

Executive Summary

Benefits Canada 2006 Survey of Plan Sponsors on Prescription Drug Adherence

Methodology: Online survey of 95 plan sponsors between May 1 and May 29

An increasing proportion of drug-plan claimants are 55 to 65 years old, and these claimants use, on average, double the number of prescriptions of people aged 35 to 44. The majority of these prescriptions are for chronic diseases, such as hypertension and high cholesterol. Please indicate your level of agreement with the following statements.

	Agree	Disagree
Plan sponsors need to have more accurate data to understand the incidence of specific chronic diseases in their workplace, without compromising plan member privacy, in order to develop a strategic plan for managing drug utilization and plan costs.	79%	12%
The growing incidence of chronic diseases requires a new, longer-term approach to managing drug plans, versus the current tendency to review and renew plans on a year-by-year basis.	78%	8%
Plan sponsors are increasingly concerned about how chronic diseases will increase drug-plan costs.	82%	9%
Plan sponsors are increasingly concerned about how chronic diseases will decrease productivity in the workplace.	62%	16%

It's estimated that half of all prescriptions are not taken properly. It is even worse for chronic-disease medications. Ideally, what should plan sponsors do to help ensure employees take their drugs properly? Please indicate your level of agreement with the following statements:

	Agree	Disagree
Increase co-payments and/or deductibles so that patients are more personally accountable for their medications.	36%	24%
Decrease co-payments and/or deductibles so that patients are less likely to skip dosages or refills in order to save money.	17%	44%



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	Agree	Disagree
Waive co-payments and/or deductibles for targeted disease states so that patients are less likely to skip dosages or refills in order to save money.	25%	42%
Decrease restrictions on formularies so that all therapeutic options are available for any given disease state.	35%	38%
Develop employee education programs that target disease states with a high incidence in the workplace (e.g., hypertension, depression).	85%	6%
Develop medication management programs with health providers, such as pharmacists, who can meet one-on-one with employees to ensure they're taking their drugs properly.	56%	13%
Develop a confidential incentives program that rewards employees who refill their prescriptions regularly and on time.	21%	43%
Nothing; I don't think plan sponsors should be helping employees take their medications properly.	27%	45%

People with chronic diseases often benefit from disease-management products and services, such as smoking cessation and weight loss programs. Ideally, what should plan sponsors do to help ensure employees manage their diseases? Please indicate your level of agreement with the following statements:

	Agree	Disagree
Increase coverage of "lifestyle" products and services (e.g., smoking cessation, weight loss programs) that help employees manage their diseases.	52%	20%
Offer flexible benefits or health spending accounts that enable employees to choose coverage for disease management programs.	70%	10%
Give employees incentives to participate in programs for disease management or wellness (e.g., weight loss, cholesterol management programs).	57%	15%
Include pharmacist services (e.g., diabetes care, cholesterol management, smoking cessation) as a health benefit to help employees manage their disease.	44%	26%
Nothing; I don't think plan sponsors should be helping employees manage their diseases.	12%	65%



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