

Healthcare Trusts: Integrating health & wellbeing benefits



Integrated corporate healthcare has long been talked about yet there are still few employers who truly integrate their health and wellbeing provision.

Richard Saunders, Sales Director at Healix Health Services explains why healthcare trusts can make this a reality and a real game changer for the future of corporate healthcare.

Recent years have seen benefit budgets cut or frozen with wide-scale switching of insurance schemes to the lowest annual premium but these premiums have not been sustainable and savings are now being lost to increases at renewal.

As a result, many employers are changing their approach to health and wellbeing to allow for greater provision and more sustainable benefit packages.

However, just adding 'off the shelf' insurance products to current provision does not allow for optimal budget allocation and often leads to employees being lost between providers without guidance or direction.

A joined up approach

A common example of this stacking of products, where services are often not fully utilised, is the provision of an Employee Assistance Programme (EAP). It is not unusual for an employee to be claiming from the PMI mental health benefit when they could be utilising a 24hr telephone counselling service, or even face to face sessions, already funded through the employer's EAP provider.

If there was a joined up approach with the EAP and PMI provider, costs could be mitigated to reduce annual spend, but more importantly the employee would receive the most appropriate immediate care.

Areas of provision that could benefit from an integrated approach:

- EAP linked to PMI / health scheme
- Health Screening - direct access to PMI scheme, without GP referral
- Private GP services linked to PMI / health scheme
- GIP - identification of possible long term conditions to be funded by GIP insurer but administered by PMI scheme
- 2nd opinion services linked to PMI / GIP / EAP
- 24/7 Medical Helpline linked to PMI / GIP / EAP
- Cash Plan scheme linked to GIP / EAP
- Critical Illness linked to GIP

How can a Healthcare Trust help?

There is one obvious route to achieving a fully functioning integrated health and wellbeing strategy and that is through a Healthcare Trust.

A Healthcare Trust is truly bespoke and can accommodate most health and wellbeing benefits, as well as interacting with providers of other benefits such as EAP, GIP and health screening. They also offer significant tax efficiencies over traditional insurance products as they are not subject to IPT in the same way.

Trusts are usually administered by medical third party administrators like Healix who can act as the hub to other providers and navigate the scheme member to the most appropriate pathway or provision. At Healix, our nurse case managers take the first call from the member and navigate appropriately from the outset. E.g. Mild stress issues to the EAP provider or full medical from the Trust.

By providing an integrated approach, Healix can help ensure the most effective use of an employer's overall health and wellbeing budget.



For more information

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