

Case studies: Ongoing optimization

Strategic health care and cost management optimization leads to sustainable health care solution



decrease in baseline costs and \$4.5M realized in annual cost savings

Situation

A newly-merged health care provider was challenged to effectively manage increasing benefits costs and a higher-than-average medical trend, which was driven by high incidence of emergency room (E.R.) visits and in-patient hospital stays. A key reason behind of these trends was extremely low health literacy among the newly-combined workforce, particularly among the population with diabetes.

Solution

We identified the critical need for better employee education and implemented a collaborative solution between a health literacy partner and a unique diabetes vendor to provide patients with free diabetes supplies, glucometers, and one-on-one diabetes coaching support with added monetary incentives for both patients and doctors to increase the use of these services.

Impact

We worked to understand the perspectives of both the patient and the doctor and created a win-win program that:

- Reduced hospital stays by 9.4% and E.R. visits by 15.5% in two years
- Offset employee copays and deductibles while providing doctor incentives
- Reduced A1C test results by an average of 1 point
- Achieved a two-year ROI of 5x investment costs

Technology optimization and total rewards management



“This system makes day-to-day reward management easier and frees up time to add value to the business through strategy, data, and analytics.”

– **Global Head of Total Rewards**

Situation

One of the world’s largest, fast-moving consumer goods companies needed a strategy and approach to effectively manage all legacy-acquired rewards programs globally. Key objectives included enhancing culture and employee engagement and creating a link between employee performance and rewards.

Solution

In six months, we developed a customized online total rewards statement and met all core business requirements through a customized portal that effectively managed data collection, provided a user-friendly experience, and effectively managed the different compensation and benefits program structures from 96 countries.

Impact

- Realized global rewards management cost savings of \$1M+ annually
- Enabled a true labor cost-management strategy with full visibility into personnel investment
- Decreased time spent on HR and rewards management by more than 180 hours annually per country
- Improved HR and employee productivity through the development of a culture of performance and reward
- Successfully completed one of the largest total rewards statement projects with more than 120,000 employees and operations in 110 countries

Learn how our tailored solutions can continue to drive value and enable growth long after the acquisition has been completed. Contact us at **1 866 355 6647** or talktous@buck.com

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