



VSB Teachers Extended Health Care Plan

Agenda

- Comparison of current plan to Teachers' Provincial EHC Plan
- Introduction to PBC BlueRx Drug Program
- PBC's approach to claims adjudication
- Initial questions received
- Key observations on claims usage



EHC plan comparison

Extended Health Care



General	VSB Teachers	Provincial EHC ¹
Reimbursement	80% until \$1,000 paid per person or per family per year, then 100%	80% until \$1,000 paid per person per year, then 100%
Annual deductible	\$25 per family per calendar year	\$50 per family per calendar year
Lifetime maximum	N/A	N/A
Termination age	Retirement	Earlier of Age 75 ² or retirement

²June 30th after employee reaches age 75

¹\$1.5M allocated for additional improvements July 1, 2023

¹\$2.0M allocated for additional improvements July 1, 2024

Extended Health Care



Prescription Drugs	VSB Teachers	Provincial EHC ¹
Drug formulary	Prescription required	BlueRx
Pay-direct drug card	No	Yes
Sexual dysfunction	Not covered	Covered
Oral Contraceptives	Covered	Covered
Fertility	\$3,000 per lifetime	\$20,000 per lifetime
Smoking cessation ²	Not covered	Not covered
Anti-obesity	Covered	Not covered

²Covered under the Medical Services Plan (MSP)

¹\$1.5M allocated for additional improvements July 1, 2023

¹\$2.0M allocated for additional improvements July 1, 2024

Extended Health Care



Paramedical Services	VSB Teachers	Provincial EHC ¹
Massage therapy	Reasonable and customary	\$1,000 per calendar year
Physiotherapy	Reasonable and customary	\$1,000 per calendar year
Chiropractor	Reasonable and customary	\$1,000 per calendar year
Psychologist	\$100 per calendar year	\$1,200 per calendar year
Naturopath	\$500 per calendar year	\$900 per calendar year
Podiatry	\$200 per calendar year	\$800 per calendar year
Acupuncture	\$300 per calendar year	\$1,000 per calendar year
Speech therapy	\$300 per calendar year	\$800 per calendar year

¹\$1.5M allocated for additional improvements July 1, 2023

¹\$2.0M allocated for additional improvements July 1, 2024

Extended Health Care



Medical Services/Supplies	VSB Teachers	Provincial EHC ¹
Hearing aids	\$500 adult/\$900 child every 60 months	\$3,500 every 48 months
Orthopaedic shoes	1 pair (and replacement as necessary)	\$500 per calendar year
Orthotics	Included with orthopaedic shoes	\$500 per calendar year
Private duty nursing	Covered	\$20,000 per calendar year
Other services/supplies	Reasonable and customary	Reasonable and customary
Emergency out-of-province	100%	100%

¹\$1.5M allocated for additional improvements July 1, 2023

¹\$2.0M allocated for additional improvements July 1, 2024

Extended Health Care



Vision Care	VSB Teachers	Provincial EHC ¹
Maximum	\$200 every 24 months	\$550 every 24 months
Eye exams	Not covered ²	1 every 24 months ³
Prescription sunglasses	Covered	Covered

²Covered for Teachers ALC as part of vision maximum

³Subject to reasonable and customary limits

¹\$1.5M allocated for additional improvements July 1, 2023

¹\$2.0M allocated for additional improvements July 1, 2024



Introduction to PBC BlueRx drug program

Drug Plan Management | Guiding Principle



Right medication to the right person at the right indication at the right time and at the right price

BlueRx | What is a Managed Formulary?

- A list of drugs eligible for coverage
- List is determined by
 - Published evidence
 - Consulting with experts in the field
 - Comparative analysis
 - Cost analysis
 - Drug advisory committee



Drug Plan Management | Why a Managed Formulary?

- Plan sustainability
- Appropriate prescribing
- Waste reduction
- Not just about savings
 - Manage rising cost of drugs **without compromising health outcomes**
- Several large employers have moved to this formulary
 - The vast majority of School Districts have BlueRx in place for at least some of their employees
 - Excellent rating by 3rd party

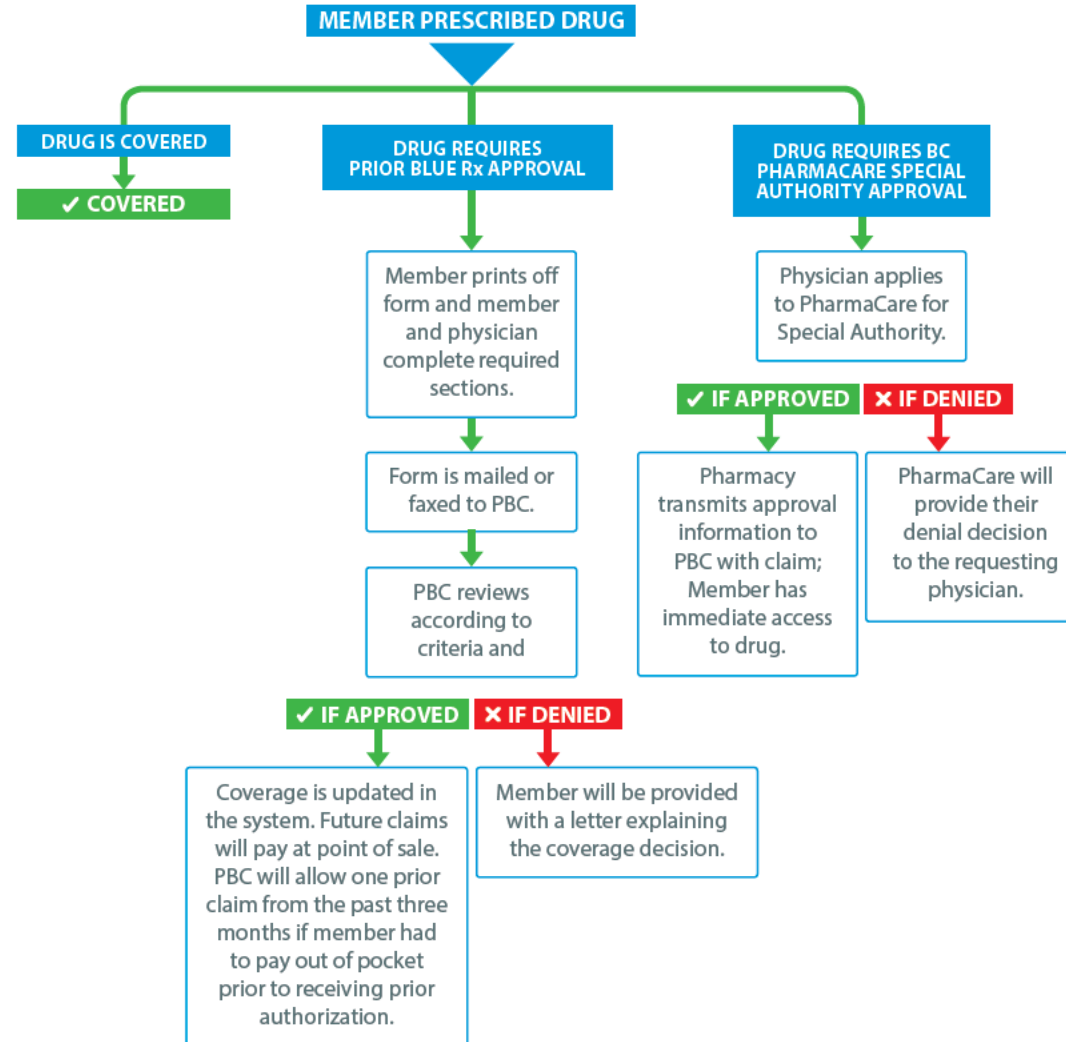


BlueRx | What is Covered?

- Safe and effective quality drugs
 - Clinically effective
 - Cost effective
- Brand name drugs
- Generic drugs
- Biologic/Specialty Drugs



BlueRx | Approval Process



BlueRx | Where can I find out more?

- Teachers' plan microsite:
 - www.pac.bluecross.ca/teachers
- Pacific Blue Cross website
 - <https://www.pac.bluecross.ca/bluerx>
- Pacific Blue Cross Call Centre
 - 604-419-2900



Teachers Standardized Provincial Extended Health Care Plan

Overview

Changes to your benefit plan: What you need to know

The BC Public School Employers' Association (BCPSEA) and the BC Teachers' Federation (BCTF) negotiated the Standardized Provincial Extended Health Care Plan with improvements made August 1, 2014, July 1, 2017 and July 1, 2018. Changes effective July 1, 2018 include:

 MEMBER PROFILE

 Overview →

 At-a-glance guide: Teachers Standardized



PBC's approach to claims adjudication

Claims Adjudication | PBC's Approach

- Formal process
 - Adjudication based on collectively-bargained benefits and industry best practices
 - Arms-length relationship with plan sponsor
- Reasonable & Customary limits
 - Reviewed regularly
- Audit Process



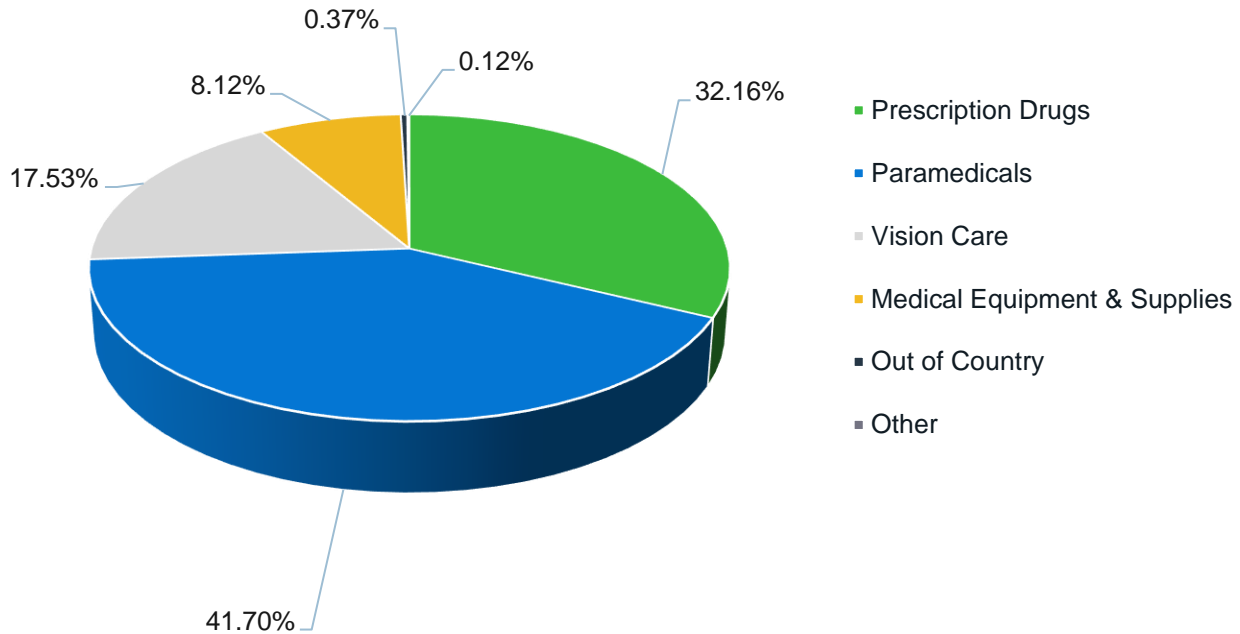


Key observations on claims usage

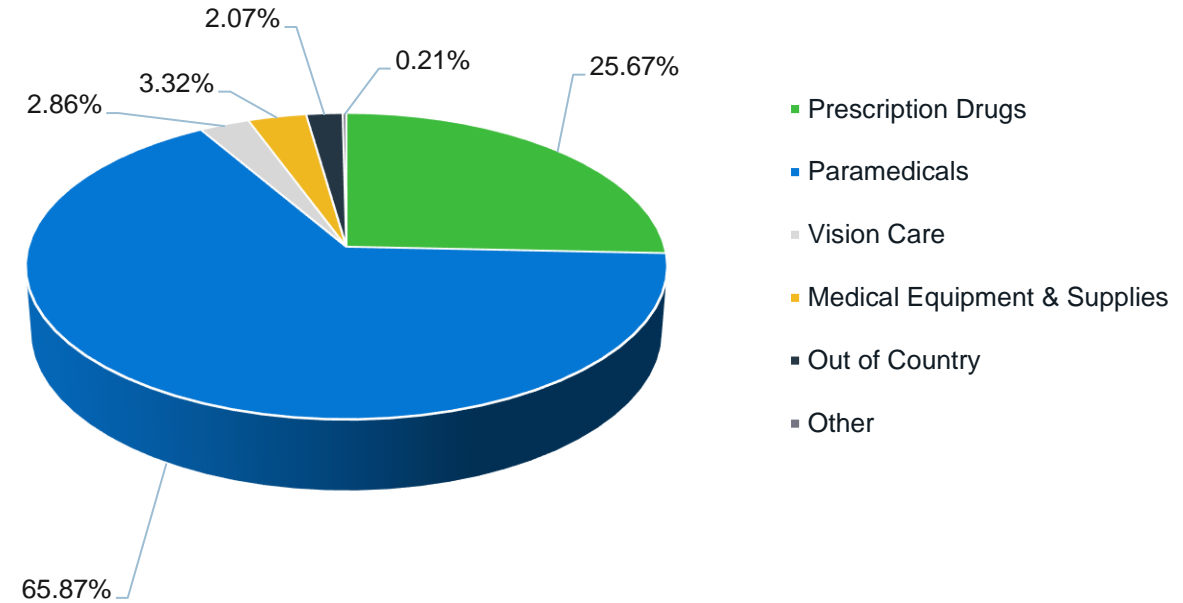
EHC Paid Claims Distribution Comparison



Teachers Standard EHC Plan



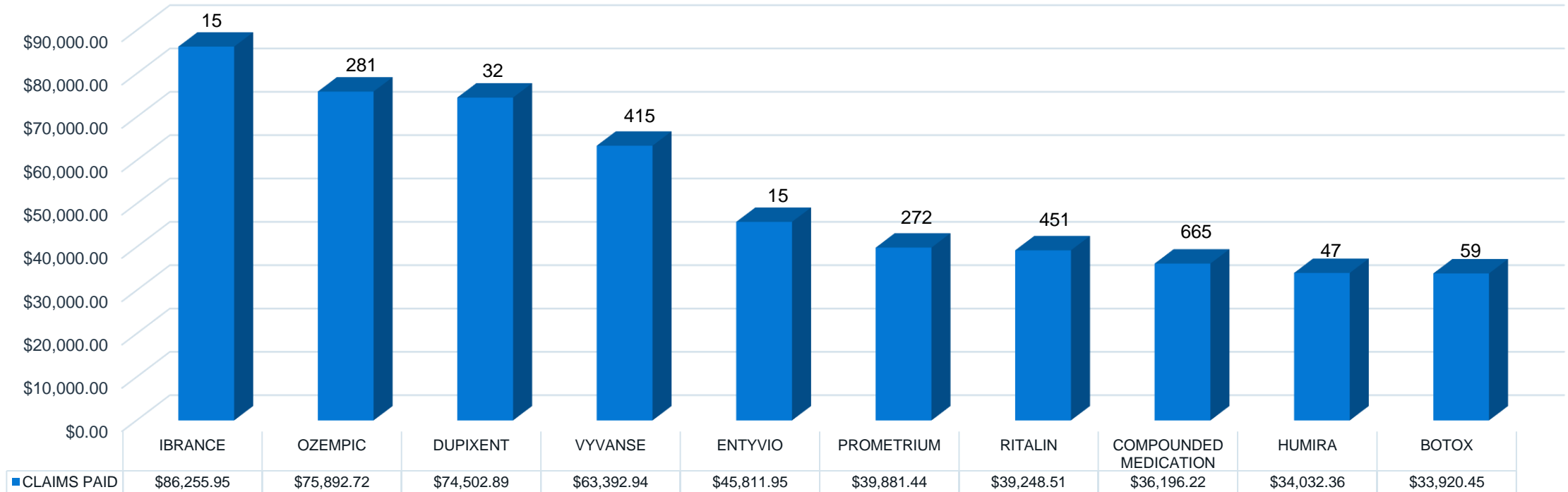
School District 39 Teachers EHC Plan



Observations

- Standard Teachers EHC Plan currently provides coverage for all Teachers divisions except for SD 39 and 43.
- Under the standard plan, paramedical services and prescription drugs represent 74% of total EHC paid claims
- Under SD 39's plan, paramedical services and prescription drugs represent 92% of total EHC paid claims

Top 10 Drugs for SD 39 Teachers (Cost and Frequency)



Top 10 drugs (\$529K) represented 8% of total claim lines but 24% of total drug costs (\$2.2M)

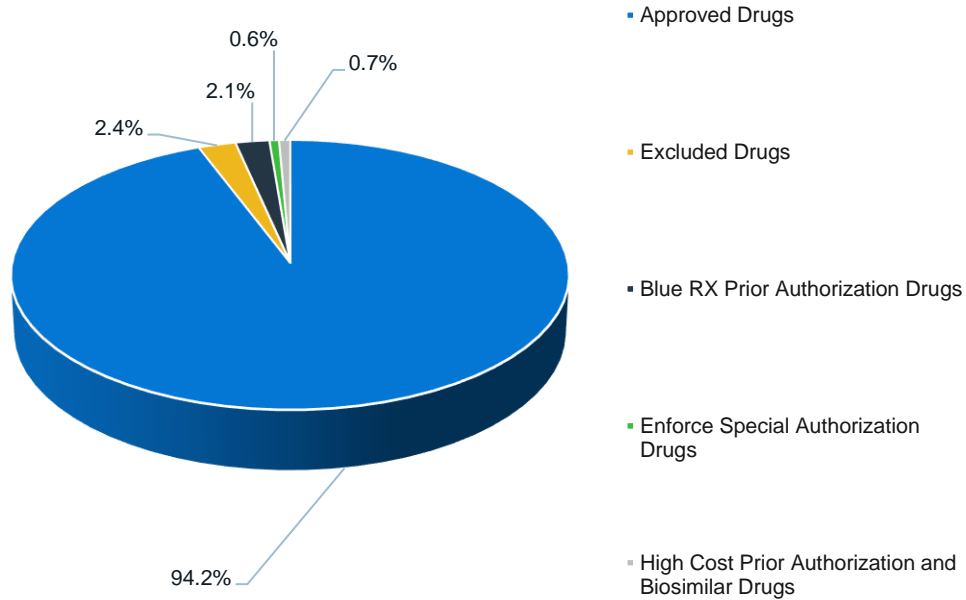
Top 10 Drugs for SD 39 Teachers (Therapeutic Use)

Drug (Brand Name)	Therapeutic Use
Ibrance	Cancer
Ozempic	Diabetes
Dupixent	Eczema
Vyvanse	ADHD
Entyvio	Crohn's/Ulcerative Colitis
Prometrium	Hormone Replacement
Ritalin	ADHD
Compounded Medication	Various
Humira	Autoimmune Conditions
Botox	Non-Cosmetic/Migraine

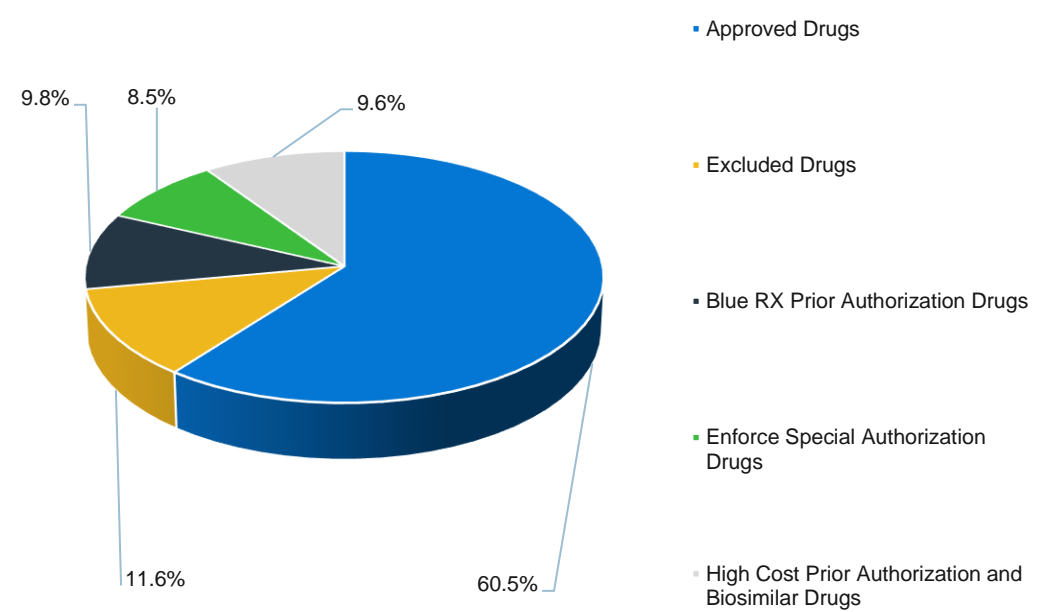
Prescription Drug Utilization Overview



Claimant Count



Paid Amount



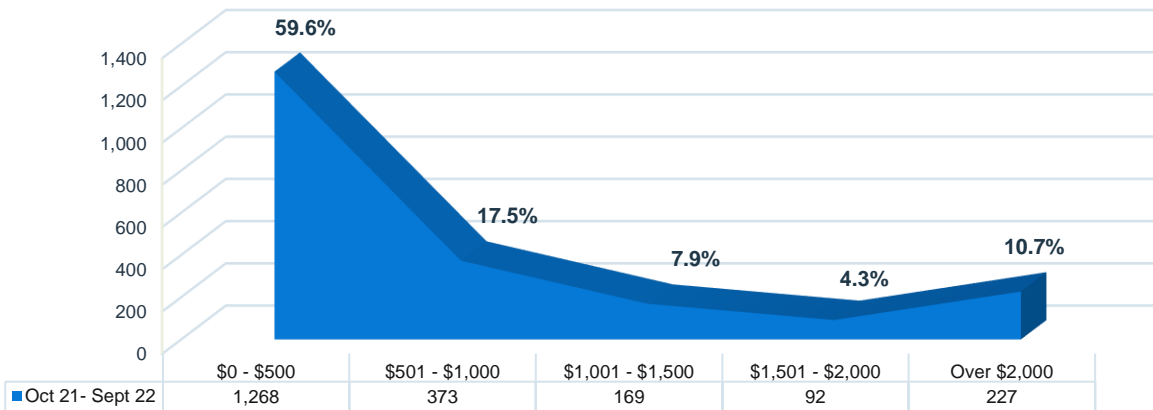
Key Observations

- Almost 95% of claimants would have no impact moving to Blue RX drug program
- Less than 2.5% of eligible participants (11.6% of paid amount) would require to seek alternative medication
- 3.5% of eligible participants would require prior or special authorization to maintain current medication

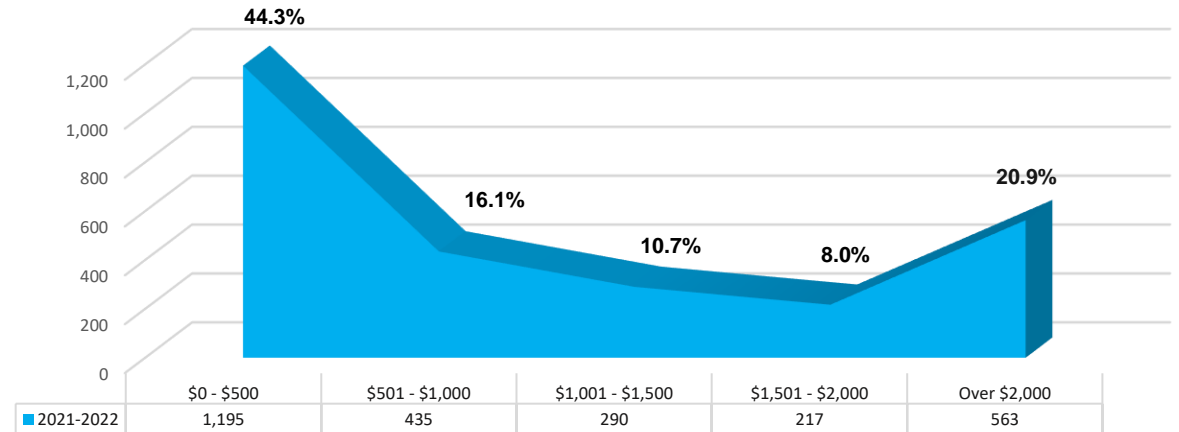
Paramedical Claims – School District 39 Teachers



Total Physiotherapy Claimants



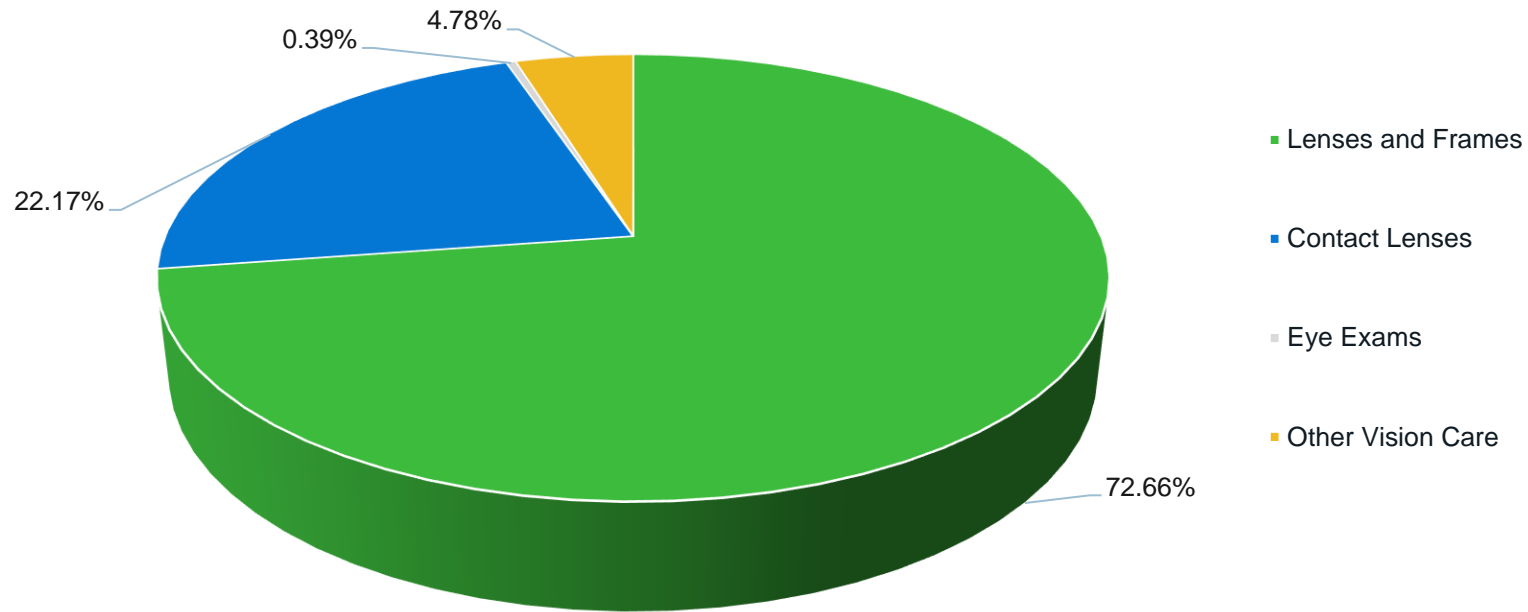
Total Massage Therapy Claimants



Key Observations

- Approximately 24% of eligible participants (employees and dependents) utilize physiotherapy benefit
- Less than 6% of eligible participants incur physiotherapy claims above \$1,000
- Approximately 31% of eligible participants (employees and dependents) utilize massage therapy benefit
- Less than 13% of eligible participants incur massage therapy claims above \$1,000

Vision Claims Distribution – School District 39 Teachers



Observations

- Approximately 18% of eligible participants (employees and dependents) utilized the vision benefit.

Initial questions received



1. Is it possible to exceed the limit for paramedical services with a doctors' notes? Are there other ways to exceed the limits?
2. Under the provincial plan, if more than one family member has coverage, are they able to cover premiums with the other member's coverage?
3. What is the process for PBC to make changes to Reasonable and Customary Limits and / or ceilings for coverage? Can PBC unilaterally change the maximum coverages? Is consultation required with members?
4. What options are available for Continuous Glucose Monitors?
5. What is a pay direct card?
6. Is anyone denied necessary medication under Blue Rx?
7. Can members "sub in" different family members for coverage in the provincial plan? (i.e., no partner, but live with elderly parent)
8. If you are already being covered for a medication on the VTF plan for which there is a lower cost alternative, do you have to go back to the lower cost trial or is it continued as covered?
9. If someone on the provincial plan receives a new prescription not covered by Blue Rx, what are the timelines for the process? (how long does a member have to be on a medication before it is determined to have failed as a treatment? Who evaluates whether the medication is successful or not? Is a specialist required?)
10. Would there be any changes to the dental or life insurance if we moved to the provincial plan?

Initial questions received, *cont'd*



13. Paramedical practitioner coverage – Is the \$1,000 cap in the provincial plan per person or per family? Is the \$1,000 per practitioner service or combined for all practitioner services?
14. Does the provincial plan cost members the same in payroll deductions? What is the comparison in cost for TTOCs who participate and pay the full amount of the premiums?
15. What is the survivor benefit in the provincial plan?
16. Are there lifetime maximums in the provincial plan?

Have we...

- Provided the key differences between your current plan and the Standardized EHC Plan?
- Provided additional information on the BlueRx prescription drug program?
- Shared the approach PBC takes towards claims administration?
- Shared observations related to extended health claims trends?
- What additional information do you require?



Thank you!