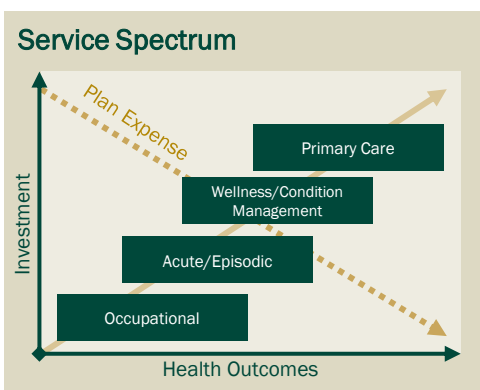




# CBIZ Onsite Clinic Consulting Services

Onsite and near-site employer-sponsored clinics have increased in recent years as healthcare costs have continued to rise. While private corporations are continuing to adopt this model, there has been a large increase in interest by the public sector including school districts and municipalities. There are many options and services that can be evaluated from full onsite clinics to direct local provider relationships. CBIZ Onsite Clinic Consulting Services can help with the initial analysis and identification of options, as well as with ongoing evaluation and monitoring of performance. There are many important considerations when evaluating the feasibility of implementing an onsite clinic. CBIZ is uniquely qualified to assist you with this analysis through our data and experience driven process.



## Clinic Models

While the original employer-sponsored clinics focused on treatment of work related injuries, the model has evolved in recent years. Employer-sponsored clinics can provide pre-employment services, urgent care, primary care and health coaching services. Clinics can be a complement to existing providers in your community, or can be staffed independently depending on the goals of your organization.

## Justifying the Expense

There is no single size or type of organization that fits a clinic model. It depends on the specific claims and

health experience of the organization. However, in general, organizations with 700+ employees in a close proximity to the proposed location can benefit from a clinic. Additional factors include high lost time or replacement staffing costs, high prevalence of chronic conditions, low generic utilization, increasing medical and workers compensation expense and low utilization of preventive care services.

## Benefits

Clinics can bring benefits to both the employer and employee. Employer benefits can include cost savings by reducing more expensive visits such as emergency room and specialist visits with clinic visits. Additionally, employers with onsite clinics often see a reduction in absenteeism, disability and workers compensation expense, as well as increased retention of employees. Many employers see improved participation in wellness and condition management programs when clinics are integrated with existing programs.

Employee benefits include access to lower cost and convenient care. Since the average time with the provider is generally longer, employees are able to spend more time developing a relationship with the provider in an employer-sponsored clinic setting.

## Key Considerations

There are many integration points to consider, including:

- Clinic model
  - Local provider, health system, or fully outsourced to a clinic provider
- Staffing model
- Scope of services
- Clinic funding
- Employee cost share
- Existing benefit program integration
- Regulatory and compliance issues
- Location
- Eligibility
- Employee interest
- Employer readiness
- Marketing and communication
- Measuring return on investment

For More Information, Contact:  
Polly Thomas, Director of Onsite Clinic Consulting Services and Senior Benefits Consultant  
onsiteclinic@cbiz.com

CBIZ Employee Services Organization  
A division of CBIZ Benefits & Insurance Services, Inc.  
700 W 47th St, Ste 1100 | Kansas City, MO 64112



# CBIZ Onsite Clinic Consulting Services

## Services

CBIZ provides services including, but not limited to:

| Feasibility Study   | Vendor Selection   | Implementation   | Optimization  |
|---|--|--|---|
| <ul style="list-style-type: none"> <li>Financial / Return on Investment</li> <li>Business Case</li> <li>Governance Structure</li> <li>Scope of Services</li> <li>Employee Survey</li> </ul> | <ul style="list-style-type: none"> <li>Request for Proposal Development and Management</li> <li>Response Analysis</li> <li>Financial Analysis</li> <li>Vendor Selection</li> </ul> | <ul style="list-style-type: none"> <li>Contract Negotiation</li> <li>Marketing Plan</li> <li>Benefit Integration</li> <li>Clinical Coordination</li> <li>Compliance and Regulatory Issues</li> </ul> | <ul style="list-style-type: none"> <li>Performance Dashboard</li> <li>Annual Operational Review</li> <li>Satisfaction Survey</li> <li>Narrow Referral Networks</li> <li>Evolving Scope of Services</li> <li>Ongoing Trends</li> </ul> |

## Proven Results and Experience

CBIZ has experience with the initial analysis and identification of options, as well as with ongoing evaluation and monitoring of clinic performance. Below you will find a breakdown of our clinic consulting experience:

| Type of Project                         | In Process | Completed |
|---|------------|-----------|
| Feasibility Study                       | 0          | 24        |
| Request for Proposal / Vendor Selection | 0          | 11        |
| Contract Negotiation                    | 0          | 11        |
| Implementation                          | 2          | 9         |
| Clinic Opening                          | 0          | 9         |
| Clinic Monitoring                       | 4          | 5         |
| Optimization                            | 2          | 6         |

References available.

Updated 3/16

## Why Engage CBIZ?

- The market for onsite employer services is increasingly complex. Selecting a partner that is able to deliver the services unique to your organization is critical.
- Many integration points with benefit plan design and healthcare reform are not well understood by the marketplace.
- The link between an employer-sponsored health clinic, plan design, rewards and incentives is paramount to success. Partnering with an organization that understands each of these components is crucial.
- The organizational change management component of implementing an onsite clinic is large and requires an organization that understands how to communicate these changes.
- CBIZ has conducted many feasibility studies across the country in and is familiar with the latest industry trends.
- Vendor ROI models can be incomplete; CBIZ has the experience to determine the credibility of each model, allowing for a true comparison of services and cost.

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