

Reduce musculoskeletal spend with Motion Health program



Executive summary

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Background

In a Cerner health benefits utilization study, musculoskeletal expenses were identified as one of the top two health care claims. It was theorized that early identification and intervention would reduce the burden of associated health care costs. Attributes to consider in the future include:

- Range of motion limitation
- Muscular imbalances
- Asymmetrical movement tendencies

Health care costs include:

- Specialty physician visits
- Radiology tests
- Prescriptions
- Physical therapy
- Surgeries

Goal

Reduce musculoskeletal health care spend through employer-sponsored interventions, including:

- Motion capture screenings
- Certified athletic trainer (ATC) consults
- Large scale mobility classes
- Exercise prescriptions
- Member portal

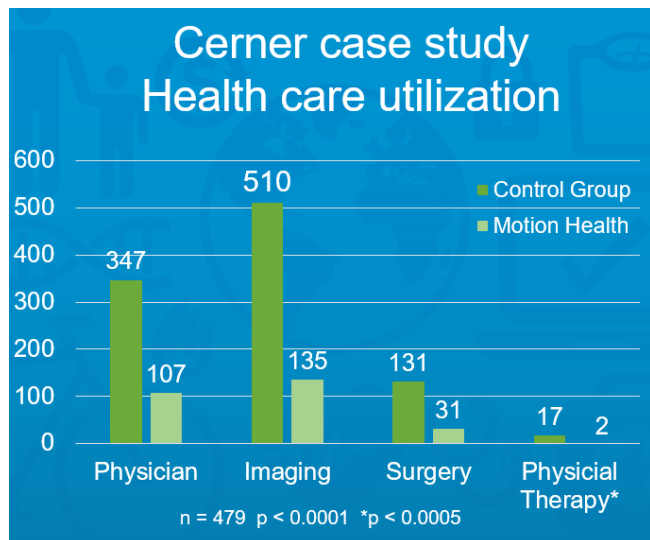
Challenge

Limited expertise in musculoskeletal assessments can lead to unnecessary:

- Referrals to specialists
- Diagnostic imaging tests
- Prescriptions

Without appropriate treatment of musculoskeletal issues, people can have:

- Lost and reduced productivity
- Increased absenteeism
- More disability claims
- Increased worker's compensation claims
- Higher health care spend



Description

A Motion Health (MH) program is designed to improve a person's mobility and proactively address areas of concern. It includes:

- A 20-minute, 3D screening of 12 movements using motion capture technology
- Motion analysis reports
- On-site ATC injury consultations
- Exercise prescriptions

Methodology

Study design: Retrospective claims analysis

Setting: Cerner (a global health care IT company, with a self-insured benefits plan)

Study sample: Compared health care plan subscribers with musculoskeletal claims to a subset of subscribers who participated in the Cerner Motion Health program

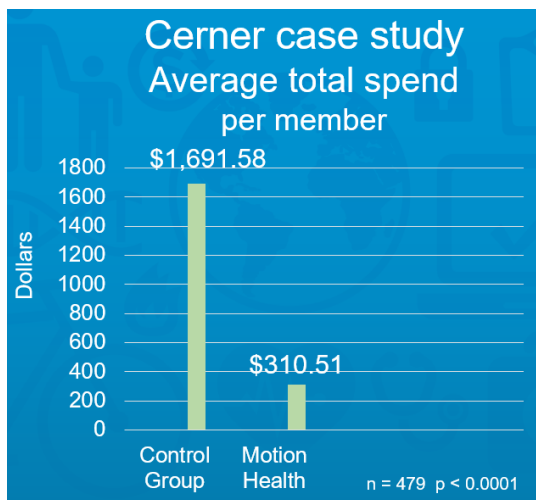
Results

Health care utilization significantly ($P < 0.001$) reduced among members participating in MH. These members demonstrated lower utilization of radiology, MRIs, physician visits, chiropractic visits and surgeries.

There was also significantly ($P < 0.0001$) lower annual total spend per member in the MH group: \$310.51 (MH) vs. \$1,691.58 in the nonMH group.

A significantly ($P < 0.0001$) lower average prescription spend per member in the MH group was realized: \$53.64 (MH) vs. \$139.98 in the nonMH group

Decrease in health care utilization results in cost savings on prescription drugs and total spend. Due to the MH program, Cerner estimates a \$661,532 savings in health care expenses for 2014.



Solution

Addition of:

- Two ATC
- Motion capture technology
- Development of rehabilitative pathways
- Large scale mobility classes
- Educational clinics

Conclusions

On-site resources for musculoskeletal care can lead to a reduced utilization of health services.

On-site musculoskeletal resources can reduce utilization of health services and lead to cost savings in total health care and prescription spend.

To reduce health care costs, self-insured employers should consider on-site resources to address employee musculoskeletal conditions.

Cost savings (direct and indirect) can be realized by both employers and employees through:

- More appropriate utilization of health care resources
- Higher employee retention
- More productive employees
- More active employees
- More engaged employees
- Reduced health care claims
- Reduced/maintained health care premiums

Citations

Source: Cerner Health Benefits Plan Utilization. Jan. 1 – Dec. 31, 2014