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# Employee Health Trends 2024



## Unmasking the Persistent Trends in Employee Health

Discover the driving forces behind employee well-being and their impact on business outcomes in the Springbuk Employee Health Trends 2024 report. We address critical questions and explore key topics, including:

- Unmasking Persistent Trends: What fuels high-cost claimants?
- Decoding Rx Costs: Are specialty drugs the primary cost drivers?
- The True Cost of Obesity: Uncovering the financial impact



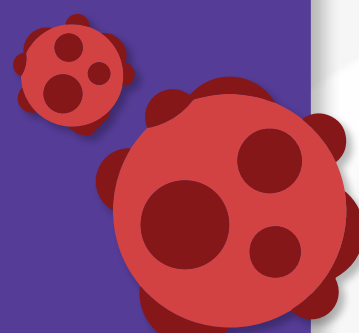
[Access the Full Report Here](#)

# 1

## TREND 1 Unraveling High-Cost Claimant Trends

**15%** increase in the high-cost claimant threshold

**7 of the top 10 conditions** in the \$500,000+ category are cancer-related



5 in 1,000 members likely to have **total paid over \$144,000**, with 1 likely to exceed \$342,000



**Specialty drugs** drive plan paid costs at lower thresholds, while facility costs and medical specialty drugs dominate at higher thresholds

Percentage of members with annual plan paid amounts **over \$50,000 increased from 1.50% to 1.83%**

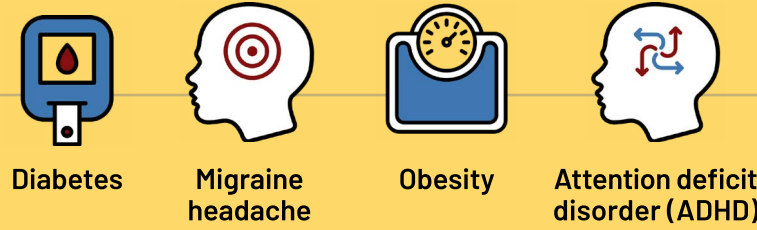
**1.83%**

# 2

## TREND 2 Rx Cost Trends and Strategic Insights

Rx PMPM increased by over \$33 since 2019, marking a **39% increase** in drug spend

**4 out of 10** spending-driving conditions are predominantly fueled by brand-name drugs



Almost **1 in 5** brand name scripts exceeded \$1,000, & about **1 in 2** exceeded \$500

GLP-1 agonists contribute to an almost **\$5 PMPM increase** in Rx spending

5 conditions account for almost **75% of increased** Rx spending over the prior year



**51%** Average plan paid per script for brand-name maintenance drugs **increased by more than 51%**, from \$470 to \$711

# 3

## TREND 3 Empowering Change: Addressing Obesity

Plan paid for members with severe obesity is **over 2.9x** that of members without an obesity diagnosis

1% of the predicted 8.5% increase in employer healthcare costs is attributed to employee **use of weight loss drugs**



**22%** of plans cover prescription drugs, **45%** cover bariatric surgery, and **32%** offer weight management programs

Overall plan paid for members treated for obesity **increased by 40%**, with drug spend surging 138%

**40%**

**2/3** GLP-1 agonists (e.g. Wegovy and Ozempic) account for about **2/3 of drug spending** within obesity episodes



**5x** Paid amounts for drug treatment within obesity episodes is **over 5x** what it was 3 years ago

## Employers' Roadmap: What's Next

Unlock the full spectrum of insights and actionable strategies by delving into the comprehensive [Employee Health Trends 2024 report](#). Your journey toward a data-driven, cost-effective benefits strategy begins at [springbuk.com/eht24](http://springbuk.com/eht24).

