

# GH – Risk Mitigation Exam

Spring 2023/Fall 2023

## Important Exam Information:

### [Exam Registration](#)

Candidates may register online or with an application.

### [Order Study Notes](#)

Study notes are part of the required syllabus and are not available electronically but may be purchased through the online store.

### Syllabus Readings

Readings listed in this syllabus may include study notes, online readings and textbooks. Candidates are responsible for all readings in their entirety, including sections such as Appendices, unless it is stated otherwise in the syllabus.

### [Introductory Study Note](#)

The Introductory Study Note has a complete listing of all study notes as well as errata and other important information.

### [Case Study](#)

A case study will not be provided for this examination.

### [Past Exams](#)

Past Exams from 2000-present are available on SOA website.

### [Updates](#)

Candidates should be sure to check the Updates page on the exam home page periodically for additional corrections or notices to the current syllabus.

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**1. Topic: Employee Benefit Strategy**

**Learning Objectives**

The candidate will understand how to evaluate and recommend an employee benefit strategy.

**Learning Outcomes**

The Candidate will be able to:

- a) Describe structure of employee benefit plans and products offered and the rationale for offering these structures
- b) Describe elements of flexible benefit design and management
- c) Recommend an employee benefit strategy in light of an employer's objectives

**Resources**

- *The Handbook of Employee Benefits*, Rosenbloom, Jerry, 7<sup>th</sup> Edition, 2011
  - Ch. 1: The Environment of Employee Benefit Plans
  - Ch. 2: Functional Approach to Designing and Evaluating Employee Benefits
  - Ch. 18: Selected Additional Benefits (pp. 491-496)
  - Ch. 24: Strategic Benefit Plan Management
  - Ch. 25: Cafeteria Plan Design and Administration (pp. 671-680, 686-699)
  - Ch. 32: Employee Benefit Plans for Small Companies (pp. 869-874)
- GHRM-101-23: Health Plan Payroll Contribution Strategies and Development for Employers
- GHRM-102-23: Recommend an Employee Benefits Strategy
- GHRM-103-23: Ch. 7 (sections 7.1-7.3, 7.5-7.7) & Ch. 16 of *Canadian Handbook of Flexible Benefits*, McKay, 3<sup>rd</sup> Edition, 2007
- [Consumers to the Rescue? A Primer on HDHPs and HSAs](#), Health Watch, Feb 2019
- [A Practical Guide to Private Exchanges](#), Health Watch, May 2015

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<b>2. Topic: Provider Reimbursement</b>
<b>Learning Objectives</b>
The candidate will understand how to evaluate the effectiveness of different provider reimbursement methods from both a cost and quality point of view.
<b>Learning Outcomes</b>
The Candidate will be able to: <ul style="list-style-type: none"><li>a) Calculate provider payments under various reimbursement methods</li><li>b) Evaluate standard contracting methods from a cost-effective &amp; quality perspective</li><li>c) Understand contracts between providers and insurers</li><li>d) Understand accountable care organizations and medical patient home models and their impact on quality, utilization and costs</li></ul>
<b>Resources</b>
<ul style="list-style-type: none"><li>• <i>Healthcare Risk Adjustment and Predictive Modeling</i>, Duncan, Ian G., 2<sup>nd</sup> Edition, 2018<ul style="list-style-type: none"><li>○ Ch. 22: Intro to Risk Adj: Accountable Care Organization</li></ul></li><li>• GHRM-104-23: Evaluating Bundled Payment Contracting</li><li>• GHRM-105-23: Avoiding Unintended Consequences in ACO Payment Model</li><li>• GHRM-106-23: Episode-Based Physician Profiling: A Guide to the Perplexing</li><li>• GHRM-107-23: Physician Cost Profiling – Reliability and Risk of Misclassification</li><li>• GHRM-108-23: Value Based Pharmacy: A Canadian Example</li><li>• GHRM-109-23: The Application of Tiering in Healthcare</li><li>• GHRM-114-23: Chapter 45 of <i>Group Insurance</i>, Skwire, Daniel, 8<sup>th</sup> Edition, 2021</li><li>• <a href="#">Provider Payment Arrangements, Provider Risk, and Their Relationship with Cost of Healthcare</a>, 2015 (excluding Appendices)</li><li>• <a href="#">Value-Based Care Framework</a>, The Actuary, Apr 2020</li><li>• <a href="#">The Cost of Value-Based Care</a>, The Actuary, Apr 2020</li></ul>

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<b>3. Topic: Claims and Disease Management</b>
<b>Learning Objectives</b>
The candidate will understand how to evaluate healthcare intervention programs.
<b>Learning Outcomes</b>
The Candidate will be able to: <ul style="list-style-type: none"><li>a) Describe, compare and evaluate programs</li><li>b) Estimate savings, utilization rate changes and return on investment</li><li>c) Apply the actuarially adjusted historical control methodology</li><li>d) Calculate chronic and non-chronic trends in a manner that reflects patient risk</li></ul>
<b>Resources</b>
<ul style="list-style-type: none"><li>• <i>Managing and Evaluating Healthcare Intervention Programs</i>, Duncan, Ian G., 2<sup>nd</sup> Edition, 2014<ul style="list-style-type: none"><li>○ Ch. 3: Care Management Programs and Interventions</li><li>○ Ch. 8: Understanding the Economics of Care Management Programs</li><li>○ Ch. 9: Applying the Economic Model: The Example of Opportunity Analysis</li><li>○ Ch. 11: The Use of Propensity Scoring in Program Evaluation</li><li>○ Ch. 12: An Actuarial Method for Evaluating Care Management Outcomes (excluding Appendix 12.2-12.3)</li><li>○ Ch. 13: Understanding Patient Risk and Its Impact on Chronic and Non-Chronic Member Trends</li><li>○ Ch. 16: Testing Actuarial Methods for Evaluating Disease Management Savings Outcomes (excluding appendices)</li></ul></li><li>• GHRM-110-23: End-of-Life Outcomes with or without Early Palliative Care: A Propensity Score Matched, Population-Base Cancer Cohort Study</li><li>• GHRM-111-23: Early Intervention of Palliative Care in the Emergency Department During the COVID-19 Pandemic</li><li>• <a href="#">Valuation of Care Management Vendors</a>, Health Watch, May 2020</li></ul>

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<b>4. Topic: Risk Adjustment</b>
<b>Learning Objectives</b>
The candidate will understand how to apply risk adjustment in actuarial work.
<b>Learning Outcomes</b>
The Candidate will be able to: <ul style="list-style-type: none"><li>a) Integrate reinsurance arrangements within an overall risk management strategy</li><li>b) Apply risk adjustment to underwriting, pricing, claims and care management situations</li><li>c) Apply applicable Actuarial Standards of Practice</li></ul>
<b>Resources</b>
<ul style="list-style-type: none"><li>• <i>Healthcare Risk Adjustment and Predictive Modeling</i>, Duncan, Ian G., 2<sup>nd</sup> Edition, 2018<ul style="list-style-type: none"><li>○ Ch. 13: Medicaid Risk Adjustment</li><li>○ Ch. 14: Risk Adjustment in Medicare (excluding Appendix 14.1 &amp; 14.2)</li><li>○ Ch. 21: Risk Adjustment on the ACA Exchanges</li></ul></li><li>• GHRM-112-23: HHS-Operated Risk Adjustment Methodology Meeting Discussion Paper, Ch. 4 (pp.35-69, excluding section 4.2.4)</li><li>• GHRM-113-23: Ch. 18 of <i>Life &amp; Health and Annuity Reinsurance</i>, 4<sup>th</sup> Edition</li><li>• <a href="#">ASOP 45: The Use of Health Status Based Risk Adjustment Methodologies</a> (excluding Appendices)</li><li>• <a href="#">Creating Stability in Unstable Times – A Look at Risk Adjustment and Market Stabilization</a>, The Actuary, Dec 2017</li><li>• <a href="#">Changing with the Times: The Past and the Future of ACA Risk Adjustment</a>, Health Watch, Jun 2020</li><li>• <a href="#">Risk Adjustment in State Medicaid Programs</a>, Health Watch, Jan 2008</li><li>• <a href="#">ASOP 23: Data Quality</a> (excluding Appendices)</li><li>• <a href="#">ASOP 41: Actuarial Communications</a> (excluding Appendices)</li></ul>