

A Florida School System Minimally Invasive Procedures

Industry: Education

Covered Lives: 30,000

OBJECTIVE Drive adoption of Minimally Invasive Procedures (MIP) to decrease “total costs” (direct and indirect) associated with healthcare, while improving surgical quality for school system employees.

Healthcare costs continue to increase. In the case of MIP, the highest quality healthcare is also the lowest cost, so every opportunity must be examined to make an impact.

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 a **multi-phased education program on surgical options** for their consumer-driven health plan members:

- Awareness Newsletter encouraging employees to take advantage of the existing MIP plan design (**10-20% savings for choosing MIP**), allowing employees to cost-share the savings in their out-of-pocket expenses
- Monthly employee sessions highlighting benefits of choosing MIP
- MIP-dedicated page on the school system’s website featuring an employee testimonial and a **directory of MIP-trained surgeons**
- Letter campaign to referring physicians outlining the benefits of MIP and introducing a directory of MIP-trained surgeons

BENEFIT PLAN DESIGN RESULTS

- MIP adoption rates increased:**
- **Overall MIP adoption (60% to 75%)**
 - Hysterectomy (25% to 42%)
 - Cholecystectomy (81% to 98%)
 - Colectomy (35% to 55%)
 - Breast Biopsy (69% to 77%)
 - Appendectomy (72% to 80%)
 - Reflux Surgery (67% to 71%)

DIRECT SAVINGS (BASED ON CLAIMS DATA)

- **Incremental savings of \$200,000 based on additional MIP adoption**
- Total 1.5 year savings for all MIP procedures (compared to open procedures) of \$1.7 million

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

- Bringing stakeholders together for a community project to identify problems and develop strategies with the goal of improving surgical quality and developing surgeon credentialing guidelines

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