



Employer Checklist: Assessing Your Cancer Care Strategy

The following areas are highlighted for this Module, please use this as a list of action items to encourage discussion with your health plan and Employer Benefits Consultants (EBC's)

What Purchasers Should Do *with Health Plans*

- Assess current prevention programs offered through your health plan, and:
 - Confirm employee education aligns with your current benefits strategy
 - Determine how programs are delivered and how often it is updated
- Assess utilization of preventive services offered and request that health plan provide demographic data including racial and/or ethnic segments or other comorbidities
- Be sure health plan has an engagement plan in place to targeted population with low utilization
- Other Areas of Focus

What Purchasers Should Do *about Screening Rates*

- Compare screening rates (including by race and ethnicity) to benchmark data across all plans and/or the general population - measure trends over time
- Ask your plans to Identify drivers of low rates (e.g. provider performance, member reluctance, reporting) and request an action plan from plans to address specific issues
- Collaborate with providers or other stakeholders (e.g., American Cancer Society) to make screening services more accessible (e.g., bring to worksite if there is a large concentration of employees)
- Consider tracking rates for USPSTF recommendations for HPV and low dose lung cancer screening
- Determine current screening rates for your population – many have declined due to COVID-19*
- Encourage shared decision-making with personal physicians, especially where expert opinion varies, breast, prostate, colon
- Other Areas of Focus

What Purchasers Can Do *for Screening on Inherited Risk*

- Confirm that your plan covers inherited risk screening for individuals with appropriate risk profiles (e.g., family history, certain occupations)
- Ask your health plan & advisors to keep you informed as new tests emerge
- Educate your population about risk factors and their connection to cancer
- Encourage shared decision making between patients and providers when considering genetic testing
- Ensure that genetic counseling is required and reimbursed for coverage of genetic screening/ risk evaluation when there is a positive finding

What Purchasers Should do *Should Do for Site Care*

- Identify and encourage use of higher value sites of care
- Ask plans how they encourage treatment of less complex cancers with well-defined treatment protocols at local, high quality providers, while making sure CoE's are available for all cancers and second opinions on diagnosis, stage and treatment
- Ask plans how they manage initialization of chemotherapy, including:

- Coordination of chemotherapy across Rx and Medical pharmacy benefits
 - Comprehensive pricing for chemotherapy for [drug + administration] costs
 - Encouragement of chemotherapy in less expensive outpatient sites
- Identify what controls exist to assure that care planning is based on accepted protocols such as those from the NCCN, NCI or ASCO
 - Identify what plan supported shared decision making is available to members

The Cancer Support Community recommends the following steps for a newly diagnosed Cancer Patient: [Tips for Newly Diagnosed](#) | [Cancer Support Community](#)

<p>For Employers Determine how to incorporate these steps into your overall plan of action for your workforce</p>	1. Ask your doctor how much time you have to make a decision and begin treatment
	2. Find out the exact diagnosis and stage of disease, gather and write down facts
	3. Write down the questions you have in advance of your appointment
	4. Bring a friend or family member to medical appointments
<p>For Employees</p> <ul style="list-style-type: none"> ● Access <i>navigation</i> services early on ● Find out about clinical trials ● Learn about benefits beyond health insurance 	5. Learn about your treatment options and goals of care, including frequency of treatments
	6. Ask about the risks and benefits of any given treatment
	7. Get a second opinion [including pathology]
	8. Ask if there might be a clinical trial that is right for you
	9. Take time to get to know your insurance coverage (see to right)
	10. Ask to be screened or talk to someone about emotional and social distress