

Weight Management Benefit



Foundational to supportive and sustainable plans.

Obesity is recognized by both the Canadian Medical Association (CMA) and the World Health Organization (WHO) as a chronic condition. Its impact extends beyond lifestyle factors to environmental, genetic and socio-economic influences and is often linked to equally complex and debilitating health issues.

- Obesity is the leading risk factor for type-2 diabetes and osteoarthritis¹
- Obesity is major risk factor for heart disease and hypertension²
- Obesity is causally linked to 13 different cancers³

Weight management coverage is among our most in-demand benefit enhancements

As with any chronic disease, members living with obesity should have access to pharmacological treatments. Weight loss can help prevent diabetes, mitigate risk of disability leaves, and avoid costly treatment of other chronic conditions. The majority of our plan sponsors now provide weight management coverage, recognizing that their support will pay dividends through a healthier, more engaged workforce and enhanced business performance.

Did you know that claims for those living with diabetes are up to three times higher than those without the condition?⁴

Annual health plan claims spend



All claims amounts mentioned are per capita costs.

Business case: The connection between obesity and Type 2 diabetes

Approximately **90%** of people with **Type 2 diabetes** live with obesity⁵

- Weight loss of **5% - 7%** reduces Type 2 diabetes risk by 60%
- Weight loss of **5% - 10%** improves insulin sensitivity, glycemic control and blood pressure
- Weight loss of as **low as 15%** can lead to diabetes remission



Coverage information

As a pharmacy benefits manager, our drug coverage for weight management addresses obesity as a chronic condition and includes:



- Prior Authorization with evidence-based criteria that validates member eligibility and ensures access to effective treatment.
- Prescription weight management drugs carefully evaluated by our Medication Advisory Panel to ensure they are the best options in the evolving drug landscape.
- Financially sustainable coverage with a long-term focus that not only ensures accurate plan spend but is a valuable investment in overall member health.

Contact your Medavie Blue Cross Representative to discuss how your benefits plan can improve the health and wellness of members.

EMPLOYEE INCLUSION, ATTRACTION, AND RETENTION

Inclusive design is key to employee engagement. **57% of employees** report they would consider leaving their employer for another offering more inclusive benefits.⁶

¹ Trends in obesity across Canada from 2005 to 2018: a consecutive cross-sectional population-based study, Ellina Lytyak, Sebastian Straube, Renuca Modi, Karen K. Lee. Apr 2022, 10 (2) E439-E449; DOI: 10.9778/cmajo.20210205

² Global BMI Mortality Collaboration, Di Angelantonio E, Bhupathiraju ShN, Wormser D, et al. Body-mass index and all-cause mortality: individual-participant-data meta-analysis of 239 prospective studies in four continents. Lancet. 2016 Aug 20;388(10046):776-86.

³ International Agency for Research on Cancer (IARC), 2016

⁴ Medavie Blue Cross Claims data, 2023

⁵ How to apply the Canadian Obesity Clinical Practice Guidelines, Sue D. Pedersen, MD, FRCPC, DABOM, 2023

⁶ DEI Survey, Abacus Data, 2023