



Mental Health and Substance Abuse Parity in the FEHB Program



BACKGROUND

- **OPM has negotiated improvements in mental health and substance abuse benefits over the last few years**
- **June 7, 1999**
 - **President Clinton directed OPM to achieve mental health and substance abuse parity in FEHB by 2001**
- **Washington Business Group on Health (WBGH) report**



GOALS OF PARITY

- **Eliminate differences in benefit levels and limitations between network mental health and substance abuse and medical, surgical and hospital services**
- **Expand range of benefits offered**
- **Maintain cost effectiveness**



2001 DELIVERY SYSTEMS

- **Managed behavioral healthcare organizations (MBHO)**
- **Gatekeeper referrals**
- **Treatment plans**
- **Case management**
- **Disease management**
- **24 hour access**



2001 COVERED SERVICES

- **Diagnostic and Statistical Manual of Mental Disorders, 4th Ed.(DSM IV)**

ALL categories, IF...

- **Included in approved treatment plan**
- **In accordance with standard protocols**
- **Meets medical necessity determination criteria**



2001 BENEFIT PARITY

- **Parity will apply to in-network benefits only**
- **Out-of-network limitations and exclusions may continue to apply**
- **Current limitations on medical benefits may continue and same limits may apply to MHSA benefits**



2001 BENEFIT PARITY

- **Network benefit levels to be based on comparable medical treatment levels**
- **Combined or separate deductibles and catastrophic limits for medical and MHSA services**
- **Transitional care coverage**
- **Claims and disputes**



2001 LIMITATIONS

- **Plans may limit benefits or not provide benefits only when:**
 - **Patients do not substantially follow their treatment plans**
 - **Services covered and paid for by public entities**



Federal Employee Assistance Programs (EAPs)

- **OPM will communicate with EAPs**
 - **parity benefits**
 - **network entry procedures**
 - **authorization processes**
 - **care transition procedures**
 - **telephone systems**
- **Encourage use of existing EAP contacts to facilitate appropriate member referrals**



PARITY EDUCATION

- **Members**
- **Provider Networks**
 - **American Psychiatric Association (APA)**
- **EAPs**
- **Plan personnel**