



# Working Spouse Provision Verification

Save when spouses on your health plan have other coverage.

Employees' spouses on your plan who have access to their own coverage from a job or other source cost you, on average, \$3,000 to \$3,500 a year, each. You can dramatically reduce or eliminate this cost with a Working Spouse Provision Verification from HMS.

This gives you the information you need to implement cost-saving options, including directing spouses to the benefits offered by their own employers, or by paying an additional premium.

HMS conducted a carve-out verification for a global business process solutions company, identifying 72 spouses with other coverage. Removing these spouses saved the company \$216,000 in a single year.

In our experience, approximately 7% to 12% of covered spouses have access to other coverage, but typically don't voluntarily disclose their covered status.

Throughout the process, employees receive sensitive communications explaining the reasons for verification, necessary steps for plan compliance, and what will happen if other coverage is identified.

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typically don't voluntarily disclose their covered status. This financial burden can be quickly and efficiently removed from your health plan.

Upon completion of the verification, you can save money with one of the following options:

- In a **Spousal Carve-out Provision**, spouses with coverage available from their own employers are removed from your plan.

- A **Spousal Surcharge Provision** offers identified spouses the option to stay on your plan if they pay a monthly amount to help offset your direct costs. HMS conducted a verification for an international oil and gas company, finding 114 spouses who opted to pay the \$200 a month surcharge, resulting in \$273,600 in additional premiums. 57 spouses left the plan saving \$171,000, for a net reduction of \$444,600 in plan costs in a single year.

Almost 30% of employers currently implement spousal surcharges. By 2018 that number will have grown to 56%, with another 13% eliminating subsidies for spousal coverage. More businesses are beginning to use the Working Spouse Provision Verification as an effective method to control plan costs.

Contact HMS today to learn how our Working Spouse Provision Verification can immediately and significantly improve your bottom line.

[hms.com](http://hms.com)



Enterprising healthcare

HMS provides the broadest range of cost containment solutions in healthcare to help payers improve performance. Using innovative and time-tested technology and analytics, we prevent and recover improper payments related to fraud, waste, and abuse. As a result of our services, customers recoup billions of dollars every year and save billions more through the prevention of erroneous payments.