About WCRI

• Independent, not-for-profit research organization
• Diverse membership support
• Studies are peer-reviewed
• Resource for public officials & stakeholders
  • Content-rich website: www.wcrinet.org
  • Over 600 WC studies published
WCRI Approach

• Mission

“Be a catalyst for significant improvements in workers’ compensation systems, providing the public with objective, credible, high-quality research on important public policy issues.”

• Studies focus on benefit delivery systems

• Do not make recommendations or take positions on issues
Presentation Outline

1. Review indemnity, medical and other costs
   - Based on our CompScope™ Benchmarks Study, 18th Edition
   - Trends in Pennsylvania
   - Comparisons to other study states

2. Worker outcome survey results

3. Recent report on the impact of physician dispensing reforms
CompScope™ Benchmark Study, 18th Edition
Data And Methods

• Data reasonably representative of states’ experience
  • Insurers, self-insurers, state insurance funds
  • 47% of PA claims; 44-78% across all 18 states

• Meaningful interstate comparisons
  • Definitions harmonized across states and data sources
  • Adjusted for differences in injury/industry mix and wages
  • Adjusted for differences in waiting periods

• Trends shown are unadjusted numbers

• Analysis focuses on claims with different maturities
Major Findings For Pennsylvania From CompScope™ Benchmarks, 18th Edition

- Indemnity benefits per claim in PA higher than most study states, contributed to higher total costs per claim
  - Longer duration of temporary disability and larger settlements relative to other states
  - Medical payments per claim were similar to other study states, reflect a combination of lower prices paid and higher utilization
- Total costs per claim grew faster than other study states (12 and 36 months) due to indemnity and medical payments
- Litigation expenses per claim were among the highest of study states, likely related to system features and processes

Major findings included in this report are based on claims with more than seven days of lost time. Litigation expenses include defense attorney payments (with payments greater than $500), medical-legal expenses, and ancillary legal expenses allocated to individual claims.
PA Total Costs Per Claim With > 7 Days Lost Time Higher Relative To Other Study States

2014/2017 Claims With > 7 Days Of Lost Time, Adjusted For Injury/Industry Mix And Wages

Median State: $41,959

Average Total Cost/Claim

$0, $10,000, $20,000, $30,000, $40,000, $50,000, $60,000, $70,000

MI AR TX MA TN MN FL IN WI NJ CA IA GA IL NC VA PA LA

$52,524
PA Had Fewer Claims With > 7 Days Of Lost Time Than Other Study States

2014/2017 Claims With > 7 Days Of Lost Time As A % Of All Paid Claims, Adjusted For Injury/Industry Mix
Key Cost Drivers In PA: Indemnity Benefits And Litigation Expenses Per Claim

<table>
<thead>
<tr>
<th>Average Cost Per Claim, 2014/2017</th>
<th>PA</th>
<th>18-State Median</th>
<th>% Diff.</th>
<th>Relative To Median State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indemnity Benefits/Claim</td>
<td>$26,435</td>
<td>$17,902</td>
<td>48%</td>
<td>Higher</td>
</tr>
<tr>
<td>Medical Payments/Claim</td>
<td>$18,468</td>
<td>$16,455</td>
<td>12%</td>
<td>Typical</td>
</tr>
<tr>
<td>Benefit Delivery Expenses/Claim (with these expenses)</td>
<td>$7,621</td>
<td>$6,247</td>
<td>22%</td>
<td>Higher</td>
</tr>
<tr>
<td>Litigation Expenses/Claim</td>
<td>$8,902</td>
<td>$5,113</td>
<td>74%</td>
<td>2nd Highest</td>
</tr>
<tr>
<td>Medical Cost Containment Expenses/Claim</td>
<td>$3,485</td>
<td>$3,588</td>
<td>-3%</td>
<td>Typical</td>
</tr>
</tbody>
</table>

Note: Litigation expenses denote defense attorney payments, medical-legal expenses, and ancillary legal expenses allocated to individual claims.

2014/2017 Claims With > 7 Days Of Lost Time. Total costs and indemnity benefits are adjusted for injury/industry mix and wages; all other measures are adjusted for injury/industry mix.

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Indemnity Benefits
Indemnity Benefits Were A Larger Share Of Total Costs Per Claim In PA Than In Most States

Note: Indemnity benefits include lump-sum settlements, which may include some amount for future medical payments.

2014/2017 Claims With > 7 Days Of Lost Time, Adjusted For Injury/Industry Mix And Wages

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Pennsylvania Had Higher-Than-Typical Indemnity Benefits Per Claim

Average Indemnity Benefit/Claim

- Median State: $17,902
- $35,000
- $30,000
- $25,000
- $20,000
- $15,000
- $10,000
- $5,000
- $0

2014/2017 Claims With > 7 Days Of Lost Time, Adjusted For Injury/Industry Mix And Wages
Indemnity benefits include settlements, which may include some amount for future medical payments.
General Classification Of Indemnity Benefit Systems: Wage-Loss Versus PPD States

Indemnity Benefit Systems

Wage-Loss Benefit Systems

Attributes Of Both Wage-Loss And PPD

5 Study States: LA, MA, MI, PA, VA

PPD Benefit Systems

2 Study States: GA, NC

11 Study States: AR, CA, FL, IA, IL, IN, MN, NJ, TN, TX, WI
Breakdown Of Average Indemnity Benefit Per Claim: Key Components

- Temporary Disability Benefits
  - Weekly TD Benefit Rate (based on AWW)
  - Average Duration Of TD Benefits
  - % Of Claims With TD Benefits

- PPD/Lump-Sum Payments
  - Average PPD/Lump-Sum Payment Per Claim
  - % Of Claims With PPD/Lump-Sum Payments
Breakdown Of Average Indemnity Benefit Per Claim: Key Components

Average Indemnity Benefit Per Claim

Temporary Disability Benefits

- Weekly TD Benefit Rate (based on AWW)
- Average Duration Of TD Benefits
- % Of Claims With TD Benefits

PPD/Lump-Sum Payments

- Average PPD/Lump-Sum Payment Per Claim
- % Of Claims With PPD/Lump-Sum Payments
Average Weekly Wage Of Injured Workers Higher In PA Than In Most Study States

2016/2017 Claims With > 7 Days Of Lost Time, AWW Of Injured Workers Is Adjusted For Injury/Industry Mix
Most States, Incl. PA: Weekly TTD Benefits Based On $66\frac{2}{3}$% Of Wages With Max. At 100% Of SAWW

* In GA and IN, the weekly maximum TTD benefit is not tied to the SAWW; rather it is adjusted periodically by statute. The numbers on the chart for GA and IN are estimated. In IA and MI, the weekly TTD benefit is based on 80% of spendable income.
Pennsylvania Had The Highest Minimum Benefit Of The Study States

• In most study states, the minimum weekly benefit is set at the lower of statutory minimum or worker’s AWW
• The statutory minimum varied from $20 to $498 across study states in 2016
• In PA, minimum is set at the lower of 50% of SAWW or 90% of worker’s AWW
  • In 2016, 50% of SAWW in PA was $498
PA Had Highest Weekly TTD Benefit Rate, Typical % Of Workers Limited By Statutory Max.

The average weekly TTD benefit rate is adjusted for wages.

2016/2017 Claims With > 7 Days Of Lost Time, Adjusted For Injury/Industry Mix
The average weekly TTD benefit rate is adjusted for wages.
Breakdown of Average Indemnity Benefit Per Claim: Key Components

Average Indemnity Benefit Per Claim

Temporary Disability Benefits
- Weekly TD Benefit Rate (based on AWW)
- Average Duration of TD Benefits
- % of Claims with TD Benefits

PPD/Lump-Sum Payments
- Average PPD/Lump-Sum Payment Per Claim
- % of Claims with PPD/Lump-Sum Payments
Duration Of Temporary Disability Per Claim In PA In The Middle Of Wage-Loss States

2014/2017 Claims With > 7 Days Of Lost Time, Adjusted For Injury/Industry Mix And Wages
## Limits On Duration Of Temporary Disability Varies Among Wage-Loss Study States

<table>
<thead>
<tr>
<th>Wage-Loss Benefit System</th>
<th>Limits On Duration of Temporary Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Louisiana</td>
<td>520 weeks for some claims, no limit for others</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>TTD: 156 weeks, TPD: 260 weeks, TTD+TPD: 364 weeks</td>
</tr>
<tr>
<td>Michigan</td>
<td>No limit</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>500 weeks for some claims, * no limit for others</td>
</tr>
<tr>
<td>Virginia</td>
<td>500 weeks</td>
</tr>
</tbody>
</table>

* Prior to the Pennsylvania Supreme Court decision in Protz v. WCAB (Derry Area School District) on June 20, 2017, temporary disability benefits could be limited to up to 500 weeks. After June 2017, no limits on duration of temporary disability benefits.
Breakdown Of Average Indemnity Benefit Per Claim: Key Components

Average Indemnity Benefit Per Claim

Temporary Disability Benefits
- Weekly TD Benefit Rate (based on AWW)
- Average Duration Of TD Benefits
- % Of Claims With TD Benefits

PPD/Lump-Sum Payments
- Average PPD/Lump-Sum Payment Per Claim
- % Of Claims With PPD/Lump-Sum Payments
PA % Of Claims With Lump Sums Somewhat Higher Than Other Wage-Loss Study States

- No/Little Lump Sum Of Future Medical

2014/2017 Claims With Lump-Sum Payments As % Of Claims With > 7 Days Of Lost Time, Adjusted For Injury/Industry Mix And Wages

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When Paid, Lump Sums Per Claim In PA Were The Highest Of The Study States

Average Lump-Sum Payment/Claim With Lump Sum

- PPD Benefit System
- Wage-Loss & PPD
- Wage-Loss Benefit System

$57,943

+ No/Little Lump Sum Of Future Medical

2014/2017 Claims With Lump-Sum Settlements With > 7 Days Of Lost Time, Adjusted For Injury/Industry Mix And Wages

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Major Findings For Pennsylvania From CompScope™ Benchmarks, 18th Edition

- Indemnity benefits per claim in PA higher than most study states, contributed to higher total costs per claim
  - Longer duration of temporary disability and larger settlements relative to other states, reflect some system features
    - Medical payments per claim were similar to other study states, reflect a combination of lower prices paid and higher utilization
    - Total costs per claim grew faster than other study states (12 and 36 months) due to indemnity and medical payments
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Major findings included in this report are based on claims with more than seven days of lost time. Litigation expenses include defense attorney payments (with payments greater than $500), medical-legal expenses, and ancillary legal expenses allocated to individual claims.
Medical Payments
Major Findings For Pennsylvania From CompScope™ Benchmarks, 18th Edition

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Average Medical Payment Per Claim In PA In The Middle Of Study States

Claims With > 7 Days Of Lost Time, Adjusted For Injury/Industry Mix
# Offsetting Components Resulted In Typical Medical Payments Per Claim In PA

<table>
<thead>
<tr>
<th>2015/2016 Claims</th>
<th>PA Relative To Other Study States</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Payments Per Claim</td>
</tr>
<tr>
<td>Hospital Outpatient</td>
<td>Typical</td>
</tr>
<tr>
<td>Hospital Inpatient*</td>
<td>Typical</td>
</tr>
<tr>
<td>Physician</td>
<td>Lower</td>
</tr>
<tr>
<td>Providers Of Physical Medicine*</td>
<td>Higher</td>
</tr>
</tbody>
</table>

* Hospital inpatient is based on 2014/2016 claims. Physical medicine: PT/OTs were the largest provider of these services in terms of payments and volume of provided services.

Source: *CompScope™ Medical Benchmarks For Pennsylvania, 18th Edition* (2017)
PA Regulates Payments To Medical Providers Using Different Approaches

• Payments for professional services and outpatient providers subject to the Medicare fee schedule:
  • Payments are based on the Medicare Part B program

• Facility-based care:
  • Cost-reimbursed providers (defined in the law) are paid based on provider’s cost-to-charge ratio
  • ASC providers are paid based on ASC payment groups, defined by HCFA
  • Inpatient acute care providers are generally paid based on DRGs
  • Trauma centers and burn facilities are paid based on 100% of usual and customary charges

Source: CompScope™ Medical Benchmarks For Pennsylvania, 18th Edition (2017)
Where is Pennsylvania’s Fee Schedule In Relation to Other States?

Source: Designing Workers’ Compensation Medical Fee Schedules, 2016 (2016)
PA Medical Cost Containment Expenses Per Claim Typical Of Study States

MCC Expenses
- Medical Bill Review
- Utilization Review
- Case Management
- Preferred Provider Networks

Median State: $3,588

Average MCC Expense/Claim

Note: Medical cost containment (MCC) expenses include payments that are allocated to the individual claims.

2014/2017 Claims With > 7 Days Of Lost Time And Medical Cost Containment Expenses, Adjusted For Injury/Industry Mix

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Growth In Total Costs Per Claim, Indemnity Benefits and Medical Payments
Major Findings For Pennsylvania From CompScope™ Benchmarks, 18th Edition

• Indemnity benefits per claim in PA higher than most study states, contributed to higher total costs per claim
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Major findings included in this report are based on claims with more than seven days of lost time. Litigation expenses include defense attorney payments (with payments greater than $500), medical-legal expenses, and ancillary legal expenses allocated to individual claims.
36 Months: Total Costs/Claim In PA Grew Faster Than Many Study States 2011/14–2014/17

AAPC 2011/2014 To 2014/2017

<table>
<thead>
<tr>
<th></th>
<th>Average Total Cost/Claim</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pennsylvania</td>
<td>4.5%</td>
</tr>
<tr>
<td>Median State</td>
<td>2.6%</td>
</tr>
<tr>
<td>Range Min.–Max. Of States</td>
<td>-1.9% to 6.4%</td>
</tr>
</tbody>
</table>

Claims With > 7 Days Of Lost Time At 36 Months Of Experience, Not Adjusted For Injury/Industry Mix And Wages
36 Months: Indemnity & Medical Drove Faster-Than-Typical Growth In PA Costs Per Claim

Claims With > 7 Days Of Lost Time At 36 Months Of Experience, Not Adjusted For Injury/Industry Mix And Wages
12 Months: Total Costs/Claim In PA Grew Faster Than Many Study States 2011/12–2016/17

<table>
<thead>
<tr>
<th>Study States</th>
<th>AAPC 2011/2012 To 2016/2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pennsylvania</td>
<td>4.2%</td>
</tr>
<tr>
<td>Median State</td>
<td>2.8%</td>
</tr>
<tr>
<td>Range Min.–Max. Of States</td>
<td>-0.3% to 4.8%</td>
</tr>
</tbody>
</table>

Claims With > 7 Days Of Lost Time At 12 Months Of Experience, Not Adjusted For Injury/Industry Mix And Wages
12 Months: PA Costs/Claim & Components Grew Faster Than Most States 2011/12–2016/17

Annual Average Percentage Change (AAPC) In Costs Per Claim With > 7 Days Of Lost Time At 12 Months Of Experience, Not Adjusted For Injury/Industry Mix And Wages
Indemnity Benefits Grew 4–5% In PA Due Mainly To Wages Of Injured Workers And % Settlements

<table>
<thead>
<tr>
<th>Annual Average % Change In Key Indemnity Metrics In PA</th>
<th>2011/12 To 2016/17</th>
<th>2011/14 To 2014/17</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Claims At 12 Months</td>
<td>Claims At 36 Months</td>
</tr>
<tr>
<td>Indemnity Benefits Per Claim</td>
<td>5.2%</td>
<td>4.8%</td>
</tr>
<tr>
<td>AWW Of Injured Workers</td>
<td>1.7%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Duration Of Temporary Disability</td>
<td>0.3%</td>
<td>-0.5%</td>
</tr>
<tr>
<td>% Of Lump-Sum Claims</td>
<td>0.8 ppt</td>
<td>1.4 ppt</td>
</tr>
<tr>
<td>Average Lump-Sum Settlement Per Claim</td>
<td>1.7%</td>
<td>1.2%</td>
</tr>
</tbody>
</table>

Claims With > 7 Days Of Lost Time, Not Adjusted For Injury/Industry Mix And Wages
Changes In PA Indemnity Benefits Per Claim Partly Driven By Trends In Wages

Claims At 12 Months

Claims At 36 Months

<table>
<thead>
<tr>
<th></th>
<th>12 Mos.</th>
<th>36 Mos.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indemnity</td>
<td>5.2%</td>
<td>4.8%</td>
</tr>
<tr>
<td>AWW</td>
<td>1.7%</td>
<td>1.9%</td>
</tr>
</tbody>
</table>

Claims With > 7 Days Of Lost Time, Not Adjusted For Injury/Industry Mix
% Of Claims With Settlements Increased Faster In PA Than Other States 2011–2014 (At 36 Months)

Claims With > 7 Days Of Lost Time At 36 Months Of Experience, Not Adjusted For Injury/Industry Mix And Wages
Lump-Sum Settlements Grew Into Larger Share Of Indemnity Benefits In PA

Average Indemnity Benefit/Claim

Claims With > 7 Days Of Lost Time, Not Adjusted For Injury/Industry Mix And Wages

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% Lump Sums Grew Steadily During The Study Period In PA At All Claim Maturities

Lump-Sum Claims As A % Of Claims With > 7 Days Of Lost Time, Not Adjusted For Injury/Industry Mix And Wages
Growth In Lump-Sum Payments Per Claim Levelled Off After 2009 In Pennsylvania

Claims With > 7 Days Of Lost Time And Lump-Sum Payments, Not Adjusted For Injury/Industry Mix And Wages
Growth In Medical Payments
PA Medical Payments Per Claim Continued To Grow 2011–2015, Unchanged In 2016

Medical Payments/Claim

AAPC 2011–2015: 4–5% Per Year (12–36 month claims)

% Change 2015/2016 To 2016/2017

Medical Payments Per Claim With > 7 Days Of Lost Time, Not Adjusted For Injury/Industry Mix
• Growth in medical payments per claim driven by hospital outpatient payments per service, especially payments for treatment/operating/recovery room services

• Prices paid for professional services changed little, including in 2016

• Utilization (services per claim) was generally stable for both nonhospital and hospital outpatient providers

Sources: CompScope™ Medical Benchmarks For Pennsylvania, 18th Edition (2017); WCRI Medical Price Index For Workers’ Compensation, Ninth Edition (2017)
Litigation Expenses
Major Findings For Pennsylvania From CompScope™ Benchmarks, 18th Edition

• Indemnity benefits per claim in PA higher than most study states, contributed to higher total costs per claim
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Litigation expenses per claim were among the highest of study states, likely related to system features and processes

Major findings included in this report are based on claims with more than seven days of lost time. Litigation expenses include defense attorney payments (with payments greater than $500), medical-legal expenses, and ancillary legal expenses allocated to individual claims.
PA Had Among Highest Litigation Expenses Per Claim Of All Study States

Note: Litigation expenses include payments that are allocated to individual claims.
2014/2017 Claims With > 7 Days Of Lost Time With Litigation Expenses, Adjusted For Injury/Industry Mix
PA Defense Attorney Use Typical, Payments Per Claim Higher Than Other Study States

% Of Claims With Defense Attorney Payments (payments > $500)

Average Defense Attorney Payment/Claim (payments > $500)

2014/2017 Claims With > 7 Days Of Lost Time With Defense Attorney Payments > $500 (indexed), Adjusted For Injury/Industry Mix
Proportion Of Claims With Worker Attorneys In Pennsylvania In The Middle Of Study States

2014/2017 Claims With > 7 Days Of Lost Time With Worker Attorneys, Adjusted For Injury/Industry Mix

Median State: 29%
Continuous Increase In % Of Claims And Payments With Defense Attorneys In PA

% Of Claims With Defense Attorney Payments >$500

Average Defense Attorney Payment Per Claim >$500

AAPC Since 2011: 3–5% Per Year (12–36 month claims)

Claims With > 7 Days Of Lost Time, Not Adjusted For Injury/Industry Mix
% Of Claims With Worker Attorneys Also Increased In Pennsylvania

% Claims With Worker Attorneys, 36 Months

% Claims With Defense Attorneys, 36 Months

Claims With Attorneys As A % Of Claims With > 7 Days Of Lost Time And 36 Months Of Experience, Not Adjusted For Injury/Industry Mix
Major Findings For Pennsylvania From CompScope™ Benchmarks, 18th Edition

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Outcomes For Injured Workers In Pennsylvania
# Outcomes Of PA Injured Workers Similar To Other Study States

<table>
<thead>
<tr>
<th>Key Outcomes Of Injured Workers</th>
<th>PA Compared With Median Study State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recovery Of Physical Health And Functioning</td>
<td>Similar</td>
</tr>
<tr>
<td>Substantial Return To Work (as of 3 years postinjury)</td>
<td>Similar</td>
</tr>
<tr>
<td>Earnings Recovery</td>
<td>Similar</td>
</tr>
<tr>
<td>Access To Health Care</td>
<td></td>
</tr>
<tr>
<td>Problems Getting Desired Medical Services</td>
<td>Somewhat Lower</td>
</tr>
<tr>
<td>Problems Getting Desired Provider</td>
<td>Similar</td>
</tr>
<tr>
<td>Satisfaction With Overall Health Care</td>
<td></td>
</tr>
<tr>
<td>Somewhat Or Very Satisfied</td>
<td>Similar</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>Similar</td>
</tr>
</tbody>
</table>

Workers in Pennsylvania were injured in 2010 and interviewed in 2013. Source: *Comparing Outcomes For Injured Workers In Pennsylvania* (2016)
Monitoring Physician Dispensing Reforms In Pennsylvania
What Impact Did House Bill 1846 Have On Physician Dispensing In Pennsylvania?

- In December of 2014, HB 1846:
  - Capped reimbursement of physician-dispensed drugs to 110% of the average wholesale price (AWP) set by the original manufacturer
  - Restricted physicians to dispensing Schedule II and hydrocodone-containing drugs to limited time frames
  - Limited dispensing of over-the-counter (OTC) drugs to pharmacies
The underlying data include prescriptions filled in service years 2013 – 2016, for all medical claims with injuries occurring within two years prior to the fill date.
What Caused Dramatic Decrease In Cost Share Of Physician-Dispensed Drugs?

- Decrease in frequency of prescriptions
- When physicians dispensed, they dispensed fewer pills
- Average price per pill of physician dispensed drugs decreased
- Also, significant increase in prescription payments for compound drugs in Pennsylvania over same time period
  - Compound drugs were predominantly dispensed at pharmacies, not physician’s offices
Physician Dispensing Of Opioids Decreased After The Reforms

- Prior to the reforms, 18-20% of all physician dispensed drugs were opioids
- After the reforms, the percentage dropped to 5
- Physician dispensing of OTC products virtually disappeared after the reforms
Large Increase In Prescription Payments For Compound Drugs Over Study Period

• The percentage of prescription payments for compound drugs quadrupled from 2013 (8%) to 2015 (43%) before decreasing in 2016 to 31%
  • Note, the share of compound drugs is relatively small – roughly 2%
  • However the share of costs is high due to the high prices of compound drugs ($6,740 per injured worker receiving compound drugs in 2016)
New Pharmacies And Compound Drugs

- Increase was fueled by new pharmacies, which dispensed compound drugs more frequently than existing pharmacies.

- In 2016, new pharmacies accounted for 82% of compound drug prescriptions and 86% of compound prescription payments.

We identified new pharmacies as pharmacies with a National Provider Identifier (NPI) enumeration date on or after January 1, 2013.
New Pharmacies And Existing Pharmacies Exhibit Different Behavior

- In 2016, **53%** of payments to new pharmacies were for compound drugs
- In contrast, only roughly **8%** of prescription payments for existing pharmacies were for compound drugs
Total Rx Share & Rx Cost Share Decreased For Physician-Dispensed Rx, Grew For New Pharmacies

The underlying data include prescriptions filled in service years 2013 through 2016, for all medical claims with injuries occurring within two years prior to the fill date. Prescriptions are those prescription, over-the-counter, and compound drugs that were dispensed at physicians’ offices or pharmacies and paid under workers’ compensation. Percentages may not add up to 100 due to rounding. Source: Monitoring Physician Dispensing Reforms In Pennsylvania (2018).
Thank You For Your Attention!

• For comments/questions about the findings:

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