

Employee Health Plan

Center of Excellence (COE) for Elective Orthopedic and Spine Procedures

Explanation of the COE Program for Health Plan

Q1. What is a COE for Orthopedic and Spine procedures?

A1. A COE is a health care service line that meets exacting standards for quality and performance outcomes. Redeemer Health has been recognized for excellence in our orthopedic program. This is demonstrated by the meeting of high quality standards, superb outcomes and excellent patient satisfaction. Redeemer has a large orthopedic department with physicians who are fellowship trained in subspecialties such as joint replacements, upper extremity, hand, foot and ankle, sports medicine and spine care. In addition, we have several neurosurgical spine surgeons with top notch training and significant experience. Together, our orthopedic and spine surgeons, along with the support and rehabilitation staff rival any area hospital.

Q2. Why does Redeemer Health have a COE for Ortho and Spine procedures?

A2. Redeemer Health is an organization with excellent outcomes while at the same time is one of the most cost effective in the area. The services included in the COE are among some of the most frequently utilized by Redeemer Health Plan member at non-Redeemer facilities. Redeemer provides the high quality service at a lower overall cost to you and to the Plan, which reduces the overall expenses of the Plan and keeps premiums down.

Q3. What procedures are included in the COE?

A3. Orthopedics: any elective (non-emergent) replacement of a hip or knee joint and acromioclavicular (shoulder) joint procedures as well as any outpatient arthroscopy procedure of the knee or shoulder. Spine: any elective spine surgery, including but not limited to spinal discectomy, spinal laminectomy, spinal nerve release and spinal fusion.

Q4. Which Redeemer Health facilities and providers are included?

A4. Holy Redeemer Hospital and Holy Redeemer Ambulatory Surgery Center. Providers are all members of the Redeemer Health medical staff in the department of orthopedics and spine. A COE procedure may be performed with prior authorization by the Redeemer Health Plan. Contact your Health Benefits Coordinator.

Q5. What is the cost to me or my covered dependent for receiving a COE eligible service?

A5. When the COE procedure is performed at Holy Redeemer Hospital, Holy Redeemer Ambulatory Surgery Center and by a Redeemer surgeon, the Health Plan member has a **\$0 out of pocket expense**. If the COE-eligible elective procedure is performed at any other location/facility, even if by a provider who is on the Redeemer Medical Staff, the service will incur the regular Plan deductible and copayments for hospital, surgery center and surgeon services. Further the member will be responsible an additional \$3,000 copayment for the COE procedure performed as an inpatient and \$2,500 for a COE procedure performed as an outpatient.

Example: Hip Replacement requiring a 3-day hospital admission*

COE Procedure	Premium Copay	Plan Copay	Individual Annual Plan Deductible	Total Member Cost
Holy Redeemer Hospital	\$0	\$0	\$0	\$0
ABC Hospital in IBC Network	\$3,000	\$800/Day = \$2,400 30% or physician fee (surgeon and anesthesia)	\$2,500	\$7,900 plus physician fee

*Additional services for rehabilitation and imaging studies are covered in accordance with Plan Design.

Example: Knee Arthroscopy as an outpatient

COE Procedure	Premium Copay	Plan Copay	Individual Annual Plan Deductible	Total Member Cost
Holy Redeemer ASC	\$0	\$0	\$0	\$0
Surgical Center in IBC Network	\$2,500	30% of physician fee 30% or physician fee (surgeon and anesthesia)	\$2,500	\$5,000 plus physician fee

Q6. What if I am already seeing a surgeon for evaluation of my condition for a possible elective COE procedure but it is not yet scheduled?

A6. You may continue with your current surgeon; however, the 2023 copay and deductibles will apply. If your surgeon is not a Redeemer Health surgeon, or you are contemplating the procedure to be done at a non-Redeemer COE facility, to take advantage of the \$0 out-of-pocket cost available, the alternative is to arrange for a second opinion with a Redeemer surgeon and to have the procedure performed by a Redeemer surgeon at a Redeemer facility.

If you have any questions, contact your Human Resources representative or your Benefits Coordinator.