



Module 5:

Measure the Success

of adding an addendum or rider for anti-obesity medications (AOMs) to your benefit offerings

Employers

The Weigh Forward is a comprehensive program designed to assist with weight management for appropriate employees within your organization. As a follow-up to the "Act Now" portion of the program (Module 3), this module provides a measurement framework to help you assess and quantify the impact of adding an addendum or rider for coverage of AOMs.

Measuring the success of adding AOM coverage, as part of an overall obesity management program, is important for employee health



Congratulations! By adding an addendum or rider to your company's health plan to cover AOMs, you have given your employees and/or their dependents with obesity effective weight loss options. After 6 to 12 months, you may want to evaluate the impact that adding AOM coverage is having on the health of your organization. Is it improving employee health? What effect is it having on obesity-related costs? What is the impact on obesity-related absenteeism/presenteeism? To assess key outcomes such as these, you will need to develop a measurement process.

Measuring outcomes for your organization

To begin the process, it is essential to be clear about what you want to achieve and how you will measure it.¹ You will need to decide what benchmarks are significant and realistic. It is important that you collaborate with stakeholders who are experienced in measuring outcomes, such as your employee benefits consultant (EBC), wellness program manager, pharmacy benefits manager (PBM), or health plan.^{1,2}



This guide provides you with a framework for developing a process to measure the value to your organization of adding AOM coverage to your benefits offerings.

Implementing a framework for measuring the impact of adding AOM coverage

Below is an example of a general framework that you can use to measure the impact on your organization of adding AOM coverage. Components of a measurement framework include



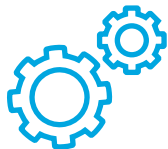
Engaging/collaborating with key stakeholders

who have experience in measuring outcomes and a vested interest in the results (eg, EBC, wellness program manager, PBM, health plan)^{1,2}



Defining outcomes/benchmarks/budget impact

that must be achieved for the initiative to be considered successful. These benchmarks must be realistic and measurable^{1,2}



Developing or selecting the right measures,

such as outcome and/or process measures, to help assess progress in achieving goals¹⁻³



Developing a monitoring and evaluation framework

to observe progress in adding AOM coverage¹



Ongoing improvement

requires feedback to help improve the effectiveness of support strategies for patients with obesity¹

Measuring the success of AOM coverage among your employees with obesity

Below you will see an approach to measure the impact of adding AOM coverage to your benefit offerings, based on the framework from the previous page. Using this example, work with stakeholders at your organization to tailor a measurement process that defines and achieves your specific objectives.



Step 1: Engage stakeholders

- **Collaborate with stakeholders**, such as your EBC, wellness program manager, PBM, or health plan, to initiate the steps below



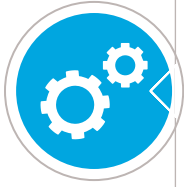
Step 2: Define outcomes/benchmarks/budget impact

- **Activating employees with obesity**
 - Establish a benchmark of XX% of employees with obesity being prescribed an AOM
 - Activate XX% of employees with obesity within 6 months and XX% of employees with obesity within 12 months
- **Weight loss among employees with obesity**
 - Establish a benchmark for an average weight loss of X% of body mass index (BMI) 6 months after starting an AOM
- **Impact on organization health and healthcare costs**
 - Establish clinical and financial benchmarks for reduction in comorbid conditions, such as type 2 diabetes and hypertension
 - Consider measuring the percent reduction in bariatric surgery rate 12 months after starting an AOM, including costs
- **Impact on indirect costs**
 - Establish benchmarks for reductions in disability and absenteeism/presenteeism and increases in productivity

Refer to Module 2 for benchmarks and metrics for dyslipidemia, type 2 diabetes, and hypertension.

Using the measurement framework outlined here will enable you to assess the value of adding AOM coverage to your health plan, with regard to employee health and your organization.

Measuring the success of AOM coverage among your employees with obesity (cont'd)



Step 3: Develop/select measures

- **Activating employees with obesity**
 - The number of employees with obesity at your organization who are eligible for new AOM coverage
 - The percentage of employees with obesity prescribed an AOM within 6 months and within 12 months
- **Weight loss among employees with obesity**
 - BMI of employees with obesity who received a prescription for an AOM prior to starting the AOM and after 6 months on the AOM
- **Impact on organization health and healthcare costs**
 - The percentage of employees with comorbid conditions, such as type 2 diabetes and hypertension
 - The percentage of employees requiring bariatric surgery 12 months after starting an AOM
 - Financial impact of reduction in comorbid conditions and bariatric surgeries
- **Impact on indirect costs**
 - Projection of organizational disability savings, and productivity gains based on absenteeism/presenteeism rates

Use a table like Table 1 (below) to record this information.

Table 1

Number of employees with obesity who are eligible for AOM coverage	
Percentage of employees with obesity prescribed an AOM within 6 months and within 12 months	
BMI of employees with obesity who received a prescription for an AOM prior to starting the AOM and after 6 months on the AOM	
Percentage of employees with comorbid conditions, such as type 2 diabetes and hypertension	
Percentage of employees requiring bariatric surgery 12 months after starting an AOM	
Projection of organizational disability savings, and productivity gains based on absenteeism/presenteeism rates	



Step 4: **Develop a monitoring and evaluation framework**

- **Monitor your numbers** (eg, number of employees with obesity, number of employees with obesity and comorbid conditions)
- **Encourage employees with obesity to access support** (eg, educational resources, AOM coverage, etc)

These activities should begin 6 to 12 months after adding coverage for AOMs.



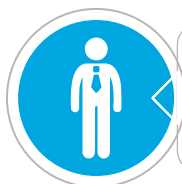
Step 5: **Ongoing improvement**

- **Assess benefit offerings** in supporting employees with obesity
- **Determine the effectiveness of strategies** to support employees with obesity
- **Assess financial impact**



Summary: measuring the value of adding AOM coverage to your company's benefit offerings

To assess the value of adding AOM coverage to the health of your organization, you will need to develop and implement a measurement program. Remember, it is essential to be clear about what you want to achieve and how you will measure it. Steps of a measurement framework to assess the value of adding AOM coverage include^{1,2}



Step 1: Engaging stakeholders



Step 2: Defining outcomes/benchmarks/budget impact



Step 3: Developing or selecting the right measures



Step 4: Developing a monitoring and evaluation framework



Step 5: Ongoing improvement

References: **1.** National Health Service. How to...understand and measure impact. <https://www.england.nhs.uk/wp-content/uploads/2015/06/bcf-user-guide-04.pdf.pdf>. Published May 2015. Accessed August 21, 2019. **2.** Workplace health promotion. Centers for Disease Control and Prevention website. <https://www.cdc.gov/workplacehealthpromotion/model/evaluation/index.html>. Accessed August 21, 2019. **3.** Types of health care quality measures. Agency for Healthcare Research and Quality website. <https://www.ahrq.gov/talkingquality/measures/types.html>. Accessed July 16, 2019.