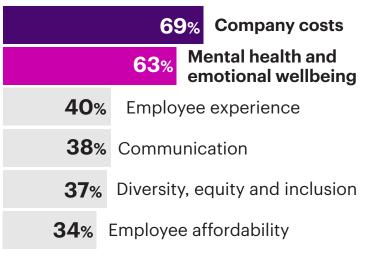
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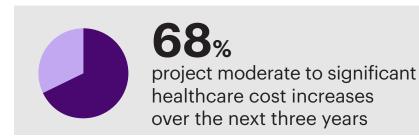
## Controlling healthcare costs and boosting mental health outrank other priorities



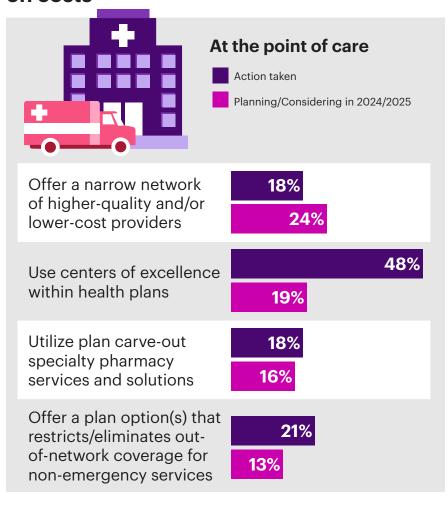
#### Top health and wellbeing priorities over next three years\*



\*Respondents selected top five health and wellbeing priorities over next 3 years



#### How employers are moving the needle on costs





### Through health plan and vendor efficiencies



Implement programs and/or use vendors that will reduce total costs

**Action taken** 

Planning/Considering 2024/2025

**50**%

Action taken

Take vendor/health plans out to bid through RFP to seek lower cost provider

**Action taken** 

**32**%

Planning/Considering 2024/2025

47%

### By actively managing pharmacy costs



Planning/Considering in 2024/2025

Require employees to

switch to biosimilars when available by 2025

Evaluate and address specialty drug costs and utilization that are paid through the medical benefit

57% 26%

**52%** 

Manage or limit coverage for anti-obesity medications

Have plan coverage exclusions or higher cost sharing for high-cost/ low-value medications

#### **Actions to take now!**

- 1. Boost efforts to better manage costs at the point of care
- 2. Conduct analysis of your organization's retained healthcare risk and opportunities to transfer that through changes to stop loss or use of captives
- 3. Develop vendor strategies to reduce costs and improve member health
- **4.** Identify ways to reduce costs of prescription drugs for diabetes and weight loss and switch to biosimilars
- 5. Eliminate cost sharing for virtual care visits for mental health services

About the survey: A total of 457 employers participated in the survey, which was conducted in June and July 2023. Respondents employ 7.3 million employees.

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