

HEALTH WEALTH CAREER

HOW CAN YOU REDUCE BENEFIT SPEND & IMPROVE EMPLOYEE HEALTH?

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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

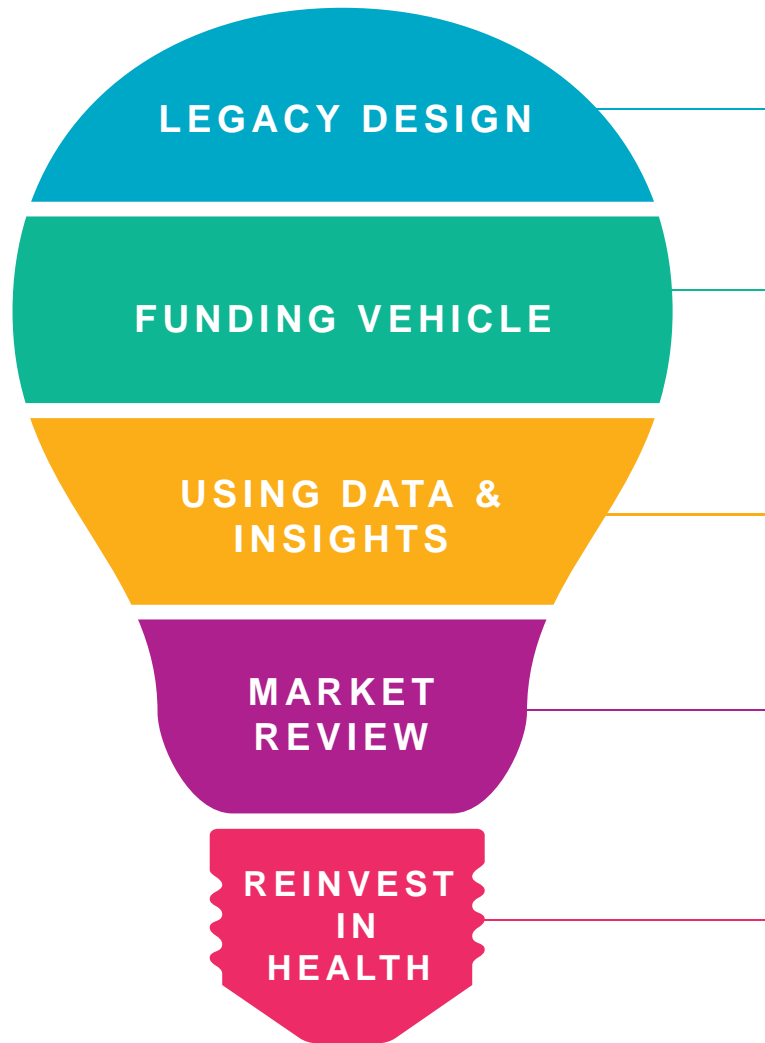
TECHNOLOGICAL

- 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 funding options of your benefits programme to drive better value.



DO

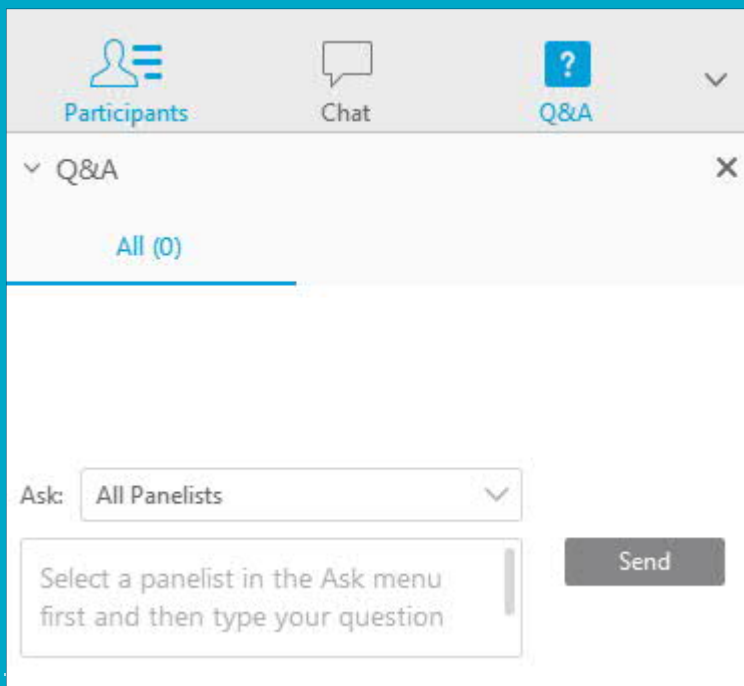
- Do consider the right time to approach the market.
- Do consider the wider benefits and services available when reviewing your provider.
- Do utilise organisational data to fully understand your workforce's health risks and support negotiation with providers.
- Do reinvest direct benefit savings into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



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World Mental Health Day, 10th October 2018



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