

# Healthcare Expense per Firm-Wide Employee

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Healthcare Expense per Firm-Wide Employee

Definition & Measurement Details



## What is Healthcare Expense per Firm-Wide Employee?

The average amount of health insurance expense (premiums paid to health insurers minus any expenses paid by the employees) incurred by the company, for each employee working for the company (regardless of whether or not they are covered under the company's health plan).

## Why should this KPI be measured?

This metric measures average health insurance costs (to the company) paid by the company for each individual working for the company, regardless of their level of coverage under the company's plan. While

## How is this KPI calculated?

Two values are used to calculate this KPI: (1) total health insurance costs (premiums, setup fees, etc.) paid by the company, and (2) the total number of employees. Total employees

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# Healthcare Expense per Firm-Wide Employee

Benchmarks & Characteristics of High Performers



## Healthcare Expense per Firm-Wide Employee

(Total Health Insurance Paid by Company - Employee Contribution to Health Insurance) / Total Number of Employees



### Characteristics of High Performers

- KPIs are well-defined, tracked and tied to performance reviews
- Robust self-service options for customer
- Proactive customer engagement
- Proactive customer engagement

Sample Size: XX

KPI Type: XX

Unit: XX

Is High or Low Best?: XX

**How to read this chart:** This chart summarizes the performance gaps between high (Top 5%), mid (Median) and low (Bottom 5%) performers for this Key Performance Indicator (KPI). For example, the column labeled "Top 5%" represents a company that outperformed 95% of the peer group observed for this metric.

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