# Clinical Weight Management

## Prevention, Assessment, & Intervention

**Preventive Counseling:**
- Includes screening and counseling services to aid in weight reduction due to obesity

**Nutritional Counseling:**
- PPO: Nutritional counseling benefits are not provided for weight loss in the absence of co-morbid conditions; offers childhood obesity preventive health benefit
- HMO: Covers medical nutritional therapy and nutritional counseling only for hyperlipidemia or diet-related CVD risk factors

**Behavioral Therapy:**
- Cover care for weight loss only when co-morbid conditions are present (e.g. hypertension, diabetes); partial coverage for pre-surgical behavioral services possible

## Pharmacotherapy
- SBO indicates anti-obesity preparations as plan level exclusions
- Initiate a **Coverage Review** to obtain coverage for medically necessary medication

## Bariatric Surgery
- Coverage: **YES**
  - Prior authorization required (**Aetna** / **Highmark BCBS**); see SPDs for coverage of associated outpatient weight management services.

# Employee Incentive Program

## DelaWELL

*Health risk assessment: YES*

*Desired outcome: Complete Annual Physical Exam and Health Assessment (Wellness Profile)*

**Reward(s):** None specified
- There are no cash incentives for the 2017-2018 program year; the State of Delaware encourages employees to focus on leading a happy and healthy life

## Other Wellness Benefits

### Discounted gym membership
- Available through DelaWELL partnership with **GlobalFit**
- Also see other participating locations and discounts through insurance carriers

### Commercial weight-loss program
- PPO: Blue365® Member Discount Program
- HMO: Aetna Weight Management SM Discount Program

### Diabetes Prevention Program
- Advertised for Highmark PPO members

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**Adults with obesity:** 30%  
**Adults with diabetes:** 12%

**State employees:** 31,491 (73% FT)  
**Premium payments:** $379 million

**Top state plan/s:**
- Highmark DE Comprehensive PPO (SOB)  
- Highmark First State Basic PPO (SOB)  
- Aetna HMO (SOB)

*see State of Delaware Health Plan Comparison Chart for additional information*

## Resources & Contacts:

**Statewide Benefits Office**  
Phone: 302-739-8331

**DelaWELL Health Management Program**  
Phone: 1-800-939-2142

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