



*North Carolina*  
**State Health Plan**  
FOR TEACHERS AND STATE EMPLOYEES



## **Coverage for Short-Term Rehabilitative Therapies under CDHP**

*Board of Trustees Meeting*

December 2, 2016

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*A Division of the Department of State Treasurer*

# Short-Term Rehabilitative Therapies

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- Physical Therapy
- Occupational Therapy
- Speech Therapy
- Chiropractic Care

# History of Coverage

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- 2007 legislation, codified as NCGS §135-40.7(a) provided:  
*The Plan and optional plans or programs shall not limit the number of visits for covered services for physical therapy, occupational therapy, and speech therapy.*
- That provision was scheduled to sunset on June 30, 2009, but was extended through June 30, 2011, by Session Law 2009-16, Section 5(e). Although not required by statute, to date, the Plan has maintained the benefit as described above in the 70/30 and 80/20 PPO plans.
- When the Consumer-Directed Health Plan (CDHP) was introduced, the Plan adopted Blue Cross Blue Shield of North Carolina's (BCBSNC) benefit which included a combined in-and-out of network, 30-visit limit on Physical Therapy, Occupational Therapy, & Chiropractic care. Speech Therapy has a separate 30-visit limit.

# Member Request

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- At the August Board meeting, a Plan member requested that the Board consider removing the combined limit maximum in place under the CDHP.
- This member has a condition (Ehlers-Danlos Syndrome Joint Hypermobility Type) that requires multiple PT, OT, and Chiropractic visits per benefit year. She recognized that most members may not need more than 30 combined visits per year but for certain conditions, that is not the case.

# Utilization – 2015 Benefit Year

Benefit Plan	Total Plan Enrollment	Service Type	Unique Utilizers	Total Visits	SHP Paid Amount	Members with >30 Visits	% with >30 Visits as % of Total Members	% with >30 Visits as % of Members Receiving Services
70/30	267,180	Chiro	4,473	23,756	\$63,881.84	46	0.02%	1.0%
70/30		OT/PT/S	14,780	105,238	\$4,817,698.01	414	0.15%	2.8%
80/20	305,682	Chiro	9,528	60,626	\$300,143.61	129	0.04%	1.4%
80/20		OT/PT/S	30,159	239,331	\$11,429,793.56	1,013	0.33%	3.4%
CDHP	23,328	Chiro	716	4,928	\$53,707.55	8	0.03%	1.1%
CDHP		OT/PT	1,845	15,183	\$684,011.17	47	0.20%	2.5%
CDHP		S	92	1,105	\$39,083.21	12	0.05%	13.0%

Chiro=Chiropractic Care; OT=Occupational Therapy; PT=Physical Therapy; S=Speech Therapy

# Utilization – 2016 Benefit Year through September

Benefit Plan	Total Plan Enrollment	Service Type	Unique Utilizers	Total Visits	SHP Paid Amount	Members with >30 Visits	% with >30 Visits as % of Total Members	% with >30 Visits as % of Members Receiving Services
70/30	245,206	Chiro	2,726	12,011	\$25,069.91	11	0.00%	0.4%
70/30		OT/PT/S	9,676	56,950	\$2,284,164.57	159	0.06%	1.6%
80/20	314,315	Chiro	7,469	37,444	\$207,491.21	30	0.01%	0.4%
80/20		OT/PT/S	23,884	157,088	\$7,228,961.48	438	0.14%	1.8%
CDHP	33,570	Chiro	869	4,712	\$36,856.06	3	0.01%	0.3%
CDHP		OT/PT	2,070	14,217	\$529,150.97	23	0.07%	1.1%
CDHP		S	111	1,093	\$42,563.50	8	0.02%	7.2%

Chiro=Chiropractic Care; OT=Occupational Therapy; PT=Physical Therapy; S=Speech Therapy

# Cost to Modify Therapy Limits on CDHP

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- The Segal Company estimates the additional cost of removing the 30-visit limit for combined PT/OT as well as removing the 30-visit limit for Speech therapy for the 2017 benefit year to be \$137,000.
- This estimate assumes increased membership and medical and pharmacy trend consistent with the CY 2016 3<sup>rd</sup> Quarter Forecast and does not modify the projected premium increase for CYs 2018 and 2019.

# Staff Recommendation

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- To provide benefit consistency between the plans and improve the benefit offered to Plan members, Plan staff recommends modifying the Physical Therapy, Occupational Therapy, and Speech Therapy benefits under the CDHP to align with the benefits under the 70/30 and 80/20 plans.
- Plan staff recommends approval of the following for CDHP:
  - Removing the combined 30-visit limit on PT, OT, and Chiropractic care services;
  - Removing the 30-visit limit on speech therapy; and
  - Placing a 30-visit limit on Chiropractic care.