## Clinical Weight Management

### Prevention, Assessment, & Intervention

Preventive Counseling:
- Obesity screening covered as part of annual preventive exam only

Nutritional Counseling:
- Varies by plan; HNE covers 4 visits/yr as preventive; some plans cover only for members with certain eating disorders or diabetes; copay may apply

Behavioral Therapy:
- HNE covers group visits for patients with weight-related issues
- NHP provides coverage criteria for medically-supervised weight management
- Unicare plans cover physician services for weight loss treatment w/ BMI > 40 kg/m²

### Pharmacotherapy

- Unicare lists Contrave, Saxenda, and Belviq as preferred; Xenical as non-preferred
- Fallon formulary includes Xenical as T3; requires prior authorization
- Health New England covers Xenical as T3 medication (also, Vyvanse for BED)
- NHP formulary includes phentermine (T1)
- Tufts formulary includes several agents
- Harvard Pilgrim Primary Choice Plan explicitly excludes drugs for weight loss

### Bariatric Surgery

Coverage: COVERED
- Prior authorization required; see various plan policies for coverage criteria

## Employee Incentive Program

### WellMASS

*Health risk assessment: YES* (varies by plan)

GIC does not appear to administer unified wellness program, but links to discounts and risk assessments from various plan administrators.

## Other Wellness Benefits

### Fitness Club Reimbursement

- Varies by plan; from $100 to $400 annual reimbursement toward fitness programs/fees
- State employees have discounted membership for Boston Sports Club
- Some plans offer discounts on fitness trackers

### Commercial Weight-loss Program

- Most plans offer discounts; NHP offers reimbursement for up to 6 months of WeightWatchers or Jenny Craig

### Health education sessions

- Most plans offer virtual and/or onsite counseling and education sessions

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**Adults with obesity:** 24%  
**Adults with diabetes:** 9%  
**State employees:** 124,638 (72% FT)  
**Premium payments:** $841 million  
**Top state plans:**
- Fallon Health Direct HMO (SOB)
- Fallon Health Select HMO (SOB)
- Neighborhood Health Plan HMO (SOB)
- Health New England HMO (SOB)
- Harvard Pilgrim HMO (SOB)
- Harvard Pilgrim POS (SOB)
- Tufts Health Navigator POS (SOB)
- Tufts Health Spirit EPO/HMO
- Unicare Indemnity Community PPO (SOB)
- Unicare Indemnity Plus PPO (SOB)

**Resources & Contacts:**
- **Group Insurance Commission Health Plans**  
  Phone: 617-727-2310
- **Office of Health & Human Services**  
  Phone: 617-573-1600