

Actor portrayal.



# the **weigh forward** ▶▶

## MODULE 4

### Measure the Success

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

## Measuring the success of adding AOM coverage, as part of an 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 effective weight-management options**

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

### Measuring outcomes for your organization



Be clear about what you want to achieve and how you will measure it<sup>1</sup>



Decide which benchmarks are significant and realistic



Collaborate with stakeholders experienced in measuring outcomes, such as your<sup>1,2</sup>:

- Employee benefits consultant (EBC)
- Wellness program manager
- Pharmacy benefits manager (PBM)
- Health plan

### After 6 and 12 months, you may want to evaluate the impact of adding AOM coverage



Is it improving employee health?



What effect is it having on obesity-related comorbidity costs?



What is the impact on indirect (nonmedical) costs, which may include short-term disability, workers' compensation, absenteeism, and presenteeism?

To assess key outcomes, you will need to develop a measurement process.



# 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 may include:



**Engaging stakeholders** who have experience in measuring outcomes and a vested interest in the results (eg, EBC, wellness program manager, PBM, health plan)<sup>1,2</sup>



**Defining the outcomes, benchmarks, and budget impacts** that must be achieved for the initiative to be considered successful. These benchmarks must be realistic and measurable<sup>1,2</sup>



**Developing or selecting the right measures**, such as outcomes and/or process assessments, to help gauge progress in achieving goals<sup>1-3</sup>



**Developing a monitoring and evaluation framework** to observe progress in adding AOM coverage<sup>1</sup>



**Measuring and maintaining ongoing improvement**, which requires feedback to help improve the effectiveness of support strategies for people with obesity<sup>1</sup>

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

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## Measuring the success of AOM coverage among your employees with obesity



**Step 1:**  
Engaging  
stakeholders

**Collaborate with stakeholders**, such as your EBC, wellness program manager, PBM, or health plan, to initiate the steps indicated in the following pages

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**Step 2:**  
Defining  
outcomes/  
benchmarks/  
budget impacts

**Consider the following categories and parameters when defining outcomes, benchmarks, and budget impacts of adding coverage of AOMs, both before and 6- and 12-months post AOMs.**

**Employee health impact**

- XX% of employees with obesity being prescribed an AOM
- XX% of employees prescribed an AOM with obesity-related comorbidities, such as type 2 diabetes (T2D), hypertension, cardiovascular disease, dyslipidemia, asthma, osteoarthritis, gastroesophageal reflux disease (GERD), etc
- Average reduction in body mass index (BMI)

**Organizational impact**

- AOM prescription costs
- Obesity-related comorbidity costs (eg, reduction in prescriptions and other direct medical costs such as hospitalizations or out-patient care)
- Bariatric surgery: XX% rate reduction
- Disability rates and costs
- Absenteeism rates
- Productivity rates
- Presenteeism rates
- Employee experience and benefits satisfaction rates



**Step 3:**  
Developing or  
selecting the  
right measures

**The following are example tables for recording measurements related to AOM coverage**

Employee Health Impact		
Category	Current Date	12 Months Post AOM Coverage
Number of employees with obesity who are eligible for AOM coverage		
Percentage of employees prescribed an AOM		
The BMI of employees who received a prescription of an AOM		
Percentage of employees with obesity-related comorbidities, such as T2D and coronary heart disease		
Percentage of employees requiring bariatric surgery 12 months after starting an AOM		

*continued on next page*



**Step 3:**  
Developing or  
selecting the  
right measures

**TIP:**  
You may want  
to consider  
breaking  
obesity-related  
comorbidities  
into separate  
disease  
categories

The following are example tables for recording measurements related to AOM coverage (continued)

Organizational Impact		
Category	Current Date	12 Months Post AOM Coverage
AOM prescription costs		
Obesity-related comorbidity costs (prescription, direct medical) <i>See TIP</i>		
Bariatric surgery direct costs		
Disability rate and/or cost		
Absenteeism rate/savings		
Presenteeism rate/savings		
Productivity rate/savings		
Employee satisfaction with AOM health plan benefit		



**Step 4:**  
Developing 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)

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



**Step 5:**  
Ongoing  
improvement

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

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

To assess the value of adding AOM coverage to your organization, you will need to develop and implement a measurement program. Steps of a measurement framework to assess the value of adding AOM coverage may include<sup>1,2</sup>:



**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:** Measuring and managing ongoing improvement

Remember, it will be essential to be clear about **what you want to achieve** and how you will measure it.

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## Explore Novo Nordisk WORKS™

### Resources for employers, payers, and formulary decision makers

#### Learn about the impact of obesity on your organization

- Illustrates the science of obesity and the benefits of appropriate management

#### How you can take action

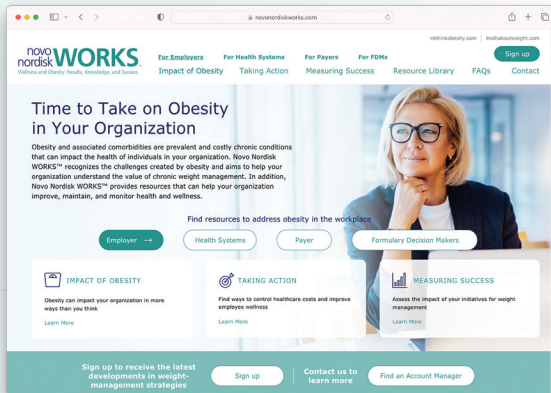
- Appropriate management of obesity requires access to all treatment modalities

#### Measuring success

- Learn how to develop and implement a measurement plan for outcomes associated with your weight-management program

#### Resource library

- Educational resources and tools designed to help achieve positive outcomes for weight reduction and management within the organization

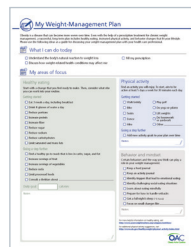


Visit [www.novonordiskworks.com](http://www.novonordiskworks.com) for more information

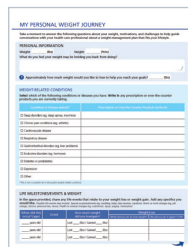
## Novo Nordisk offers resources for individuals with obesity on their Truth About Weight® website



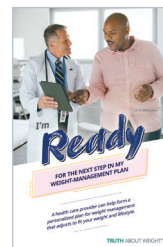
TrueWeight® Report



Weight-Management Plan



Take Your First Step Toward Weight Loss Booklet



Weight-Management Guide



Truth About Weight® Brochure



Weight Journal



Visit the resource library

<https://www.truthaboutweight.com/coverage-and-access-to-obesity-care/weight-loss-journey-tools.html>

#### References:

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2. Workplace health promotion. Centers for Disease Control and Prevention. Updated December 8, 2015. Accessed November 16, 2023. <https://www.cdc.gov/workplacehealthpromotion/model/evaluation/index.html>
3. Types of health care quality measures. Agency for Healthcare Research and Quality. Updated July 2015. Accessed November 16, 2023. <https://www.ahrq.gov/talkingquality/measures/types.html>