

FIT Design™ Assessment: Data Management

How well does data management “FIT” within your organization’s value-based health management (VBHM) strategy? The FIT Design™ Assessment: Data Management outlines key practices that are aligned with value-based health management. For each statement, mark the circle that best describes your current health management practices.

		Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
FACT-BASED	<ul style="list-style-type: none"> We have integrated our data management system to capture and evaluate our direct and indirect health- and productivity-related practices in order to measure total healthcare costs and our leading health conditions (e.g., diabetes, asthma). 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> Based on our data, all levels of management are educated about the association between employee health and productivity and total value to the organization (e.g., lower health- and productivity-related costs, improved recruitment/retention). 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> On a periodic basis, our organization uses a standard “scorecard” that reports key value-markers (e.g., total average healthcare cost per covered life per year, presenteeism measures) to our senior management. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> Periodically, our organization conducts total-value scenarios on the interaction between cost-shifting, adherence rates, and total cost outcomes. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We work with our health plan(s)/provider(s) to assure quality through the implementation and measurement of evidence-based practices within our provider networks. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> Periodically, we evaluate our health benefit plan to review barriers to evidence-based interventions across the healthcare continuum. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We collect and use data to evaluate medication adherence rates within key health conditions. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> Our health management initiatives are aligned with our business goals. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
INTEGRATED	<ul style="list-style-type: none"> We have integrated processes (e.g., health risk assessments, disease assessments, claims data, pharmacy data, absenteeism, disability) that identify and target at-risk individuals for risk reduction and disease management interventions. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We work closely with our health plan(s) to help integrate data requirements and quality assurance measures. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We work closely with our pharmacy benefit manager (PBM) to help integrate data requirements on such measures as medication use and adherence rates (30-day refills). 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> Our organization believes in shared accountability among the employer, the health system/provider, and the employee, and therefore shares the risks and rewards of all stakeholders. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TARGETED TO NEED	<ul style="list-style-type: none"> Based on our data analysis, we are able to identify and target key health conditions and risks that have the greatest potential to reduce total costs and improve the total value to all stakeholders. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> Periodically, our organization evaluates our pharmacy benefit plan based on data that indicate low adherence and/or higher medical utilization for treatment of key chronic health conditions. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We provide disease management programs targeted to conditions that represent high total costs. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We provide programs specific to adherence management (e.g., medication, preventive screenings, lifestyle practices). 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We provide custom health and benefit communications focusing on key health conditions and risks with specific attention to adherence. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<ul style="list-style-type: none"> We provide appropriate resources and incentives to keep the majority of our employees at low-risk. 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What Does This Mean?

This assessment provides an overview of practices that are aligned with FIT Design™ and VBHM. As indicated, data management is a critical component of the FIT Design™ model. Compliance with these practices suggests that your organization is focused on the total value that health management programs provide for supporting the health of your employees. For practices with which you disagree, you are encouraged to explore options for reducing the gaps in your program and to consider incorporating new practices that align more closely with total value.