



# Have You Leveraged Your HR Team to Improve Pharmacy Operations and Revenue?

An evaluation guide for pharmacy teams to assess programs that support employee wellness, increase pharmacy utilization, and control costs



Pharmacy and HR teams bring different but equally critical expertise to the table. When those perspectives align, hospitals and health systems can better manage rising costs, improve patient and employee outcomes, and deliver both a sustainable benefit and increased revenue.

This guide is your starting point for deeper collaboration to deliver long-term impact to your hospital or health system.

## HR teams need your expertise

With the specialty medications used by less than 2% of employees now accounting for nearly **half of pharmacy spend** – and drug costs projected to **rise another 8% in 2025** – alignment matters now more than ever.

HR teams need clinical guidance to build smarter pharmacy benefits. When they can tap into the expertise, programs, and in-house resources already within the hospital, the result is better access, stronger adherence, and greater value – while increasing utilization and opening the door to new revenue opportunities for pharmacy teams.

## Self-evaluation for enhancing outcomes and collaboration

Consider these four essential questions as a starting point to uncover opportunities for improving outcomes, reducing costs, and fostering stronger coordination with your HR team:



- Are pharmacy and HR aligned in promoting access to your in-house pharmacy to support greater utilization and support the hospital or health system's bottom line?
- Is your 340B strategy connected to HR's benefits goals, ensuring it's optimized, compliant, and supporting employee access?
- Are you working together to improve employee access to medications and reduce barriers to adherence and affordability?
- Do you have a shared approach for measuring pharmacy plan performance and adapting as the workforce and landscape evolve?

## Five steps to build a more strategic pharmacy-HR partnership

If you want to answer the above questions with a resounding “yes,” these five steps can help you build a more mutually beneficial relationship with HR.

- 1 **Start the conversation** about what you're seeing in employee pharmacy utilization or drug trends. Ask what's top of mind for HR this plan year.
- 2 **Explore where your priorities overlap**, whether that's retention and cost control, or utilization and efficiency.
- 3 **Offer clinical context** to help HR evaluate their data, assess the trends, and better understand employee wellness and benefits design.
- 4 **Continue to check in** on your shared goals and discuss any shifts in pharmacy performance or strategy as the landscape evolves.
- 5 **Embrace evolving goals** and track milestones, such as increased in-house pharmacy utilization. Use those wins to make the case for ongoing collaboration and mutually beneficial program expansion.

Strategic collaboration helped one hospital realize

**\$2M**

in net prescription drug savings within one year.

## There's one more element necessary to make this collaboration successful.



**Pharmacy and HR can accomplish more together – but to truly optimize outcomes, control costs, and unlock the full potential of your in-house resources, it's crucial to partner with a pharmacy benefits expert who can:**

- Structure transparent, client-aligned contracts that support in-house pharmacy utilization and maximize savings through programs like 340B.
- Engage both pharmacy and HR teams with aligned goals and tailored support.
- Help manage your plan to the lowest net cost without compromising access or outcomes.

Backed by a team of 340B and Apexus-certified experts, RxBenefits delivers hospital-specific solutions that leverage a large national pharmacy network and a healthcare organization's own resources to optimize outcomes while containing cost and driving revenue.

**LEARN MORE**

*about how our team can help your hospital or health system achieve its unique goals.*

