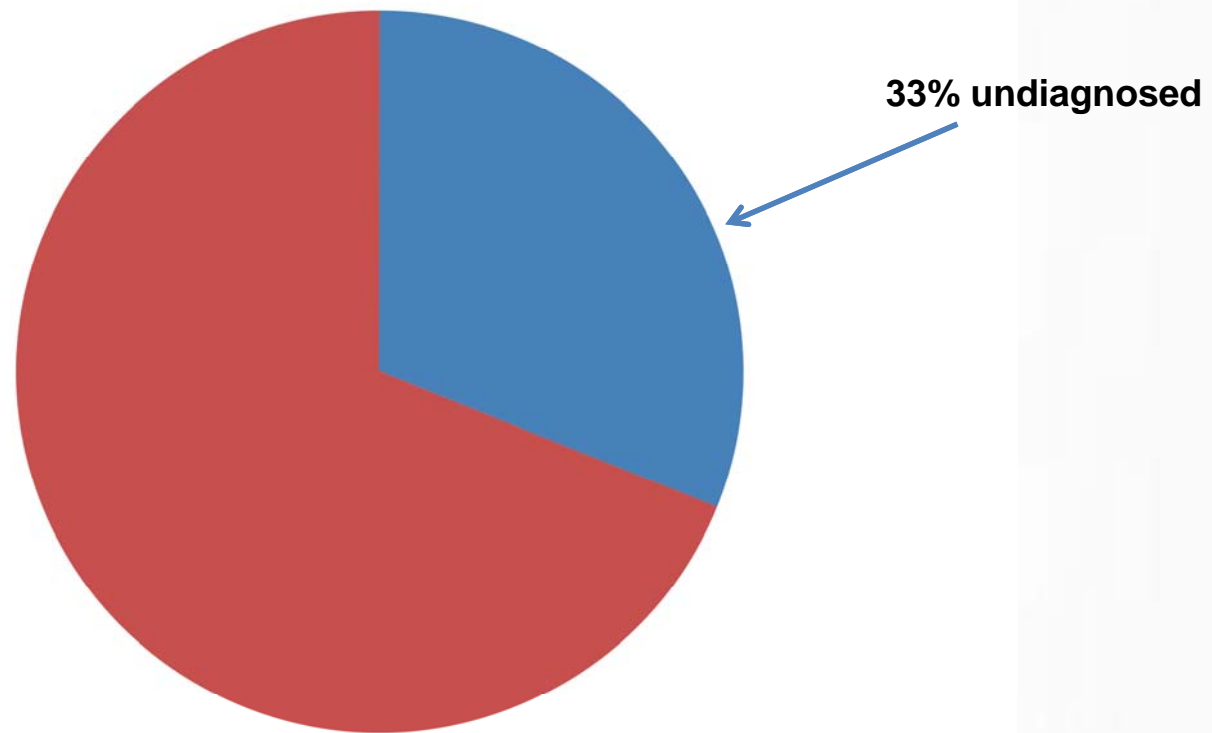
Source: Fild, CMS, Bureau of Labor Statistics



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Missing the Problem

Total U.S. adults with diabetes = 18 million



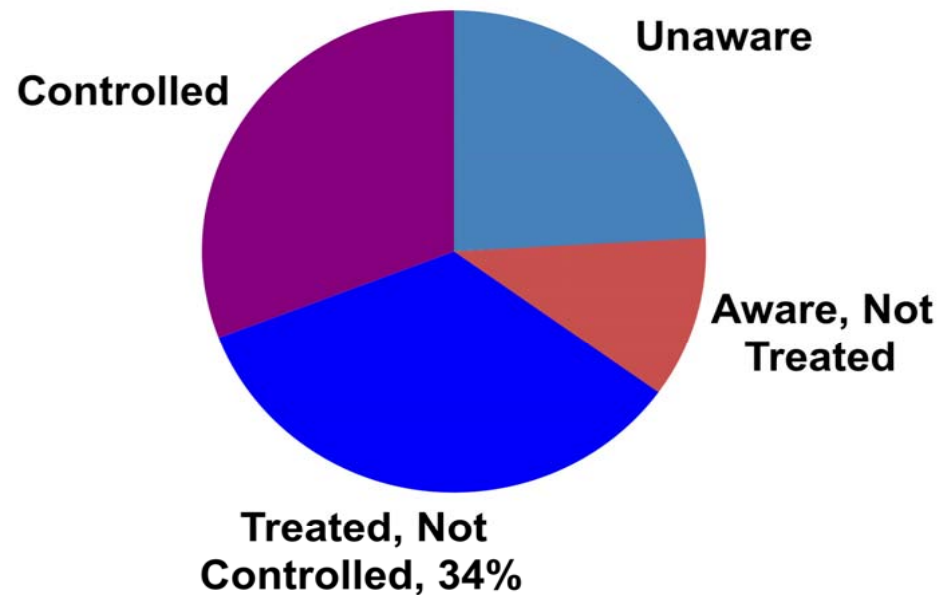
A survey conducted by the Centers for Disease Control and Prevention (CDC) found that nearly one third of people with diabetes don't know they have it



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Poorly Managed Chronic Disease

Percent of U.S. adults with hypertension



Source: Presentation by David Cutler. Alliance for Health Reform Novartis/NIHCM Briefing. March 28, 2008. Original sources: NHANES

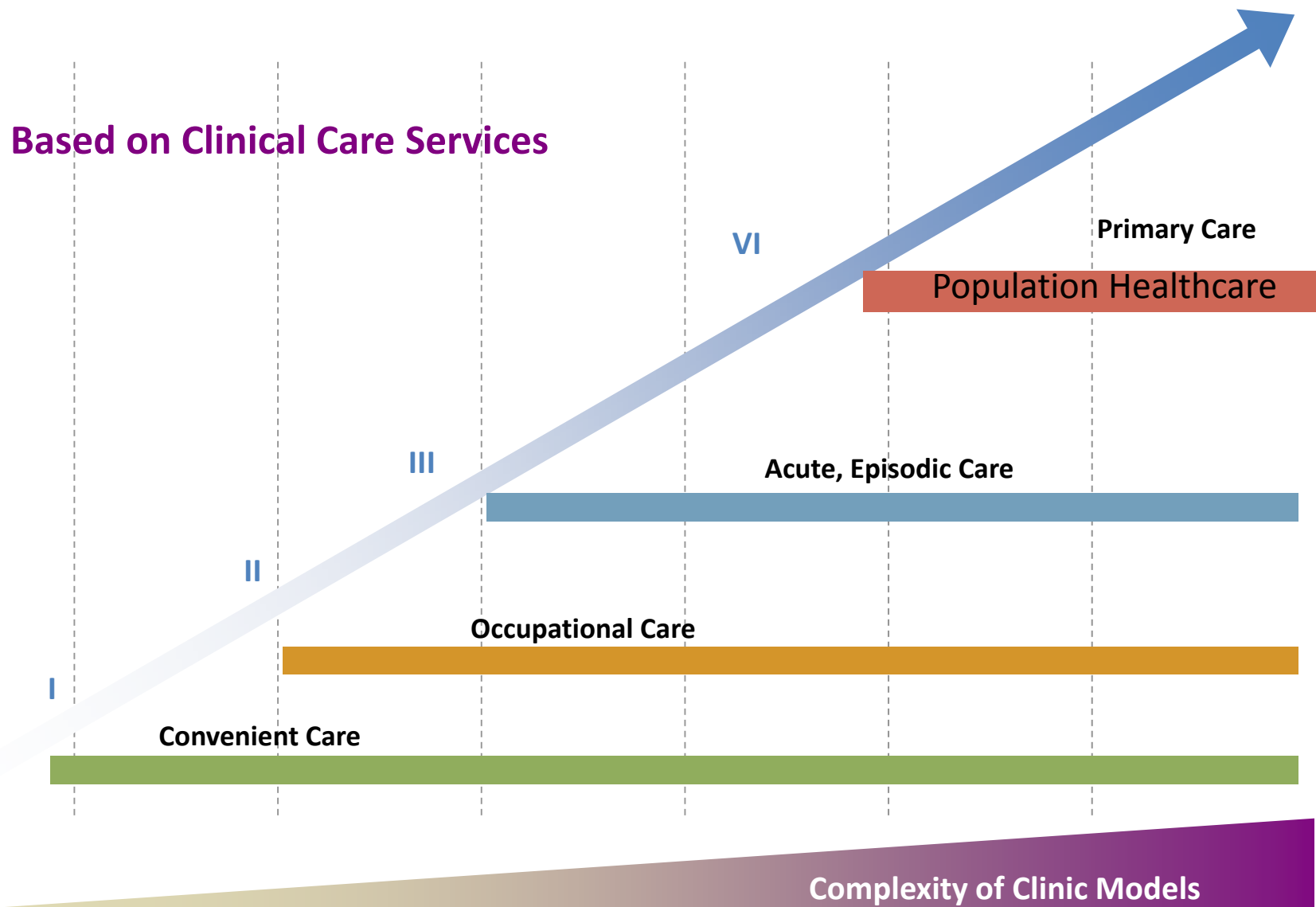


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Employer Needs

1. Contain direct medical costs
2. Improve population health
3. Reduce absenteeism, presenteeism
4. Prevent disability claims, work injuries
5. Enhance company reputation
6. Transparency of healthcare costs
7. Access to healthcare

Spectrum of Onsite Health Clinic Models





Why Primary Care Matters

- Primary Care is the gateway to:
- Most downstream referrals (specialty care)
 - Costly radiology testing
 - Decisions on what medications to prescribe
 - What laboratory testing to be performed
 - Impacting patients health
 - When/if to refer to Urgent Care/ER



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Medical Home Philosophy

- Patient engagement with an aligned Primary Care Physician empowers patients to:
 - I. Understand their health
 - II. Become active participants in improving their health
 - III. Become educated healthcare consumers
- Engagement: time to gain trust, compassion/empathy, respect, accountability
- Improved health = lower healthcare costs, improved productivity, less absenteeism
- To truly have an aligned provider, we need to move away from the fee-for-service model



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Healthcare is a Team Sport

- Create an environment of collaboration
 - I. Get health plan involved with resources at the clinic level
 - II. Work to share clinical information to improve clinical outcomes
 - III. Help direct patients to cost-effective quality care

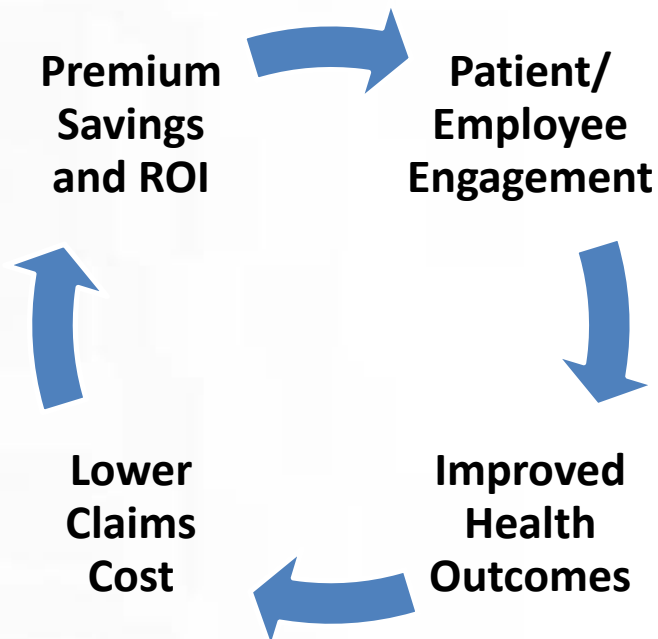
- Provide resources to help providers and patients to work together
 - I. Client EAP program
 - II. Wellness programs from the Client
 - III. Where to drop off old medications, yellow dot, baby seat installation

- Accountability
 - I. Providers are committed to the company they work with
 - II. Customer satisfaction
 - III. Clinical outcomes: HEDIS, chart audits, other quality measures



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Employer Benefits



- Improved employee retention and morale
- Added recruitment benefit
- Improved employee health and wellness knowledge and awareness
- Earlier intervention of chronic disease (diabetes and heart disease)
- Improved health outcomes
- Lower long-term workers compensation claims



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Primary Care (Population Healthcare) Model

- One provider
- Employee and dependent care
- Aligns provider/health plan/employer/employee
- Preventive and chronic disease
- Coordinates wellness initiatives
- Educates patients on healthcare costs
- Works with benefits team to drive utilization



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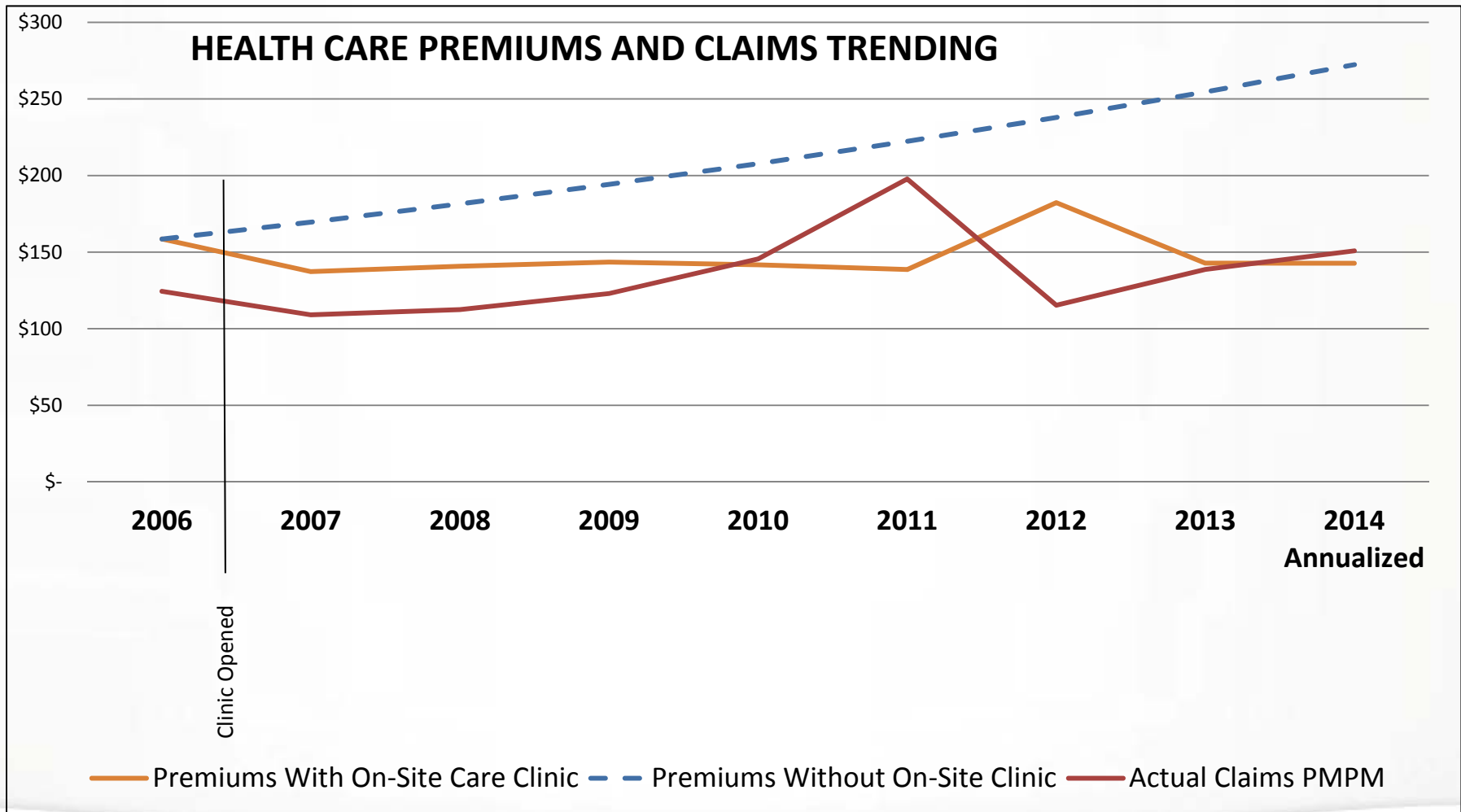
Typical Clinic Visit

- Visits are typically 30 minutes to maximize face time with the provider
- Limited to no wait times
- Use all visits to touch on prevention
- Create unique health profile to understand the patients health goals, and a plan that works for the patient to achieve those goals
- Foster trust
- Create the “Disney Experience” for healthcare



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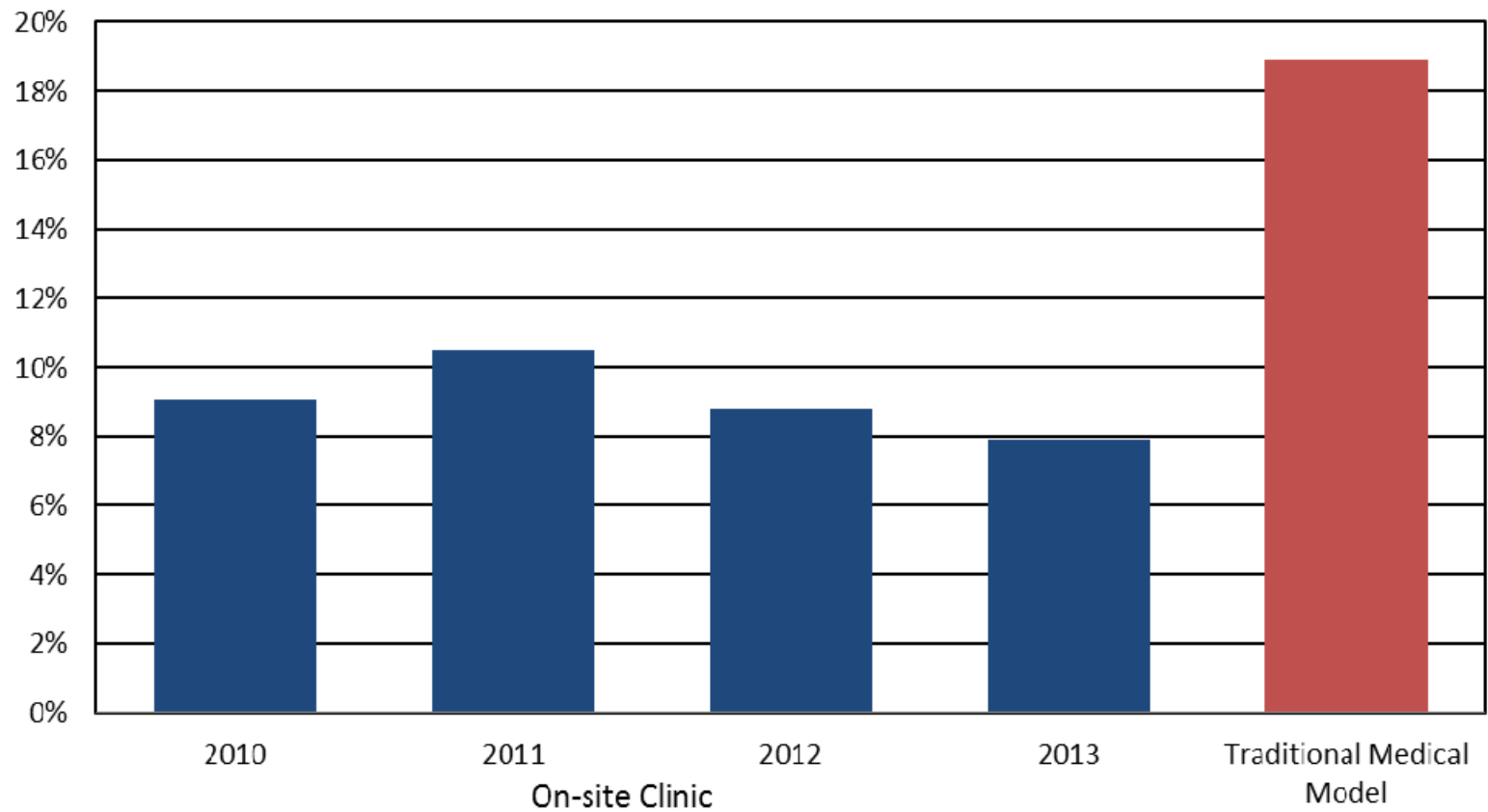
Cost Savings Clinic 1





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Emergency Room Utilization Clinic 1





Users Versus Non-users of a Population Health Workplace Clinic 2

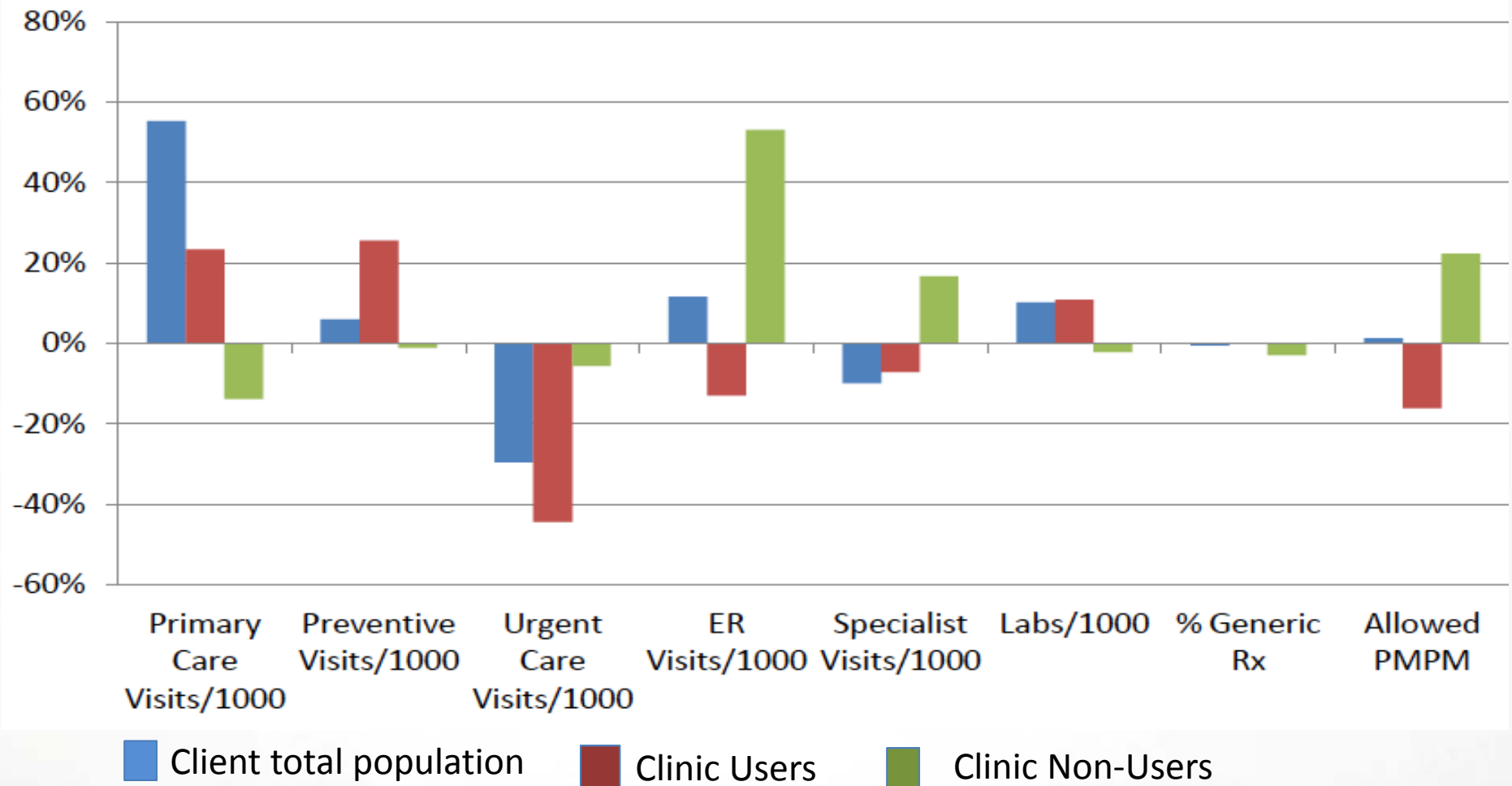
	NON-CLINIC CLAIMANT COSTS		CLINIC CLAIMANT COSTS	
	DISTINCT CLAIMANTS	490	DISTINCT CLAIMANTS	737
OVERALL PCPM:	\$	177.60	\$	133.36
PCPM DIFFERENCE:				\$ (44.24)
TOTAL DIFFERENCE:				\$ (489,098.58)
Note: PCPM = Per Claimant Per Month				

- Cost 25% less for users
- Cost savings = \$500,000
- Potentially realize another \$325,000 if non-users participated



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Overview of Clinic Experience 3





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Workplace Clinic





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Clinic Pictures





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Challenges of a workplace clinic

- Who is the provider aligned with?
- Privacy/HIPAA
- Executive Team buy-in is critical
- Defining who can use the clinic
- Reaching dependents/spouses
- Marketing, Marketing, Marketing
- Defining what the strategic healthcare goals are for the company



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Corporate Minimum Requirements

- Minimum of at least 200 employees for a part-time clinic, 500+ for a full-time clinic
- Self-insured is preferable
- If fully-funded, narrow network or medical home model works best
- Need to have full commitment from executive time
- Need engagement from: IT, Marketing, HR, Facilities, and Operations



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Top 10 Questions for the Vendor

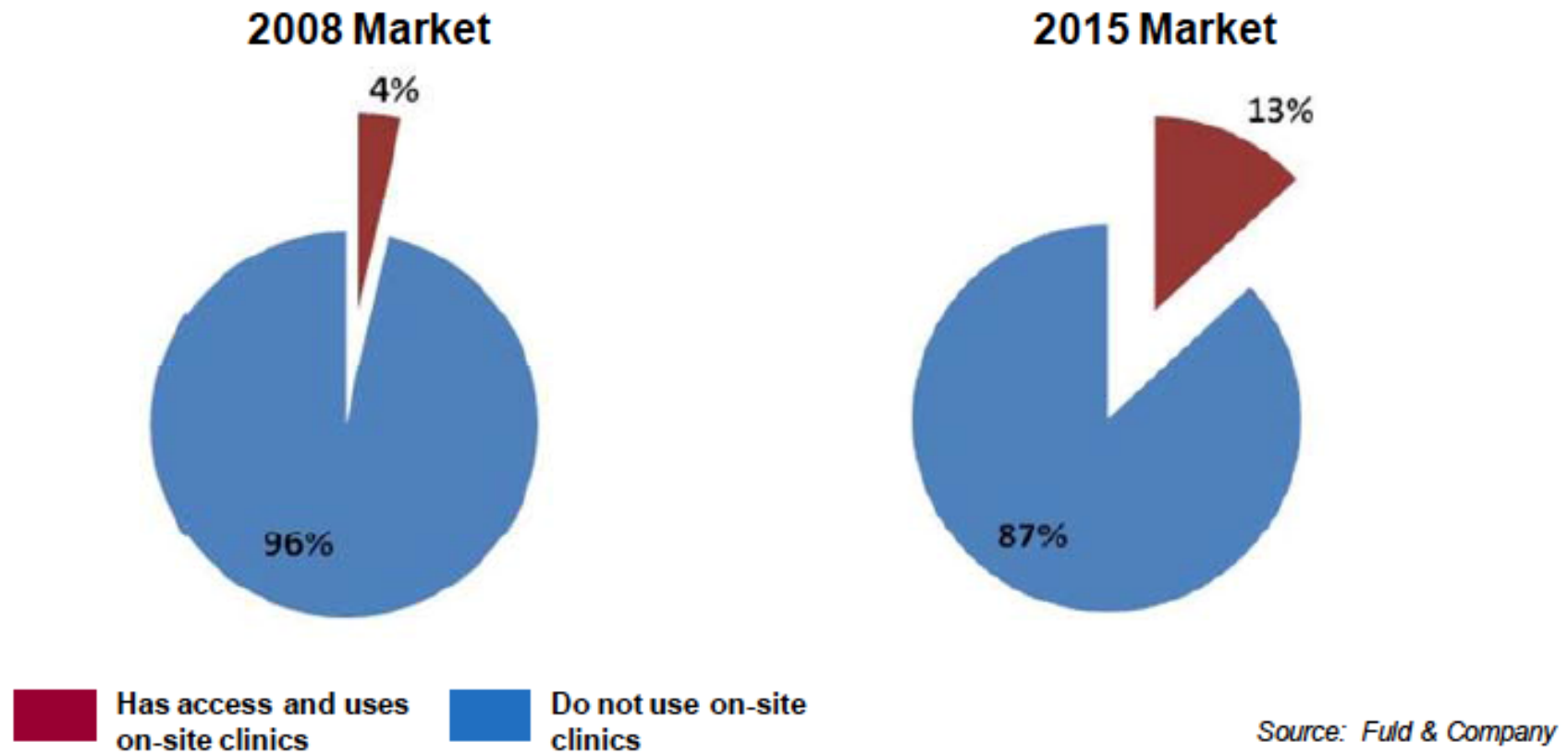
1. Is the company interested in aligning provider and company or using it as an ATM?
2. Does the company have experience?
3. Does the company submit claims?
4. What capabilities does the electronic health record have?
5. What is the staff turnover rate?
6. Are the providers W2 or 1099?
7. Does the company do dependent care?
8. What metrics/dashboard are reported and how often?
9. Can the company provide direct contracting for ancillary services?
10. What health outcomes data and claims cost reduction data are available?



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National Trend in Workplace Clinics

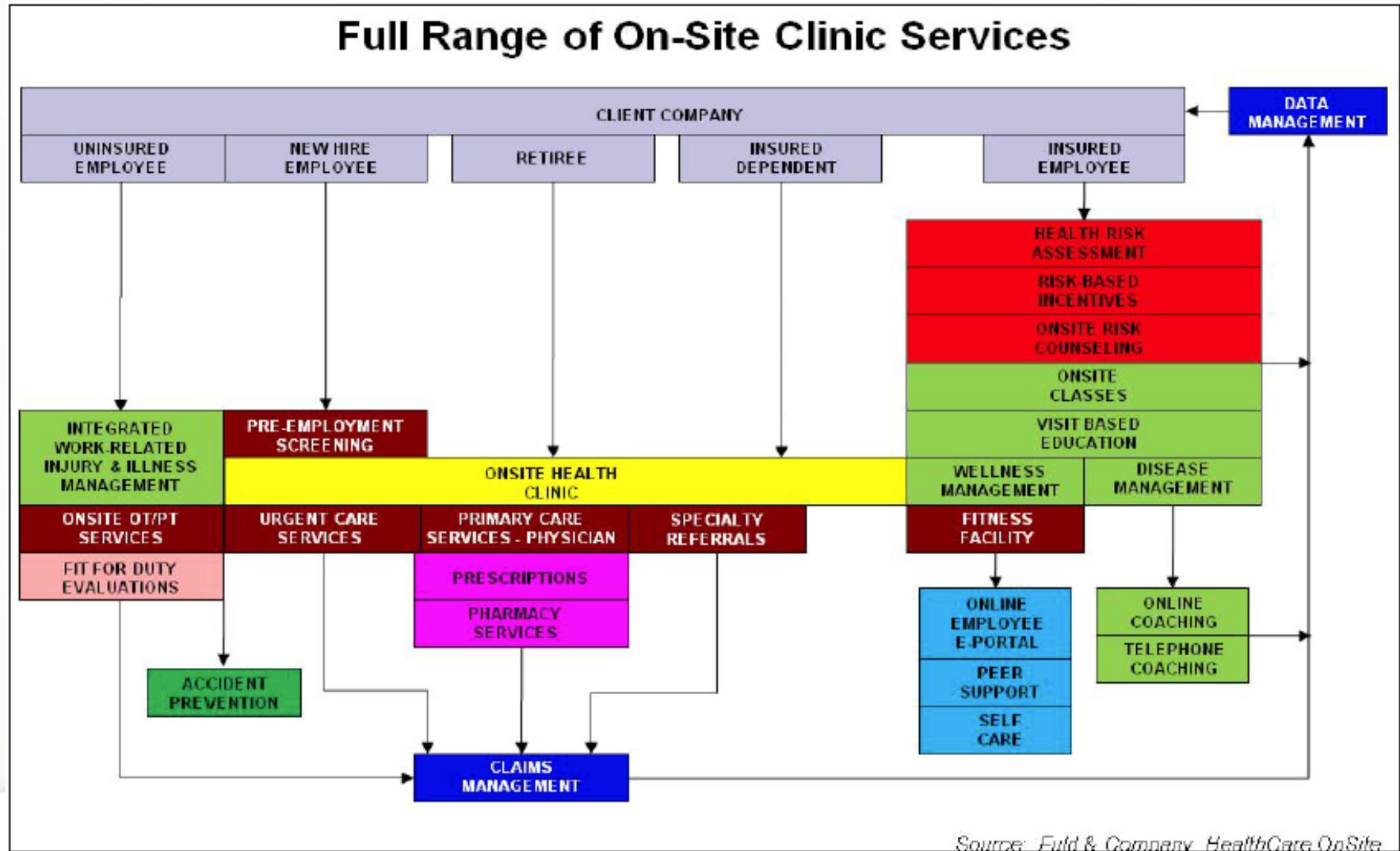
Proportion of Under 65 Population Touched by On-Site Clinics





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The Potential of Workplace Clinics





Summary

- The role of Onsite Health Clinics has transitioned from occupationally based care to filling the need for more integrated comprehensive primary care
- Buy-in from the executive team is critical for success
- Having a committed provider who is invested in the company's health success is imperative
- Giving control to employers to help manage the health of their employee base will reshape Healthcare in America



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Our Clients



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