

Products and Services

New Program Designed to Cut Workers' Compensation Costs: USA

In order to assist employers in controlling the escalating costs of prescriptions for employees receiving workers' compensation, CIGNA has announced its new Workers' Compensation Pharmacy Benefit Management (PBM) Solution, designed to reduce workers' compensation pharmaceutical costs by as much as 75%. CIGNA Pharmacy Management has co-operated with Intracorp (for its workers' compensation management capabilities) on this new program, aimed at creating savings for the employer and helping to minimize dangerous drug interactions. Savings will be achieved through:

- discounts,
- the prevention of duplicate prescriptions,
- an electronic payment system,
- use of a formulary (a list of the drugs covered under a given plan), and
- controlled utilization to eliminate fraud and abuse.

Further savings may come from a Drug Utilization Review, a comprehensive, systematic review of drug-use patterns and cost data, which can mitigate health and safety risks and could more than double fee schedule savings by further reducing inappropriate drug use and fraud. It provides maximum benefit when linked to the group health system, flagging such potential problems as:

- dangerous drug interactions,
- early refills,
- duplicate prescriptions,
- therapeutic duplication, or
- misallocation of pharmacy payments between group health and workers' compensation.

Detailed reporting, such as a savings report, a list of the 100 most-prescribed medications for employees,

prescription history by claim and the 25 physicians prescribing the most medications by dollar for a company's employees, will help identify trends that can be useful in setting specific goals and improving outcomes. The Workers' Compensation PBM Solution will be administered by ScripNet, a company that specializes in serving the needs of injured workers and those responsible for their care. Pharmacy costs represent 10-20% of total workers' compensation medical bills and the amount is increasing at a rate of 10-17% annually, according to Health Strategy Associates.*

Online Package for Employee Benefits Launched: UK

HSBC Actuaries and Consultants Limited has launched 'mybenefits', an online HR and employee benefits system offering access to in-depth personal information, allowing employees to understand the real value of their salary and benefit packages through the use of total reward statements, while giving employers the ability to manage their costs and administration. A central feature is the option to introduce an easy-to-use flexible benefits solution, which allows employees to tailor such benefits as pension, illhealth provision and holidays to suit their own needs and circumstances. At the same time, it provides HR departments with a sophisticated yet streamlined administration function. Additional options are available, such as:

- holiday and absence management tools,
- management of voluntary benefits, and
- 'mymoneypal', a financial education portal for employees.

The last of these provides advice and information on, for example:

- pensions,

- mortgages,
- inheritance tax planning, and
- savings.

The software has been developed by AEGON Benefit Solutions and will be marketed by HSBC Actuaries and Consultants.†

Online Benchmarking for Contracted Food Services: Global

An online benchmarking tool for contracted food services management and for corporate dining and employee lunches has recently been launched. This global service is designed to provide those responsible for in-house and outsourced food service operations with a fast and affordable means of achieving best practice using live data from over 3,500 major operations in Europe, the Middle East, Africa, North America, Latin America and Asia Pacific to create 21 key performance indicators. To generate a report, users enter the following nine pieces of standard data:

- sales,
- purchases,
- payroll,
- sundries,
- users,
- site population,
- commission,
- depreciation, and
- fees.

These are processed immediately to provide a comprehensive benchmarking report in PDF format. The key performance indicators range from food costs to expenditure per employee. Catering operations are rated against low, median and high scores by country and by geographic region. Colour-coded graphs – red for underperformance and green for exceeding benchmarks – are simple to read and analyse. The report can be used by

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