



MODULE 5

# measure the success

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

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**forward** ▶

# 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**



## After 6 to 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 costs?
- What is the impact on indirect (nonmedical) costs, which may include short-term disability, workers compensation, absenteeism, and presenteeism?

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



## Measuring outcomes for your organization

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

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.

# 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 outcomes/benchmarks/budget impact

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 outcome and/or process measures, to help assess progress in achieving goals<sup>1-3</sup>



## Developing a monitoring and evaluation framework

to observe progress in adding AOM coverage<sup>1</sup>



## Ongoing improvement

requires feedback to help improve the effectiveness of support strategies for people with obesity<sup>1</sup>

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

# Measuring the Success of AOM Coverage Among Your Employees With Obesity

**On the next few pages, you will see an approach to measure the impact of adding AOM coverage to your benefit offerings, based on the framework from the previous page**

Using this example, work with stakeholders at your organization to tailor a measurement process that defines and achieves your specific objectives.



## 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 pages that follow.



# Measuring the Success of AOM Coverage Among Your Employees With Obesity (cont'd)



## Step 2: Defining outcomes/benchmarks/budget impact

### Activating employees with obesity

- Establish a benchmark of XX% of employees with obesity being prescribed an AOM
- Activate XX% of employees with obesity within 6 months and XX% of employees with obesity within 12 months

### Weight loss among employees with obesity

- Establish a benchmark for an average weight loss of X% of body mass index (BMI) 6 months after starting an AOM

### Impact on organization health and healthcare costs

- Establish clinical and financial benchmarks for reduction in comorbid conditions, such as type 2 diabetes and hypertension
- Consider measuring the percent reduction in bariatric surgery rate 12 months after starting an AOM, including costs

### Impact on indirect costs

- Establish benchmarks for reductions in disability and absenteeism/presenteeism and increases in productivity

Refer to Module 2 for benchmarks and metrics for dyslipidemia, type 2 diabetes, and hypertension.



# Measuring the Success of AOM Coverage Among Your Employees With Obesity (cont'd)



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

#### Activating employees with obesity

- The number of employees with obesity at your organization who are eligible for new AOM coverage
- The new percentage of employees with obesity prescribed an AOM within 6 months and within 12 months

#### Weight loss among employees with obesity

- BMI of employees with obesity who received a prescription for an AOM prior to starting the AOM and after 6 months on the AOM

#### Impact on organization health and healthcare costs

- The percentage of employees with comorbid conditions, such as type 2 diabetes and hypertension
- The percentage of employees requiring bariatric surgery 12 months after starting an AOM
- Financial impact of reduction in comorbid conditions and bariatric surgeries

#### Impact on indirect costs

- Projection of organizational disability savings, and productivity gains based on absenteeism/presenteeism rates

#### Example table to record this information

Number of employees with obesity who are eligible for AOM coverages	
Percentage of employees with obesity prescribed an AOM within 6 months and within 12 months	
BMI of employees with obesity who received a prescription for an AOM prior to starting the AOM and after 6 months on the AOM	
Percentage of employees with comorbid conditions, such as type 2 diabetes and hypertension	
Percentage of employees requiring bariatric surgery 12 months after starting an AOM	
Projection of organizational disability savings, and productivity gains based on absenteeism/presenteeism rates	

# Measuring the Success of AOM Coverage Among Your Employees With Obesity (cont'd)



## Step 4: Developing a monitoring and evaluation framework

- **Monitor your numbers** (eg, number of employees with obesity, numbers of employees with obesity and comorbid conditions)
- **Encourage employees with obesity to access support** (eg, educational resources, AOM coverage, etc)

*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**



## Summary: Measuring the Value of Adding AOM Coverage to Your Company's Benefit Offerings

To assess the value of adding AOM coverage to the health of 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 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:** Ongoing improvement

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



**References:** **1.** National Health Service. How to... understand and measure impact. <https://www.england.nhs.uk/wp-content/uploads/2015/06/bcf-user-guide-04.pdf.pdf>. Published May 2015. Accessed January 13, 2022. **2.** Workplace health promotion. Centers for Disease Control and Prevention website. <https://www.cdc.gov/workplacehealthpromotion/model/evaluation/index.html>. Accessed January 13, 2022. **3.** Types of health care quality measures. Agency for Healthcare Research and Quality website. <https://www.ahrq.gov/talkingquality/measures/types.html>. Accessed January 13, 2022.

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