

HEALTH WEALTH CAREER

HOW CAN YOU REDUCE BENEFIT  
SPEND & IMPROVE EMPLOYEE  
HEALTH?

AUGUST 2018



# TODAY'S SPEAKERS



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# WHAT IS DRIVING UP COSTS?

## DIRECT AND INDIRECT COSTS OF POOR HEALTH



**ABSENTEEISM  
AND  
PRESENTEEISM**

### **ECONOMIC**

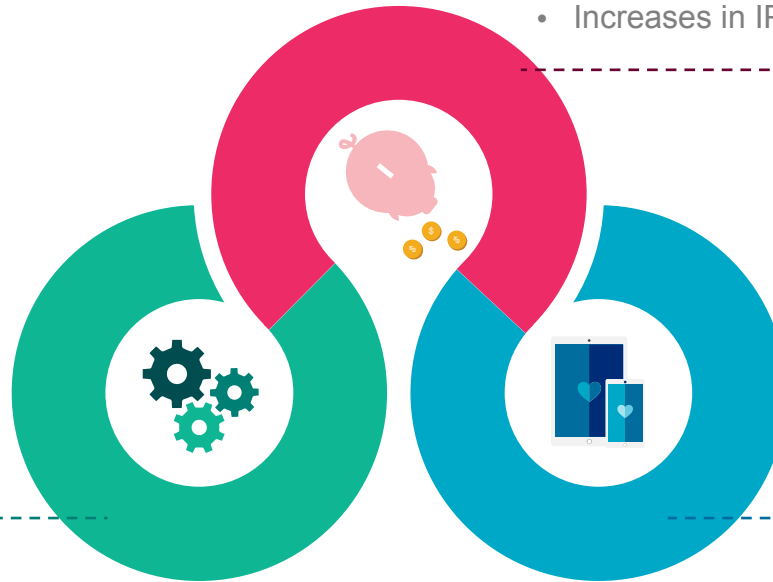
- Challenging business environment
- Provider cost pressures
- Increases in IPT

### **TECHNOLOGICAL**

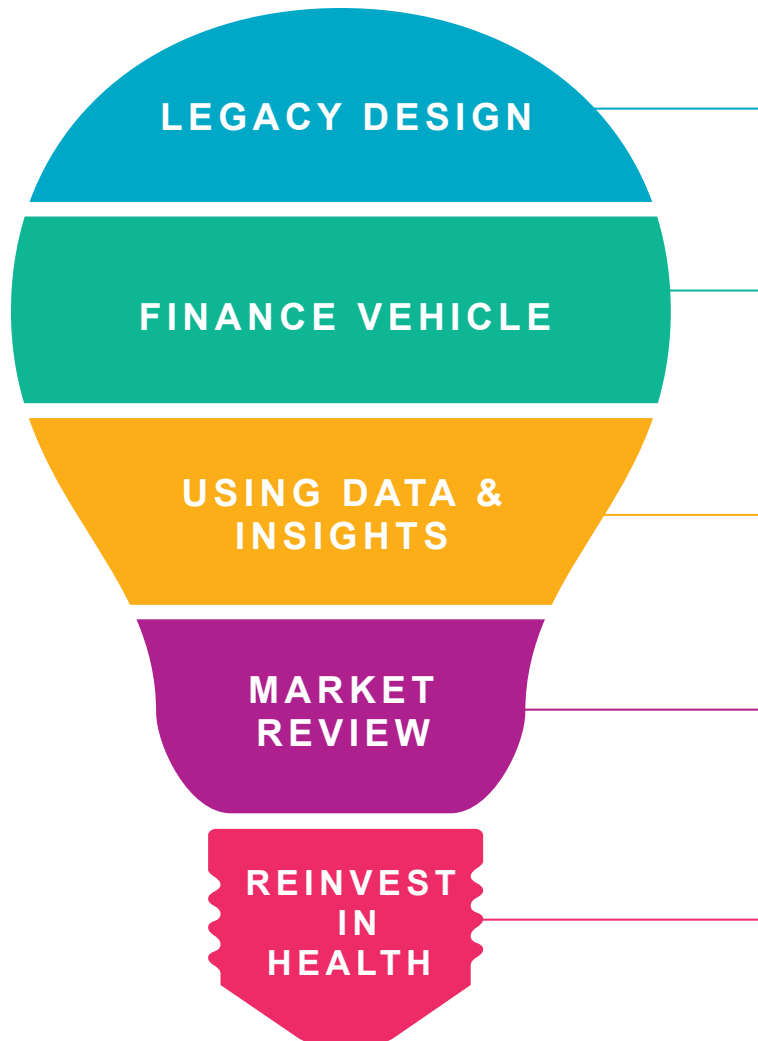
- Innovation and development costs
- Hospital capital investment
- New drugs and therapies

### **SOCIAL**

- Rise in mental health conditions
- Demographic changes
- Pressure on NHS



# AREAS TO CONSIDER



## **MAKE SURE YOU HAVE THE RIGHT VEHICLE IN PLACE:**

- Review benefit design
- Legacy benefits
- Diversity

## **DRIVE VALUE FROM YOUR PROVIDER RELATIONSHIP:**

- Self insurance v full insurance
- Profit share
- Claims rated v age rated

## **CHALLENGE THE WAY YOU'VE DONE THINGS IN THE PAST:**

- Understand your health risks
- Pathways

## **FULLY UNDERSTAND AND ADDRESS YOUR RISK:**

- Mid term reviews
- Value added benefits
- Independent pricing

## **TARGET LONG-TERM IMPROVEMENTS AND SAVINGS:**

- Impacting the wider company health costs
- Reduce claims
- Improving the perception for the market

# INTEGRATED WELLBEING STRATEGY



## TOP TIPS

# DON'T

- Don't take a transactional approach to your benefits management.
- Don't pay for services or benefits that you could receive free-of-charge.
- Don't look at your insurance costs in isolation when considering the impact of health on your business.
- Don't miss the opportunity to review both the design and financing options of your benefits programme to drive better value.



# DO

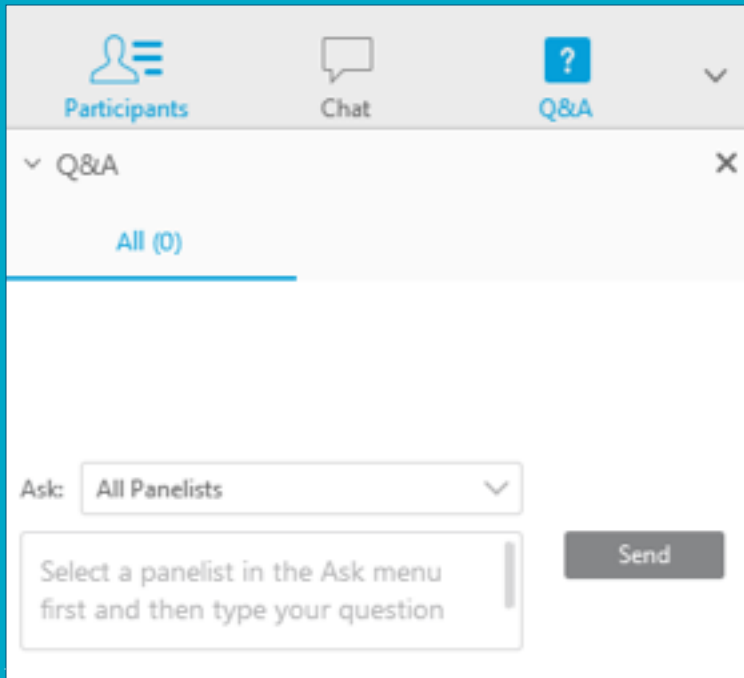
- Do consider the right time to approach the market.
- Do consider the wider benefits and services available when reviewing your provider.
- Do utilise organisational data to fully understand your workforce's health risks and support negotiation with providers.
- Do reinvest direct benefit savings into tackling the root causes of poor health to manage long-term costs.



# QUESTIONS?

Please type your questions in the Q&A section of the toolbar and we will do our best to answer as many questions as we have time for.

To submit a question while in full screen mode, use the Q&A button on the floating panel, at the top of your screen.



The screenshot shows a toolbar with three icons: a person icon labeled 'Participants', a speech bubble icon labeled 'Chat', and a question mark icon labeled 'Q&A'. Below the toolbar is a floating panel titled 'Q&A' with a close button (X). The panel shows 'All (0)' questions. At the bottom of the panel, there is an 'Ask:' dropdown menu currently set to 'All Panelists', a text input field with the placeholder text 'Select a panelist in the Ask menu first and then type your question', and a 'Send' button.

## FEEDBACK

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## NEXT IN OUR WEBINAR SERIES

### Business in the Community Mental Health at Work Report 2018

What has Britain's largest mental health survey taught us about addressing mental health in the workplace?

Tuesday, 13th November, 10:00am – 10:30am



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