

Novia CareClinic

What is Novia CareClinic?

Essentially, an on-site Novia CareClinic is a primary care office located within or near an employer's facility. An on-site Novia CareClinic offers a broad scope of services, including many of the primary care services you would expect from a family physician or an internist. An important difference between a Novia CareClinic and a typical family practice is that Novia provides these primary care services and many generic medications at no cost to the employees and their dependents.

Medical professionals are contracted by Novia to work part-time in the clinic. The clinic is open at regular hours each week, based on utilization. Employees may set their own appointment at the clinic by accessing a secure online scheduling system provided by Novia, or they may call Novia at any time for assistance in scheduling or to talk with a nurse about a medical situation.

There are a variety of wellness initiatives offered through the clinic, including Health Risk Assessments [HRAs], individual follow-up, and personalized health coaching. The clinics serve to remove barriers to the use of primary care services, so that employees have better access to a medical provider who can become involved in their health management.

The clinic is not intended to be used as a replacement for an Employer's health plan. Rather, the clinic is to be an alternative to other primary care services and should be used in conjunction with the employer's existing benefit plan. Under Novia's approach, participation is encouraged, but not required. On-site clinics provide for more convenient and patient-focused primary care, while also providing a platform for important wellness initiatives and pre-disease management services.

Why does MVNU offer a CareClinic?

Since 2001, the cost of medical benefits has increased by more than 75 percent. It will become increasingly difficult for employers to fit medical benefits within affordable compensation packages for employees. Employers must take an active role in efforts to control these rising costs.

Novia believes that on-site clinics offer an exceptional opportunity for employers to control benefit plan costs and concurrently work to improve employee health and productivity.

Through a Novia on-site primary care clinic employers may:

- Reduce the effects of medical inflation by reducing the consumption of health care services over time.
- Reduce medical benefit costs by purchasing certain medical services and drugs on a wholesale basis.
- Provide employees with free access to certain primary care physician services and certain prescription drugs while reducing overall costs.
- Have employees spend more time at work and less at the doctor's office, thereby obtaining higher productivity while providing greater convenience for the employee.
- Gain competitive advantage in hiring and retaining employees, by further differentiating benefits offered to employees.
- Improve the health of employees by using health risk assessments designed to identify and then manage individual health risks.
- Receive tools to understand and manage the health of the employee population, providing a base for targeted education and wellness initiatives.

Employers providing medical benefits now underwrite the costs of primary care and prescriptions within their medical plan without these benefits.

To reiterate, the on-site clinic concept addresses global costs, not by shifting the costs to employees, but by providing both competitively priced primary care services and successfully targeting and addressing the management of pre-disease conditions that lead to chronic or severe conditions, thus addressing causes of high claims.

Benefits to Employees

- Easy access to excellent medical professionals.
- A convenient alternative to drive to a doctor's office, waiting for the doctor, and then driving back to work. The use of the clinic will limit time away from work and use of valuable personal time.
- Provides an economical way to better monitor, maintain, and improve personal health.
- Allows employees to obtain a comprehensive Health Risk Assessment and the tools for developing steps to achieve better health.
- No co-pays or deductibles—the clinic is no additional cost to eligible employees.
- Little to no paperwork for either employees or the doctor.
- Prescription drugs may be dispensed from the clinic at no cost.
- Availability of Personal Health Coaches—someone to help employees understand conditions and treatment—someone to answer questions.
- Access to a 24-hour nurse phone line (1-888-417-1001).
- Only the employee and medical staff will be making decisions regarding care and treatment.

Wellness Programs

It is well documented that the physician patient relationship is the most important ingredient for effectively changing behavior to improve wellness. The clinic can serve as an effective platform for employers to target wellness education and incentives designed to improve the overall health of employees. Wellness is important to employers to improve productivity and to avoid large medical benefit claims over time. It is also clearly important to employees who may enjoy better health.

Health Risk Management

The goal of the Health Risk Assessments is to find individuals in the employee population who have medium to high health risk factors and bring that information to the patient's attention. Once a health issue has been identified in an individual, it is Novia's mission to provide that individual with all of the tools to get their health back on track.

For more information about Novia CareClinics, visit www.NoviaCareClinics.com.