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Medication Adherence, Cost and Access

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About IBI

- National, not-for-profit membership organization
- 550+ corporate sponsors
- Employers: 85% of IBI's members
- IBI's mission: *Demonstrate the business value of a healthy workforce through independent HPM research to point the way, measurement and modeling tools to help get there, and a forum for sharing ideas and experience.*
- Visit www.ibiweb.org

IBI New Employer Realities

- **Show the C-suite the value of improved workforce health**
- **Healthcare reform: the value of a healthy workforce or the cost of healthcare?**
- **Dead end: attempting to control claims costs in separate program silos**
- **Looking for best strategies to improve workforce health, reduce lost time, and enhance productivity**
- **Limited data, time, and dollars**



Up the Organization

The View from the C-Suite



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On the Brink of Change

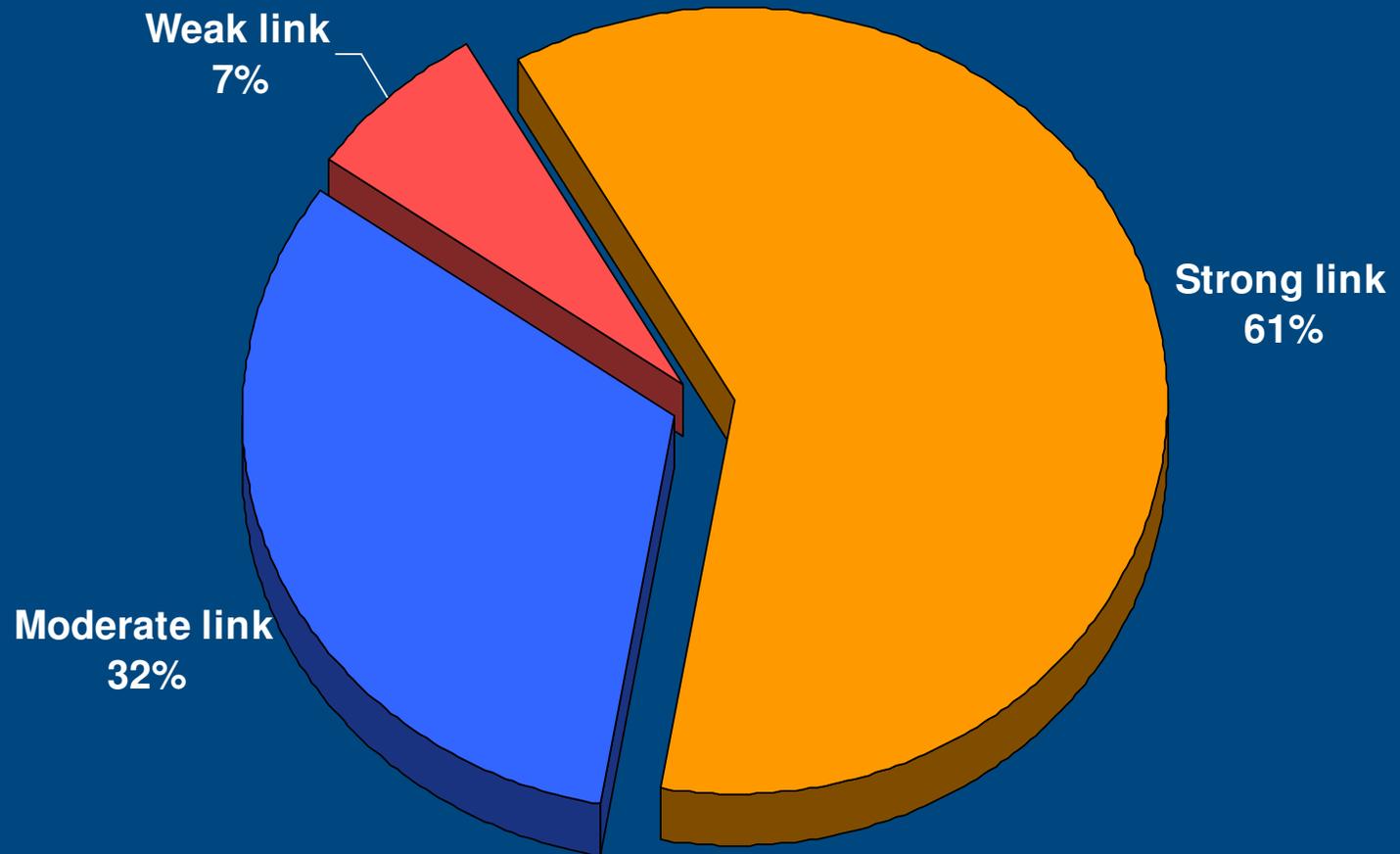


How CFOs View Investments in Health and Productivity

IBI Research, 2002



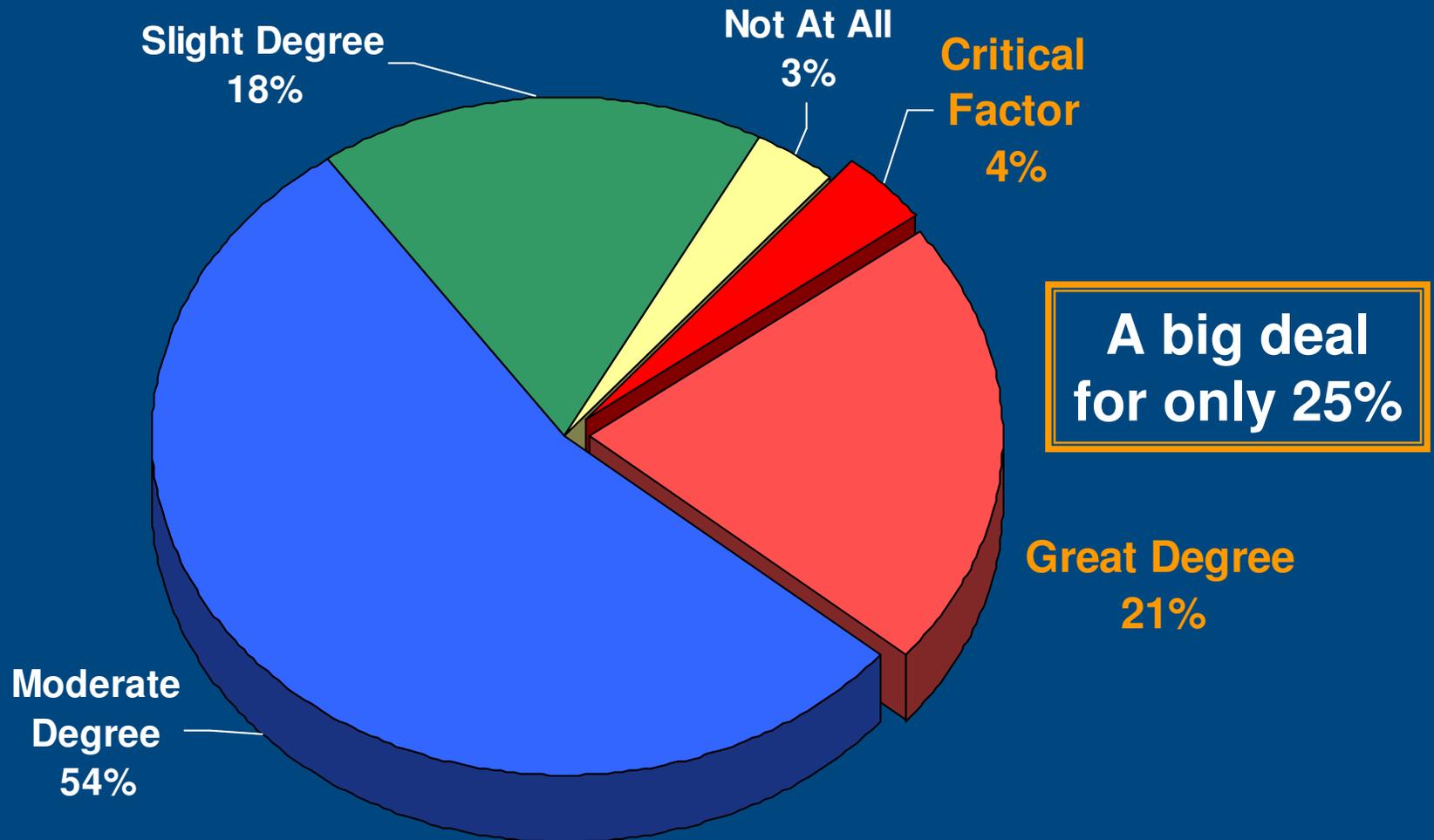
Linking Health, Productivity and *the Bottom Line*



Source: *On the Brink of Change – How CFOs View Investments in Health and Productivity*. Integrated Benefits Institute. 2002.



Effect of **Benefits Programs** on Financial Performance

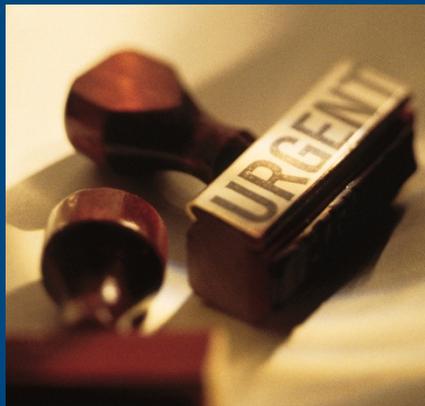


Source: *On the Brink of Change – How CFOs View Investments in Health and Productivity.* Integrated Benefits Institute. 2002.



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The Business Value of Health

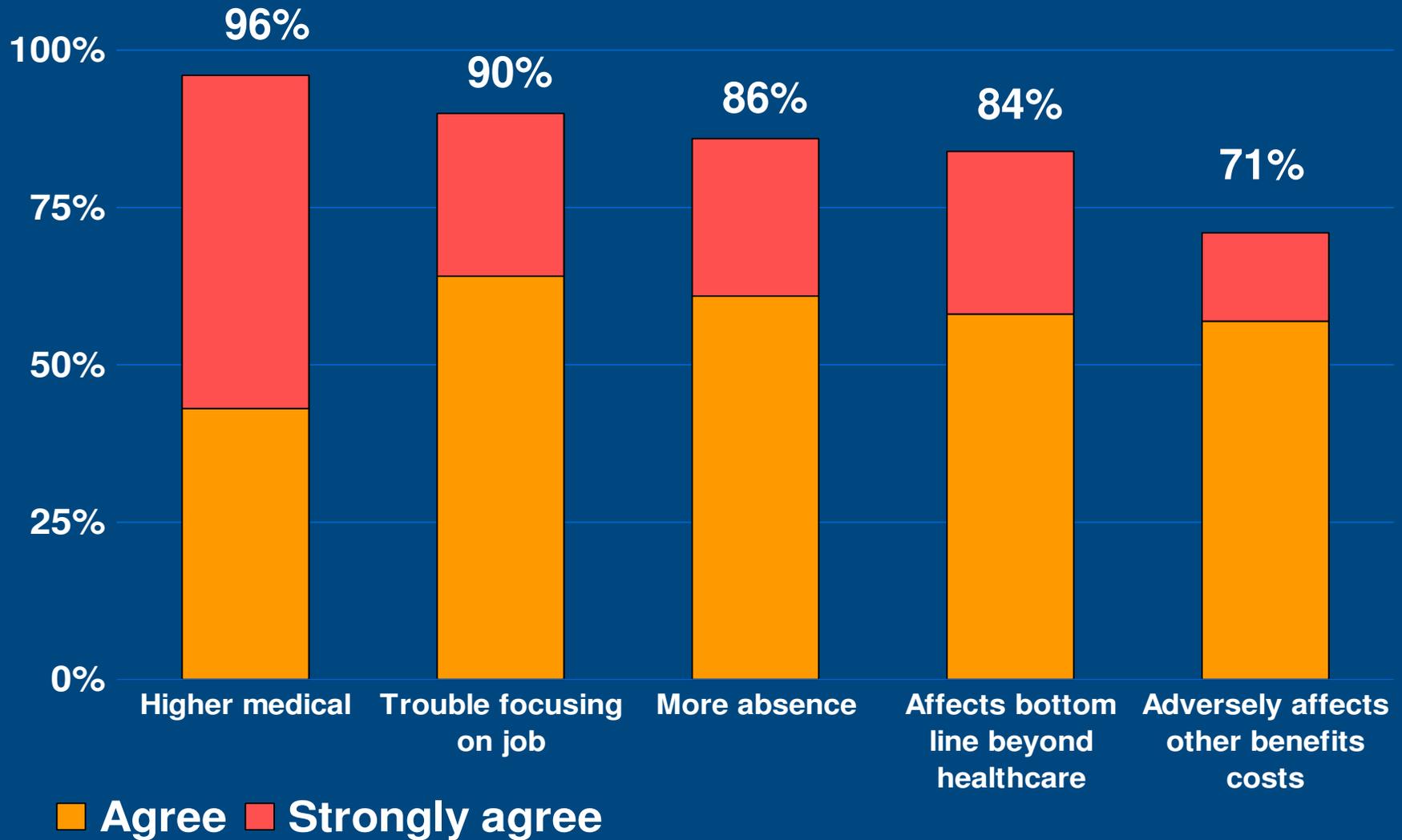


Linking CFOs to Health and Productivity

IBI Research, 2006



The Impact of Ill-Health



Source: *The Business Value of Health: Linking CFOs to Health and Productivity*, IBI, 2006



Are CFOs Getting Information?

- **Absence**
 - 51% ever get reports on occurrence
 - 22% get reports on financial impact
- **Presenteeism**
 - 22% ever get reports on occurrence
 - 8% get reports on financial impact

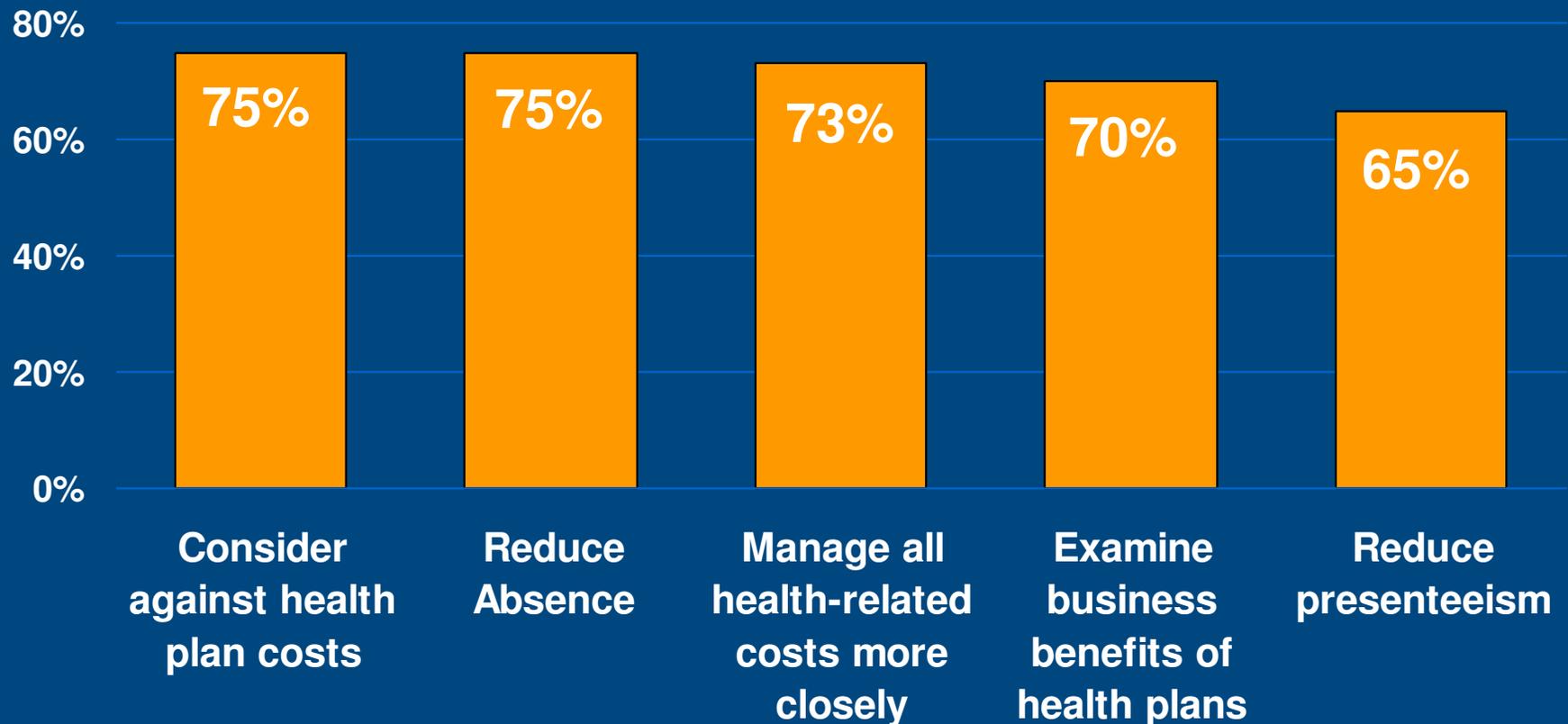
IBI Lost Productivity Costs a Function of

- **Ability to replace workers**
- **Time value of output**
- **Degree of team work**

Source: Sean Nicholson, Mark Pauly, et al., "Measuring the Effects of Work Loss on Productivity with Team Production," Health Economics 15: 111-123 (2006).



How CFOs Would Use Lost-productivity Information



Source: *The Business Value of Health: Linking CFOs to Health and Productivity*, IBI, 2006



New Research

Health and Productivity as a Business Strategy: A Multiemployer Study*

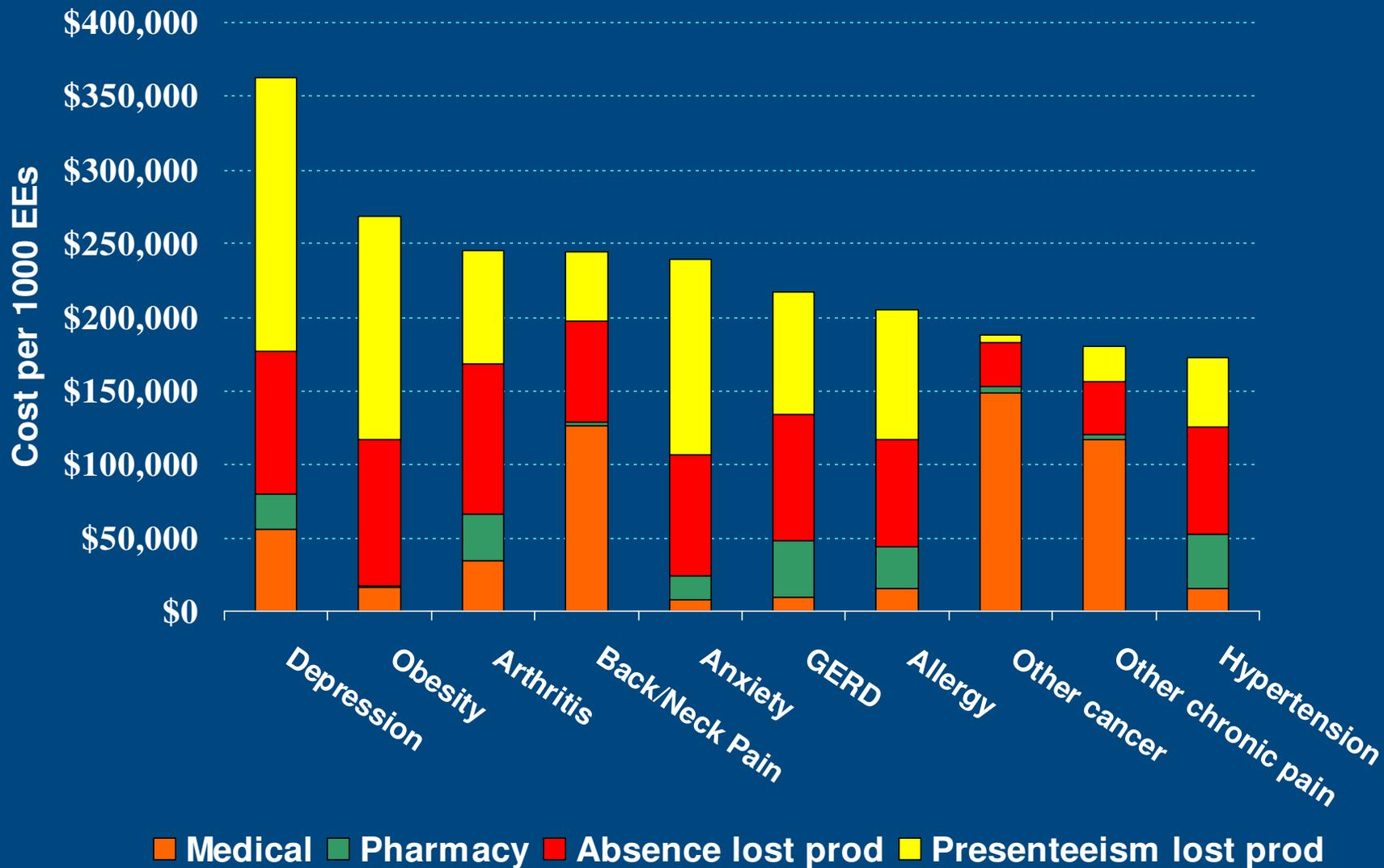
** Source: Journal of Occupational and Environmental Medicine. Vol. 51, No. 4, April 2009*

IBI Database Structure – Phase II

- **Three unique databases**
 - 1,045,552 medical claims
 - 413,110 pharmacy claims
 - 34,622 employee self reports
- **Creating an integrated database**
 - Mapping pharmacy claims to medical claims
 - Mapping self reports to medical/pharmacy claims



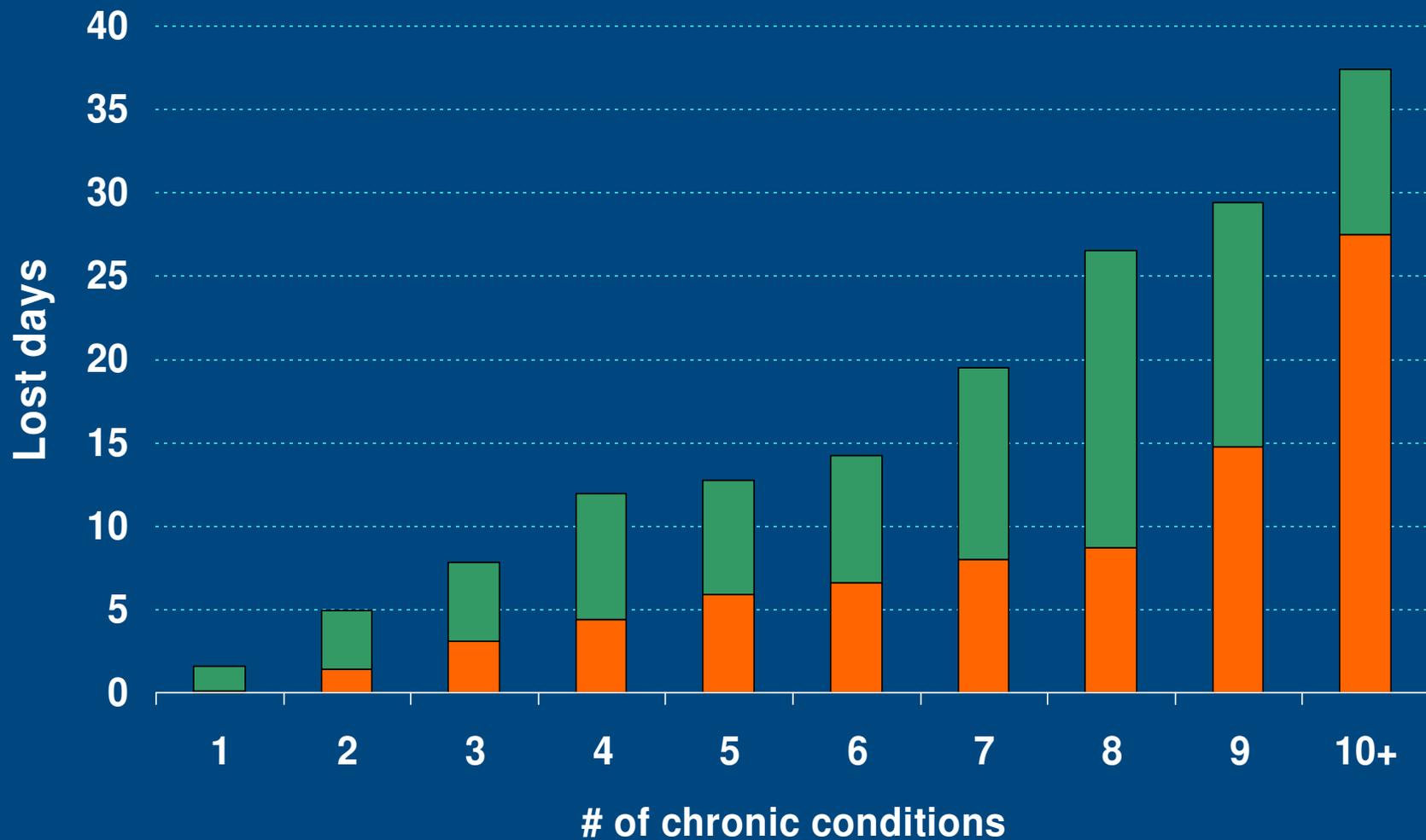
Full Costs – Medical, Pharmacy, Absence and Presenteeism





Co-Morbidity and Lost Time

■ Absence lost time ■ Presenteeism lost time





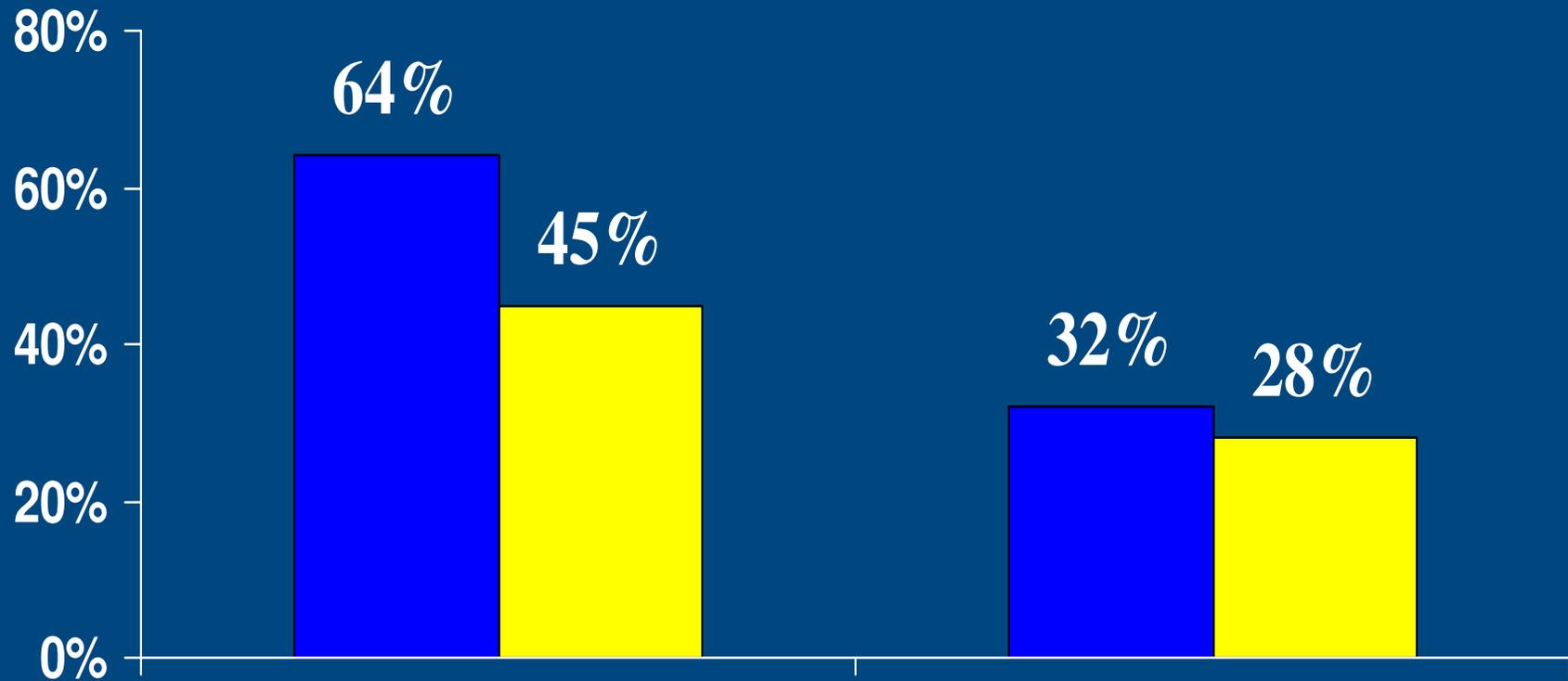
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The Impact of Pharmaceutical Plan Design

IBI Research
2007



Ave. Medication Adherence

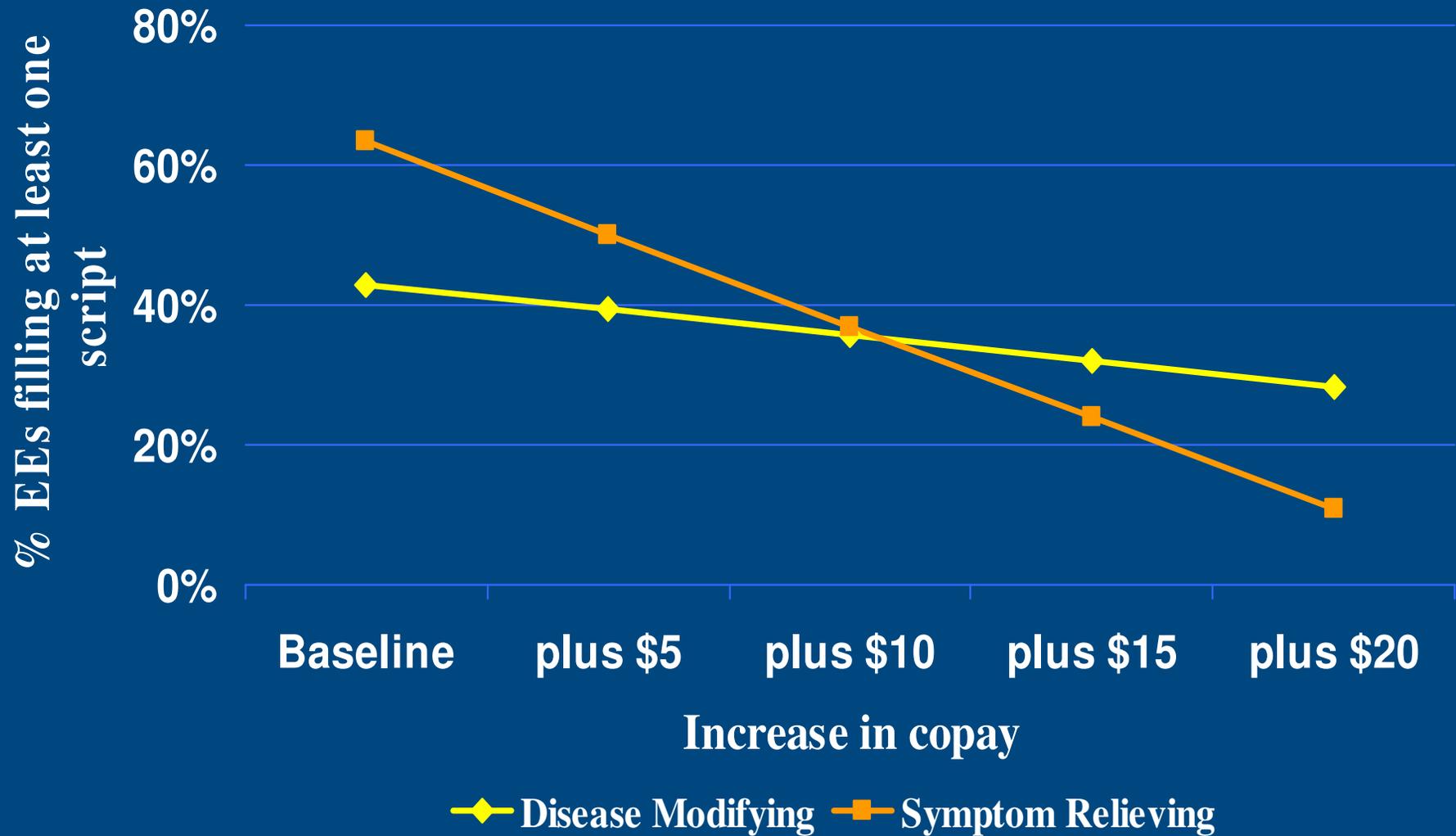


FILLING: % EEs filling at least one script

REFILLING: % time in possession of drug

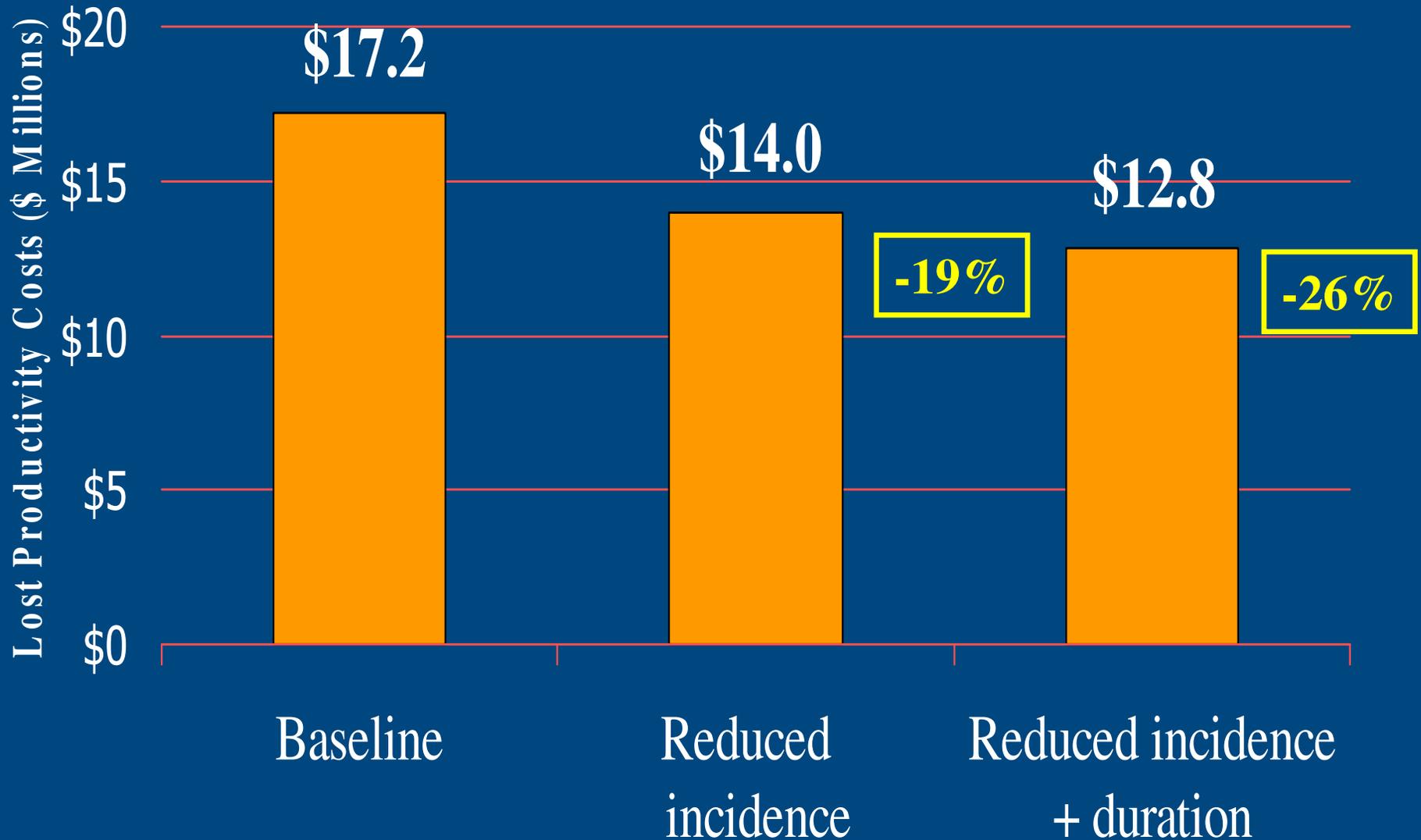
■ Symptom Relieving ■ Disease Modifying

IBI Impact of Out-of-Pocket Cost





Impact on Lost Productivity Costs -- No Script Group --





What can we learn about Diabetes from the HPQ/HPQ- Select Database?

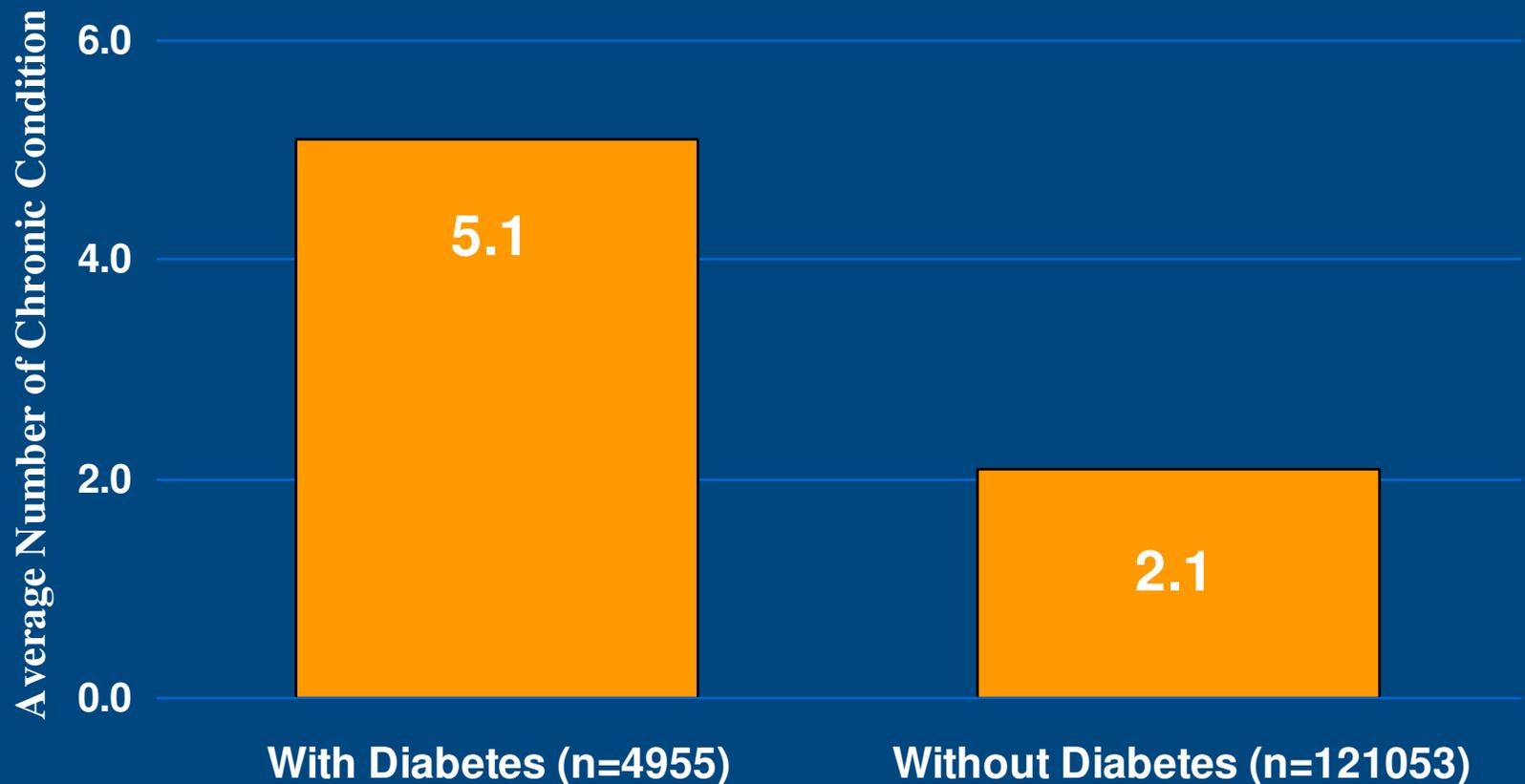
Preliminary Analysis

2010



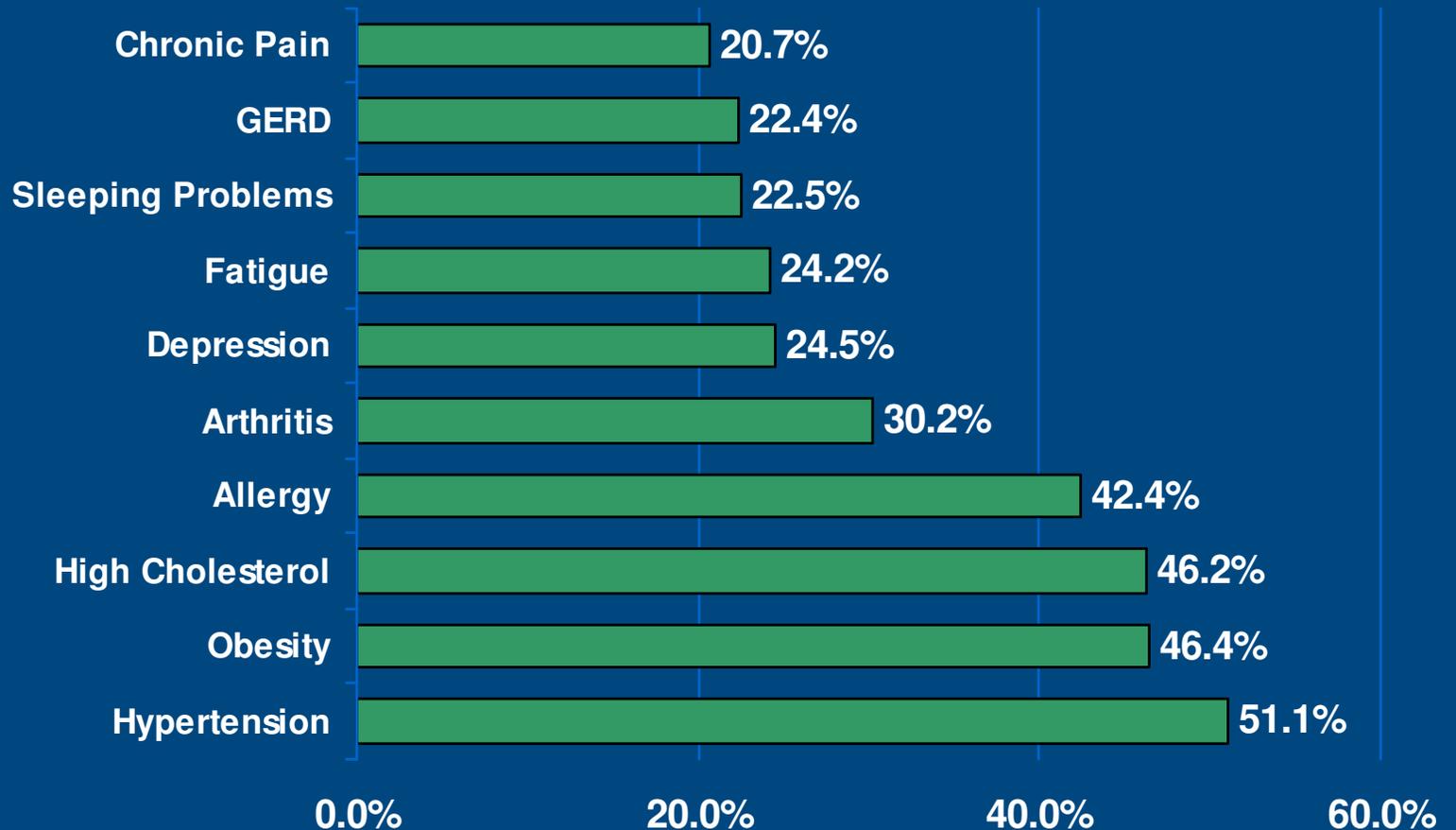
Persons with Diabetes have more Chronic Conditions

(Self-reported Diabetes 4% Prevalence)



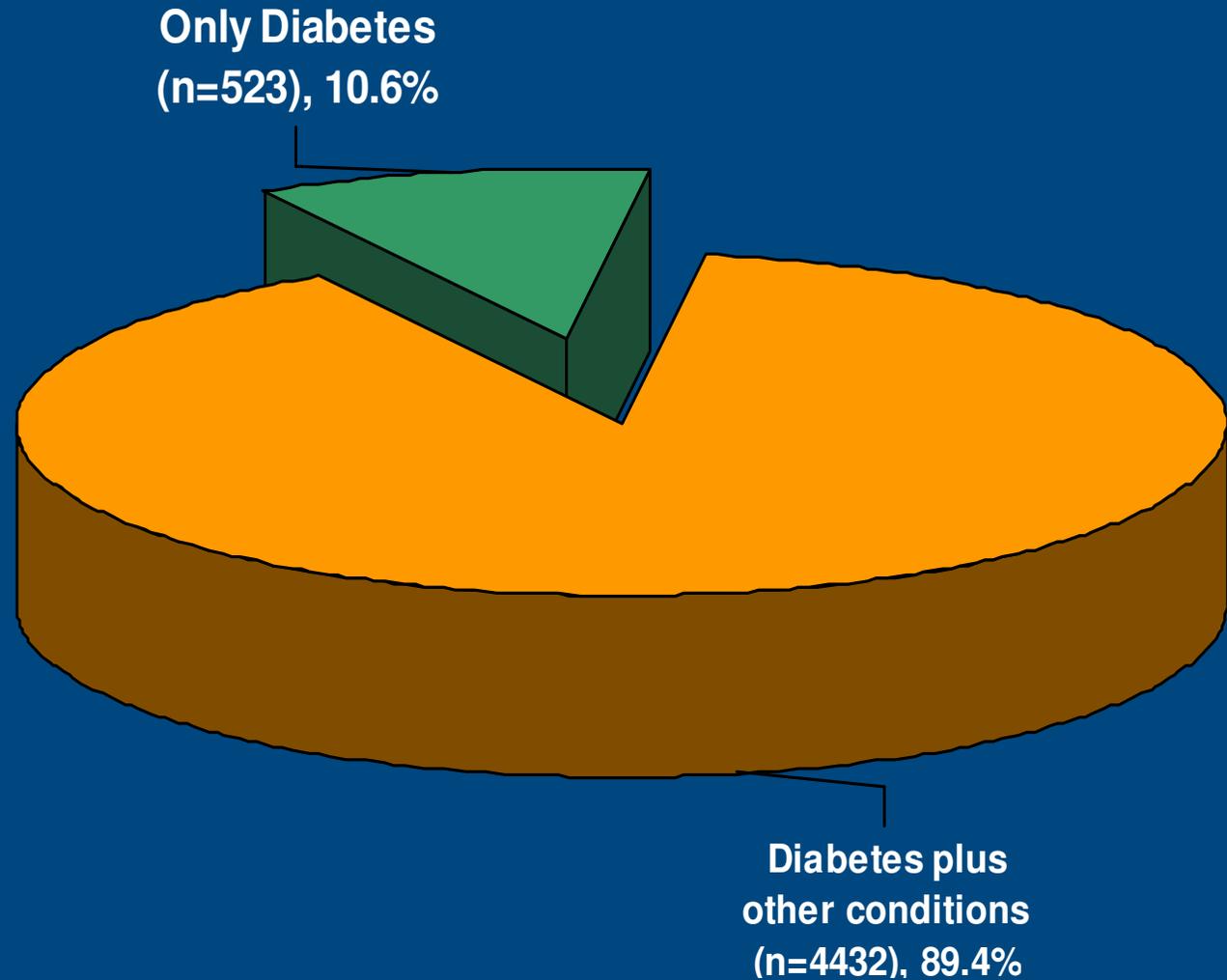


Top Ten Chronic Conditions Among Persons with Diabetes



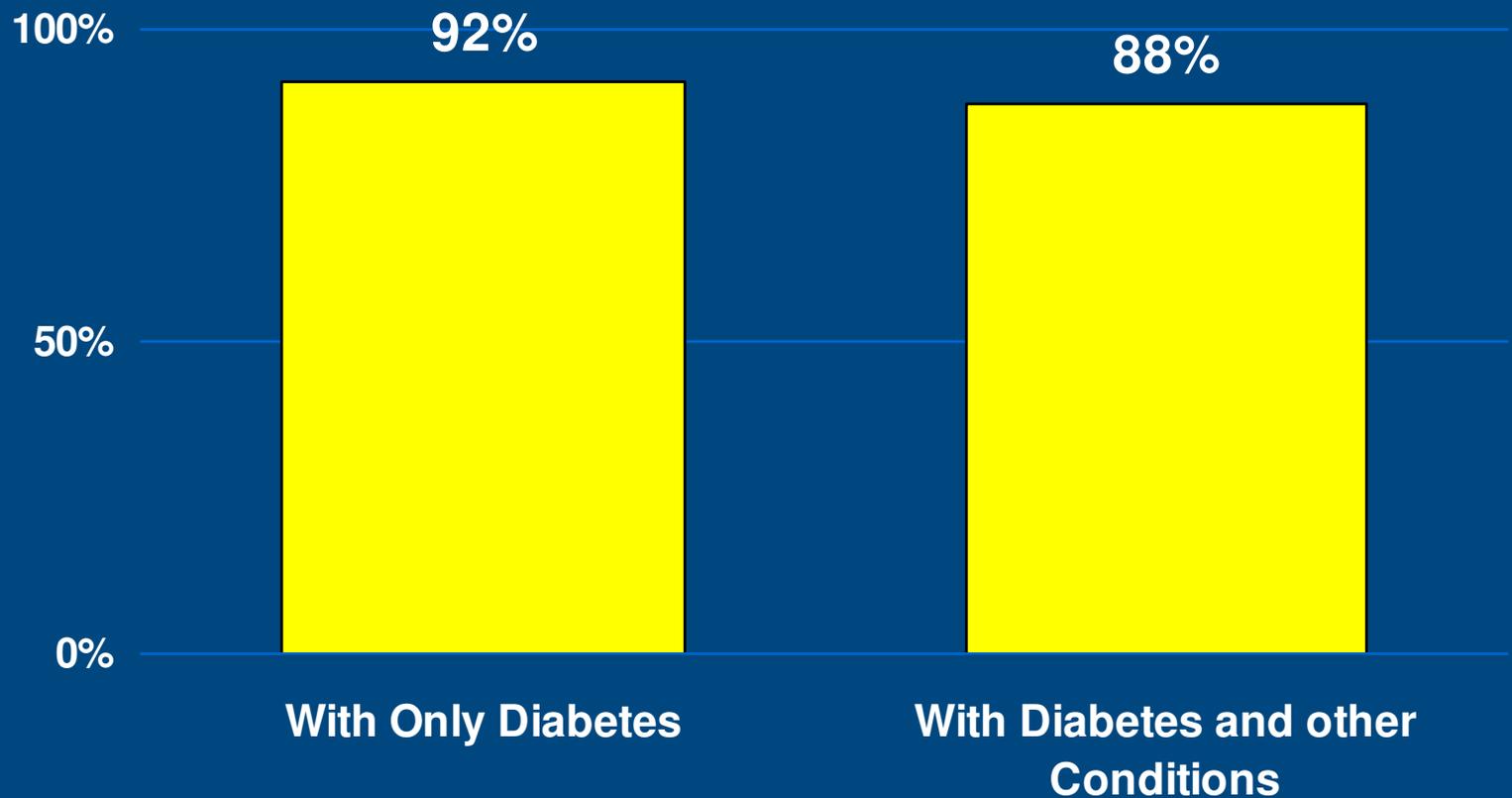


Percent with Only Diabetes vs. Other Conditions in addition to Diabetes





Percent in Current Treatment among those with only Diabetes vs. with other conditions





Effects of Treatment and Comorbidities on Work Outcomes among those with Diabetes

	Absence	Job Performance
Number of Illnesses	<i>As comorbidity increases, absence increases</i>	<i>As comorbidity increases, job performance declines</i>
In Current Treatment	<i>No significant effect</i>	<i>Those in treatment have higher job performance</i>



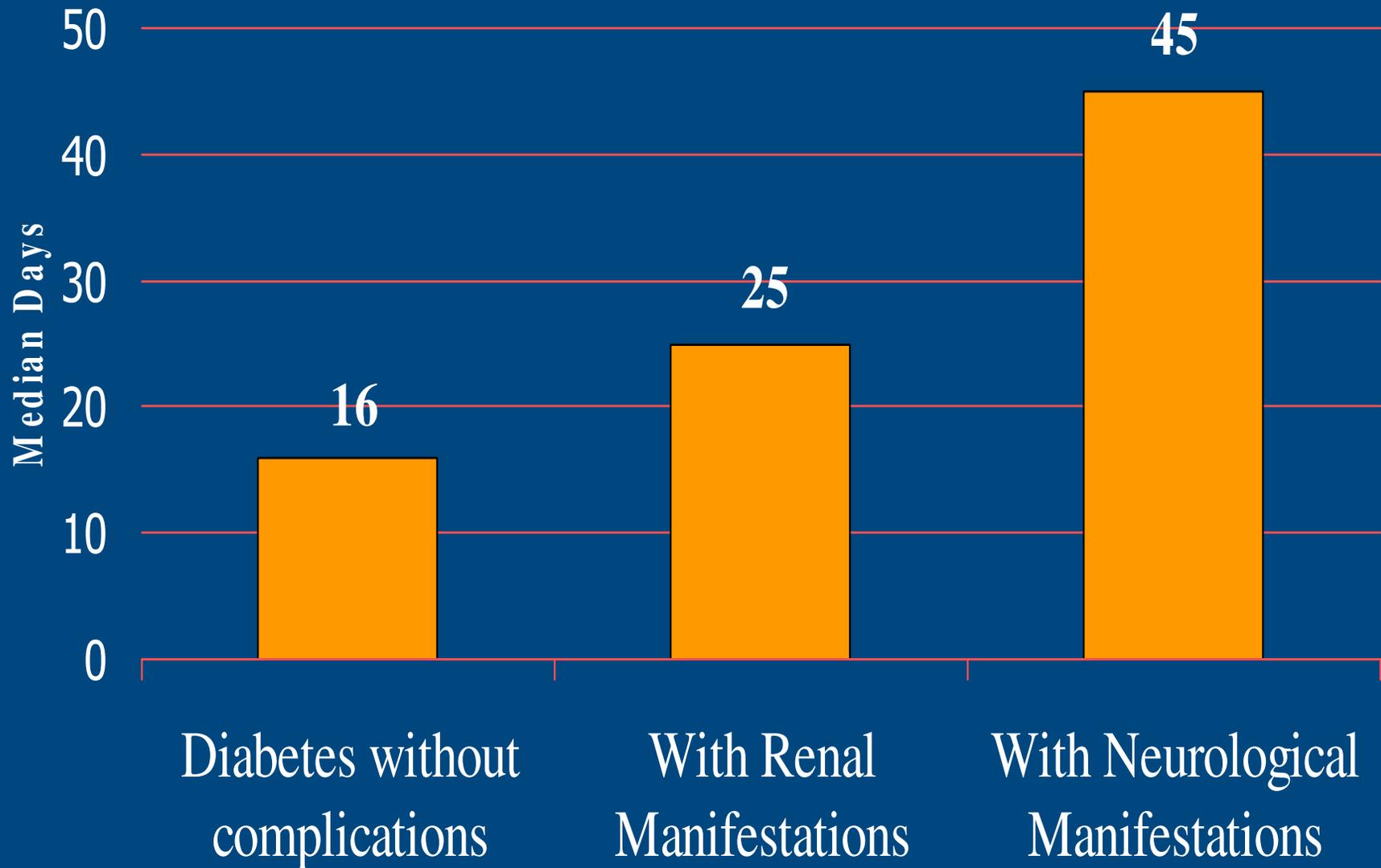
What can we learn about Diabetes from the IBI Benchmarking Database?

Preliminary Analysis

2010

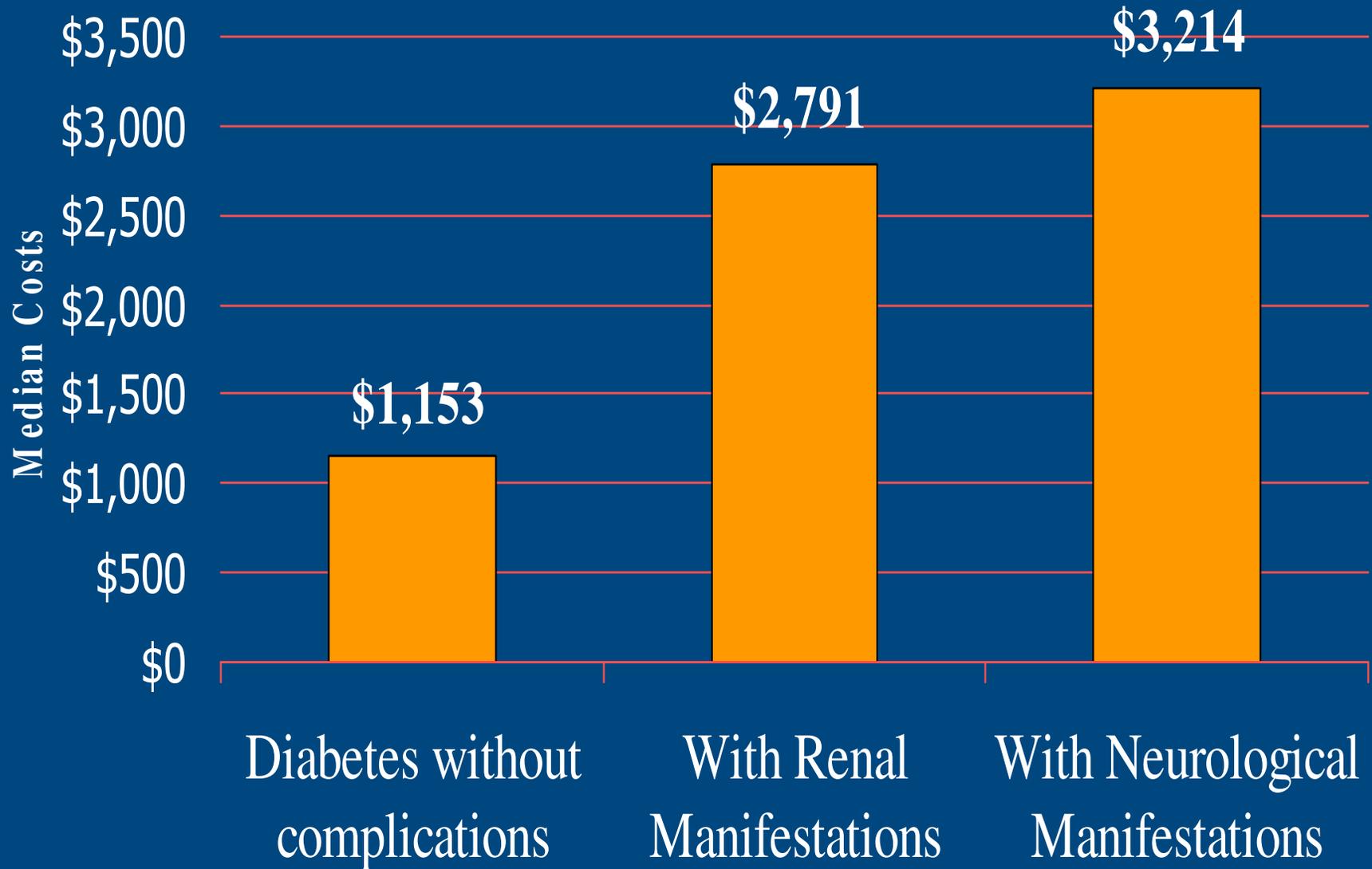


CY Lost Workdays per Active STD Claim (IBI Benchmarking Data, 2008)





CY Median Costs per Active STD Claim (IBI Benchmarking Data, 2008)



Contact IBI

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