EMPLOYER’S GUIDE TO
ONSITE & NEAR-SITE
HEALTHCARE SOLUTIONS

OurHealth 2018
INTRODUCTION

By many measures, the American healthcare system is broken. Healthcare in the US is expected to cost more than $5 trillion by 2025 and some experts estimate close to 30% of that spend is wasted annually\(^1\). That’s $1.6 trillion wasted! Most of that cost and wasted spend is borne by employers who sponsor their employees’ health plans, paying more than $10,000 per employee on average per year towards benefits.

And each year, the cost of employer-sponsored health plans rises about 5%\(^2\), frequently forcing employers to make tough decisions. Many have been forced to shift the burden of healthcare costs to their employees in the form of high-deductible health plans and more expensive insurance premiums. With an aging employee population, the costs of healthcare will continue to rise.

Imagine being able to recoup some of that $1.6 trillion wasted or being able to stop the inevitable increase in employer-sponsored healthcare costs by turning to a smarter, more strategic healthcare solution. Over the course of the next few pages, you’ll learn about a solution that has saved many employers millions of dollars in healthcare spending.
BARRIERS TO PROVIDING EMPLOYEE HEALTHCARE

Employees expect healthcare as a benefit, but for many employers the cost of providing quality healthcare becomes more difficult every year due to many reasons.

• **RISING COSTS** – Healthcare costs rise about 5% every year\(^1\), which continues to outpace inflation in the United States.

• **CHRONIC CONDITIONS** – An aging population means more employees are older, and therefore experiencing more chronic conditions that onset later in life. Chronic conditions such as diabetes, high blood pressure or heart disease, among others, affect one out of every two American adults\(^3\). These chronic conditions are expensive and are a major driver of the total healthcare costs.

• **INCONVENIENCE** – Accessing healthcare takes time. From scheduling time off to visit a healthcare provider to transportation to even the waiting room. Many people simply cannot afford to take time off to go to the doctor.

• **SICK CARE SYSTEM** – The American healthcare system is more focused on treating people who are already sick and in need of care rather than helping those people who are healthy to stay healthy.

Employers of all sizes, from small tech companies to large automobile manufacturers, are faced with barriers to providing access to healthcare for their employees. Many employers offer some form of wellness programing, but the programs are often not robust enough to promote a true culture of wellness and reduce overall healthcare costs. But, there is one solution that may be able to do both.

HEALTHCARE COSTS RISE ABOUT 5% EVERY YEAR, WHICH CONTINUES TO OUTPACE INFLATION IN THE UNITED STATES.

\(^3\)ODPHP (2017) Healthy People 2020 General Health Status.
A BRIEF INTRODUCTION TO ONSITE & NEAR-SITE HEALTH CLINICS

Worksite health clinics are not a new concept. Railroad and mining companies opened the first company-owned clinics back in the 1860s to more effectively treat injuries and keep workers on the job.

Onsite health clinics surged in popularity again during and post-World War II in manufacturing industries such as shipyards and steel mills. And onsite clinics have recently had a resurgence in the 2000s - including the introduction of near-site clinics - as employers started to look for creative ways to optimize their healthcare spending, compete for top talent, and improve employee well-being.
Onsite and near-site health clinics have many benefits for employers who sponsor their employees’ healthcare. With an aging employee population that is more susceptible to chronic conditions and employers looking to differentiate their offering to potential candidates, onsite and near-site clinics can offer multiple solutions.

**INCREASED ACCESS TO CARE:** The Association of Medical Colleges predicts that there will be a shortage of 100,000 primary care providers by 2030, meaning it’s likely that more people will have a difficult time finding a provider. For an employee who hasn’t seen a provider in years, an onsite or near-site clinic allows them to conveniently visit a provider - often at no or low cost.

**REDUCED EMPLOYEE DOWN TIME:** With clinics established onsite or near an employee’s work or home, it’s no longer necessary to take a half-day off to visit the doctor.

**IMPROVED HEALTH OUTCOMES:** Healthy employees are happier, have better well-being, cost less, and continue to be more productive at work and at home.

**TALENT ATTRACTION AND RETENTION:** Finding and keeping top talent is a serious concern and costly venture for many employers. Offering an onsite or near-site clinic as part of a total benefits package can be an attractive benefit to both existing and potential employees, and a true differentiator.

**EMPOWERED EMPLOYEE HEALTH DECISIONS:** Employees have peace of mind that their employer cares about their health.

**REDUCED LONG-TERM COST:** Although onsite and near-site clinics require an upfront investment and continued overhead, factors such as improved health outcomes, access to preventive care and chronic condition management, and cost savings via reduced spend on labs, drugs, and referrals all contribute to reduced healthcare spending. One study from the US Chamber of Commerce found that well-designed, convenient health programs can have a return of investment of $1.50 to $3.00 per dollar spent over a two- to nine-year timeframe.
ONE STUDY FROM THE US CHAMBER OF COMMERCE FOUND THAT WELL-DESIGNED, CONVENIENT HEALTH PROGRAMS CAN HAVE A RETURN OF INVESTMENT OF $1.50 TO $3.00 PER DOLLAR SPENT OVER A TWO-TO NINE-YEAR TIME FRAME.

SUMMARY

Employers face many barriers to providing quality healthcare as a benefit to their employees. With rising healthcare costs, increasingly less convenient access to care, and chronic conditions, employers are considering other solutions to providing healthcare for their employees. Onsite and near-site clinics may be the answer. Onsite and near-site clinics have many benefits, like improved health outcomes for employees, increased employee productivity, and talent attraction and retention.

To learn more about how an onsite or near-site clinic solution could be an advantage for your organization, contact us: Visit OurHealth.org, email learnmore@ourhealth.org or call 1-866-434-3255.
With the uncertainties in the healthcare industry in the United States, many employers are considering additional approaches to healthcare to reduce costs and improve the health of their employees, like wellness programs, occupational health, and employee assistance programs (EAPs). While there is no “quick fix” when it comes to healthcare, many employers are finding success with employer-sponsored health clinics.

Many companies across the country are investing in employer-sponsored primary care clinics, which are shown to decrease costs, increase access to care, improve healthy outcomes, and create a more productive and happy workforce. More than 40 companies on Fortune’s list of the “100 Best Companies to Work For” offer an onsite health clinic for their employees. Employer-sponsored primary care clinics generally come in two forms: onsite and near-site clinics.
ONSITE CLINICS

WHAT IS AN ONSITE CLINIC?

Onsite health clinics are typically situated on or very near a company’s headquarters or the employer’s property with the most employee density. They are staffed by licensed providers and focus on providing primary care, occupational health services, or both. For primary care onsite clinics, think of your family doctor’s office being located in or near your workplace.

WHAT ARE THE BENEFITS?

Onsite health clinics have many benefits for employers and employees. With the continued rise in healthcare costs, an effective onsite clinic can potentially save employers hundreds of thousands to millions of dollars every year.

CONVENIENT LOCATION FOR EMPLOYEES: With an onsite clinic, employees can walk a short distance from their office, visit their provider, and be back at work in time for their next meeting.

PRIMARY CARE: Onsite clinics offer a range of services, but most focus on primary and preventive care. Employees can now get services like annual physical exams, chronic condition management, wellness programs, and more at their onsite clinics.

FIRST AID CARE FOR WORKPLACE INJURIES AND ILLNESS: Onsite clinics can treat many minor worksite injuries like a small cut or a sprained ankle, as well as provide treatment for illnesses such as coughs, colds, and fevers. While an onsite clinic cannot replace an emergency department, for more acute injuries, the onsite clinic can serve as an initial triage center before transporting the injured employee to the hospital.

HEALTH AND WELLNESS VISITS FOR CHRONIC CONDITIONS: One in two American adults has at least one chronic condition, like diabetes, asthma, or heart disease, the most costly and preventable of all health problems. Onsite clinic providers can provide more frequent, regular care and longer appointments as needed to help employees with chronic diseases achieve healthier outcomes.
HEALTH COACHING: Many onsite clinics have health coaches available to work with employees on health and wellness needs, such as chronic condition management, nutrition improvement, smoking cessation, weight loss, physical activity goals, and many other unique health needs.

LOW OR NO COST FOR EMPLOYEES AND THEIR FAMILIES: Depending on the employer and the employee benefits package they offer, employees and their dependents may have to pay a small fee to use the clinic, but most pay no fee.

OCCUPATIONAL HEALTH CARE: Onsite clinics can perform many medical surveillance testing and exams that an employee may need for employment, such as drug testing, respirator fit testing, and more. Depending on the employer’s needs, clinic staff can also support employer safety programs by collecting and reporting incident data and helping to identify safety problems that need to be addressed in the workplace.

WHO SHOULD CHOOSE AN ONSITE CLINIC?

Onsite clinics can work for any size organization, but most employers see optimal success with a minimum of about 500 to 700 employees in one central location. For an onsite clinic to run at capacity (i.e., clinic staff fully engaged, employees utilizing the clinic, etc.), the employee population must support the size of the clinic. Onsite clinics can be built for any industry. Employers from SaaS firms, financial institutions, manufacturers, municipalities, construction companies, and more can all benefit from an onsite clinic.

MORE THAN 40 COMPANIES ON FORTUNE’S LIST OF THE “100 BEST COMPANIES TO WORK FOR” OFFER AN ONSITE HEALTH CLINIC FOR THEIR EMPLOYEES.
NEAR-SITE CLINICS

WHAT IS A NEAR-SITE CLINIC?

A near-site clinic offers almost all the same services of an onsite clinic, but is typically shared by multiple employer clients, which can reduce employer costs. Near-site clinics are built and managed by a clinic solution provider and are typically sited in metropolitan areas with a sufficient population density to be convenient to a large number of employees’ place of work and home.

WHAT ARE THE BENEFITS?

Near-site clinics have all of the same benefits as onsite clinics, but with a few additional benefits for the employer.

**SMALLER INVESTMENT:** An onsite clinic typically requires a larger start-up cost for employers. However, employers do not need to build or furnish or fund a near-site clinic. Employers may need to pay a one-time activation fee to join a near-site clinic network, but generally employers only need to pay a monthly or annual fee for use.

**GOOD OPTION FOR STARTUPS AND SMALL COMPANIES:** The majority of employers who opt for an onsite clinic are self-insured. For smaller companies and startups who are not yet self-funded, a near-site clinic is more affordable as you cost share with other employers.

**MORE LOCATIONS:** Near-site clinics often have multiple clinics throughout a city or region. Employees and their eligible dependents have access to any of the clinics so they can choose the clinic that is more convenient for them.
WHO SHOULD CHOOSE A NEAR-SITE CLINIC?

Near-site clinics are best for smaller companies with about 100 or more employees, or larger organizations with a workforce geographically dispersed throughout a metropolitan area. Most companies are self-insured. Near-site clinics are often used more frequently by eligible spouses and dependents than onsite clinics.

THE HYBRID SOLUTION

Employers exploring an onsite clinic option may also benefit from adding near-site clinic options, if available. This “best of both worlds” strategy provides both onsite convenience and features in the workplace, plus the convenience and flexibility of a near-site clinic network for employees who may work in a different location than near the onsite clinic.

SUMMARY

Both onsite and near-site clinics provide primary care services to employees and their eligible spouses and dependents at no or little cost to the employee. Onsite clinics are located on or very near the employer’s headquarters and are best for large, self-insured companies. Near-site clinics are located near an employee’s work or home and are shared by multiple employer clients, which reduces the cost for the employer.

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GETTING STARTED

Onsite and near-site clinics can be a significant investment, but one that can pay off in reduced healthcare spending, increased productivity, improved talent acquisition and employee retention, and greater well-being for employees. No matter the size of your organization, it’s important to take your time to evaluate your firm’s needs before evaluating health clinic vendors.

We’ve created a guide to help you through the process of researching and implementing an onsite or near-site health clinic at your company.
STEP 1:
EVALUATE YOUR COMPANY’S CURRENT HEALTHCARE BENEFITS, WELLNESS PROGRAMS, SIZE, AND COSTS.

Due to the ever-increasing costs of healthcare, many employers are forced to shift the burden of rising costs to their employees. Unfortunately, this increased employee cost burden can make healthcare services unaffordable for many employees and they may choose not to see a provider for care, even when they are sick, which ultimately can continue to drive up the costs of healthcare (no matter the payor).

Implementing an onsite clinic is a significant investment, but one with a real dollar-for-dollar return. To truly understand your employee population’s unique conditions and/or health problems, you need to review your claims data from insurance providers from the last three years. It’s one of the first actions to take when evaluating the decision to implement an onsite or near-site clinic - or any wellness strategy.

STEP 2:
CHOOSE THE CLINIC TYPE THAT BEST MEETS YOUR NEEDS.

Employers who see the most beneficial returns for onsite clinics are self-insured with 500 to 700 employees in one location. This helps ensure that the clinic schedule will run at optimal capacity with less wasted overhead.

Near-site clinics are ideal for smaller companies with about 100 or more employees. However, large companies can also benefit from the near-site clinic design, especially if they have locations across a large geographical area. An onsite and near-site hybrid solution is possible as well.

STEP 3:
DETERMINE WHO HAS ACCESS TO THE CLINICS.

Most employers with onsite or near-site clinics give all their eligible employees access to their health clinics as part of their total benefits package. Similar to health insurance plans, most employers will give eligible spouses and dependents access to the clinics if they are on the
STEP 4:
DETERMINE THE TYPES OF SERVICES YOU WANT TO PROVIDE.

Onsite and near-site clinics are designed to provide primary and preventive care by licensed providers. Services vary by clinic based on employer needs, but most include the following:

- **PRIMARY CARE** – Annual physical exams, disease management, pharmacy, lab testing, health coaching, and more
- **PREVENTIVE CARE** – Health risk assessments, biometric screenings, vaccinations, blood pressure screening, diet counseling and more
- **URGENT CARE** – Stitches, cold or flu, sprained ankle, asthma attack, and more
- **OCCUPATIONAL HEALTH** – Drug testing, workplace-related injuries, medical surveillance exams, and more

STEP 5:
DETERMINE YOUR BUDGET.

Near-site clinics have fewer startup costs. However, an onsite clinic can range from $100,000 to $400,000+ to build, furnish, and staff, depending on the services, features, and existing square footage. There are several types of pricing structures for onsite and near-site clinic solutions, but one of the most common is per employee per month fee (PEPM). PEPM fees generally cost between $40-$70 per employee per month.
STEP 6:
EVALUATE VENDORS.

Onsite and near-site clinics are almost always run by third-party companies who specialize in healthcare and employee wellness. Like any vendor, health clinic solution providers come in many shapes and forms. Evaluating solution providers is a critical step in your implementation process. You want to partner with the best solutions provider that will meet your goals, provide the services your employees’ need, and fits well with your organization’s culture and structure.

Your first step in evaluating solution partners would be to do some exploratory research with the help of your benefits broker and release a Request for Proposal (RFP). Chances are you’ll get several responses back from companies all over the country.

Clinic solution providers generally fall into two categories: systems-oriented and service-oriented vendors. A systems-oriented vendor is a large vendor who focuses on creating a model that can be replicated and scaled across many organizations. These types of vendors are great if you want an “out-of-the-box” program that works from day one and can be scaled for growth. Service-oriented vendors are often smaller vendors who work with you to create the best customized program for your company’s culture and needs.

When evaluating your solutions provider responses, it is important to focus on the following factors:

- **COMMUNICATIONS AND MARKETING** – How will the solutions provider communicate and market the clinic to your employees to ensure they take advantage of its services?

- **CONVENIENCE** – Do they have a call center, a patient-focused online experience, or a mobile app that makes scheduling appointments and other transactions easy for patients? What are the hours and locations?

- **COST SAVINGS** – Does the vendor have a proven record of saving their clients’ money? Ask for case studies and testimonies from current clients.

- **STRATEGIC WELLNESS PROGRAMMING** – How will they help your employees become healthier? What types of actions, programs, or initiatives do they specifically recommend for your organization?

- **DATA & ANALYSIS** – How will they report your organization’s current health status and improvements? What are the most important measures?

- **CUSTOMER SUCCESS** – Who will be the day-to-day contact that knows your business and helps ensure you’re getting the most from the clinic?
Once you have selected your solutions partner, it’s time for contract negotiations and the data, claims, and insurance integration. If you’re building an onsite clinic, then an architect and construction company will need to be hired to design, build, and furnish your new onsite clinic. Many solutions partners will do this for you, making the process easy. Finally, it’s launch time!

**STEP 7: LAUNCHING YOUR NEW ONSITE OR NEAR-SITE CLINIC.**

Communication is key to rolling out your new onsite or near-site clinic. Some employees will immediately buy in while others will take some encouraging. Your clinic solutions provider should work with you on communication and marketing to your employees. Most solution providers will prefer to handle all the communications as they know the best practices to increase utilization rates. They will need contact information for all your employees, which will be treated as protected health information (PHI), so they can launch the communications plan. Having several internal wellness champions at all levels of the organization helps to promote the new clinic to fellow employees.

**86% OF ALL HEALTHCARE COSTS ARE ATTRIBUTED TO CHRONIC CONDITIONS, MANY OF WHICH ARE PREVENTABLE.**

CDC. NOV 2017
Employers with the highest utilization rates often offer their employees incentives to use the clinic, especially for primary or preventive care. When implementing an onsite or near-site clinic, employers should consider offering their employees an incentive to use the clinic, such as an employer-sponsored deposit into their HSA account or reduction in insurance premiums.

**SUMMARY**

Bringing an onsite or near-site clinic from idea to reality is a long process that takes thorough research, effort and comparative analysis. Employers need to invest time in identifying their problem, conducting exploratory research, and rigorously evaluating solution providers for their perfect fit. It's important to determine what type of solution providers is the best fit for your organization’s culture and needs and their proven ability to save you money.

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Providing employees with accessible and convenient healthcare via an onsite or near-site clinic can be a significant investment for any employer. It’s important that you understand all of the investment - and its potential returns in healthcare savings and other benefits - before committing to a clinic for your organization.
ONSITE CLINIC SOLUTION COSTS

STARTUP COSTS

Since establishing an onsite clinic requires building or remodeling, its startup costs are significantly more than providing access with near-site clinics. Once the building or space has been built or renovated, it will then need to be furnished with medical equipment, office equipment, and more. Startup costs for an onsite clinic run between $100,000 to $400,000 or more depending on a number of factors, such as space, design, and equipment.

Most solution providers will also typically charge a one-time activation fee that covers startup services such as creating an employee database, staffing recruitment, developing a communications plan, and integrating claims data.

MONTHLY FEES

Once the clinic is underway employers generally pay an ongoing fee to the clinic solution provider. Several pricing models for this fee exist and vary by solutions provider. Pricing models can include Per Employee Per Month fee (PEPM), which is based on a fee per employee eligible to access the clinic. A typical PEPM can range from $40 to $70. PEPM fees have several advantages as it is a predictable monthly fee and can be scaled to a changing employee size population.

Providers may also charge on a “cost-plus” basis, which establishes a fee for the clinic solution with operating costs added on a billed basis. There are advantages and disadvantages to each pricing structure, so be sure to explore these options with your broker or finance department. Monthly fees should be negotiated ahead of time during the contracting phase of implementation.

SAMPLE BUDGET

Employer A is a large tech company with 500 employees. They want to invest in an onsite clinic at their headquarters. The PEPM fee is $50.

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NEAR-SITE CLINIC SOLUTION COSTS

STARTUP COSTS

Near-site clinics have relatively little startup costs when compared to onsite solutions since facility building or remodeling costs are eliminated. Instead, employers will partner with a solution provider and share the clinic with other organizations, which helps minimize costs. The solution provider is responsible for designing, building, and furnishing the near-site clinic.

However, some solution providers will charge a one-time implementation fee to get started. These fees generally can cost up to $100 per eligible employee.

MONTHLY FEES

A near-site clinic will charge a similar PEPM or monthly fee as an onsite clinic.

SAMPLE BUDGET

Employer B is a local municipal with 200 employees spread out across a large city. They have decided to invest in near-site clinics with multiple locations in their city. They have a onetime implementation fee of $25 per employee and a PEPM of $50.

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OTHER RESOURCE COMMITMENTS AND INVESTMENTS

While most employers focus solely on the monetary costs of investing in an onsite or near-site clinic, it’s important to consider other investments and commitments such as staff time, employee incentive programs, and marketing and communications.

TIME

It takes significant time and resources to research, compare, and implement an onsite or near-site clinic for some of your staff members, such as your Human Resources Director, Total Rewards Manager, and Chief Financial Officer. A health clinic should be thought of as a long-term investment similar to a 401k plan.

In addition to staff time, if you’re building an onsite clinic, it takes an average of six months to complete the construction process from plan approval to clinic opening. For near-site clinics, the onboarding and communications process is much shorter and only takes 90 days on average to complete.

EACH YEAR, THE COST OF EMPLOYER-SPONSORED HEALTH PLANS RISES ABOUT 5%, FREQUENTLY FORCING EMPLOYERS TO MAKE TOUGH DECISIONS.
EMPLOYEE INCENTIVES

An employee incentive program that incorporates clinic engagement can be paired with an existing wellness program, or started from scratch depending on the capabilities of the clinic solution provider. Examples of popular and effective incentive programs to drive clinic engagement include offering health savings account contributions, premium reductions, or other discounts. For example, an employee may receive a $100 HSA contribution if they undergo a biometric screening at the clinic and attend one health coaching session.

MARKETING AND COMMUNICATIONS

You need to get the word out to your employees about the services the clinic provides and why they should use it. The clinic solution provider should develop and implement a marketing and communications plan to drive employee engagement. Organizations with the highest employee engagement often have internal wellness champions who help market the new clinic and its benefits. Most clinic solution providers will need employee contact information to begin the communications plan.

SUMMARY

Onsite and near-site clinics are a sizeable investment for employers. Onsite clinics have the largest startup costs due to clinic construction. Both onsite and near-site clinics will have similar monthly fees. While onsite and near-site clinics are a big monetary investment, they also require staff time to implement and manage, employee incentives, and marketing and communications.

To learn more about how an onsite or near-site clinic solution could be an advantage for your organization, contact us: Visit OurHealth.org, email learnmore@ourhealth.org or call 1-866-434-3255.
From the very beginning stages of implementing an onsite or near-site clinic, it is essential to establish a method to measure your organization’s Return on Investment (ROI). However, there are many factors to consider and everyone will approach measuring ROI differently. Here’s how OurHealth measures ROI for its clients.
REDIRECTION OF HIGH-COST VISITS

Onsite and near-site clinics can save employers money by preventing high-cost healthcare visits, helping employees and dependents avoid costly emergency room visits, and making value-based specialty care referrals.

1. REDUCING HIGH-COST PREVENTIVE AND SPECIALTY CARE
An onsite and near-site clinic can standardize the cost of primary care because the majority of your employees will see clinic providers. This visit can come at no cost or a low cost for the employee, and at a standardized cost for the employer, since it will already be included in the clinic provider’s service fee and not determined in a unpredictable claims or billing environment. By shifting care into an onsite or near-site clinic, most primary care visits now become a known, fixed cost instead of a varied, unpredictable cost.

The onsite or near-site clinic can provide basic primary care such as wellness visits, but often can also provide acute non-emergency care for a wide range of conditions including acute illness (urinary tract infections, colds, fevers, and sore throats, for example) as well as for acute conditions including back pain, joint aches, sprains and other conditions.

2. AVOIDING THE EMERGENCY ROOM
Due to high out-of-pocket costs, high deductibles or other factors, many people don’t visit a primary care provider on a regular basis. Instead, they only seek care when their condition becomes acute and requires immediate medical care.

Emergency room visits can be some of the most expensive types of acute care. For example, according to its patient claims data, OurHealth found an emergency room visit costs more than $3,000 on average. More importantly for healthcare payors is that in many cases, emergency room visits are entirely avoidable. When employees have increased access to acute care via onsite and near-site clinics for conditions such as ear infections, stomach pain, or fevers, they and their dependents are less likely to use the emergency room for non-emergency treatments, reducing healthcare costs.

Employees who suffer from chronic conditions will also have improved access to primary care, health specialists, and wellness programs that can help them more effectively manage chronic conditions and reduce acute symptoms. By managing these conditions - and not just symptoms - many employees can avoid the emergency department.
3. REFERRALS
Not all care takes place within the walls of an employer-sponsored clinic. Your employees will still need to visit specialists such as cardiologists, radiologists, gastroenterologists, and other providers throughout the course of their healthcare journeys. Onsite and near-site clinic providers can effectively create ROI via referrals by actively helping patients navigate their care to providers that provide both value and quality.

In OurHealth’s case, it uses its independent care provider status to help patients seek the best outcomes for their care and the greatest value for employers. This differs from some primary care providers or immediate care clinics who may only refer patients to specialists within their care ecosystem, which can limit patient choice, and increase healthcare costs.

REDUCED MEDICAL COSTS

Much like the varied costs of primary care visits or specialty care, the costs of medications and lab tests ordered by primary care providers can vary widely depending on the care setting and the insurance carrier. One way an onsite or near-site clinic can help employers produce return on investment is by using the leverage of their larger buying power to negotiate and reduce these costs.

1. MEDICATIONS
The cost of prescription medications can be a significant factor to employer healthcare costs. When evaluating clinic solution providers, ask about their approach to reducing medication costs. OurHealth, for example, pre-purchases the more than 120 commonly used medications prescribed by its physicians and stocks this formulary in its clinic, making the prescription medications directly available to patients at no or little cost. Patients can also take advantage of free home delivery and refills.

Not only does this save money and time for patients, it creates return on investment via healthcare savings for employers. The formulary medications provided by OurHealth typically cost about 20% less than if the same medications had been fulfilled at a pharmacy of the patient’s choice.
2. LABS
Much like the medication example, labs can vary widely in pricing depending on the lab service. An onsite or near-site clinic may be able to reduce healthcare costs by negotiating pricing in bulk with a lab service and passing those savings on to its clients. As an example, OurHealth typically finds that the lab prices it negotiates for frequently utilized labs such as urinalysis, hemoglobin A1c, or cholesterol screenings cost about 70% less than market prices.

SAVINGS FROM HEALTHY SAVINGS FROM HEALTHY OUTCOMES
Eighty-six percent of all healthcare costs are attributed to preventable conditions, many of which are preventable. With roughly one in two American adults suffering from at least one chronic condition, the cost of healthcare will only continue to rise. Employers will see one of the biggest returns on their investment from improvements to chronic condition management.

CHRONIC CONDITION MANAGEMENT
Onsite and near-site clinics provide your employees with access to primary care providers who can identify and treat patients with chronic conditions like diabetes, obesity, hypertension, and more.

Employees have unlimited access to their provider who will help them manage their conditions through lifestyle changes and medication. Many clinics also have health coaches available. Employers will not see immediate results, but real monetary savings will become tangible in about two to three years. Not only will the employer save money, the employee will be healthier, happier, and more productive.

¹CDC. (June 28, 2017) Chronic Disease Overview.
SUMMARY

Measuring return on investment (ROI) is essential to measuring the success of any onsite or near-clinic. Every company and clinic solutions provider will measure it differently. OurHealth measures ROI through redirecting high-cost visits, reducing direct costs, and generating healthy outcomes.

CONCLUSION

With rising healthcare costs and an aging workforce population, many employers are considering other solutions to providing healthcare for their employees. Onsite and near-site clinics have many benefits, like improved health outcomes, increased productivity, and decreased healthcare spending costs.

Onsite and near-site clinics can be a significant investment for most employers, but one that pays off in the long run. Onsite and near-site clinics go beyond saving a company thousands to millions of dollars every year. They provide critical primary care services, increase employee productivity, and improve employee retention and recruitment.

To learn more about how an onsite or near-site clinic solution could be an advantage for your organization, contact us: Visit OurHealth.org, email learnmore@ourhealth.org or call 1-866-434-3255.

ABOUT OURHEALTH

OurHealth is an independent provider of primary care onsite and near-site clinic solutions for businesses of all sizes and industries nationwide.

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