

# **Survey results:**

**Understanding YOUR benefits needs and challenges**

**April 4, 2017**

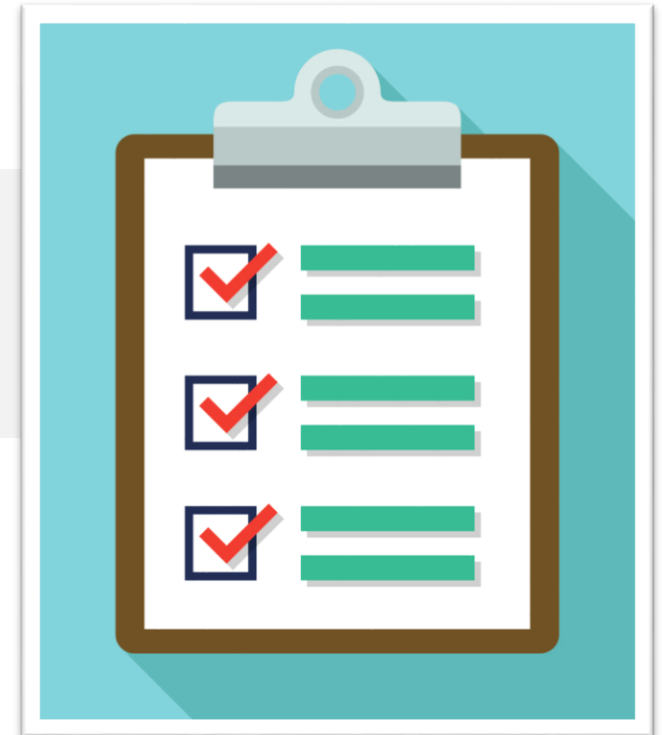
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# What we did

- Sent a brief survey to our usual GIPC mailing list
- More than 50 responses received from employers/plan sponsors, benefits consultants/advisors, pharma and others in the private drug/health plan industry

## **Purpose:**

**To identify key challenges and trends in benefits plan management – today and going forward**



**Q1: When it comes to managing your (or your clients') benefits plans, what is the one biggest issue or challenge that keeps you up at night?**

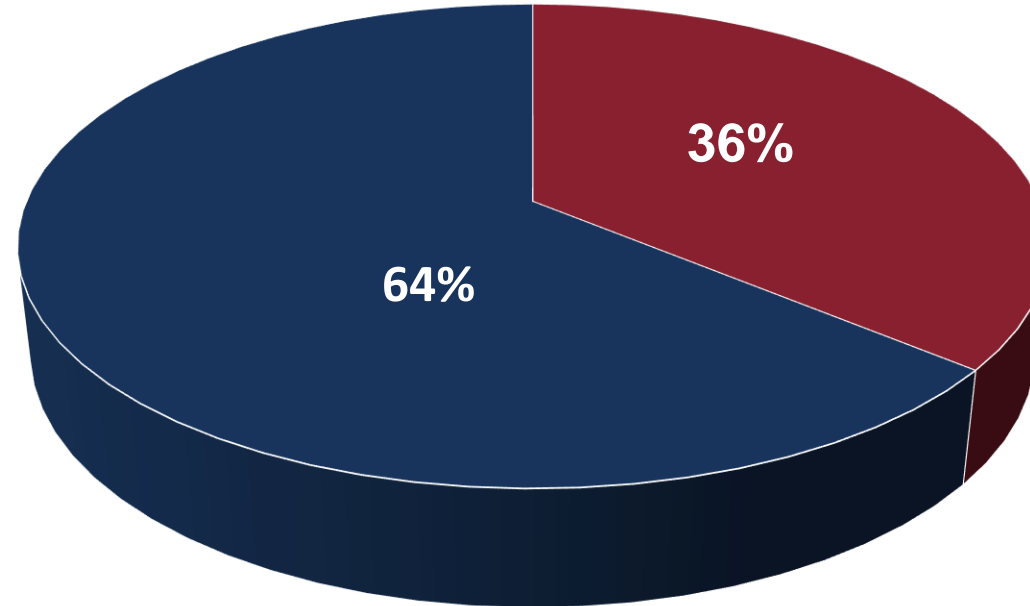
**Sample responses:**

- Balancing coverage access with sustainability
- Managing costs and renewals
- Mental health
- Drug pooling risk charges
- Specialty/biologic drugs



**Most common response: High and escalating drug costs!**

## Q2: What do you feel is the main purpose of a benefits plan?



- To support members with day-to-day healthcare expenses
- To support members with unexpected catastrophic healthcare expenses

### Q3: Please indicate your level of agreement with the following statements.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
It's an employer's responsibility to offer comprehensive health benefits to its employees.	19%	32%	25%	23%	2%
Employees in my organization appreciate and value their benefits.	32%	53%	8%	8%	0%
Employees should share in the costs of their benefits programs.	26%	55%	19%	0%	0%
Our current benefits plan isn't sustainable for the long term.	9%	26%	26%	38%	0%

- **51%** believe it's an employer's responsibility to offer comprehensive health benefits
- **85%** feel their employees appreciate and value their benefits
- **81%** agree employees should share in benefits costs
- **35%** say their current benefits plan isn't sustainable, and another **26%** are neutral

## Q4 & 5: Which of the following drug plan management initiatives has your organization already implemented/plan to implement?

	Already implemented	Plan to implement in 5 to 10 years
Mandatory/enhanced generic substitution	98%	32%
Prior authorization	84%	29%
Trial & maintenance	45%	24%
Tiered/managed drug formulary	43%	44%
Plan maximums	53%	34%
Caps on dispensing fees/reimbursements	67%	37%
Limits on frequency of refill for chronic medications	32%	12%
Preferred provider network	45%	32%
Product listing agreement	24%	15%
Preferred pharmacy network	49%	37%
Patient support/drug adherence program/monitoring	31%	46%
Pharmacist consult	24%	29%
Other	4%	7%