



Memorial Hermann

HealthWorks

The health care employees want
and the care employers need.

For employers looking for the right health care network, one size does not fit all.

Memorial Hermann offers diverse access points into our integrated health delivery system. With affiliated physicians and facilities located throughout the Greater Houston area, we maintain payer relationships that allow you to choose the health plan network that works best for you and your employees.

Network Options

Memorial Hermann participates with many health plans aligned around distinct network options.

Broad Network

- Broad networks offer the most options to access care and are typically the most attractive to an employee population.
- They can be offered solely for employee health coverage or with other types of networks and/or solutions depending on delivery care focus.
- Typically, these are the least restrictive and may pose greater challenges for controlling year-over-year medical spend.
- Memorial Hermann facilities and affiliated physicians are a high value even within a broad network, and there are options for more cost-effective benefit designs, depending on provider preferences.
- Aetna, BCBSTX, Cigna and UnitedHealthcare are our largest broad network payer partners.

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Narrow Network

Provider access is centric to Memorial Hermann facilities and affiliated physicians in narrow networks.

- Narrow networks can be a full coverage replacement or an option alongside a broad network to gain insight into cost differentials and employee behaviors. These are typically offered with significant employee contribution and cost differentials to create greater attraction for employee selection.
- These networks can offer more competitive provider rates and greater cost controls resulting from the reduced number of providers and aligned benefit plan designs.
- Employers can experiment and create glidepaths from broad networks to narrow networks, if proven cost effective.
- Narrow networks pair extremely well with accountable care programs along with data sharing and potential shared savings or shared risk opportunities.
- Quality performance can be more seamlessly monitored and managed with reporting from the payer.
- Our narrow networks include Memorial Hermann facilities and ancillaries. Additionally, they include not only Memorial Hermann employed and affiliated MHMD physicians, but also UT Physicians. Memorial Hermann Health Plan and Aetna have narrow network options with Memorial Hermann.

Tiered Network

Tiered networks are a combination of broad and narrow network attributes.

- The broad network is available for those employees who require greater choice and are willing to absorb increased financial responsibility.
- Access to the top-tier providers typically reflects reduced employee out-of-pocket expenses and more competitive provider rates.
- Tiered networks are a thoughtful way to understand employee selection and determine opportunities for further employee education about tiered network differences and the purpose of having them.
- Aetna, Cigna and UnitedHealthcare each have tiered network options inclusive of Memorial Hermann, in a preferred tier.

Employer-Niche Networks

In these networks, employers contract directly with networks partnering with Memorial Hermann in an effort to reduce costs, improve care quality and customize benefits to their specific needs.

- These networks are typically smaller in nature, or narrow in configuration, with greater flexibility related to third-party administrators, medical management, benefit plan designs, etc.
- Collaboration between the employer and/or benefit consultant with Memorial Hermann enables enhanced creativity, increased agility and potentially broader contribution with benefit design development and/or other value items (i.e., reporting and resource availability).
- These networks tend to facilitate greater trust, transparency and efficiencies around aligned end-goals and outcomes.
- All benefits of the narrow network are available by the employer interests and any data-sharing capabilities or structures between the parties.
- Examples of these networks include Employers Health Network and Healthcare Highways.

To learn more, contact us at
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Accountable Care: What is it?

Accountable care organizations (ACOs) develop and implement programs supporting health care models that complement insurance plan networks. Goals and activities include **coordinated care with improved quality, reduction of total cost of episodic care and delivery of superior patient care and outcomes.** Groups of doctors, hospitals and other health care professionals are structured to align more tightly, optimizing the benefits of shared information and resources.



Accountable Care at Memorial Hermann

Memorial Hermann has accountable care programs in place with several insurance plan networks. These programs allow for claims and other data sharing; collaboration between providers and plans with alignment around goals and health outcomes; and best practices with performance reporting to inform ongoing opportunities and achievements.

Participating physicians:

- Work within the Memorial Hermann electronic medical record (EMR)
- Share clinical information
- Report quality data
- Develop and follow evidence-based care protocols

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