



*MISSION: To develop a unique business school identity which is distinctive in the marketplace and provides a clear value proposition for students. This will be achieved by embedding the themes of entrepreneurship and innovation, digitalisation and data within our programs and embracing sustainability, work integrated learning and a commitment to social justice.*

## OVERVIEW

**Course Description** Health Plan Design and Payments provides an overview of the practice of health insurance and financing in advanced health systems and healthcare systems in transition. The course is a comprehensive journey through a crucial element of healthcare systems, which pertains to the complexities of health insurance and financing of health economics: health plan design and payments. Students will gain knowledge in the regulatory frameworks and institutional designs of risk sharing, risk adjustment, premium regulation, and payments schemes from both a conceptual and applied perspective.

**Sustainable Development Goals**



**Contact Hours**

**Online Activity**

Self-Directed 6 hour(s) per term.

**Workshop**

Face to Face On Campus 2 hour(s) per week(s) for 12 week(s) starting in week 1.

**Unit Weighting Workload**

10 units

Students are required to spend on average 120-140 hours of effort (contact and non-contact) including assessments per 10 unit course.

**Please refer to the course CANVAS site for details of teaching staff for ALL course offerings. The primary contact for courses is the Course Coordinator, whose details are listed on the course CANVAS site.**

**Student Consultation**

A minimum of one (1) hour per week. Please see course CANVAS site for details of time and location.

**Course Learning Outcomes**

**On successful completion of this course, students will be able to:**

1. Demonstrate an understanding of the key conceptual frameworks adopted in health plan design and payment schemes including the options available from regulatory and institutional perspectives.
2. Track and delineate the historical development and evolution of regulation in health plan design and payment.
3. Describe and understand risk sharing, risk adjustment, and incentive mechanisms.
4. Critically compare and assess difference between prospective and retrospective risk adjustment, pay-for-performance and activity based/fixed funding.
5. Critically assess the effects of the regulatory tools on the objectives of the health system and universal health coverage.
6. Identify the advantages and limitations of the in-place regulatory tools in different regulated health systems.
7. Design an evaluation framework for the health plan payment.

# COURSE OUTLINE

# ASSESSMENTS

This course has 3 assessments. Each assessment is described in more detail in the sections below:

|   | Assessment Name                  | Due Date                     | Involvement | Weighting | Learning Outcomes |
|---|----------------------------------|------------------------------|-------------|-----------|-------------------|
| 1 | Problem Set Essay                | Monday – Week 5 by 11:59 pm  | Individual  | 30%       | 1, 2, 3           |
| 2 | Evaluation Essay                 | Friday – Week 9 by 11:59 pm  | Individual  | 30%       | 4, 5              |
| 3 | Research Report and Presentation | Friday – Week 13 by 11:59 pm | Individual  | 40%       | 6, 7              |

**Please note:** students are advised that ALL assessments must be submitted in English. Assessments not submitted in English will receive a mark of zero.

Results of individual assessment items and final results, including those provided via the Learning Management System (LMS) are 'unofficial results' until they are confirmed as finalised by the School Assessment Body and the Head of School or delegate. Finalised results are released directly to students on the Fully Graded Date of the relevant Semester/Trimester.

## Time referenced is time in Newcastle NSW

|                         |  |
|-------------------------|--|
| <b>Late Submissions</b> | The mark for an assessment item submitted after the designated time on the due date, without an approved extension of time, will be reduced by 10% of the possible maximum mark for that assessment item for each day or part day that the assessment item is late.<br><b>Note:</b> this applies equally to week and weekend days. |
|-------------------------|--|

## Assessment 1 – Problem Set Essay

|                            |   |
|----------------------------|---|
| <b>Assessment Type</b>     | Essay   |
| <b>Purpose</b>             | To assess and evaluate knowledge of the key conceptual frameworks adopted in health plan design and payment schemes including the options available from regulatory and institutional perspectives. |
| <b>Description</b>         | Student must create a report based on the discussion questions presented  |
| <b>Weighting</b>           | 30%   |
| <b>Length</b>              | Maximum of 1000 words   |
| <b>Due Date</b>            | Monday of week 5 by 11:59 pm  |
| <b>Submission Method</b>   | Online via course CANVAS site   |
| <b>Assessment Criteria</b> | The problem-based learning assignment will test your understanding of relevant concepts and your critical thinking  |
| <b>Return Method</b>       | Online via course CANVAS site   |
| <b>Feedback Provided</b>   | Online via course CANVAS site   |

## Assessment 2 – Evaluation Essay

|                            |   |
|----------------------------|---|
| <b>Assessment Type</b>     | Essay   |
| <b>Purpose</b>             | This report critique requires you to demonstrate your knowledge of the conceptual frameworks adopted in health plan design and payment. You will be required to apply critical thinking and to provide reasoned and appropriate responses to the elements proposed. |
| <b>Description</b>         | Students will have to prepare a well-researched written critique on the case study presented.   |
| <b>Weighting</b>           | 30%   |
| <b>Length</b>              | Maximum of 1500 words   |
| <b>Due Date</b>            | Friday of week 9 by 11:59 pm  |
| <b>Submission Method</b>   | Online via course CANVAS site   |
| <b>Assessment Criteria</b> | The evaluation essay will test your understanding of relevant concepts, your critical thinking, the accuracy of your answers with supporting workings and the clarity of expression.  |
| <b>Return Method</b>       | Online via course CANVAS site   |
| <b>Feedback provided</b>   | Online via course CANVAS site   |

## Assessment 3 – Research Report and Presentation

|                            |   |
|----------------------------|---|
| <b>Assessment Type</b>     | Presentation  |
| <b>Purpose</b>             | The presentation requires you to demonstrate your comprehensive knowledge of the conceptual frameworks adopted in health plan design and payment, its main actors and regulatory tools. It will also provide an opportunity for students to receive feedback from their supervisor. |
| <b>Description</b>         | In a role play setting students will have to prepare a presentation on the case chosen and will have to prepare the accompanying policy brief.  |
| <b>Weighting</b>           | 40%   |
| <b>Length</b>              | Maximum of 1500 words and 15 minute presentation  |
| <b>Due Date</b>            | Friday of week 13 by 11:59 pm (week following last week of classes)   |
| <b>Submission Method</b>   | Policy brief and Presentation via Canvas  |
| <b>Assessment Criteria</b> | Accuracy of answers with supporting workings and clarity of expression; ability to integrate the styles and attributes of effective health industry leaders; provide a comprehensive analysis of the problem presented  |
| <b>Return Method</b>       | Online via course CANVAS site.  |
| <b>Feedback provided</b>   | Online via course CANVAS site   |

## SYLLABUS

### Course Content

#### Topics in the course include but are not limited to the following:

1. Ongoing issues in regulated competition in health insurance markets.
2. Health plan design and payments: the role of regulatory and institutional frameworks.
3. Premium regulation, risk sharing and risk adjustment for health plan payment.
4. Evaluating the performance of health plan design and payment systems.
5. Health plan design and payment systems worldwide: lessons and insights.

### Course Materials

#### Required Text:

McGuire, T. G., & Van Kleef, R. C. (2018). *Risk Adjustment, Risk Sharing and Premium Regulation in Health Insurance Markets*. Elsevier.

ISBN: 9780128113264

Please refer to the course CANVAS site for details of additional recommended texts.

# SCHEDULE

| Week | Topic   | Class Preparation   | Workshop Activities  |
|------|---|---|--|
| 1    | Introduction to the course, economic theory and the economics of healthcare; healthcare systems | Course material on CANVAS site  | Weekly Class Quiz  |
| 2    | Regulated competition in health insurance markets   | Read Chapter 1 of required text, and course material on Canvas site   | Weekly Class Quiz  |
| 3    | Premium Regulation, Risk Equalisation, and Risk Sharing   | Read Chapter 2 of required text   | Weekly Class Quiz  |
| 4    | Risk Adjustment for Health Plan Payment   | Read Chapter 3 of required text; Van de ven, Wynand P.M.M. and Ellis, Randall, (2000), Risk adjustment in competitive health plan markets, ch. 14, p. 755-845 in Culyer, A. J. and Newhouse, J. P. eds., Handbook of Health Economics, vol. 1, Elsevier           | Weekly Class Quiz  |
| 5    | Risk Sharing for Health Plan Payment  | Read Chapter 4 of required text   | Weekly Class Quiz  |
| 6    | Evaluation of Health Plan Payment   | Read Chapter 5 of required text   | Weekly Class Quiz<br><b>Assessment 1 due:</b> Monday of week 5 by 11:59 pm                   |
| 7    | Health provider payments  | Course material on CANVAS site  | Weekly Class Quiz  |
| 8    | Health plan payment in Australia and New Zealand  | Read Chapter 6 of required text and   | Weekly Class Quiz  |
| 9    | Health plan payment in Chile and Colombia   | Read Chapter 8 and 10 of required text  | Weekly Class Quiz  |
| 10   | Health plan payment in the Netherlands and Switzerland  | Read Chapter 14 and 16 of required text   | Weekly Class Quiz<br><b>Assessment 2 due:</b> Friday of week 9 by 11:59 pm                   |
| 11   | Health plan payment in Germany  | Read Chapter 11 of required text  | Weekly Class Quiz  |
| 12   | Health plan payment in Non-Competitive Health Insurance Systems                                 | Read Rice, N. and Smith, P.C. (2001), Capitation and Risk Adjustment in Health Care Financing: An International Progress Report. The Milbank Quarterly, 79: 81-113. <a href="https://doi.org/10.1111/1468-0009.00197">https://doi.org/10.1111/1468-0009.00197</a> | Weekly Class Quiz  |
| 13   |   |   | <b>Assessment 3 due:</b> Friday of week 13 by 11:59 pm (week following last week of classes) |

**Please note: Assessment submission methods may vary depending upon COVID-19 restrictions.**

**Please note: if a class/lecture is scheduled on a public holiday, a make-up lecture may be announced by the course coordinator on the course CANVAS site.**

# CONTACTS

## School Office

### Newcastle Business School – Callaghan, Newcastle City & Online

NU Space  
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### Newcastle Business School - Sydney

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### PSB Academy Enquiries

Log your question or request to the PSB Program Executives at the following website:  
<http://www.psb-academy.edu.sg/eng>  
+65 6390 9000

### Newcastle Australia Institute of Higher Education Pte Ltd

100 Victoria Street #13-01/02  
National Library Building  
Singapore  
[Singapore-StudentCentral@newcastle.edu.au](mailto:Singapore-StudentCentral@newcastle.edu.au)  
+65 6221 3306

# ADDITIONAL INFORMATION

## Grading Scheme

This course is graded as follows:

| Range of Marks | Grade                 | Description  |
|----------------|-----------------------|--|
| 85-100         | High Distinction (HD) | Outstanding standard indicating comprehensive knowledge and understanding of the relevant materials; demonstration of an outstanding level of academic achievement; mastery of skills*; and achievement of all assessment objectives.          |
| 75-84          | Distinction (D)       | Excellent standard indicating a very high level of knowledge and understanding of the relevant materials; demonstration of a very high level of academic ability; sound development of skills*; and achievement of all assessment objectives.  |
| 65-74          | Credit (C)            | Good standard indicating a high level of knowledge and understanding of the relevant materials; demonstration of a high level of academic achievement; reasonable development of skills*; and achievement of all learning outcomes.            |
| 50-64          | Pass (P)              | Satisfactory standard indicating an adequate knowledge and understanding of the relevant materials; demonstration of an adequate level of academic achievement; satisfactory development of skills*; and achievement of all learning outcomes. |
| 0-49           | Fail (FF)             | Failure to satisfactorily achieve learning outcomes. If all compulsory course components are not completed the mark will be zero. A fail grade may also be awarded following disciplinary action.  |

\*Skills are those identified for the purposes of assessment task(s).

|                                     |  |
|-------------------------------------|--|
| <b>Communication Methods</b>        | Communication methods used in this course include: <ul style="list-style-type: none"> <li>- CANVAS Course Site: Students will receive communications via the posting of content or announcements on the CANVAS course site.</li> <li>- Email: Students will receive communications via their student email account.</li> <li>- Face to Face: Communication will be provided via face to face meetings or supervision.</li> </ul>   |
| <b>Course Evaluation</b>            | Each year feedback is sought from students and other stakeholders about the courses offered in the University for the purposes of identifying areas of excellence and potential improvement.   |
| <b>Oral Interviews (Vivas)</b>      | As part of the evaluation process of any assessment item in this course an oral examination (viva) may be conducted. The purpose of the oral examination is to verify the authorship of the material submitted in response to the assessment task. The oral examination will be conducted in accordance with the principles set out in the <a href="#">Oral Examination (viva) Procedure</a> . In cases where the oral examination reveals the assessment item may not be the student's own work the case will be dealt with under the <a href="#">Student Conduct Rule</a> .  |
| <b>Academic Misconduct</b>          | All students are required to meet the academic integrity standards of the University. These standards reinforce the importance of integrity and honesty in an academic environment. Academic Integrity policies apply to all students of the University in all modes of study and in all locations. For the Student Academic Integrity Policy, refer to <a href="https://policies.newcastle.edu.au/document/view-current.php?id=35">https://policies.newcastle.edu.au/document/view-current.php?id=35</a> .  |
| <b>Adverse Circumstances</b>        | The University acknowledges the right of students to seek consideration for the impact of allowable adverse circumstances that may affect their performance in assessment item(s). Applications for special consideration due to adverse circumstances will be made using the online Adverse Circumstances system where: <ol style="list-style-type: none"> <li>1. the assessment item is a major assessment item; or</li> <li>2. the assessment item is a minor assessment item and the Course Co-Ordinator has specified in the Course Outline that students may apply the online Adverse Circumstances system;</li> <li>3. you are requesting a change of placement; or</li> <li>4. the course has a compulsory attendance requirement.</li> </ol> Before applying you must refer to the Adverse Circumstances Affecting Assessment Items Procedure available at: <a href="https://policies.newcastle.edu.au/document/view-current.php?id=236">https://policies.newcastle.edu.au/document/view-current.php?id=236</a> |
| <b>Important Policy Information</b> | The Help button in the Canvas Navigation menu contains helpful information for using the Learning Management System. Students should familiarise themselves with the policies and procedures at <a href="https://www.newcastle.edu.au/current-students/no-room-for/policies-and-procedures">https://www.newcastle.edu.au/current-students/no-room-for/policies-and-procedures</a> that support a safe and respectful environment at the University.  |

*This course outline was approved by the Head of School. No alteration of this course outline is permitted without Head of School approval. If a change is approved, students will be notified and an amended course outline will be provided in the same manner as the original.*

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