

Colorado Springs School District 11

Minimally Invasive Procedures

Industry: Education

Covered Lives: 6,000

OBJECTIVE The objective of any employee benefits organization is to reduce costs and improve the health and productivity of the employees. Keeping teachers healthy and in the classroom is the most important contribution that a benefits organization can do to support a school district client.

Every extra dollar spent on healthcare is a dollar that doesn't get to the classroom.

MINIMALLY INVASIVE PROCEDURES BENEFITS

- High quality of care at a lower cost (vs. open procedures)
- Easy implementation from employer perspective
- Limited resource investment yields significant gains
- Immediate cost impact
- Direct claims costs reduced
- Employees return to work faster

IMPLEMENTATION DETAILS

- **Implemented benefit plan design change that promotes MIP utilization through out-of-pocket differentials to employees:**
 - **\$250 additional co-payment for an open procedure in the Outpatient setting**
 - **\$400 additional co-payment for an open procedure in the Inpatient setting**
- The following procedures were included in the benefit plan design change:*
 - In 2007: Colectomy, Hysterectomy and Cholecystectomy (gall bladder removal)
 - In 2008: Bariatric Surgery and Appendectomy
- Required that all non-emergency Inpatient and Outpatient procedures be pre-certified

BENEFIT PLAN DESIGN RESULTS

- MIP adoption rates increased:**
- **Hysterectomy: 28% to 81%**
 - Cholecystectomy: 93% to 100%
 - **Colectomy: 33% to 100%**
 - Bariatric Surgery: 93% to 100%

DIRECT SAVINGS (BASED ON CLAIMS DATA)

- **Savings per MIP surgery ranged from \$1,700 to \$7,800**
- **Incremental savings of \$127,000 based on additional MIP adoption**
- Total two-year savings for all MIPs (compared to open procedures) of \$1 million based on 154 total procedures
- Savings of \$6 per member/per month based on total procedure count

POTENTIAL INDIRECT SAVINGS

- **Reduced substitute teacher costs**, due to faster return to work
- Reduced number of days in the hospital can lead to decreased risk of hospital-acquired infections
- Reduced prescription drug costs
- Reduced absenteeism
- Improved productivity

CHANGE IN CULTURE

The TPA pre-authorization manager says:

- *"Teachers understand the importance of being in the classroom."*
- *"Members are aggressively seeking out MIP surgeons."*
- *"Members are more involved in their own care."*

Some patients may not be candidates for MIP. Underlying health conditions may indicate an open surgery is necessary.

*MIP requirements are waived when the procedure is not clinically indicated through physician-providing documentation.