

# Employer Rx Value Assessment Framework: *Building the Bridge to Sustainability*

## SUPPORTING HEALTHCARE DECISION-MAKING

- **Patients and their doctors** use frameworks to choose among therapy options.
- **Employers/payers** use frameworks to determine how therapies will be covered and reimbursed.

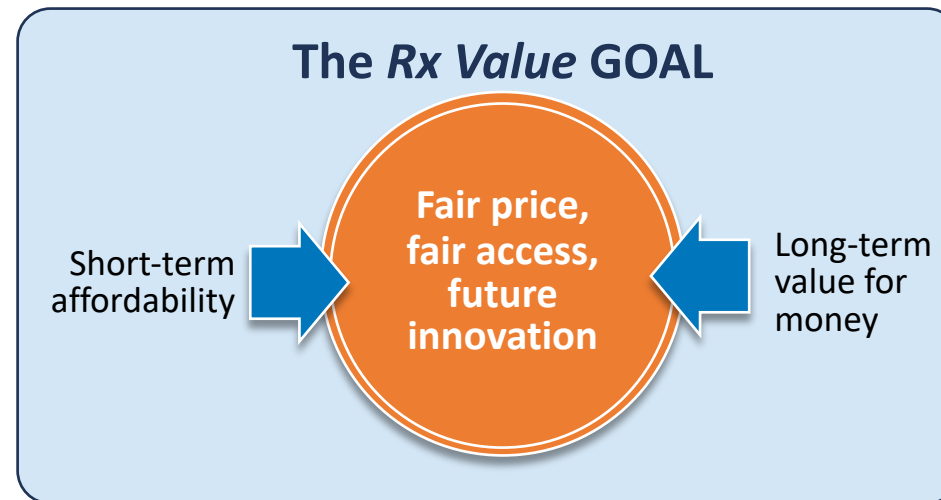
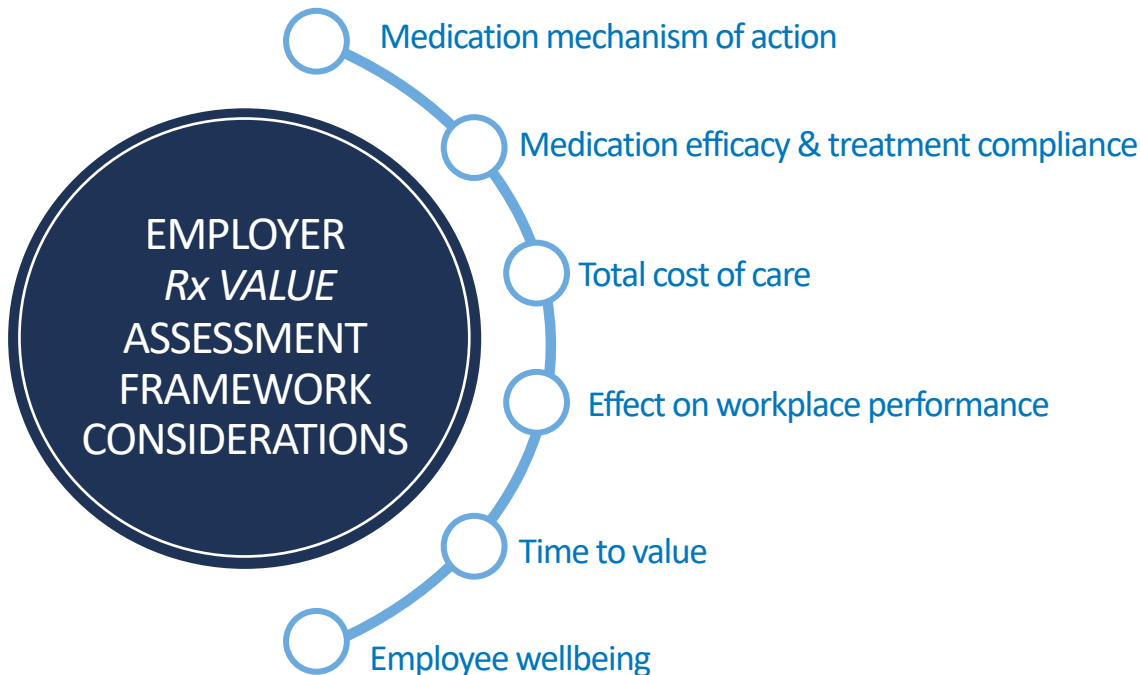
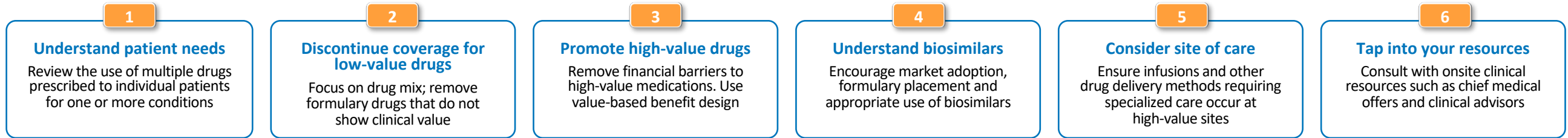
## Today's Rx value frameworks' shortcomings

- Do not consistently address employer or employee needs.
- Are highly influenced by business models of intermediaries (payers, PBM, providers).
- Have methodologies that may not factor in the nuanced and personalized needs of organizations and people.
- Lack consideration of "real-world" evidence of impact and performance.

## Enhancing our approach to Rx value frameworks

- Integrate employer- and employee-relevant measures.
- Enhance transparency of reviews of new/existing drugs and therapies, including costs.
- Feature relevant outcomes for use in value-based contracts (VBCs).
- Identify tactics for employer-based VBCs independent of rebates.
- Offer practical, actionable materials for effective dissemination.

## Action Steps for Employers/Purchasers to *Regain Control* Over Prescription Drug Benefits Management



*"Employers need to flex their individual and collective power to manage prescription drug benefits and drive transparency and value across the entire supply chain."*

*Michael Thompson  
National Alliance President & CEO*



\*Framework models reviewed by the National Alliance include the American College of Cardiology-American Heart Association; American Society of Clinical Oncology; DrugAbacus; Institute for Clinical and Economic Review; Innovation and Value Initiative; National Cancer Care Network; Patient Perspective Value Framework.

# Moving the System Forward: *Areas of Focus*

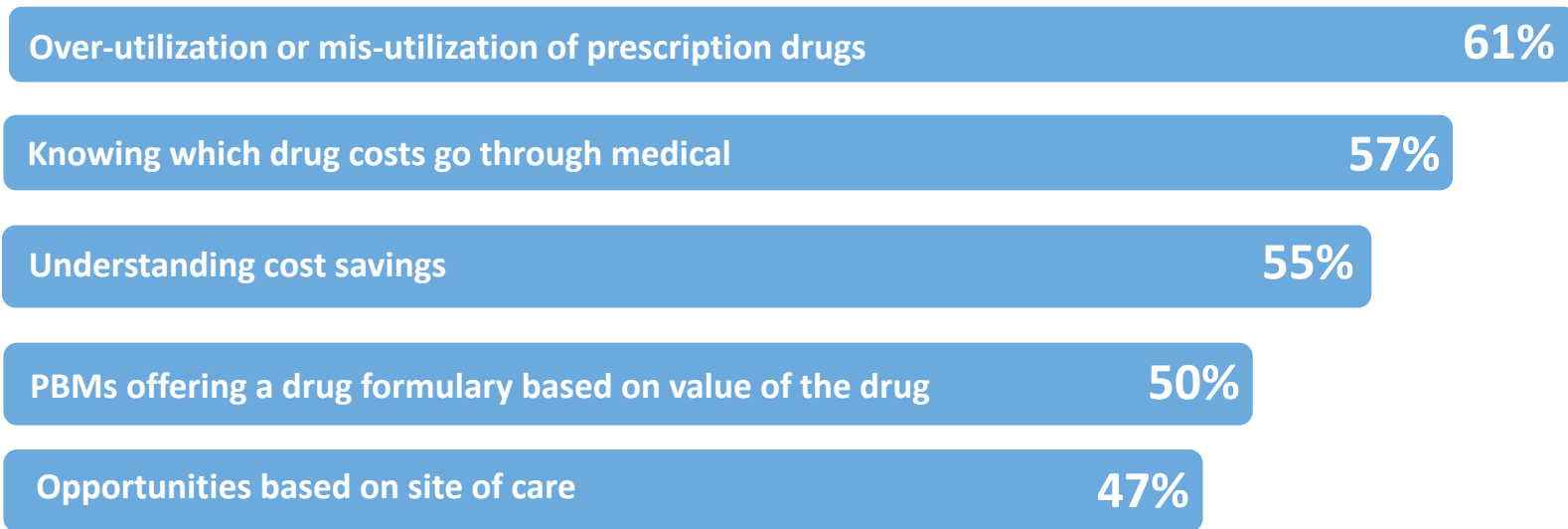


*All stakeholders should re-examine their approach to managing Rx value to be more responsive to the needs and expectations of patients and purchasers.*

MEDICATION MECHANISM OF ACTION	MEDICATION EFFICACY & TREATMENT COMPLIANCE	TOTAL COST OF CARE	EFFECT ON WORKPLACE PERFORMANCE	TIME TO VALUE	EMPLOYEE WELLBEING
<ul style="list-style-type: none"> <li>Does it fill an unmet clinical need or is it a “me, too” drug?</li> <li>Does administration require special care/facility?</li> <li>What is the timeline to clinical impact?</li> </ul>	<ul style="list-style-type: none"> <li>Adherence concerns (e.g., 30-day vs. 60-day).</li> <li>Evidence provides insights into – and solutions for – concerns.</li> <li>Personalized medicine to identify candidates for certain therapies.</li> </ul>	<ul style="list-style-type: none"> <li><b>Employer:</b> Net drug acquisition cost, including all contributors to costs and rebates, recognizing PBM contracting transparency concerns.</li> <li><b>Employee:</b> Total out-of-pocket costs.</li> </ul>	<ul style="list-style-type: none"> <li>Do employees have to leave work to have the drug administered?</li> <li>Will the drug affect cognitive status? Is job safety a concern?</li> <li>Will the drug shorten lost work time?</li> </ul>	<ul style="list-style-type: none"> <li>Length of drug therapy; cost evaluation.</li> <li>Does the drug accelerate the path to health improvement?</li> <li>Benefits of treatment to the employee and the employer?</li> </ul>	<ul style="list-style-type: none"> <li>Supporting an organizational culture of caring.</li> <li>Employee loyalty based on thoughtful employer benefits.</li> <li>Long-term benefits for employers and employees.</li> </ul>

## KEY CHALLENGES WITH MANAGING DRUG TREND (BESIDES COST)

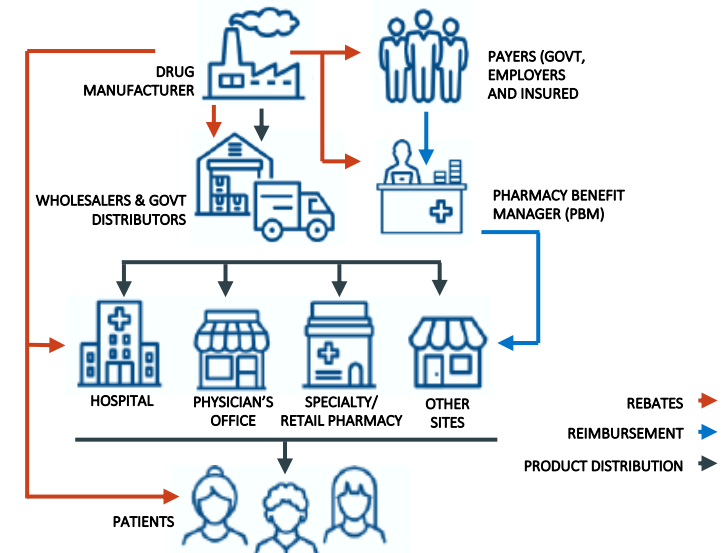
*Percentage identifying issue as a major or medium challenge*



Source: [National Alliance Employer Rx Roundtable 2019](#)

## DRUG VALUE SUPPLY CHAIN

*A circuitous route from drug manufacturer to patient*



Data adapted from Janssen Global Services, LLC, 2018 Janssen U.S. Transparency Report (Janssen, March 2019), 21.