

Benefit Design and Policy Development

Below are common foundation practices that address benefit design and policy development within value-based health management. Compared to the best-practice goals stated below, rate each foundation practice as either below, meets, exceeds, or not implemented.

Best-Practice Goals

- Implement a planning process that is based on appropriate data, is integrated, and targeted to the needs of the employee as well as the organization.
- Provide employee health benefits that address the needs of our working population while aligning with the business goals of the organization.
- Promote use of sponsored benefits through policies that reduce or eliminate barriers while reinforcing shared accountability among the employee/dependent, health plan(s), and the organization.
- Establish, implement, and manage health and safety policies that maximize intended effects while minimizing unintended consequences.

Foundation Practices

1. Our planning procedures are based on appropriate data sources, integrated across the organization, and targeted to the unique needs of our population.
2. Our organization provides affordable health insurance to all eligible employees.
3. Our organization provides affordable health insurance to all eligible dependents, partners, and retirees.
4. Through our health benefit plan, our organization has designed incentives and/or disincentives to support and drive greater participation and adherence to recommended health improvement and medical practice guidelines. **Check all that apply:**
 - Free or reduced copays for recommended preventive screenings.
 - Benefit credits within health savings accounts (HSAs) or health reimbursement accounts (HRAs) for complying with such practices as health risk assessments, preventive screenings, immunizations, and/or reducing targeted risks such as tobacco use and excess body weight.
 - Free or reduced copays/coinsurance for medications/programs to help employees/dependents reduce risks associated with tobacco use and/or obesity.
 - Free or reduced copays/coinsurance for medications/supplies used to treat high-cost chronic conditions such as asthma, cancer, congestive heart failure, coronary artery disease, chronic obstructive pulmonary disease, diabetes, hypertension, migraine, and others.
5. Annually, our organization evaluates our health benefit plan(s) to review potential access (e.g., multitier drug plans) and cost barriers (e.g., high copays) to evidence-based treatments.
6. In designing health and safety policies, our organization has clearly defined objectives (i.e., intended effects) and has considered the unintended effects the policy may produce. Example: Copays for preventive services may save up-front costs (intended effect), but reduce compliance that may lead to undetected health problems and higher treatment costs (unintended effects).

	Not Implemented	Below	Meets	Exceeds
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15
	0	5	10	15

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ValueEngine™ Practice Section 3:

Benefit Design and Policy Development

Foundation Practices (continued)

7. As required, our organization exceeds regulatory health and safety-related policies/regulations such as: Health Information Portability and Accountability Act (HIPAA), Family and Medical Leave Act (FMLA), Occupational Safety and Health Administration (OSHA), Blood-Borne Pathogen Guidelines (within OSHA), and the Americans with Disability Act (ADA).
8. Based on the policies listed below, our organization has clearly defined health and safety policies and appropriate resources to administer them.

Check all that apply:

- Tobacco-free policy in the worksite.
- Seat belt policy for all company-related vehicles and business-related travel for both drivers and passengers.
- Compliance with state-mandated cell phone and driving laws.
- Alcohol and drug policies that include mandatory screening for specific occupations and reasonable cause.
- Policies providing or prohibiting alcohol during company-sponsored functions.
- Provision of healthy food selections in company cafeterias, vending machines, and company meetings.
- Defined participation (e.g., “on the clock/off the clock”) during working hours for company-sponsored health improvement programs.
- Prohibition of firearms and other weapons on company premises.
- Protection of employees from domestic violence.
- Zero-tolerance for employees who threaten or assault co-workers.
- Immunization protection for company volunteer program (e.g., tetanus).

Not Implemented	Below	Meets	Exceeds
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0	5	10	15
0	5	10	15

Calculating Your Practice Section Score

1. Total the scores in each respective column from both pages. Record on these lines.
2. Total all column scores. This is your *gross score*. Divide the gross score by 120.
3. Multiply your answer by 100. This is your *adjusted Practice Score*.
4. Place your Practice Score in this box.

_____ /120= _____

_____ x100= _____

Also record this score on the ValueEngine™ *Benchmarking Summary Worksheet*.