

ATTAINING ROI FOR ON-SITE HEALTH CLINICS AND EFFECTIVELY MANAGING INITIAL COSTS



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Objectives for today

- Onsite clinic
- Needs Assessment
 - New Clinic & Existing Programs
- ROI considerations
- Examples of an ROI

Who is Denver Water

- Established in 1918
- Largest utility in Colorado
- Serve 1.3 million people or 25% of Colorado's population
- 1,100 employees from laborers to lawyers
- Onsite clinic – over 20 years



Onsite Clinic

Clinic Staff:

Med Dir. – 8 hours/week

1 PA, 3 Occ nurses, 1

Admin



Clinic Services - Occupational

- Workers' Compensation
 - Case management
 - Claims management
 - Injury prevention
 - Aggressive RTW model
 - On-site visits
 - In house meds (new)
- CDL program
 - Physicals and medical management
 - Random drug testing
- Medical surveillance
 - Respiratory fit
 - Metal Shop/ Construction Shop screening

Clinic Services - Wellbeing

- Physicals – pre-placement and annual
- Biometric screenings – full labs
- Health and wellness education
- Flu vaccination clinics
- Blood pressure clinics
- Early return to work model
- Ergonomics
- Acute care services (new)
 - No cost to employees
 - Decreases lost time for sick employees
 - Increases productivity

Needs Assessment - internal

- Gather Metrics & Data
 - Demographics
 - Male/Female
 - Age
 - Blue Collar/White Collar
 - Trends in your healthcare data
 - High costs drivers – employees/dependents
 - Preventable diagnosis
 - Percentage who have a primary care physician
 - Steerable visits
 - Trends in your Workers Compensation data
 - Preventable injuries – strain/sprain/slips/trips
 - New hire WC injuries
 - Are you insurance plans self-funded



Needs Assessment – external

- Attract & Retain
 - Competitive Market
- Logistics
 - Productivity – distance to healthcare providers
 - Availability –
 - Primary Care providers
 - WC providers
 - Urgent Care facilities
 - Convenience Care facilities
- State regulations
 - Workers Compensation
 - Treatment Guidelines
 - Number of choices for healthcare providers



Culture Assessment

- Leader perspective
- Employee perspective



Assessment determines ROI factors

- What are we trying to solve for “X”
- New Clinic?
- Expansion of Services?
- Then begin your ROI

Cost-Benefit analysis of options

	Cost projections
1. Build new clinic facility and staff clinic internally	(\$6,702,880.40)
2. Build new clinic facility and contract out the services	(\$8,104,809.44)
3. Rent offsite clinic with full management-contracted	(\$10,674,783.57)
4. No Onsite Clinic- refer to designated providers	(\$17,422,501.35)

Acute Care services?

- Expanded role of Physician Assistant
- Added acute care services for employees

Health Plan cost	Employee only	Employee + spouse
Redirected visits to clinic	509	814
Total Health Plan savings	\$72,594	\$116,094

Pharmacy – In house meds?

<u>Medication</u>	<u>WC</u>	<u>Medical plan</u>	<u>A</u>	<u>B</u>
A	\$13.10	\$0.56	\$3.99	\$5.19
B	\$14.90	\$1.29	\$3.99	\$7.25
C	\$14.00	\$1.34	\$4.29	\$5.62
D	\$15.50	\$1.78	\$4.79	\$6.58
E	\$13.70	\$1.57	\$4.49	\$5.24
F	\$13.10	\$2.18	\$3.49	\$5.02
G	\$14.30	\$2.90	\$3.89	\$3.89
H	\$11.90	\$0.28	\$3.99	\$3.39
I	\$11.49	\$2.45	\$3.49	\$3.90
J	\$12.48	\$3.68	\$4.99	\$4.50
Total	\$134.47	\$18.03	\$41.40	\$50.56

Questions?

