

# **A Needle in a Haystack: Uncovering and addressing behavioral health issues in an employee population**

## **Distinguished Panelists:**

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**Pamela Greenberg, MPP**, President, Association for Behavioral Health & Wellness (ABHW)

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## **Moderator:**

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# Mental Health Parity: Impact on Employers

American Psychiatric Foundation survey (N=132)

<b>Health care spend attributable to MH/SA:</b>	
<b>1 – 3 percent</b>	<b>48%</b>
<b>3 – 5 percent</b>	<b>42%</b>
<b>More than 5 percent</b>	<b>10%</b>

- Are these cost estimates realistic? If not, how should these estimates be made?
- How do we change perceptions and assumptions among employers?

# Mental Health Parity

## Quick Overview

- What are the most important changes mental health parity will bring?

# Mental Health Parity: Impact on Employers

American Psychiatric Foundation survey (N=132)

<b>Expected change in health care spend due to parity:</b>	
<b>Stay about the same</b>	<b>25%</b>
<b>Increase less than 2%</b>	<b>35%</b>
<b>Increase more than 2%</b>	<b>17%</b>
<b>Decrease less than 2%</b>	<b>1%</b>
<b>Decrease more than 2%</b>	<b>1%</b>

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Increase more than 2%	17%
Decrease less than 2%	1%
Decrease more than 2%	1%

- Are these estimates realistic? If not, what are the correct numbers?
- Is there a better way to conceptualize this issue?

# Mental Health Parity: Impact on Benefits

American Psychiatric Foundation survey (N=132)

**Considering dropping MH coverage due to parity:**

Yes - 7%, No – 74%

# Mental Health Parity: Impact on Benefits

American Psychiatric Foundation survey (N=132)

<b>Benefit changes being considered:</b>	
<b>Co-pays (fixed amount per visit)</b>	<b>37%</b>
<b>Co-insurance (percentage of claim)</b>	<b>25%</b>
<b>Deductibles</b>	<b>28%</b>
<b>Inpatient day limits</b>	<b>28%</b>
<b>Outpatient visit limits</b>	<b>36%</b>
<b>Out of network limits</b>	<b>28%</b>
<b>Other</b>	<b>25%</b>
<b>None</b>	<b>20%</b>

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Co-insurance (percentage of claim)	25%
Deductibles	28%
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Outpatient visit limits	36%
Out of network limits	28%

- What do you think the impact of these change will be on **utilization** and **costs**?
- What **benefit changes** would *you* recommend?

# Parity As An Opportunity

Is parity only about increasing costs?

- Do you see ways in which parity can have a **positive** impact on the health care system?

# Mental Health Parity: Impact on Services

American Psychiatric Foundation survey (N=132)

<b>Service changes being considered:</b>	
<b>Increasing utilization management/prior auth.</b>	<b>20%</b>
<b>Excluding coverage of specific disorders</b>	<b>15%</b>
<b>Increasing promotion/use of EAP services</b>	<b>38%</b>
<b>Increasing promotion/use of DM</b>	<b>26%</b>
<b>Adding or increasing case/disability management</b>	<b>24%</b>
<b>Adding or increasing absence management</b>	<b>10%</b>
<b>Increasing promotion/use of wellness programs</b>	<b>35%</b>
<b>Other</b>	<b>17%</b>
<b>None</b>	<b>29%</b>

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Adding or increasing absence management	10%
Increasing promotion/use of wellness programs	35%

- How do you see these changes in affecting **utilization, outcomes, and costs**?
- What **service changes** would *you* recommend?

# Primary Prevention and Behavioral Health

## The role of employers

Most of the changes employers are considering involve dedicating more resources to tertiary prevention and some secondary prevention.

- What do we know about **primary prevention** of behavioral health problems? Does it work?
- How do we best identify **people at risk**?
- What are the **best vehicles for delivery** of primary prevention services?
- What role can **employers** take in promoting primary prevention of behavioral health problems?

# Stigma and Behavioral Health: Alive and Well

## The role of employers

- What do you think employers can do to make social stigma less of a barrier?
- Any ideas on strategies other organizations can use to reduce stigma?

# The Future of Behavioral Health Care

## Service changes being considered

- How do you think the aging of the workforce will affect the need for behavioral services?
- What changes do you anticipate in the way services will be delivered to patients with behavioral health problems?
- How do you see the role of self-management in behavioral health?
- What future role do you envision for the Internet and personal communication technologies?
- What other innovative services are you using?

# Treatments and Treatment Settings

Both Medication and Psychosocial Interventions Have Been Found to be Effective

- Has medication been **oversold** to the public?
- Is it **overused**?
- What are the **barriers** to greater use of psychotherapy?
- Most patients with behavioral health problems receive meds in **primary care**. How can we improve their care?