

# The Inflation Reduction Act: A Checklist for Plan Sponsors

The Inflation Reduction Act (IRA) is changing the prescription drug landscape and has several provisions that could affect plan sponsors. Preparing for these changes as soon as possible is key. The IRA focuses on Medicare, but some changes are spilling into the commercial market. The effects could appear in cost trends and plan design decisions.



## Review Prescription Drug Costs

The IRA introduces several negotiated lower prices for some medications under Medicare Part D. These negotiations and rebates may influence market pricing for drugs in general. Plan sponsors should:

- Monitor pharmacy trend changes within their pharmacy benefit manager (PBM).
- Review utilization of high-cost and specialty drugs.
- Model pharmacy trend scenarios.



## Speak with Vendors and Advisors

Many of the provisions in the IRA are complex. Plan sponsors should coordinate with:

- PBMs to understand formulary and pricing changes.
- Carriers and consultants for guidance on compliance and strategy.



## Update Employee Communications

Some of the changes could affect employees and/or their dependents. Be sure to:

- Explain information during the open enrollment period.
- Discuss drug costs and coverage.



## Monitor Requirements Related to Compliance and Monitoring

The IRA adds an additional layer of oversight. Plan sponsors should:

- Stay aligned with evolving federal guidance.
- Document decisions and changes as regulations evolve.



The Inflation Reduction act is complex, but understanding its impact on your business doesn't have to be. For help navigating what these revolving requirements mean for your pharmacy strategy and where real value opportunities exist, please email us at [sales@gatewayhealthpartners.com](mailto:sales@gatewayhealthpartners.com) to start a conversation today.