

Five Tips to a Successful Self-Funded Plan for your Client

Life's Risky.™
Self-funding doesn't have to be.

1 Create the best plan design for your client and their employees.

The development of the benefits plan allows you to assess your client's risk appetite. An employer might not be comfortable with high deductibles for their employees but may be okay with offering a limited network to defray costs. Some clients may be risk savvy enough to consider a reference based pricing arrangement. Speaking to your client and being able to evaluate the best plan design for them and their employees can help prevent plan dissatisfaction and employees not understanding their benefits. It also creates the opportunity for your client to create a plan that is designed specifically for its employees – another benefit of self-funding.

2 A strong plan administrator improves performance and your client's bottom line.

Choosing the right administrative partner to work with your client on claims payments is key. The mark of a great administrator is its ability to work with all vendors to pay claims quickly, accurately and cost effectively. Alternatively, the mismanagement of claims payments can negatively impact your client's bottom line and create employee dissatisfaction.

3 Drive savings with your preferred provider network.

Choosing a preferred provider network that provides the best savings for your client is important, but equally as important is making sure that the providers your client uses are considered in-network. A strong partner should be able to offer a comparison of cost savings and a disruption report that you can use with your client to review the performance of the plan. It will allow your client to see the cost savings being achieved, the providers their employees are using and the in-network penetration.

4 Get ahead of claims with proactive case management.

Working with the best case management vendors on large claims is at the core of a successful self-funded program. Vendors can provide pre-certification, utilization review, case management, subrogation review and cost containment to help your client save money. Missing an opportunity to get ahead of a claim with the right vendors has the potential to bankrupt a company.

5 Select a stop loss partner you can trust.

You want to avoid your client incurring a large claim only to find out that the stop loss partner doesn't cover it. Finding a stop loss partner who will work with you to offer the best plan for your client that will ensure that claims are paid quickly and fairly is key. Not knowing what is going to happen when a claim hits or when a renewal is due is a risky proposition. Finding a partner who you can trust will help your client avoid issues in the long run.