

How Can Providers Make Genomic Medicine More Accessible?

Preeti N. Malani, MD, MSJ
University of Michigan, Chief Health Officer
@PreetiNMalani



-
- What role can large employers play in efforts to address health disparities and improve access to care ...(both in the context of genomics and in general)?

Health care use and spending vary in employer-sponsored plans

- Health care use and spending by wage category during 2014 among employees of four self-insured employers (n=42,936)
- Total health care spending highest among the lowest and highest wage earners relative to middle wage groups, but the distribution of spending not the same.
- Lowest wage group compared to top wage earners...
 - Half the usage of preventive care (19% vs. 38%)
 - Twice the hospital admission rate (31/1000 vs. 17/1000)
 - Four times the rate of avoidable admissions (4.3/1000 vs. 0.9/1000)
 - Three times the rate of ED visits (370/1000 vs. 120/1000)

Healthcare costs for U-M full-time employees by income (2017)

	<u><\$35,000/yr</u>	<u>>\$35,000/yr</u>	<u>Δ</u>
Employees	3975	34,258	
Members	7697	74,188	
Mean contract size	1.94	2.17	
<u>Costs per member*</u>			
Net medical payments	\$4230	\$4075	+4%
Net pharmacy payments	\$885	\$920	-4%
Net total payments	\$5115	\$4945	+3%

*unadjusted values

Courtesy of K. Jenkins and J. Ayanian

Healthcare costs for U-M full-time employees by income (2017)

<u>Rates per 1000 members*</u>	<u><\$35,000/yr</u>	<u>>\$35,000/y</u>	<u>△</u>
Preventive visits	568	678	-16%
Other visits	3240	3117	+4%
Mental health/substance visits	1341	1731	-23%
Emergency department visits	338	190	+78%
Inpatient admissions	71	59	+20%
Inpatient days	260	217	+20%

*unadjusted rates

Courtesy of K. Jenkins and J. Ayanian

Summary of Healthcare Costs & Use by Employees' Income

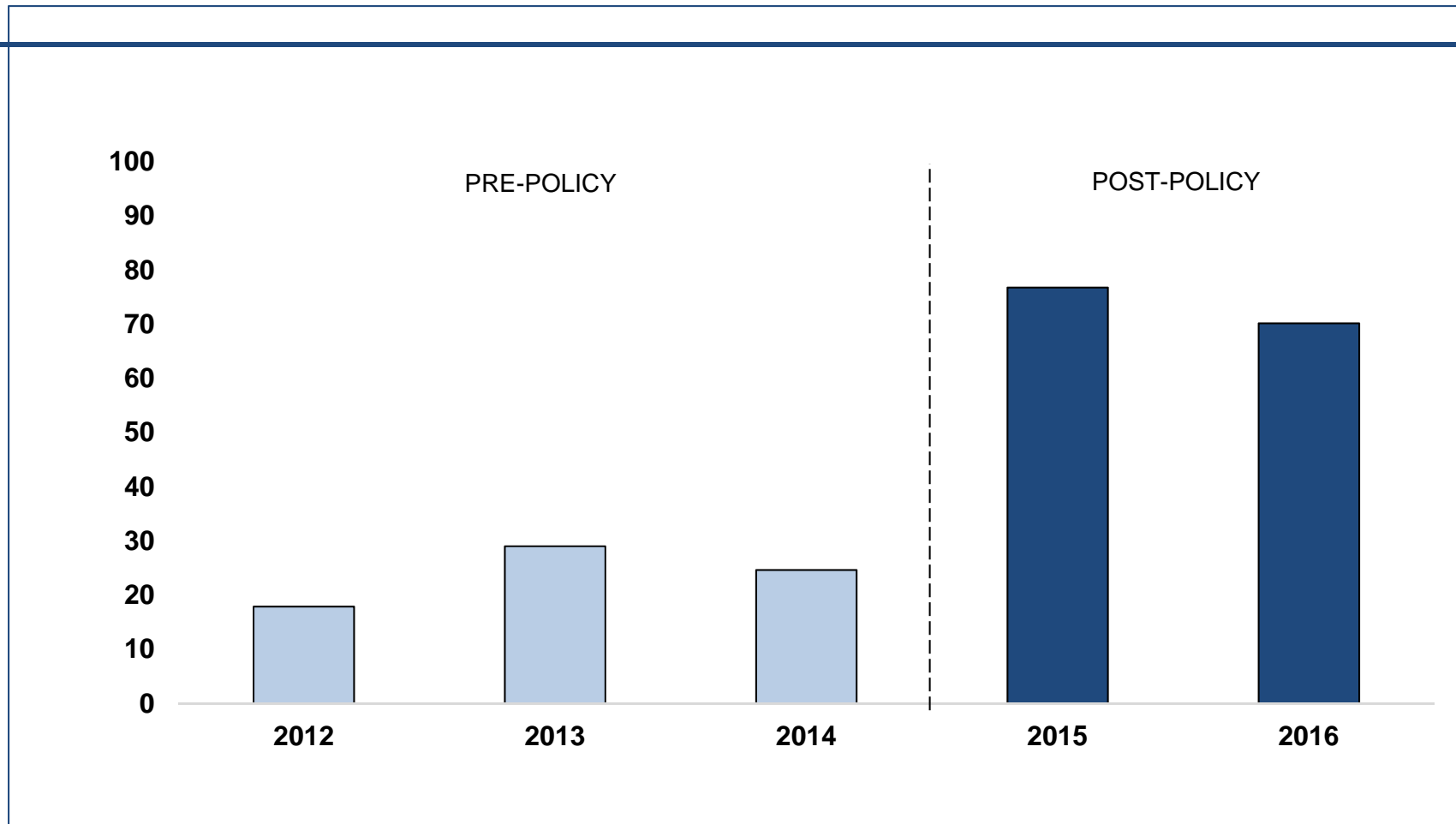
- 1) Lower & higher-income workers have similar total health care spending
- 2) Lower-income workers use fewer preventive services & visits
- 3) Lower-income workers use fewer mental health / substance use visits
- 4) Lower-income workers use substantially more emergency department visits
- 5) Lower-income workers use more inpatient services

Courtesy of K. Jenkins and J. Ayanian

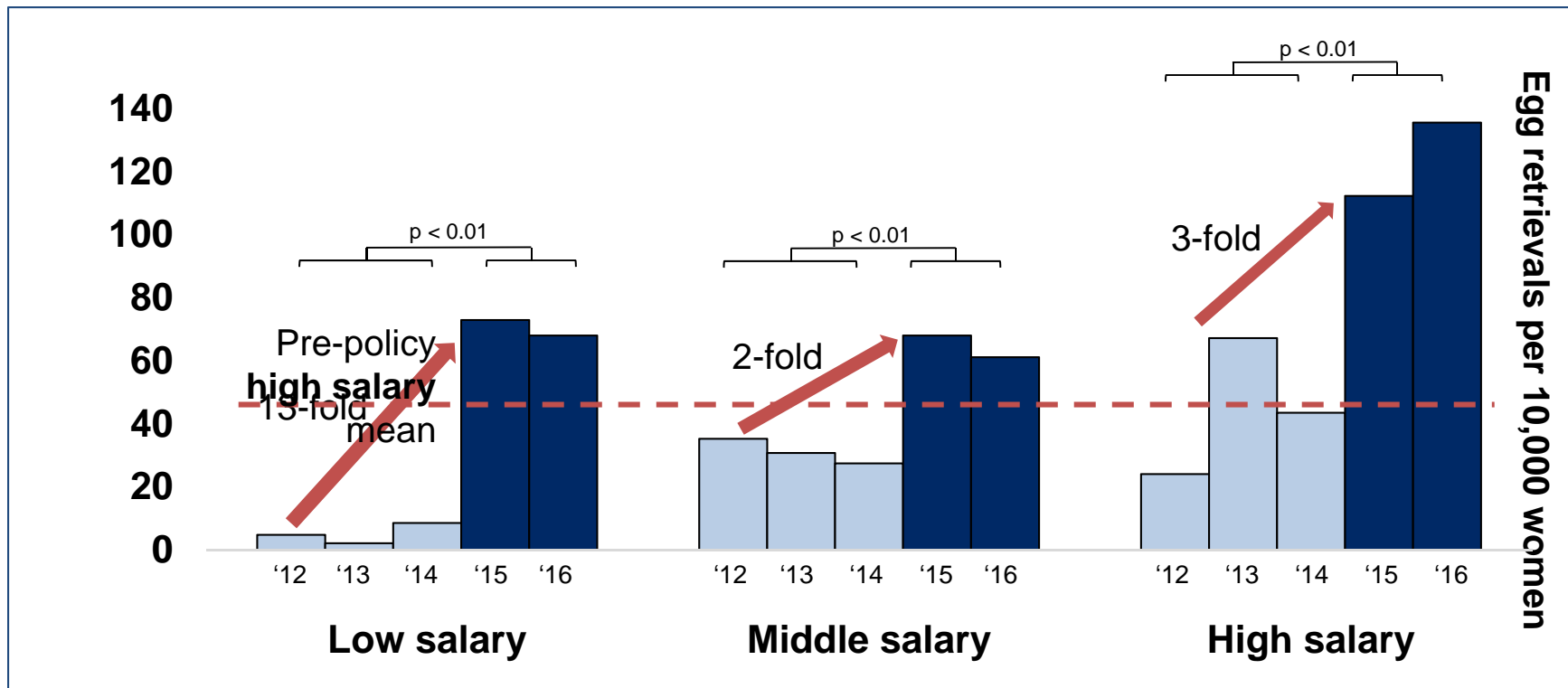
-
- Can thoughtful benefit design help address access and equity?
 - A recent example from the University of Michigan...

Predicted Egg Retrievals

(rate per 10,000 women ages 22-46)



Egg Retrievals by Employee Salary Band (rate per 10,000 women)



Distribution of IVF use now approaches distribution of employee premiums...

