

# Group Health Plan Checklist

To audit your plans, you should consider the following key questions to determine how your group health plan tracks with some of the more recent trends.

KEY QUESTIONS	ANSWERS	COMMENTS
<b>General Structure</b>		
Do you feel your group health offering ties to your overall corporate philosophy for employee benefits?		
Are employees and their dependents satisfied with your organization's group health offering?		
Do you offer enough choices to meet the needs of your organization's employees and their dependents?		
<b>Medical Management</b>		
Has your organization taken any steps to improve your medical management techniques?		
Are your organization's medical management practices in line with peer companies? If not, why?		
Does your organization leverage risk assessments for your population? Do you feel your employees would respond positively to them? If not, what changes could you make in order to net a positive result?		
<b>Data</b>		
Does your organization monitor your utilization rates for various services? If so, how do they relate to other similarly situated firms?		
Is your organization able to collect data to support health and wellness initiatives? If not, why? If yes, does the data demonstrate a positive impact on group health?		
Is your organization currently linking group health data with other employee benefit data? If not, have you considered this approach?		
<b>Integration</b>		
Has your organization explored the advantages of integrating group health with disability management?		
Does your organization currently partner with vendors that could support an integrated approach?		