

Evaluating your health plan's/PBM's obesity offerings

As you begin to develop your comprehensive request for proposal (RFP) for the annual renewal of your employee insurance offering, it's important to include the right information to ensure your employees with obesity receive the benefits they need.

Consider using all or some of the questions below in the obesity section of your RFP to assess the offerings at your health plan or PBM. It may be beneficial to share this document with your Employee Benefit Consultant when working together to develop your RFP.

- 1 Describe your organization's strategy for integrating obesity management into your overall medical management focus.
- 2 What methodology or rationale do you use to evaluate customer needs and opportunities for obesity intervention?
 - What role, if any, do anti-obesity medications play in these interventions?
- 3 Define your organization's overall program goals when engaging in obesity intervention. How do you plan to measure program effectiveness for obesity care?
- 4 Describe the evidence and clinical rationale you use to address pharmacology and surgical procedures for obese individuals. Please include any relevant interventions beyond typical diet, exercise, and supervised diet offerings.
- 5 What data capture systems do you use to identify members with obesity or high-risk members with obesity who may benefit from care consultation or support?
- 6 What methodology do you use to assess population risk by BMI?
 - How do you prioritize an individual's health care needs based upon risks associated with high BMI and obesity-related comorbidities?
 - How do you define the characteristics of a "high-risk" population with obesity?

7

Describe all support programs you currently have in place for high-risk individuals with diabetes, cardiovascular disease, respiratory disease, and musculoskeletal conditions.

8

Do you have a support program for obesity? If not, how do you plan to address clinical weight-loss needs?

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What resources do you routinely dedicate to member education, including development of materials, personal education, screening, and urging participation in weight-loss programs?

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What resources do you dedicate to health care professional education and guideline development to ensure individuals with obesity are referred appropriately or triaged for appropriate weight-loss intervention?

11

What capabilities do you have in place to track weight-loss program components and integrate outcomes to evaluate effectiveness on both a population and member level?

12

How would you describe your organization's access to pharmacological intervention? Is it open, limited, or restricted?

13

Describe your obesity management formulary strategy.

- If obesity management is not covered, do you have plans to cover medications in the future?
- If anti-obesity medications are restricted (ie, through prior authorizations), what methodology or evidence do you use to limit access?
- What criteria will you incorporate to ensure that anti-obesity medications are appropriate and affordable for employees who need them?

Should you have any additional questions, do not hesitate to contact your Novo Nordisk Account Executive.

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