

Connecticut SIM

V-BID Consortium Meeting: June 01, 2016



# Meeting Overview

---

- ▶ Review Employer Manual Table of Contents and Plan for Feedback
- ▶ Review Finalized V-BID Templates
  - V-BID Basic Plan Template
  - V-BID Expanded Plan Template
- ▶ Review V-BID Guiding Principles
- ▶ Learning Collaborative and Next Steps

# Employer Manual

---

## ▶ Introductory Sections:

- Executive Summary
- Introduction to Value-Based Insurance Design
- V-BID Benefits to Employers
- Recommendation Development
- How to Use this Manual

# Employer Manual

## ▶ Primary Content

- V-BID Guiding Principles
- Templates
  - V-BID Basic Plan
  - V-BID Expanded Plan
- Implementation Strategies
  - Steps for Implementing V-BID Plans
  - Best Practices and Lessons Learned
  - Consumer Engagement Strategies
  - Overcoming Obstacles
  - Aligning with Provider-Side Reforms

# Employer Manual

## ▶ Primary Content

- Communicating V-BID Benefits to Employees
  - Best Practices
  - Understanding your Target Audience
  - Addressing Health Literacy
  - Evaluating Communication Methods
- Resources for Employers Implementing V-BID Plans
  - Sample Marketing and Communications Materials
  - V-BID Basic Worksheet
  - V-BID Expanded Worksheet
  - Visual Guides for Understanding V-BID Concepts
  - Online Resources

# Employer Manual

---

- ▶ Appendices
  - ACA Mandates
  - HSA-HDHP Limitations
  
- ▶ Glossary of Terms
  
- ▶ References
  
- ▶ Acknowledgements

# Employer Manual Feedback Process

- ▶ June 2<sup>nd</sup>: Send Employer Manual draft to Consortium
  - Two week open comment period
  - Project team makes edits to Employer Manual based on Consortium feedback
- ▶ June 30<sup>th</sup>: Webinar to discuss changes to Employer Manual
  - Review any suggested revisions that require discussion/consensus



# REVIEW FINALIZED V-BID TEMPLATES



# Disincentives for Low Value Services

## ▶ Consumer Concerns

- ▶ Consumers are in no position to identify what are low-value services
- ▶ Is not a consumer-centric approach
- ▶ Some physicians require these tests before proceeding to treat
- ▶ Will be interpreted as denying needed care

## ▶ Provider and Employer Concerns

- ▶ Patients are pushing physicians for low-value services
- ▶ It will take some employers longer to identify health care cost savings without this option

# Outcomes-Based Incentives

## ▶ Support

- ▶ From a behavioral health perspective, people benefit from focusing on outcomes, not process
- ▶ Rewards for people who achieve goals is not punitive to people who don't
- ▶ Outcomes-based incentives can motivate people to do more than they otherwise would

## ▶ Objections

- ▶ Concerned that this will be perceived as punishment for not achieving goals
- ▶ Does not take into account external factors (food deserts, unsafe neighborhoods, transportation, etc.) that could impact outcomes
- ▶ Outcomes should be a decision made between a health care provider and the patient

# Incentives for High Value Providers

## ▶ Concerns

- ▶ There is not currently enough precision in the metrics to differentiate between providers
- ▶ Will promote the feeling among consumers that the choice of providers is being limited
- ▶ Each plan could define this how it wants
- ▶ Doesn't address patient access or provider availability issues
- ▶ Could be very complicated to administer
- ▶ SIM Provisional Measure Set has not been implemented and is likely to be controversial among providers and plans



# REVIEW V-BID GUIDING PRINCIPLES

# Learning Collaborative

- ▶ Goal: To create a community of stakeholders committed to promoting uptake of V-BID among employers, share lessons learned, further develop best practices, and to disseminate these findings across the state.
- ▶ Stakeholder Groups
  - ▶ Employers/Employer Associations
  - ▶ Consumer Advocates
  - ▶ Health Plans
  - ▶ Providers
  - ▶ Unions
  - ▶ Brokers
- ▶ Next Steps: Design Work Group: Late June, Collaborative kickoff: Late Fall

# Next Steps and Upcoming Meetings

## ▶ Next Steps

- Employer Manual Comment Period
- Present V-BID Templates and Guiding Principles to SIM Steering Committee – June 9<sup>th</sup>

## ▶ Upcoming Meetings

- Late June: Learning Collaborative design session
- June 30<sup>th</sup>: Webinar to discuss changes to Employer Manual
- Fall 2016: Learning Collaborative kickoff meeting