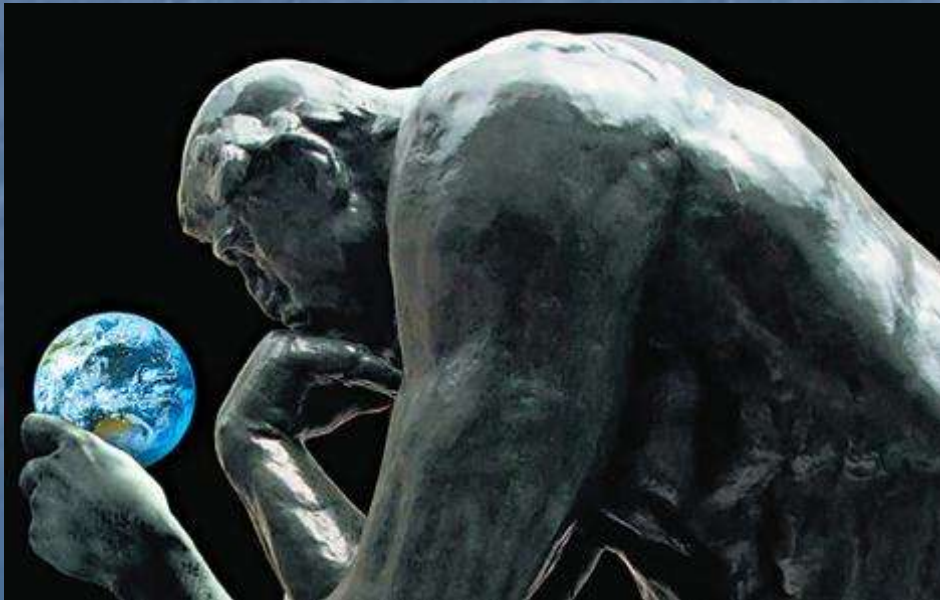


Toward Market oriented health care system

Experience from Netherlands & Singapore Health Care Systems



Tengiz Verulava

**Doctor of Medical Sciences
Professor at Ilia State University**

Tengiz.verulava@iliauni.edu.ge

Two questions:

- Should health care services be publicly or privately funded?
- Should these services be publicly or privately provided?

The answers to these questions largely depend on whether one considers - health care a public or a private good?

Private & Public good

National security - public good & responsibility of public sector

Cars and annual holidays - private goods & individual responsibility, provided by private sector

What about health sector?

- Consulting a doctor is a very personal matter;
- Access to the health care because of his or her inability to pay, stirs deep emotions;
- Historically, these is a subject of debates between the state and the private sector.

Public-private combinations finance & provision of health care

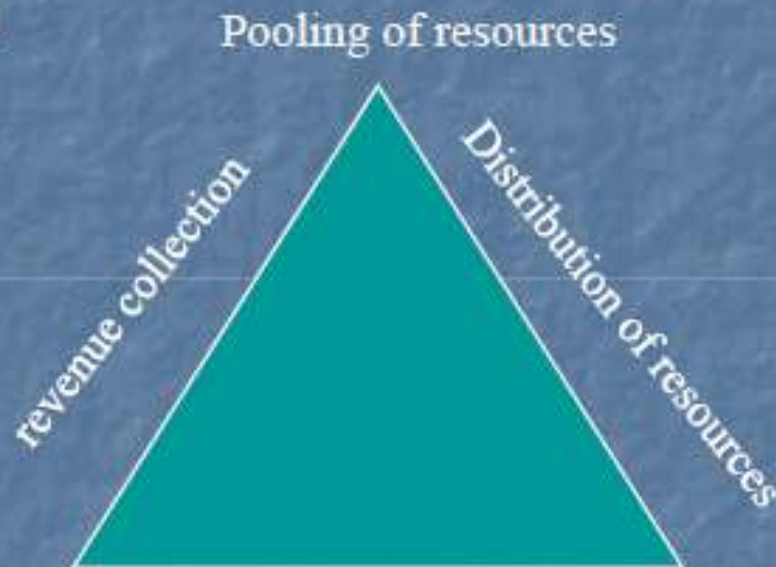
		Provision	
		Public	Private
Finance	Public	Publicly financed Publicly provided	Publicly financed Privately provided
	Private	Privately financed Publicly provided	Privately financed Privately provided

Key questions about health financing systems

- How to collect revenues to pay for health care? (revenue collection)
- How to pool risks and resources? (pooling of funds)
- how to organize and deliver health care in the most efficient and cost-effective manner? (purchasing of services)

Public sources –
taxes and social
insurance

Private sources–
Private insurance
and out-of-pocket
payment,



Health Care Systems

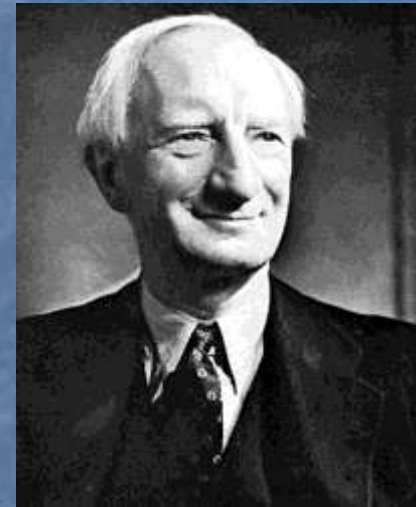
All the Organization for Economic Cooperation and Development (OECD) countries (including Japan and South Korea) have opted for publicly financed health care systems that provide universal coverage.

Reason:

Equity;
Fairness;
Solidarity



Bismarck Model



Beverage Model

Exception

The United States relies heavily on the private sector to finance health care

Problems in Publicly financed health care systems

- Insufficient government resources
- Rising health care costs
- Poor performance, waiting lists, rationing, restrictions on physician choice, lack of access to modern medical technology
- State-run institutions are notoriously bureaucratic



Publicly financed health care systems towards market-oriented system

“The presumption of public primacy is being reassessed.”

Richard Saltman and Josep Figueras, World Health Organization

“We should start to explore the power of the market as a way of achieving much better value for money”.

Pat Cox

Former president of the European Parliament

Publicly financed health care systems towards market-oriented system

Growing trend to move away from centralized government control and introduce more market-oriented features:

- Private sector involvement in health care provision and financing to improve systems efficiency;
- Incorporate market mechanisms such as:
 - competition among insurers and providers,
 - cost sharing,
 - market prices of goods and services,
 - consumer choice

Most market-oriented, competitive health care systems

- USA (Tax, Insurance)
- Switzerland, (Insurance)
- Netherlands (Insurance)
- Singapore (Mixed model - Tax, Insurance and Savings)

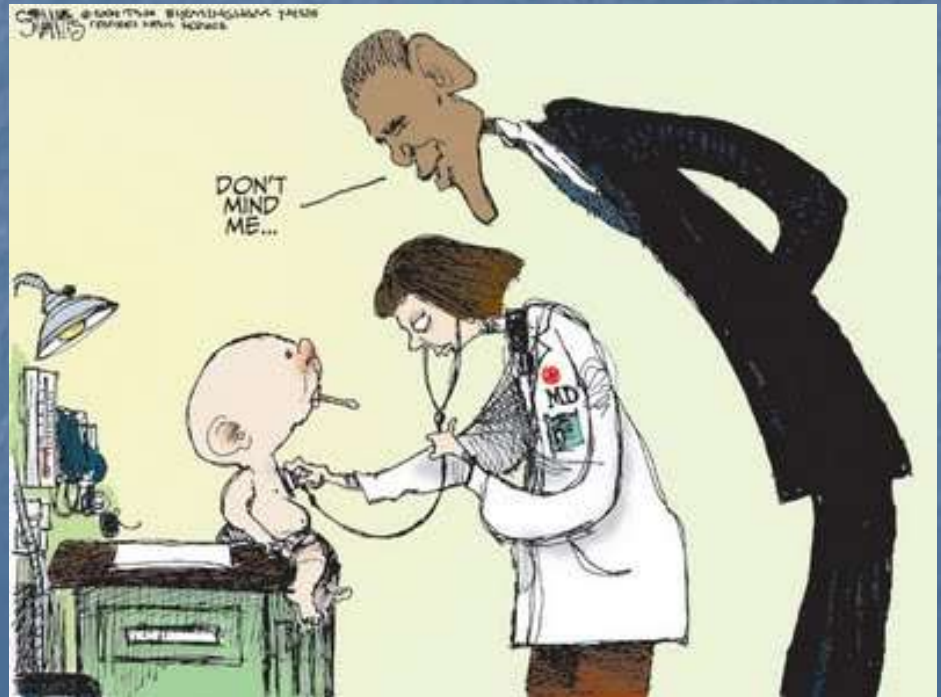
Other countries:

Australia, Belgium, Chile, Colombia, Czech Republic, Germany, Ireland, Israel, Netherlands, Slovakia, South Africa

USA towards publicly financed system

Publicly financed systems towards market-oriented system

Thus, even as Americans debate adopting a government-run system, countries with those systems are debating how to make their systems look more like that of the United States.



Managed competition

Managed competition leaves the provision of health care in private hands but within an artificial marketplace run under strict government control and regulation.

Key elements:

- Mandate for everyone purchase private insurance from a private insurer;
 - Individuals have a choice of insurers & providers;
 - Government sets a standard benefits package;
 - Insurers may compete on price, cost sharing, and additional benefits.
-
- Netherlands & Switzerland
 - Georgia (some similarities before 2010)

Managed

competition

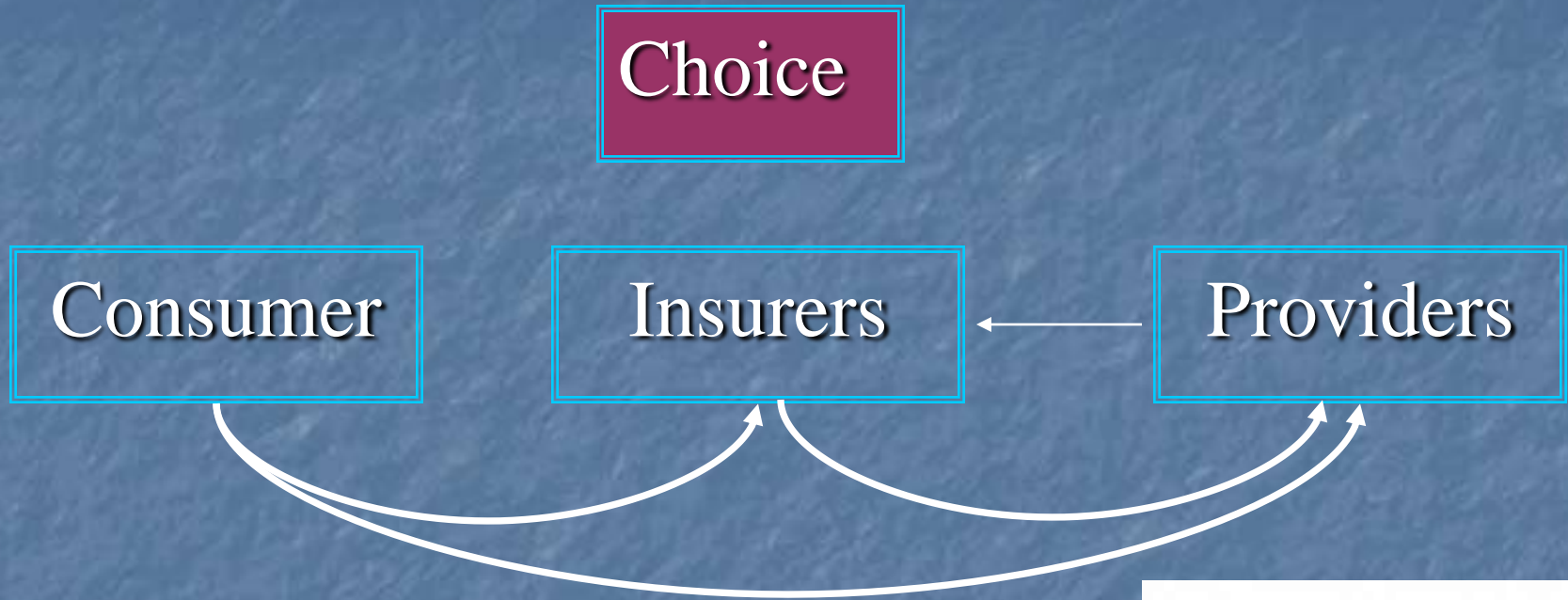
**Why competitive
market?**

**Do markets require
regulation?**

**Key questions in
Health Care Market**



Why competitive market?



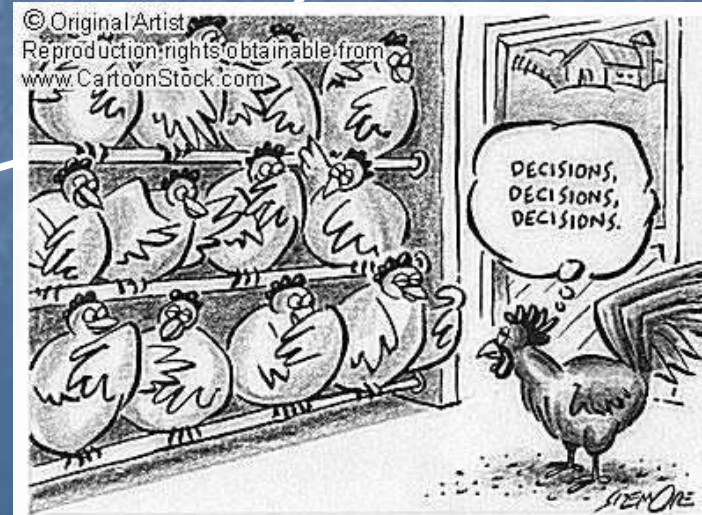
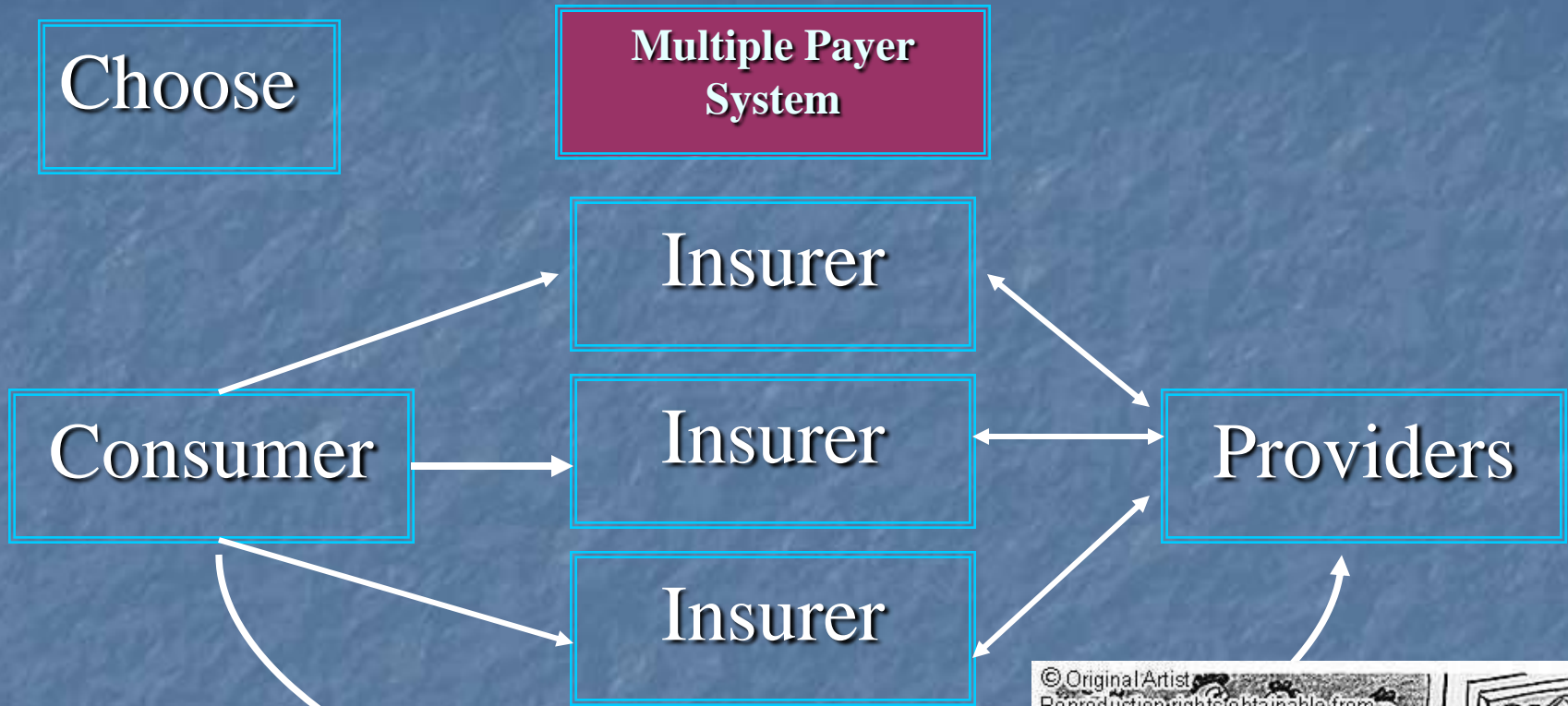
Consumer choice - any providers, insurers and benefits

Insurers Choice – any providers, selectively contracts

Providers Choice – Insurers, agreement contracts

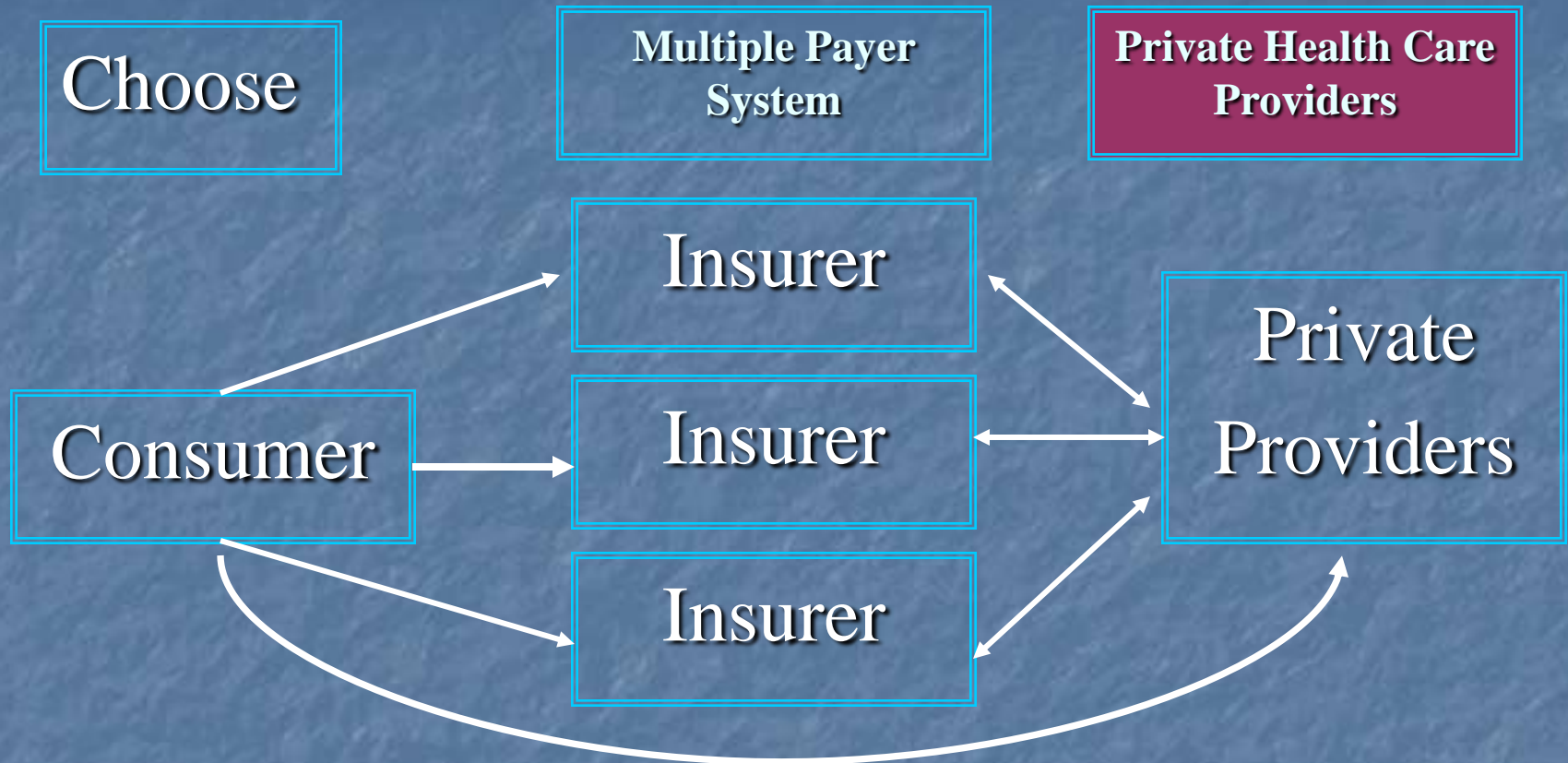


Multiple VS Single-Payer System



Consumer choice - any providers, insurers and benefits
Insurers Choice – any providers, selectively contracts
Providers Choice – Insurers, agreement contracts
Multiple VS Single-Payer System

Private health care providers VS State health care providers



Consumer choice - any providers, insurers and benefits

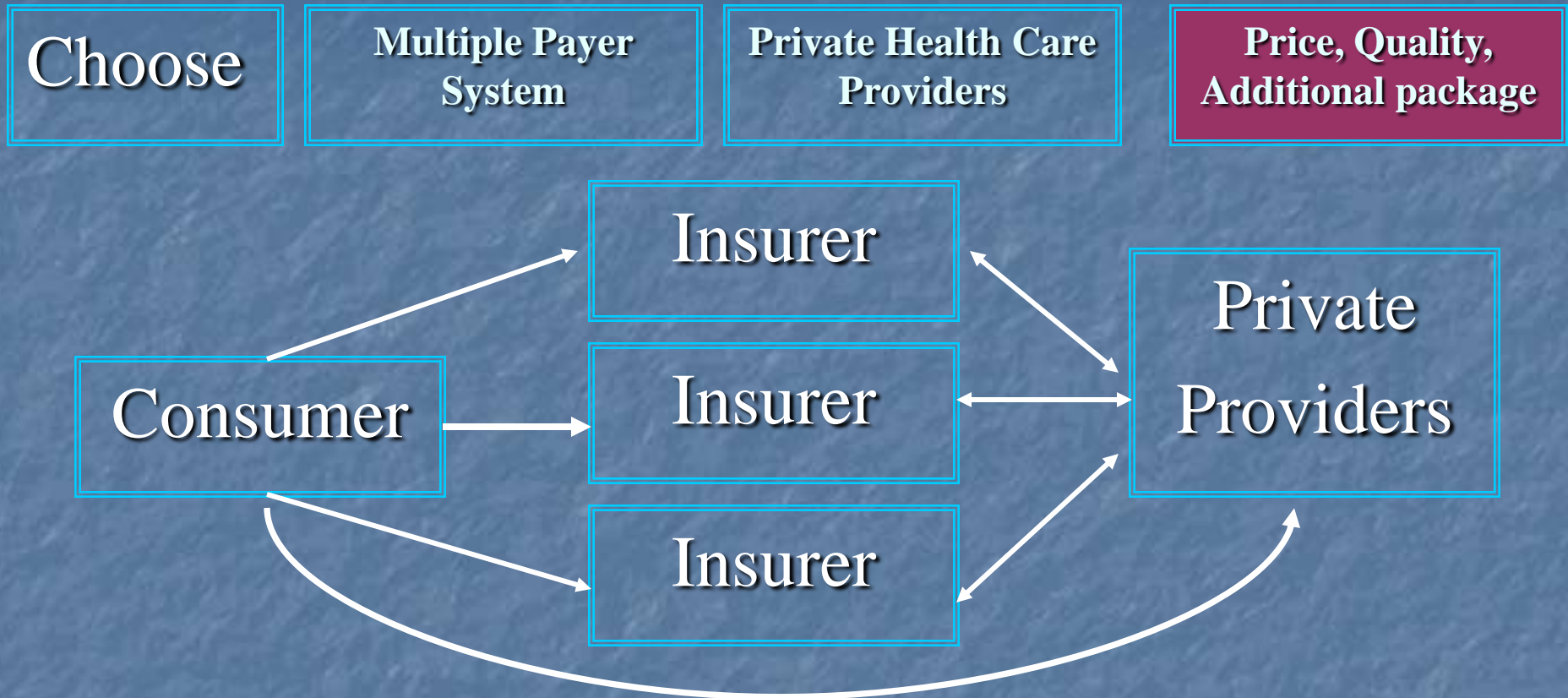
Insurers Choice – any providers, selectively contracts

Providers Choice – Insurers, agreement contracts

Multiple VS Single-Payer System

Private health care providers VS State health care providers

Competition in health care market – Price, Quality



Consumer choice - any providers, insurers and benefits

Insurers Choice – any providers, selectively contracts

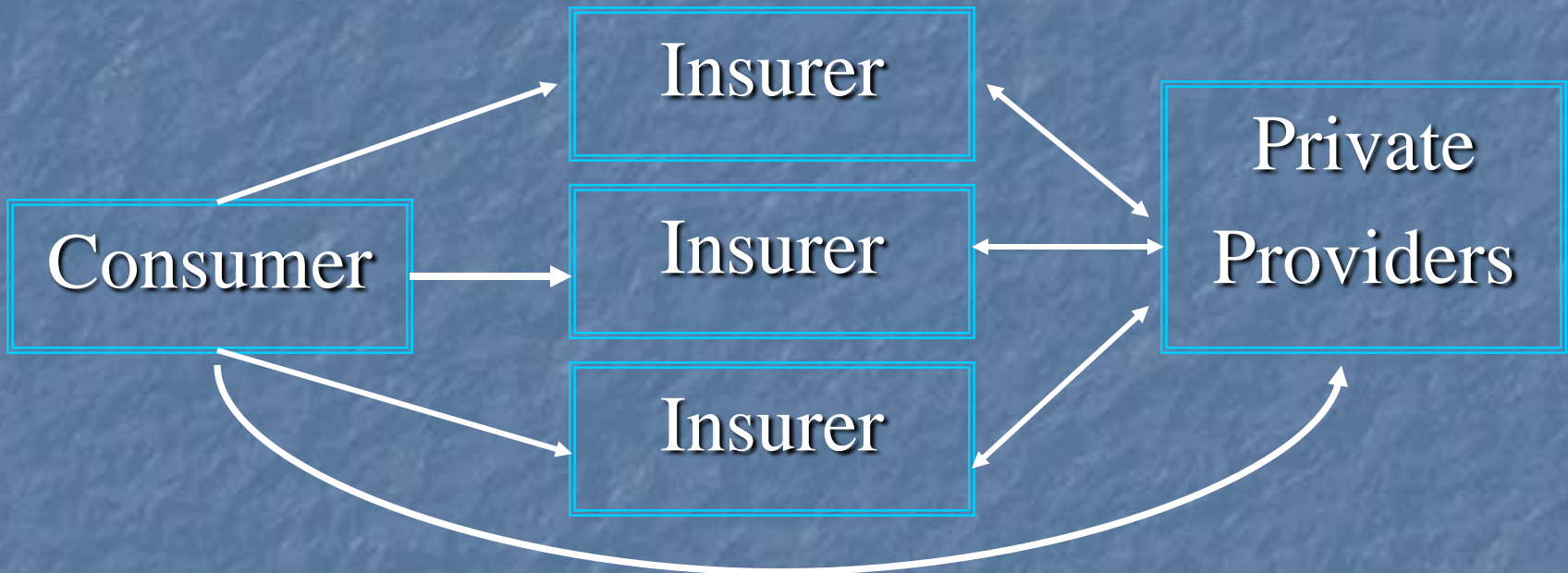
Providers Choice – Insurers, agreement contracts

Multiple VS Single-Payer System

Private health care providers VS State health care providers

Competition in health care market – price, quality, Additional package

Information, Transparency (price, quality...)



Consumer choice - any providers, insurers and benefits

Insurers Choice – any providers, selectively contracts

Providers Choice – Insurers, agreement contracts

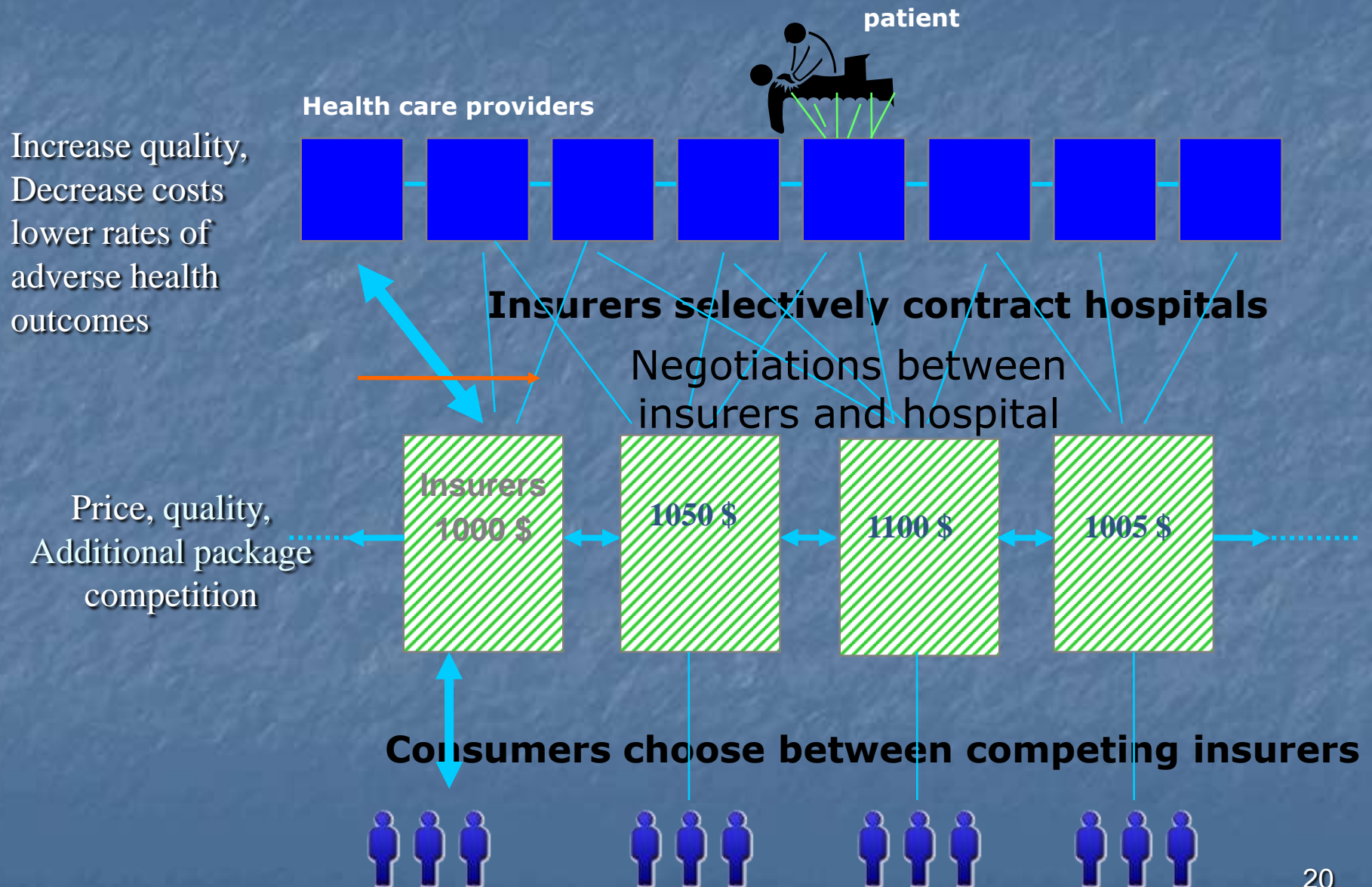
Multiple VS Single-Payer System

Private health care providers VS State health care providers

Competition in health care market – price, quality, Additional package

Information, Transparency (price, quality...)

Competitive health care markets



Competitive market

A competitive market in which the allocation and price-setting are determined in principle by the market

Managed competition – Netherlands health care reforms (2006)

A competitive market in which the allocation and prices-setting are determined in principle by the market, but where government implements a regulatory framework to achieve affordable health insurance and an efficient functioning of the market

Managed competition – Netherlands health care reforms (2006)

Why government?

Managed

competition

**Why competitive
market?**

**Do markets require
regulation?**

**Key questions in
Health Care Market**



A perfect market



A perfect market



A perfect market

Complete market



A perfect market

Complete market

There are many sellers
and many buyers



A perfect market

Complete market

There are many sellers
and many buyers

All sellers and buyers are
well informed



A perfect market

Complete market

There are many sellers
and many buyers

All sellers and buyers are
well informed

The goods sold only
benefit the individual
consumer



Is Health Care perfect Market?



Complete market

There are many sellers
and many buyers

All sellers and buyers are
well informed

The good sold only
benefits the individual
consumer



Is Health Care perfect Market?



Complete market

There are many sellers
and many buyers

All sellers and buyers are
well informed

The good sold only
benefits the individual
consumer

An incomplete market is one
which does not exist locally

No availability Ultrasound
exam in remote rural areas

Is Health Care perfect Market?



Complete market

An incomplete market is one which does not exist locally

No availability Ultrasound exam in remote rural areas

There are many sellers and many buyers

Failure of competition or monopoly: there is only one seller or only a few

■ **Market of specialists: few num. in rayon (Cardiologists, Neurologists...)**

All sellers and buyers are well informed

The good sold only benefits the individual consumer

Is Health Care perfect Market?



Complete market

An incomplete market is one which does not exist locally

No availability Ultrasound exam in remote rural areas

There are many sellers and many buyers

Failure of competition or monopoly: there is only one seller or only a few

Market of specialists: few num. in rayon (Cardiologists, Neurologists...)

All sellers and buyers are well informed

Consumers are not fully aware of product characteristics or the consequences of consumption

Individuals tend to know little about their health. Most patients cannot make appropriate medical decisions. They must rely on their doctor's advice

The good sold only benefits the individual consumer

Is Health Care perfect Market?



Complete market

There are many sellers and many buyers

All sellers and buyers are well informed

The good sold only benefits the individual consumer

An incomplete market is one which does not exist locally

Failure of competition or monopoly: there is only one seller or only a few

Consumers are not fully aware of product characteristics or the consequences of consumption

Individual consumption benefits others in society: externalities, public goods



No availability Ultrasound exam in remote rural areas

■ Market of specialists: few num. in rayon (Cardiologists, Neurologists...)

Individuals know little about their health. Most patients cannot make appropriate medical decisions. They must rely on their doctor's advice

Prevention and treatment of Tuberculosis and other infectious diseases

Health Care is Imperfect Market or market with “failures”



Complete market

An incomplete market is one which does not exist locally

No availability Ultrasound exam in remote rural areas

There are many sellers and many buyers

Failure of competition or monopoly: there is only one seller or only a few

■Market of specialists: few num. in rayon (Cardiologists, Neurologists...)

All sellers and buyers are well informed

Consumers are not fully aware of product characteristics or the consequences of consumption

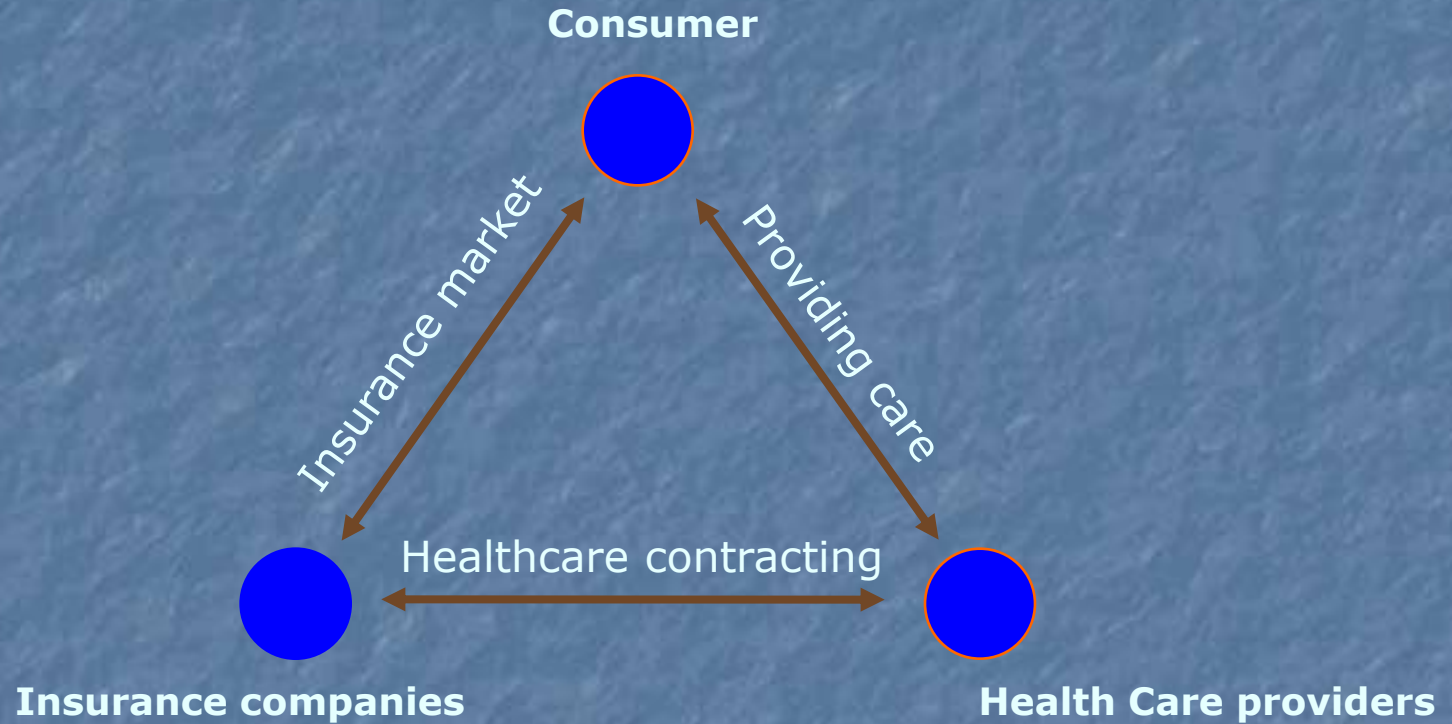
Individuals know little about their health. Most patients cannot make appropriate medical decisions. They must rely on their doctor's advice

The good sold only benefits the individual consumer

Individual consumption benefits others in society: externalities, public goods

Prevention and treatment of Tuberculosis and other infectious diseases

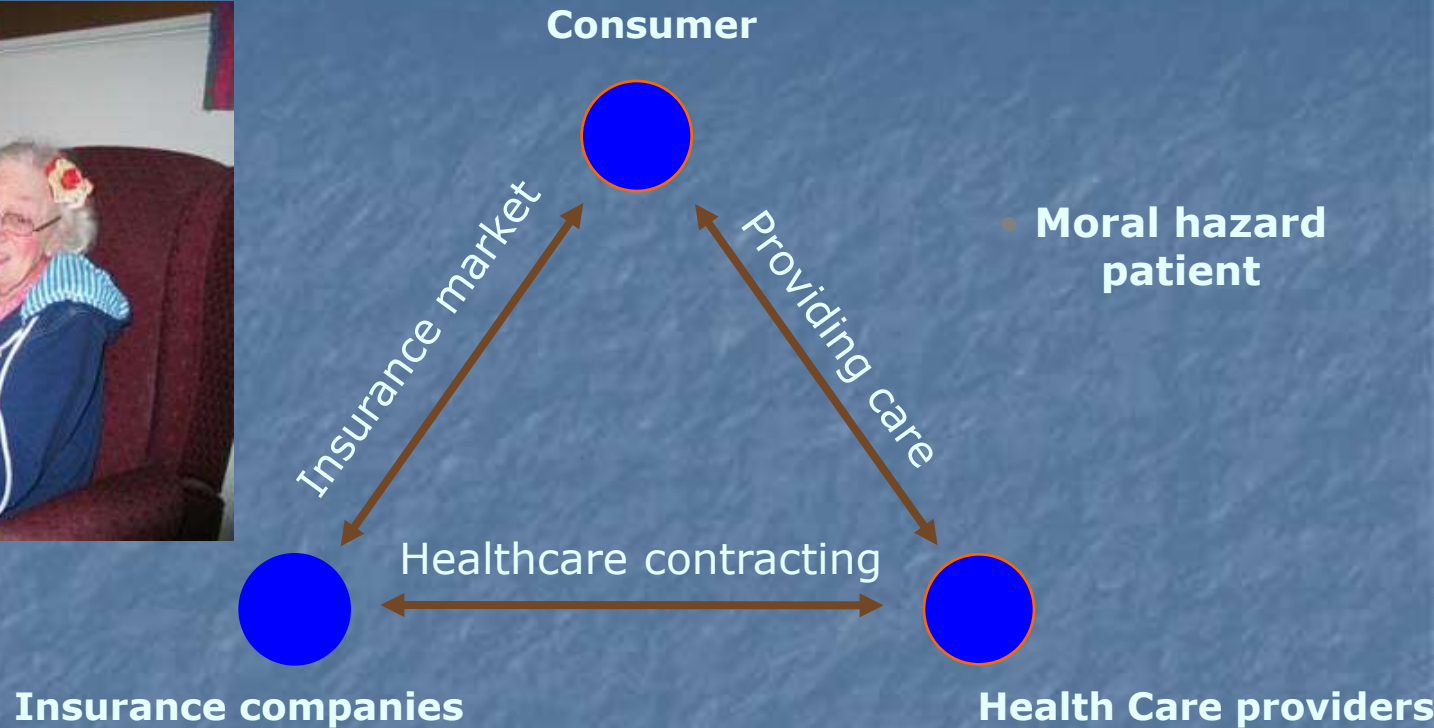
Market “failures” in healthcare



Moral hazard consumer



**I have
insurance,
I want
everything**

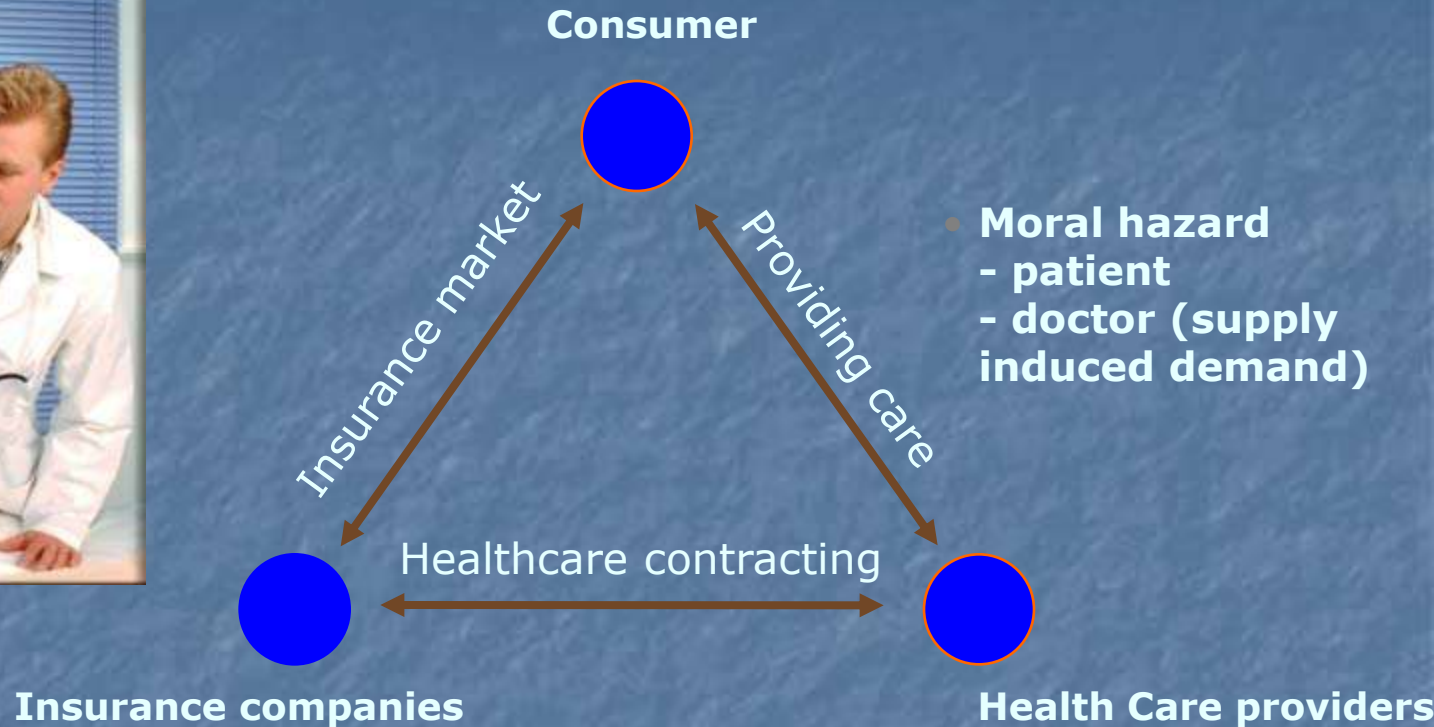


Moral hazard consumer: – when services for free too much being consumed

Moral hazard Provider - Supply Induced Demand



Don't worry,
I am your
agent (Many
Procedures
many fees)



Moral hazard provider: In health care, supply tends to create its own demand - **Over treatment**, oversupply, unnecessary demand - thus raising health care expenditure.

Adverse selection



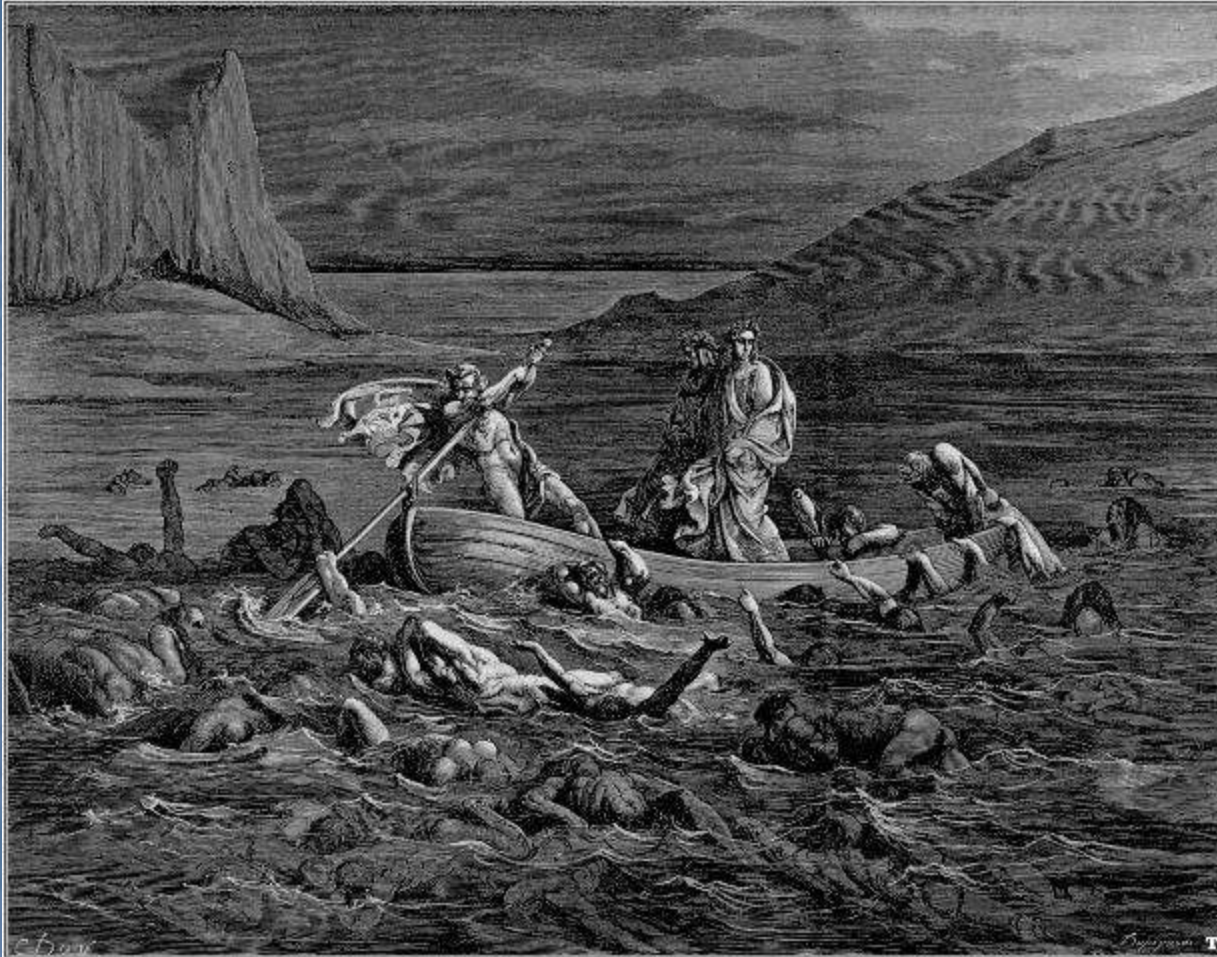
Insurer – Where are the healthy people?



We are younger and healthy, we don't want insurance!

Adverse selection – premium levels based on averages with low risks individuals not joining insurance and “bad” risks leading too high costs

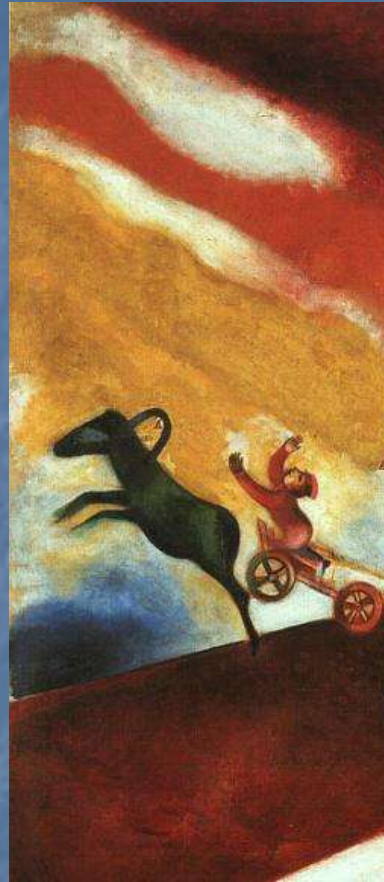
Cream-skimming



**They are not younger and healthy,
they must don't follow us!**

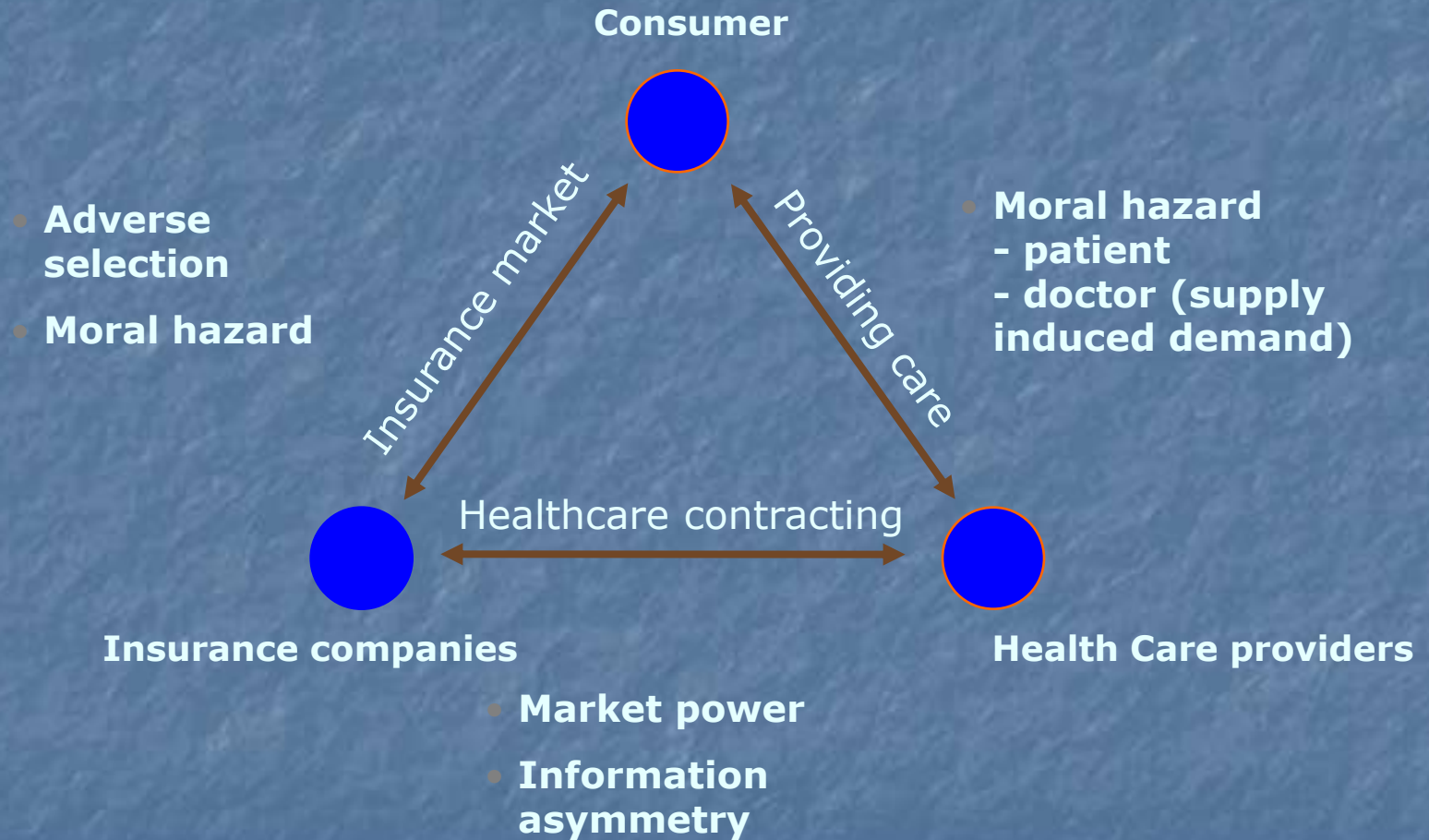
Cream-skimming – against less profitable users

Risk and uncertainty



Risk and uncertainty and the demand for **insurance**; health needs are heterogeneous; the demand for health services is difficult to plan on individual basis

Market failures in healthcare



Market Failures in Health Care and the Measures to Correct Them

Market failure

Consequences

**Measures used
to correct
failures**

**Empirical
outcomes**

**Adverse
Selection**

**Little risk-
pooling,
No Insurance
market,
Only some
people
insured**

**Educating
people to
take out
insurance, Tax
Subsidy**

Ineffective

Market Failures in Health Care and the Measures to Correct Them

Market failure	Consequences	Measures used to correct failures	Empirical outcomes
Adverse Selection	Little risk- pooling, No Insurance market, Only some people insured	Educating people to take out insurance, Tax Subsidy	Ineffective
		Compulsory Universal coverage	Effective

Market Failures in Health Care and the Measures to Correct Them

**Compulsory
Universal
coverage**

Effective

Why Compulsory Universal Coverage Effective Way?

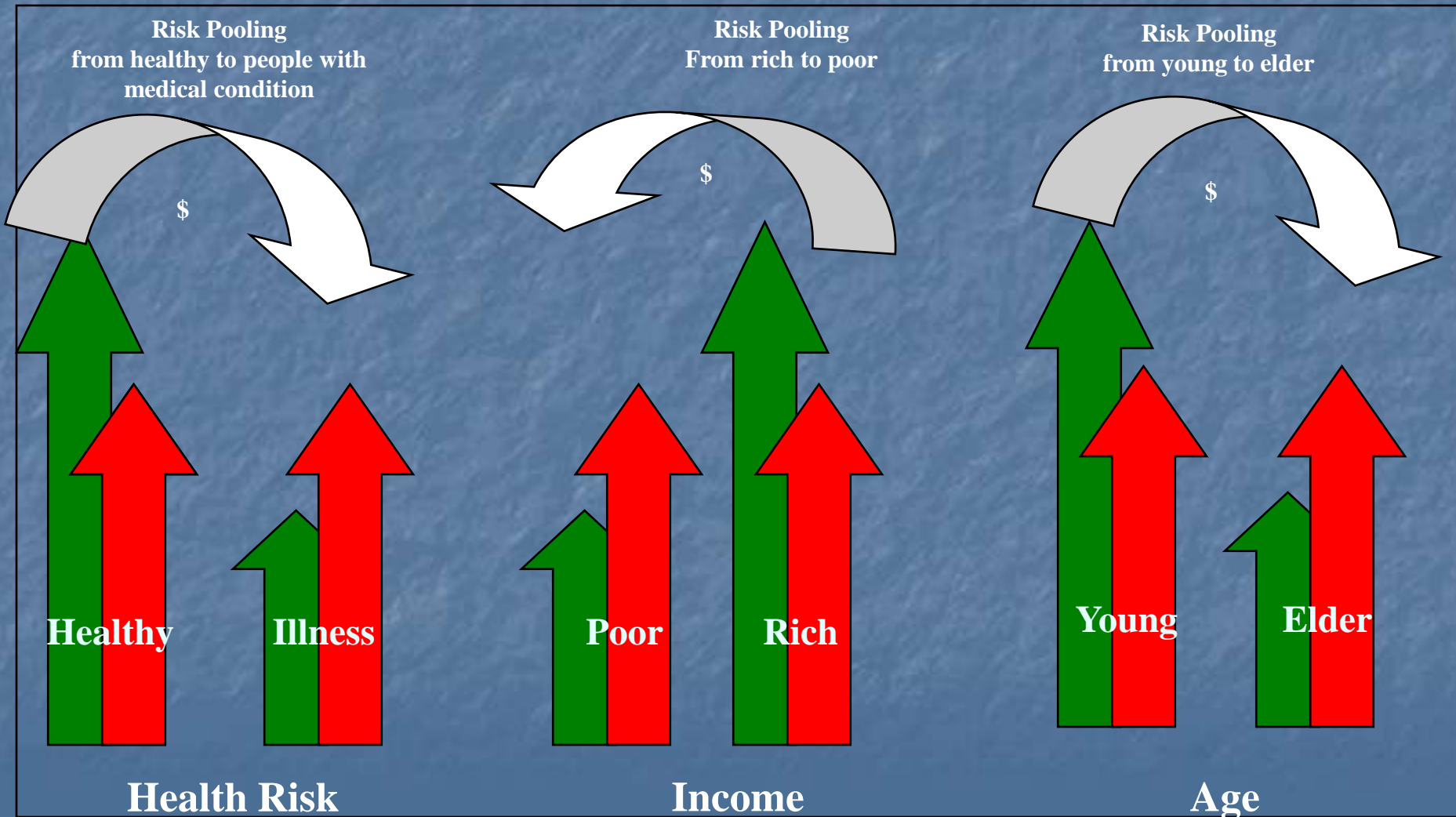
Market Failures in Health Care and the Measures to Correct Them

**Compulsory
Universal
coverage**

Effective

**Compulsory Universal Coverage is more insurance principle
than ethical philosophy**

Compulsory Universal Coverage is more insurance principle than ethical philosophy



Compulsory Universal Coverage is more insurance principle than ethical philosophy

More Risk in Pool

Less Premium

Less Cost



Market Failures in Health Care and the Measures to Correct Them

Market failure	Consequences	Measures used to correct failures	Empirical outcomes
Risk Selection	No insurance for disabled, sick, poor and elderly people	Open enrolment	Moderately Effective
		Community Rating premium	Moderately Effective
		Risk Adjusted premiums	Technically difficult

Market Failures in Health Care and the Measures to Correct Them

Market failure

Consequences

**Measures used
to correct
failures**

**Empirical
outcomes**

**Monopoly of
Insurance
Cartel**

**Excess profit,
Poor quality
products,
underproduction**

**Multi-payer
Financing
System
Anti-trust Laws**

Effective

Market Failures in Health Care and the Measures to Correct Them

Market failure

Consequences

**Measures used
to correct
failures**

**Empirical
outcomes**

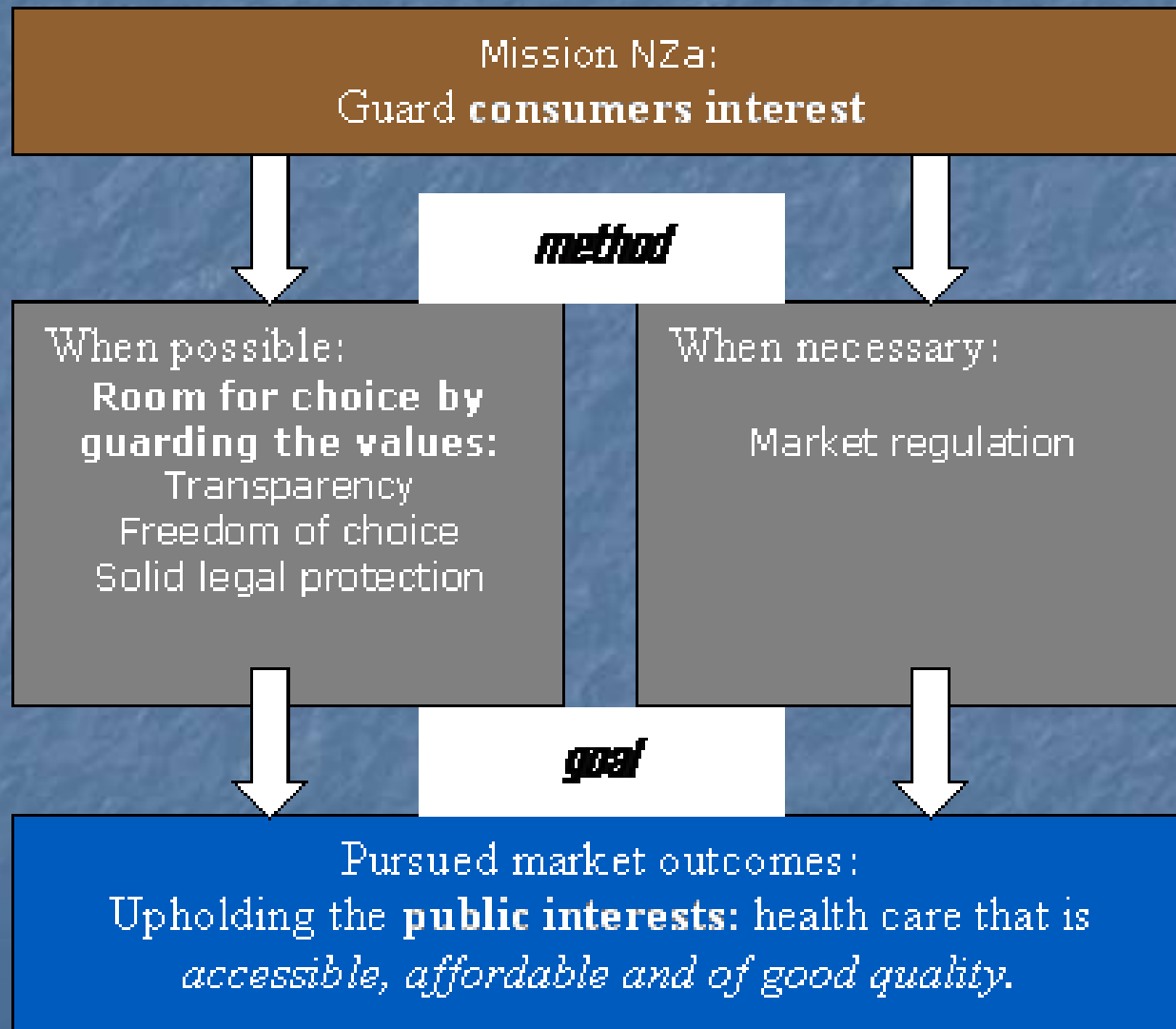
Moral hazard

**Overuse of
services by
patients**

**Benefit
package
Deductibles,
Co-insurance,
Co-payments
Gatekeepers**

**Moderate
Effective**

Goal of the Dutch Health Care Authority, the consumer



Managed competition – Netherlands health care reforms (2006)

To sum up: only bark or also bite?

- Monitors as basis for forming an opinion
- Advocacy role

and

- Legal instruments for regulating markets
- Legal instruments for taking action if needed for good implementation of laws by insurance companies and health care suppliers

So: bark and bite

Managed competition – Netherlands health care reforms (2006)

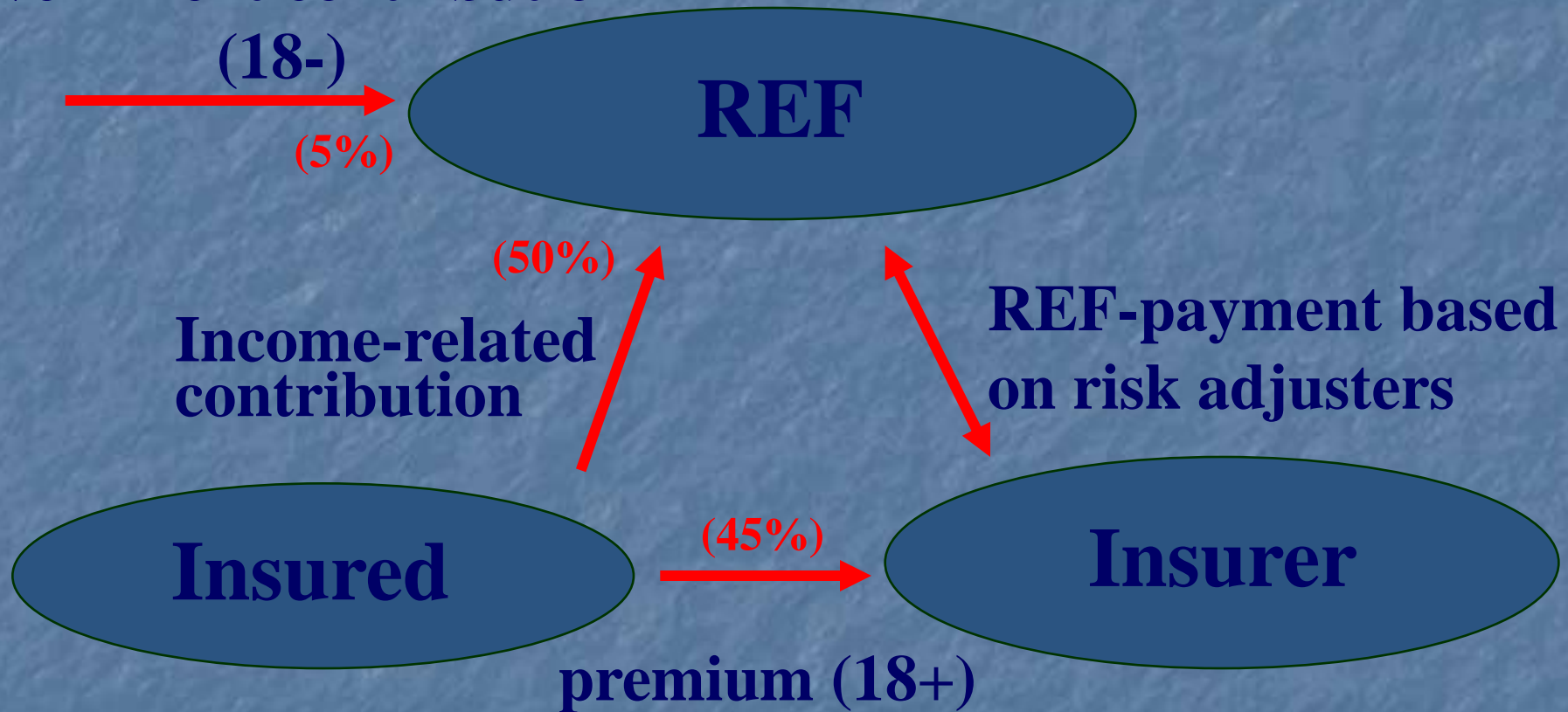


Key elements:

- Mandate for everyone purchase private insurance from a private insurer;
 - Individuals have a choice of insurers (annually) & providers;
 - Government sets a standard benefits package;
 - Insurers may compete on price, cost sharing, and additional benefits (90 % of population)
-
- The Health Ministry sets fixed nominal premiums appr. (€ 1147) covers 50%
 - Employer contribution 7,2% or 5,1% (income related premium) covers 50%
 - Premium rebate of up to €225 if a policyholder uses no health services in a given year beyond seeing a primary care physician.
 - voluntary higher deductible: at most €650 per person (18+) per year;
 - Open enrollment & community rating per insurer. Obligation for insurers to accept insured without risk selection
 - Risk equalization
 - State compensation for low income people (5 million Dutch citizens qualify for some level of subsidy on a sliding scale based on income)

Risk Equalization Fund (REF)

Government contribution



**Two thirds of all households receive an income-related care allowance
(at most € 1,464 per household per year, in 2008)**

Managed competition – Netherlands health care reforms

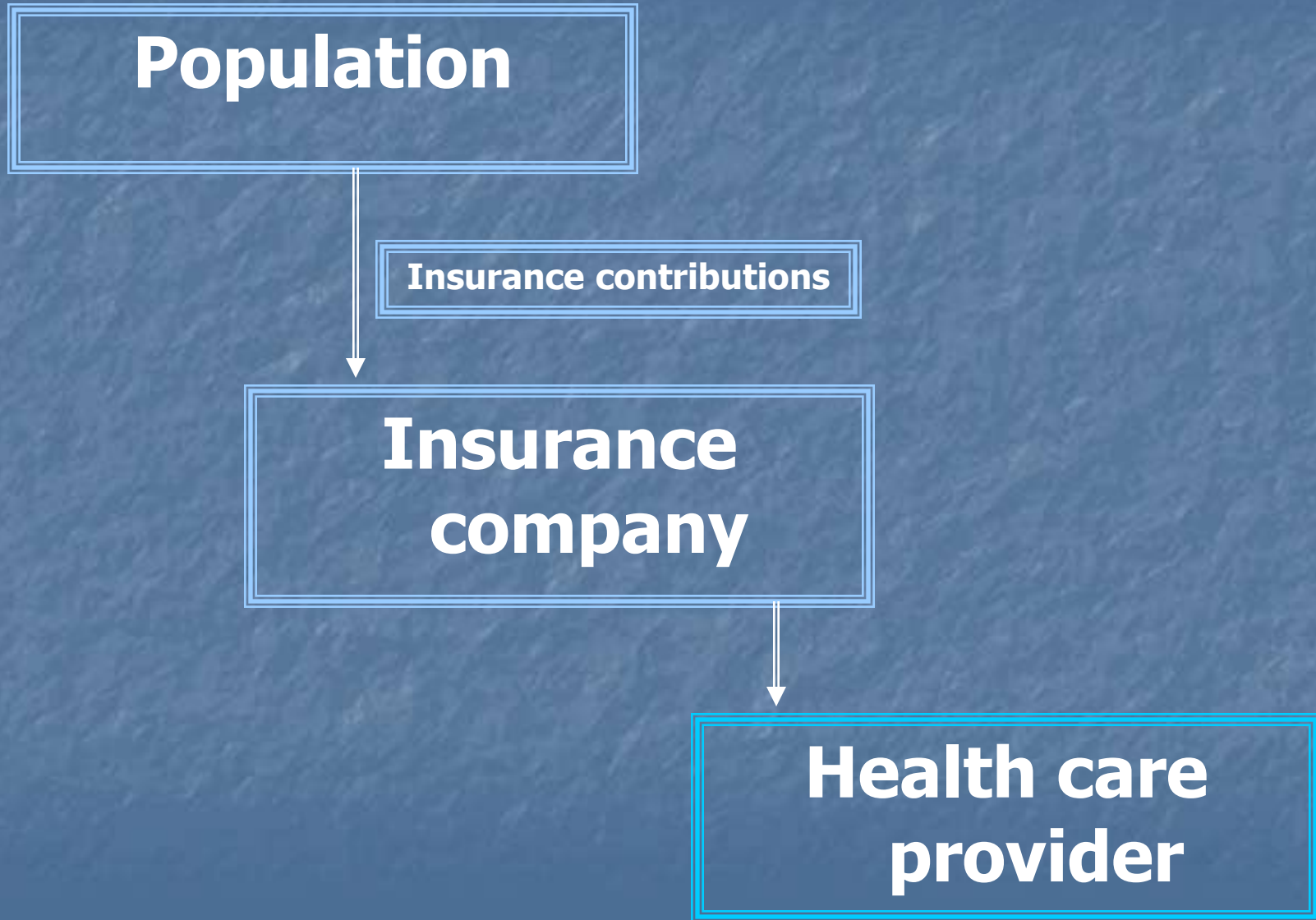
cost growing annual rate

Before reforms – 4.5 %

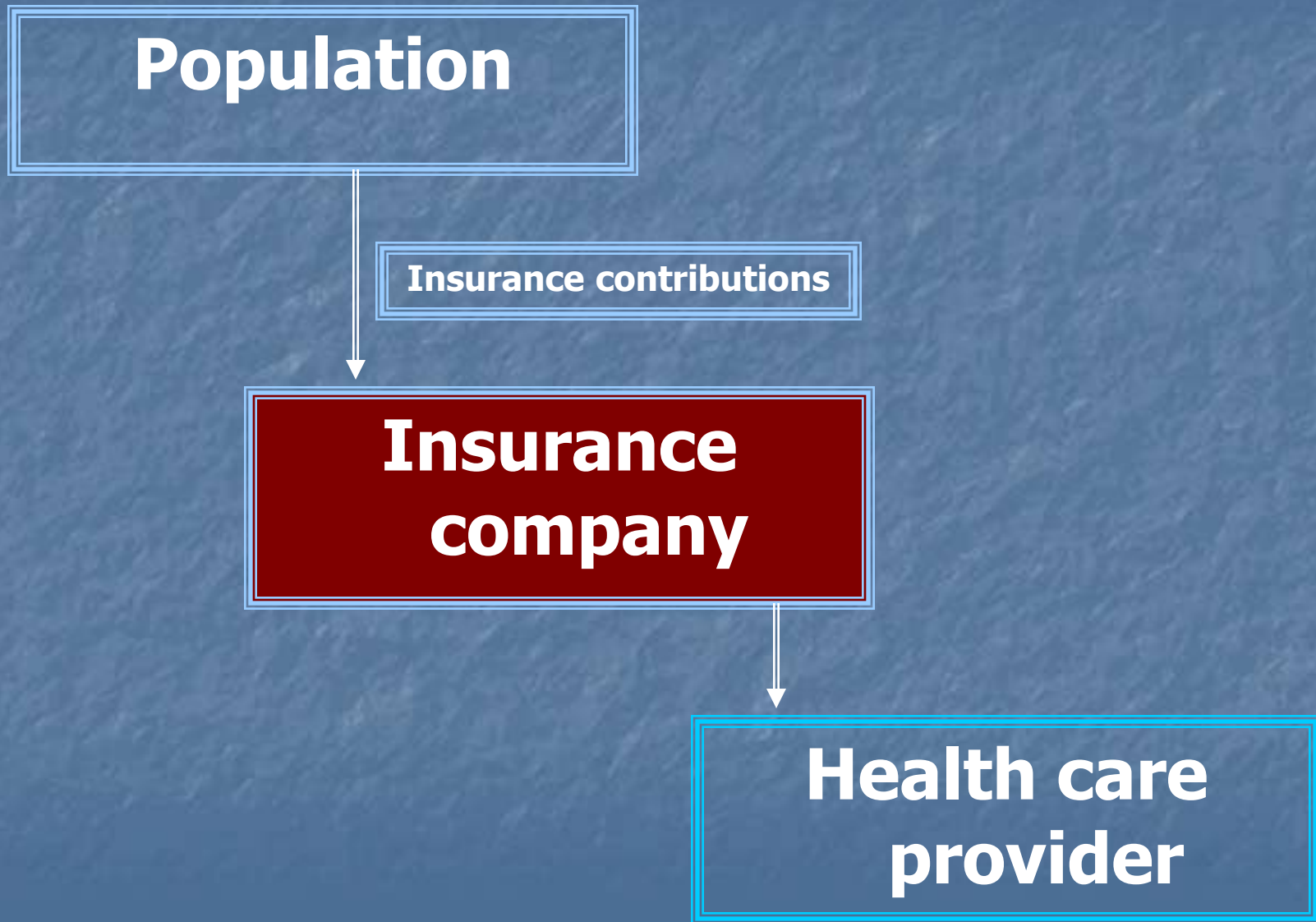
Since the new system - 3 %

Some evidence suggests that some improvement has come in waiting lists

There is a reality of Insurance system



Why Third-Party Payment?



Why Third-Party Payment?

No third party is involved when we shop at a supermarket. We pay the supermarket clerk directly



Why Third-Party Payment?

Population

Insurance contributions

**~~Insurance
company~~**

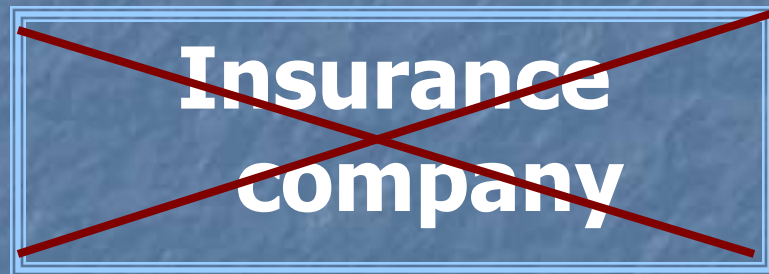
**Health care
provider**

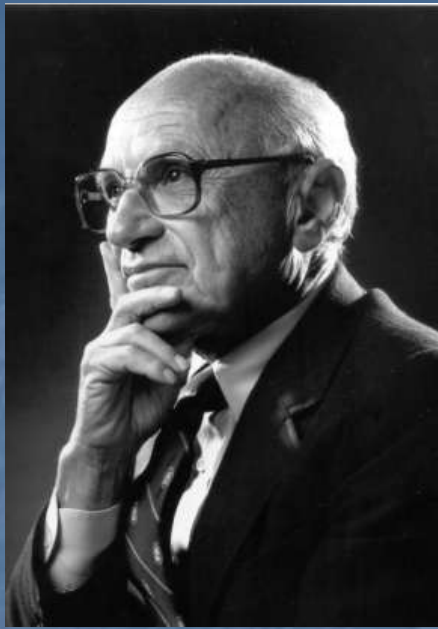
**We don't want
mediator**



Why Third-Party Payment?

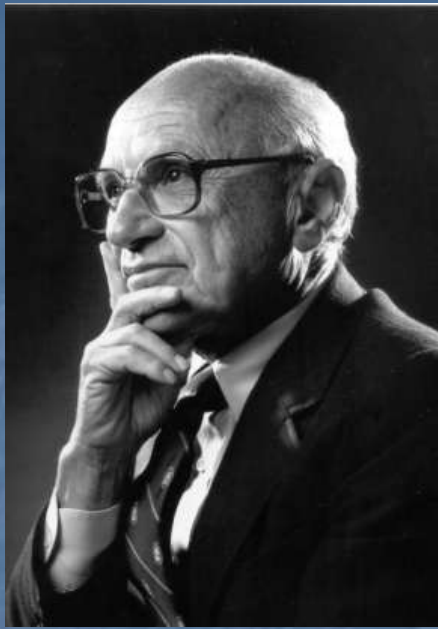
In USA 31 cents of every health care dollar goes to administrative costs, \$350 billion annually – most bureaucratic system in the world





"Most changes made in the final decade of the twentieth century were in the wrong direction "

Milton Friedman



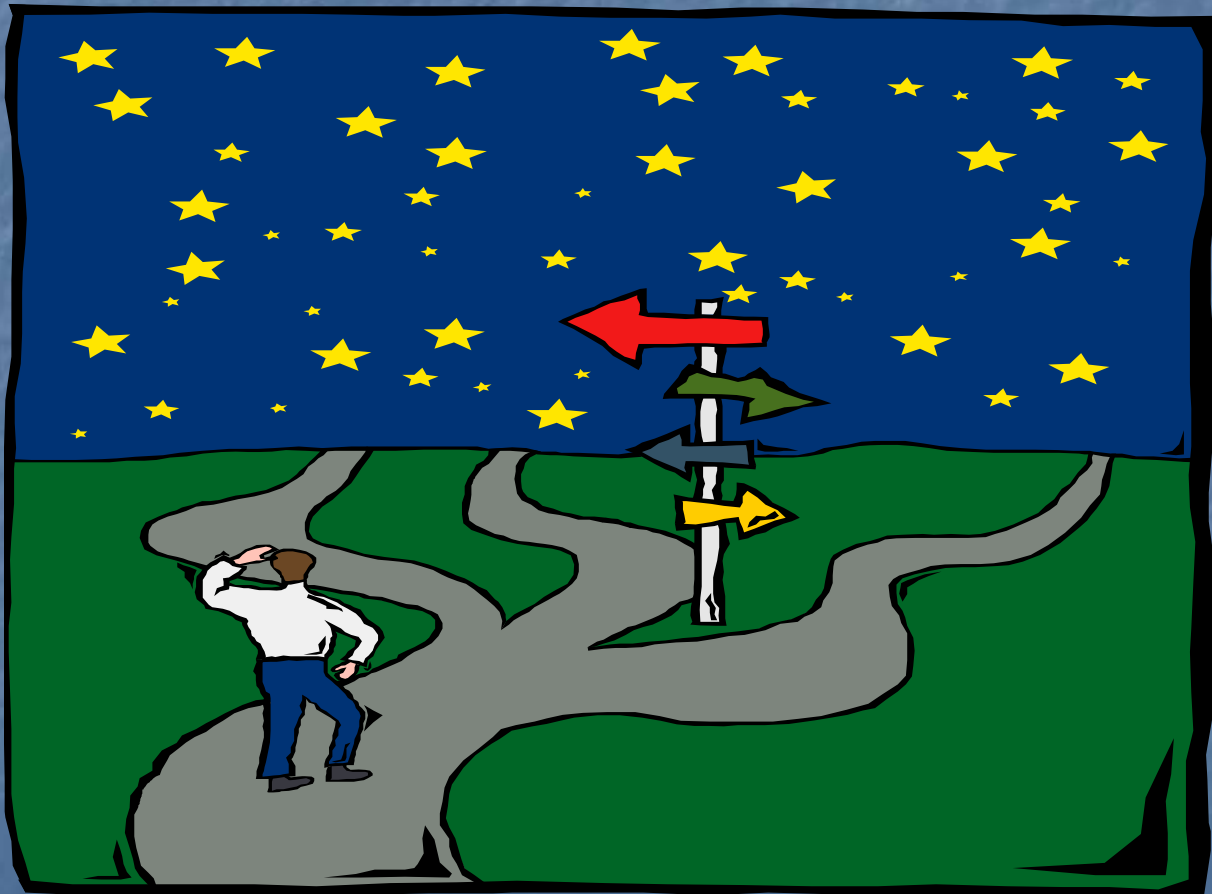
"most payments to physicians or hospitals or other caregivers for medical care are made not by the patient but by a third party—an insurance company or employer or governmental body.

Milton Friedman

Milton Friedman

- Reduce the role of third parties;
- Increase the autonomy of individuals;
- Get the government and vast, bureaucratic insurance companies out of the way;
- Permitting the free market to work its effects in health care, just as it does in virtually every other sector of the economy.

Is there market-based alternative ways to reform healthcare?



There is - Milton Friedman has found it



**Medical Savings
Accounts System**

Europe

Asia

Insurance

Medical Savings System

Managed Competition
Switzerland, Netherlands

Medical Savings Account
Singapore

Market Oriented Health Care
System

```
graph TD; Europe[Europe] --> Insurance[Insurance]; Europe --> ManagedCompetition[Managed Competition<br/>Switzerland, Netherlands]; Asia[Asia] --> MedicalSavingsSystem[Medical Savings System]; Asia --> MedicalSavingsAccount[Medical Savings Account<br/>Singapore]; ManagedCompetition --> MarketOriented[Market Oriented Health Care System]; MedicalSavingsAccount --> MarketOriented;
```

The diagram illustrates the convergence of two distinct health care models into a single market-oriented system. On the left, the European model is represented by 'Europe', which branches into 'Insurance' and 'Managed Competition (Switzerland, Netherlands)'. On the right, the Asian model is represented by 'Asia', which branches into 'Medical Savings System' and 'Medical Savings Account (Singapore)'. Arrows from the 'Managed Competition' and 'Medical Savings Account' boxes point towards a central box at the bottom labeled 'Market Oriented Health Care System', indicating that these two specific models are the primary drivers of this system.

Lets go to the Asia



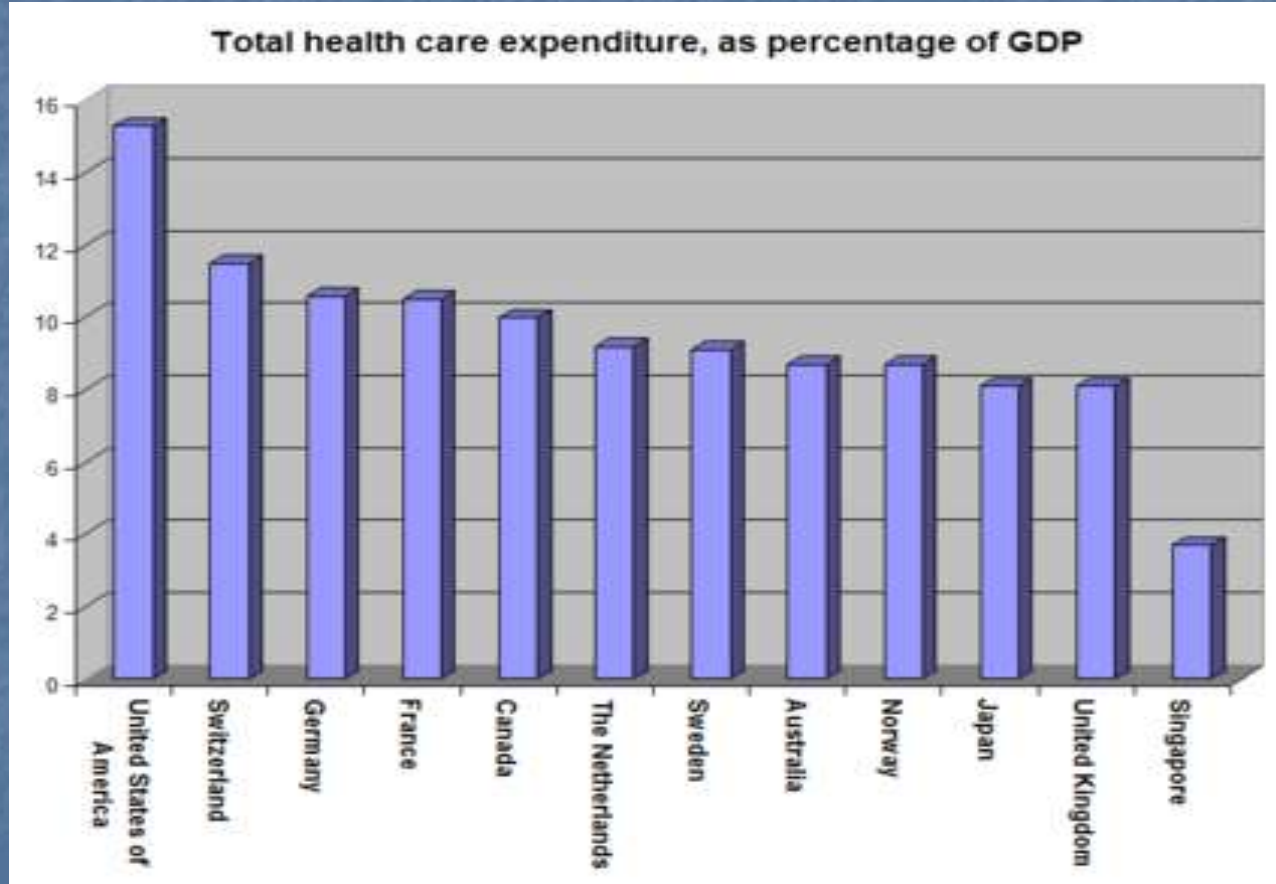
SINGAPORE

- Independence in 1965 (former British colony)
- Total land area 240 sq. miles;
- Population – 4.8 million.
- The language is English, 96% literacy
- GDP – \$181 Billion
- Per Capita GDP US\$37,597 in 2008 (5th wealthiest country in the world)
- 12th largest export market
- Easy, U.S. Style of Doing Business;
- Corruption Free
- Free Trade Agreement
- Small country, global hub
- Stable, developed economy
- Regional Gateway
- low inflation (1.7 percent annually)
- low unemployment (3.1 percent in 2000)

SINGAPORE

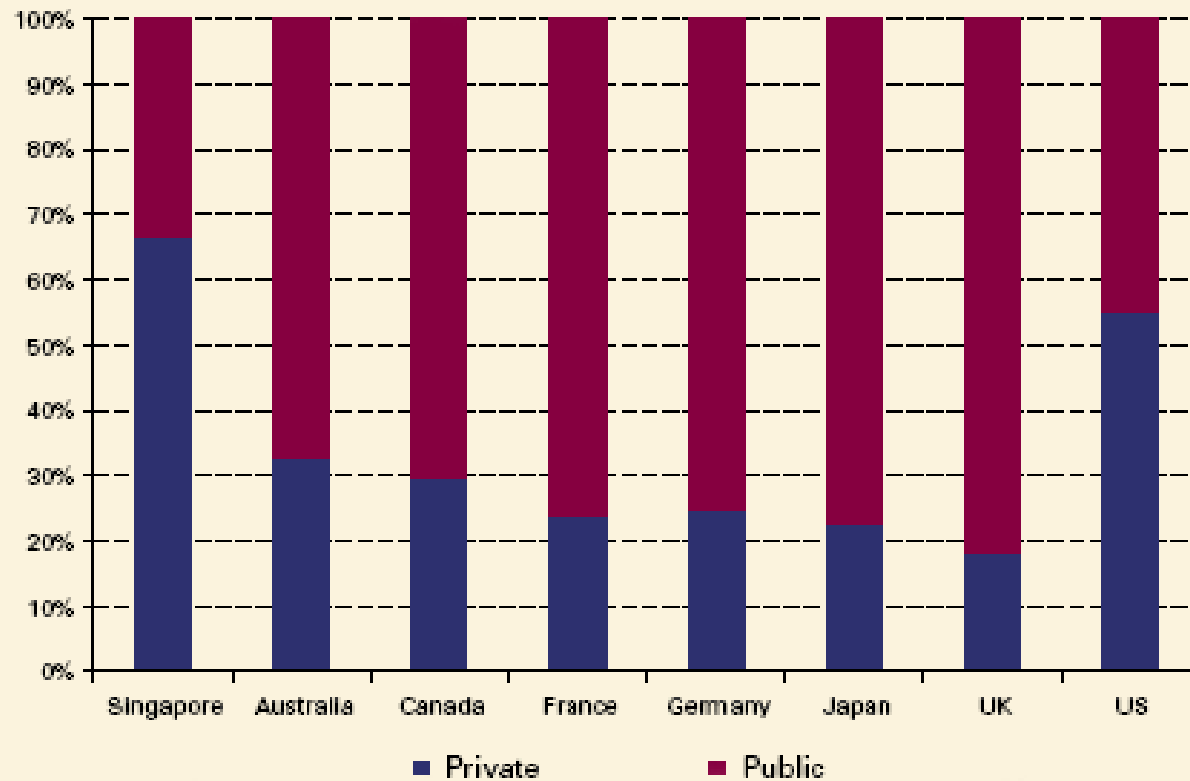
Health care spending 3 % of GDP.

Public spending - 1%; private spending 2%

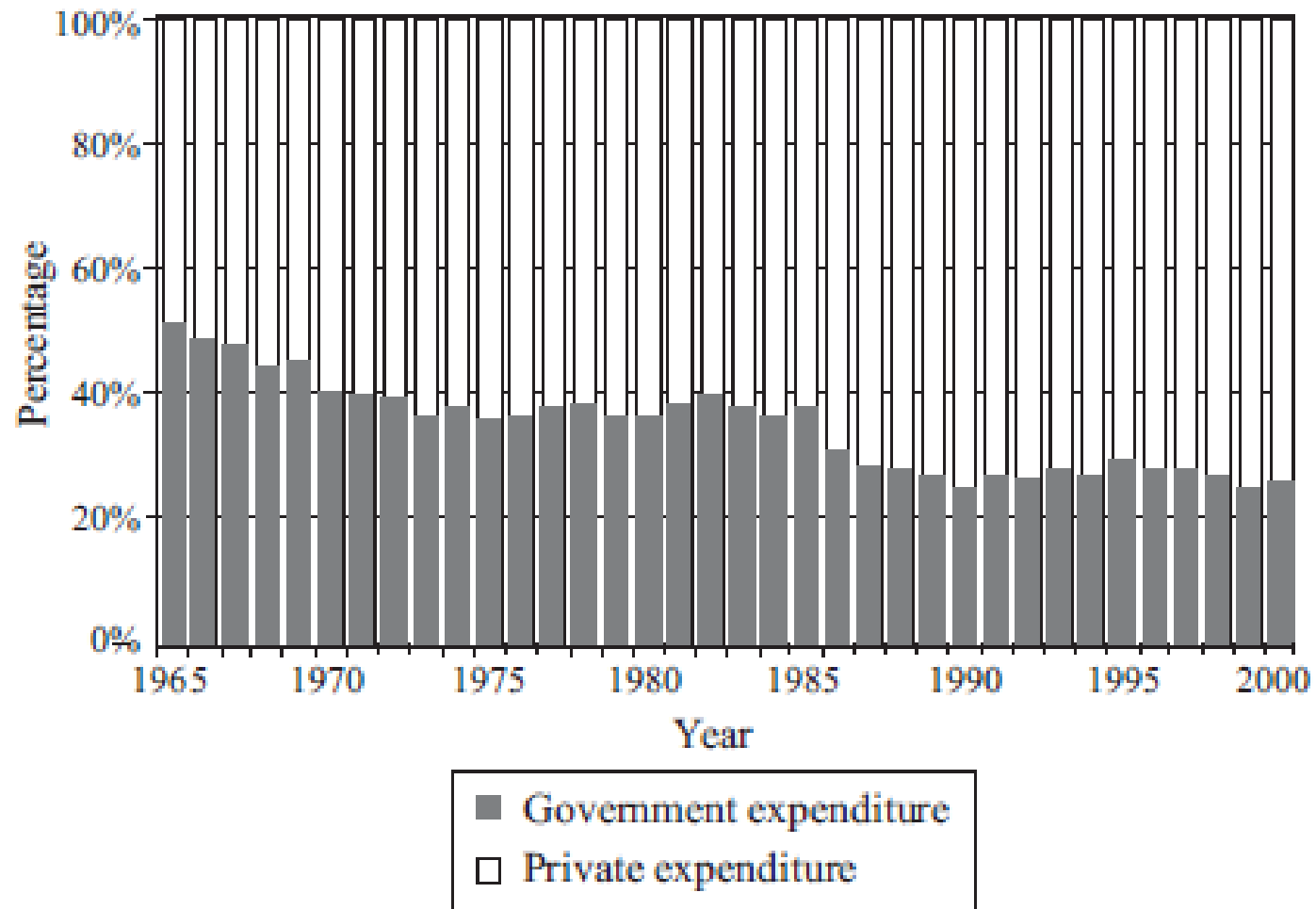


National healthcare expenditure is below 4% of GDP, which is low among developed countries

SINGAPORE



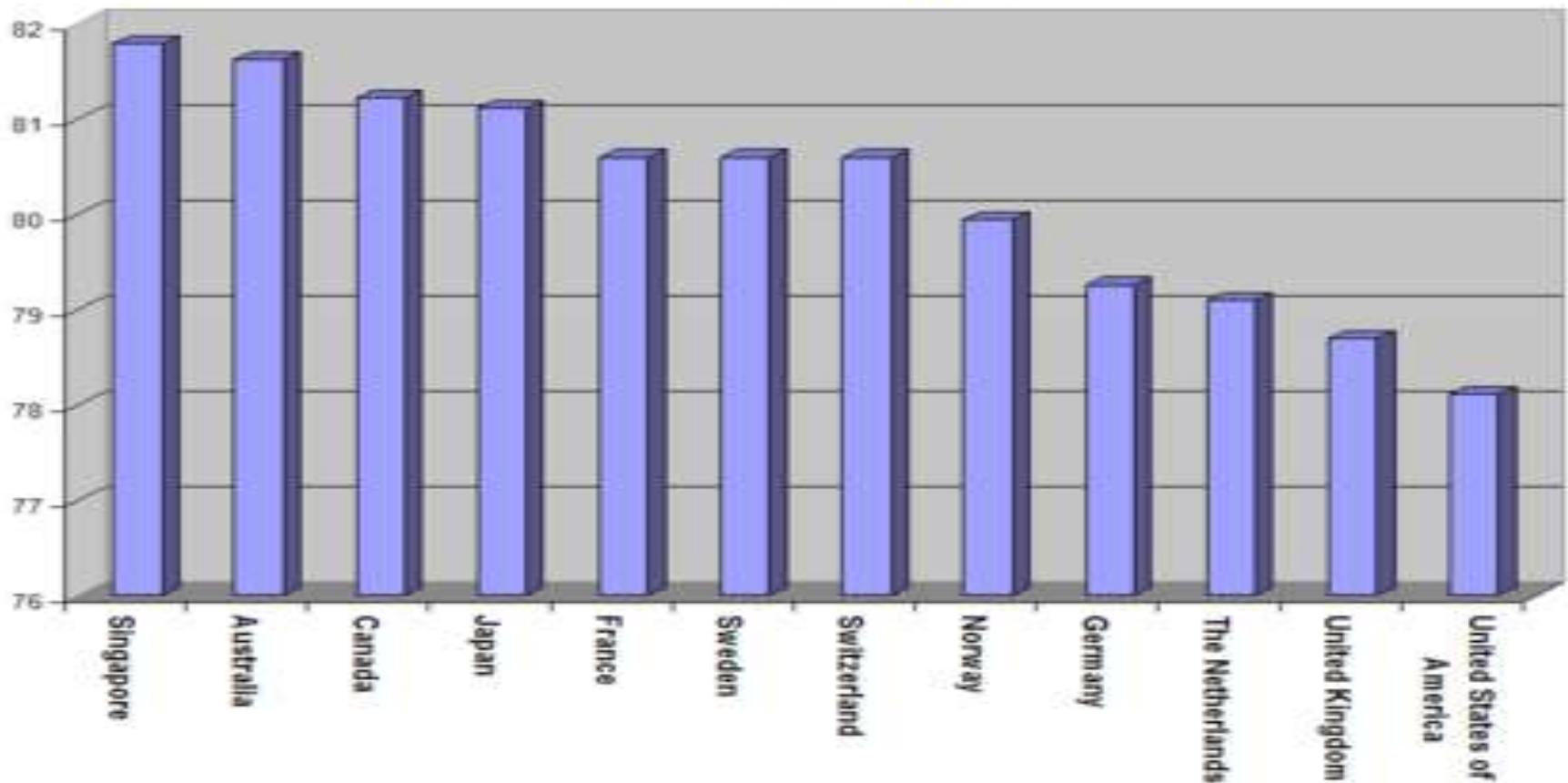
Public & private expenditures



Health Outcomes

Average life expectancy increased by 15 years from 1960 (63 years) to 2009 (82) and is now one of the world's longest.

Life expectancy at birth (in years)



Health Outcomes

- Infant mortality rate is the world's lowest, at 2.2 per 1,000 live births and far lower than rates in the United Kingdom (5.9) and the United States (7.6).
- Patient satisfaction is reportedly high (85%);
- average waiting time for elective surgery is apparently a mere 2 weeks; and the average length of stay in a public hospital is 5 days.

Leading international destination for healthcare. In 2006, more than 400,000 patients traveled to Singapore specifically for healthcare.

Singapore has "one of the most successful healthcare systems in the world, in terms of both efficiency in financing and the results achieved in community health outcomes"

World Health Organization

WHO Health Care Ranking

WHO Health Care Rankings

Country	Rank	Country	Rank
France	1	Switzerland	20
Italy	2	Belgium	21
San Marino	3	Colombia	22
Andorra	4	Sweden	23
Malta	5	Cyprus	24
Singapore	6	Germany	25
Spain	7	Saudi Arabia	26
Oman	8	United Arab Emirates	27
Austria	9	Israel	28
Japan	10	Morocco	29
Norway	11	Canada	30
Portugal	12	Finland	31
Monaco	13	Australia	32
Greece	14	Chile	33
Iceland	15	Denmark	34
Luxemburg	16	Dominica	35
Netherlands	17	Costa Rica	36
United Kingdom	18	United States	37
Ireland	19	Slovenia	38

Source: World Health Organization, "The World Health Report 2000" (Geneva: WHO, 2000).

SINGAPORE

Wow!

SINGAPORE

What's the reason for Singapore's success?

SINGAPORE

- Good government,
 - economic success,
 - anticorruption,
 - strong incumbency advantages
-
- Singapore has a democratic parliamentary republican government, but the same party has held power since 1965

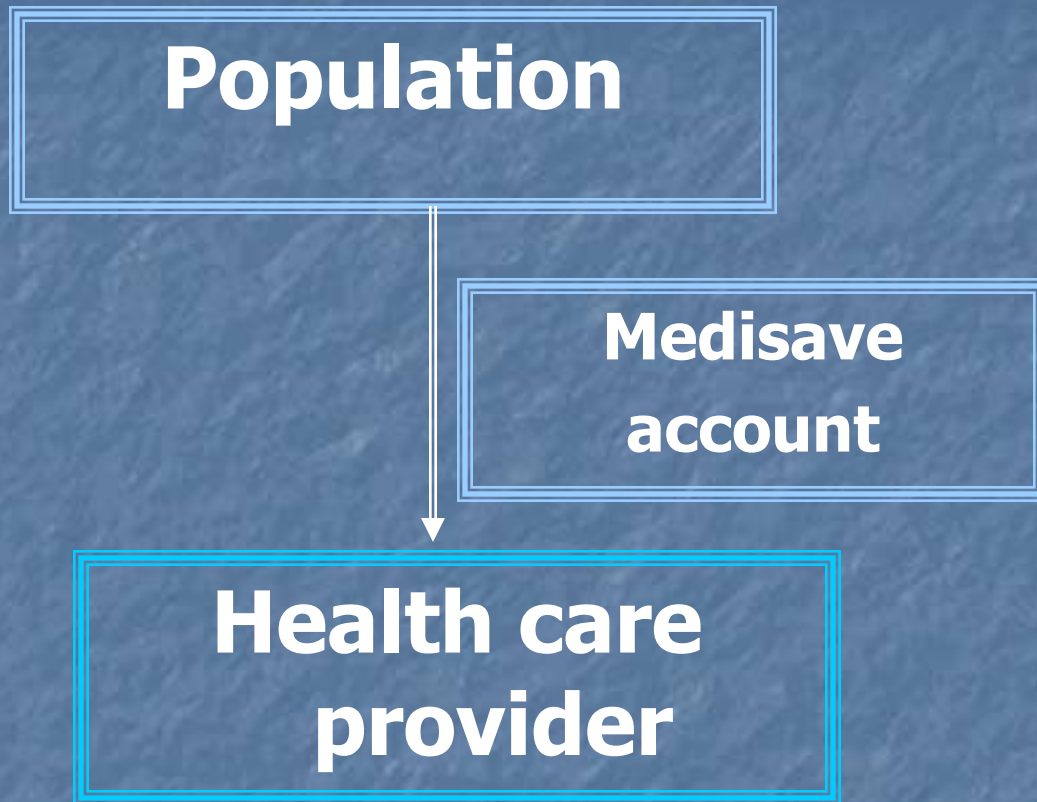




Healthcare in Singapore

- Combination of personal and government responsibility, individual responsibility and affordable healthcare for all
- The economic principle that health care services should not be supplied freely on demand without reference to price.
- Healthcare should encourage individual responsibility and community support BUT government should also make healthcare affordable

Medical Savings Accounts System



As at Dec 2008, the average Singaporean had S\$14,900 (approximately US\$10,000) in his/her Medisave account. This is sufficient to pay for about 10-12 subsidised acute hospitalization episodes

Medisave (1984): compulsory savings scheme for the working population to help individuals save and pay for their health care expenses

Medical Savings Accounts System

Advantages

- To encourage savings for the expected high costs of medical care in the future (lifetime savings feature);
- Consumers has incentive to control costs;
- To mobilize additional funds for health systems



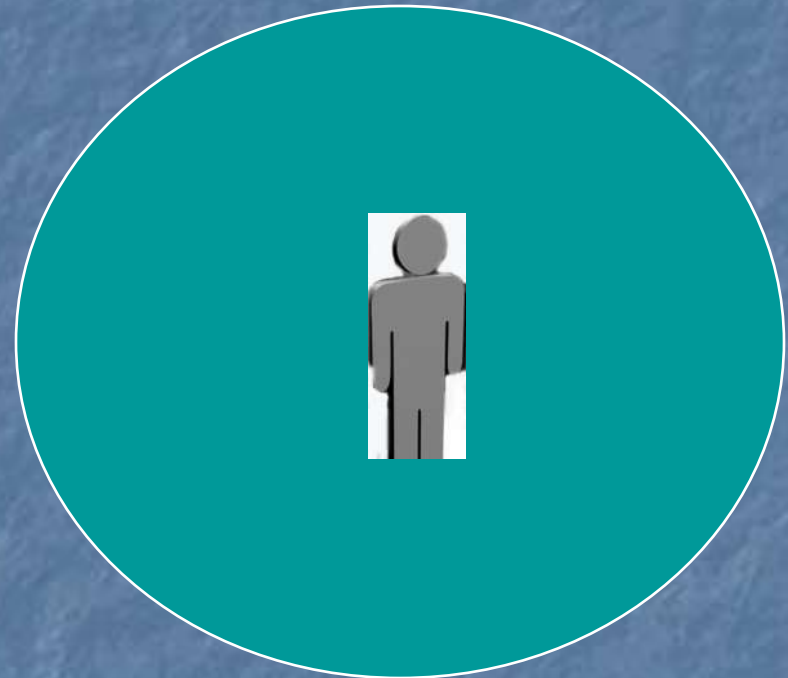
Pooling Over Time VS Risk Pooling

Society Risk Pooling



Solidarity

Personal Life-Cycle Time Pooling



Personal responsibility

VS

Personal Life-Cycle Time Pooling VS Society Risk Pooling

More Risk in Pool, Less
Premium, Less Cost



VS

More healthy lifestyle, More
Savings, Less Cost



Social Solidarity

Society Risk Pooling

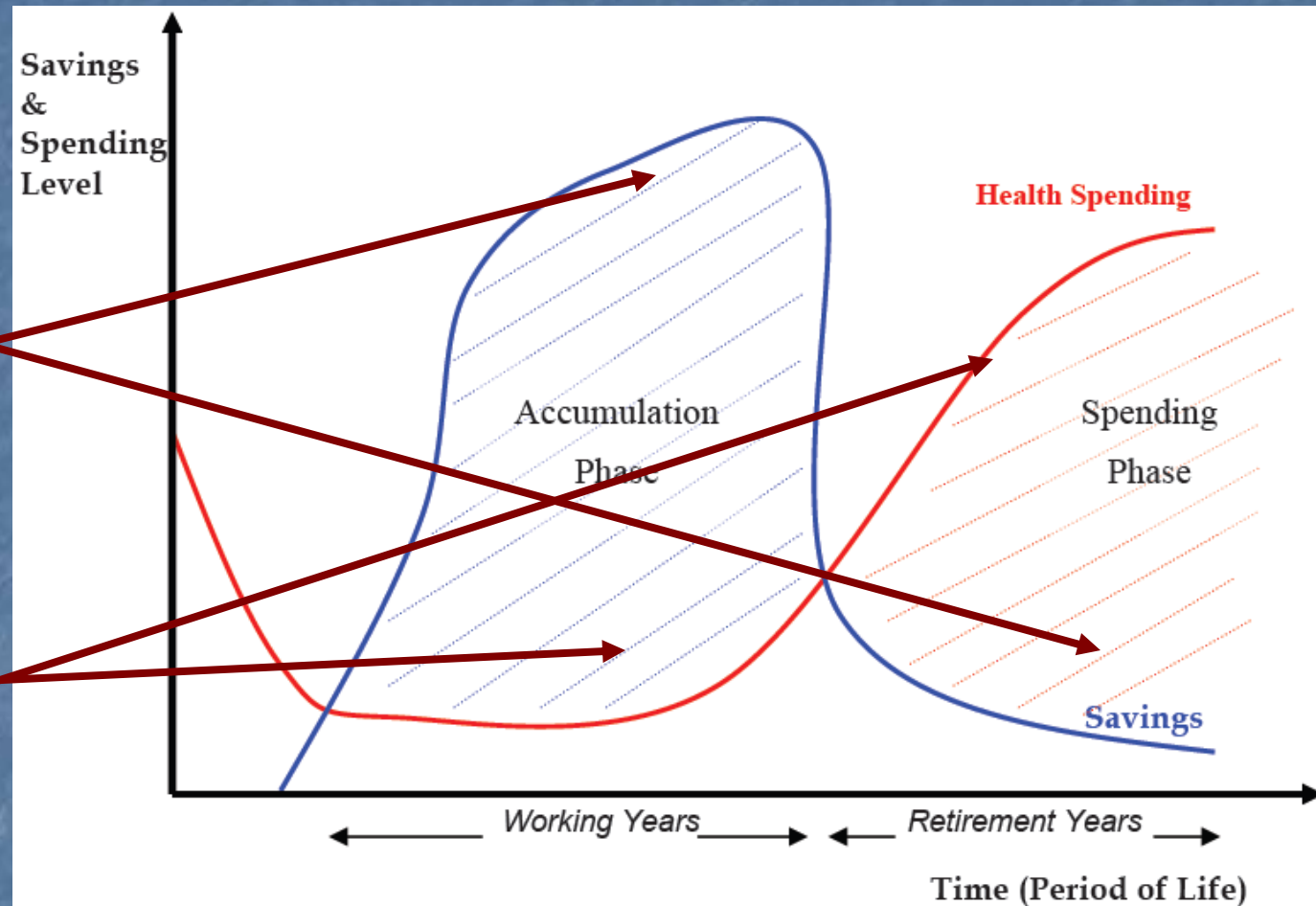
Personal responsibility

Personal Life-Cycle Time Pooling

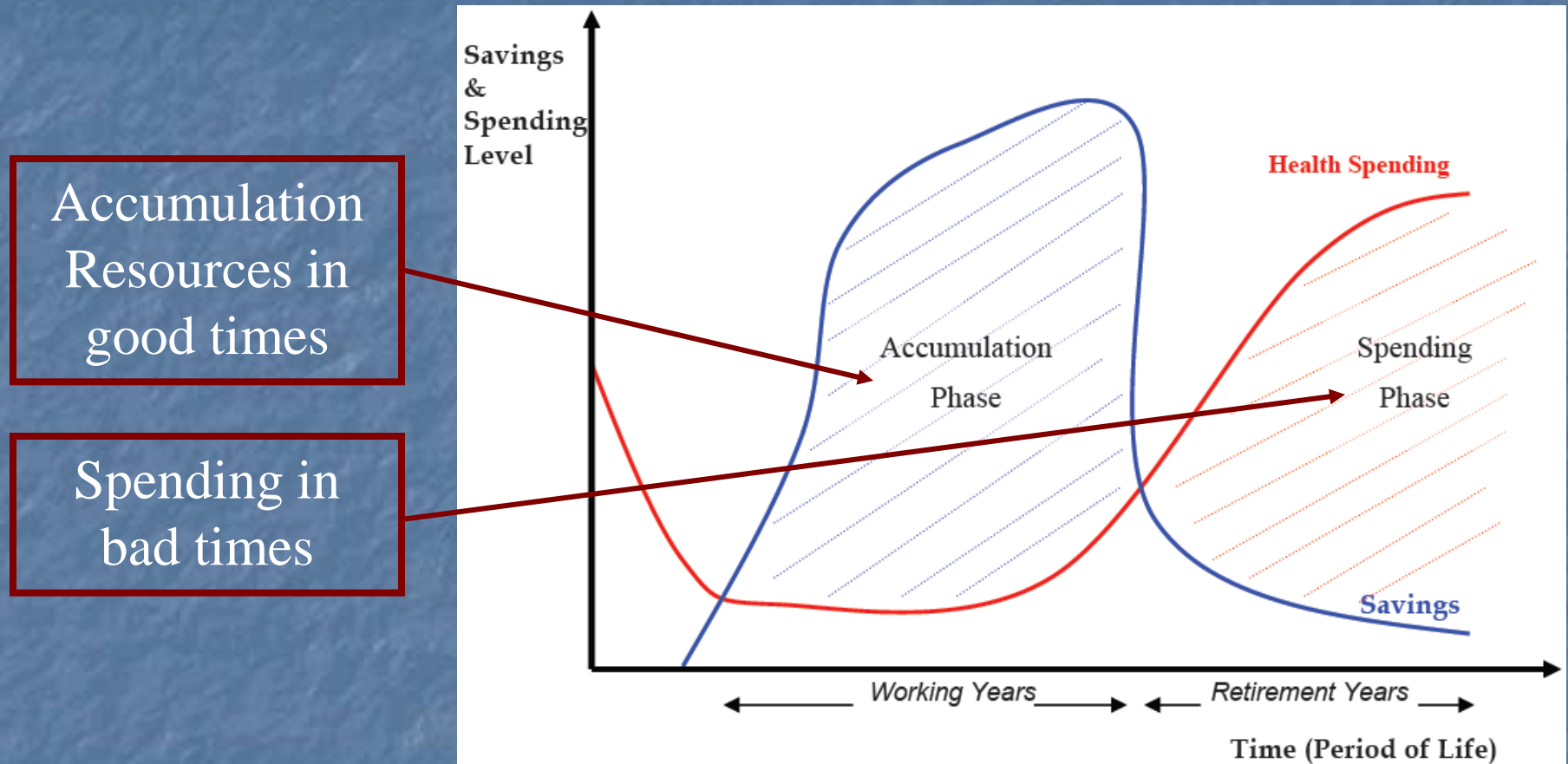
Pooling over time, person's life-cycle saving capacity and health spending pattern

Average income and capability to save are high in working years and is low in retirement years

Health spending is higher in retirement years and is low in working years



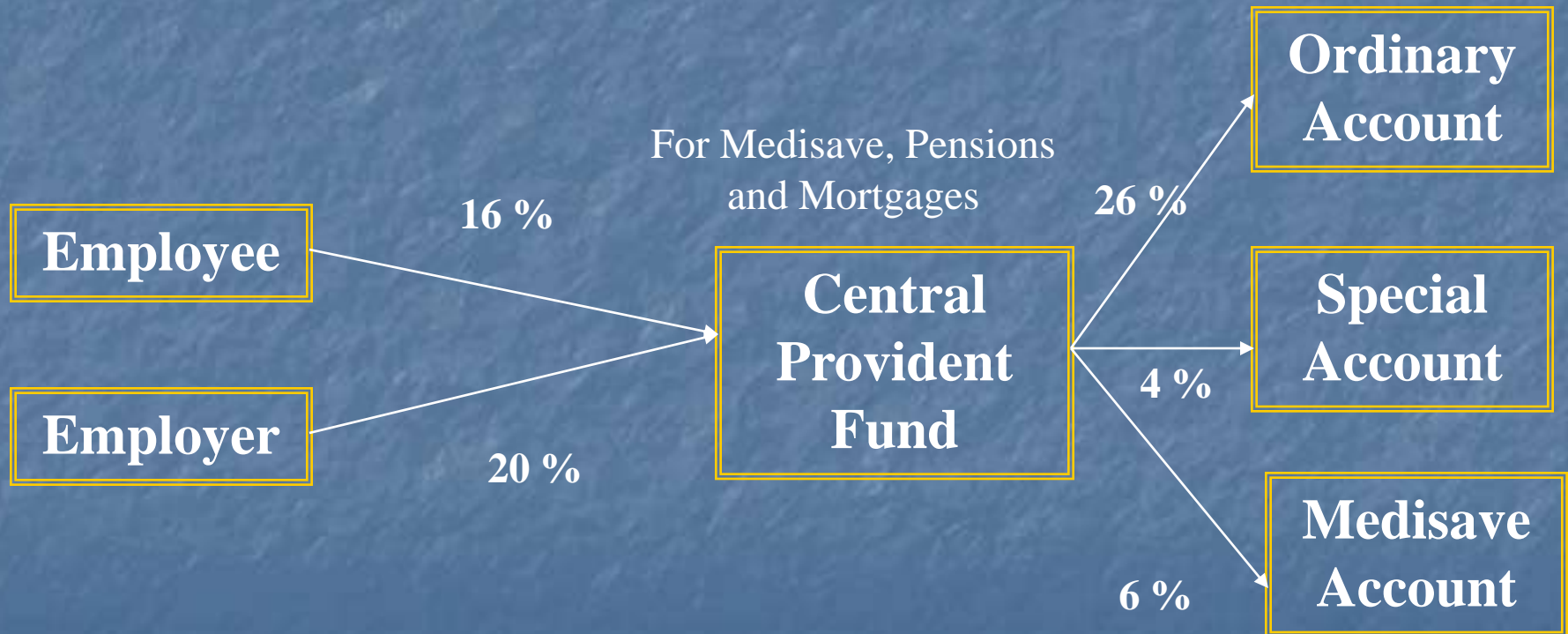
Pooling over time, person's life-cycle saving capacity and health spending pattern



Encouraging individual savings during economically active years for later health spending is an attractive way to assure sufficient funds for health care in the future

Central Provident Fund Contribution and Allocation Rates for Public and Private Employees

Medisave is a component of a mandatory pension program.



Central Provident Fund Contribution and Allocation Rates for Public and Private Employees

There is a maximum Medisave contribution ceiling for each age group.

Employee Age (years)	Contribution By Employer (% of wage)	Contribution By Employee (% of wage)	Total Contribution (% of wage)	Credited into (%)		
				Ordinary Account	Special Account	Medisave Account
35 & below	16	20	36	26	4	6
35 - 45	16	20	36	23	6	7
45 - 55	16	20	36	22	6	8
55 - 60	6	12.5	18.5	10.5	0	8
60 - 65	3.5	7.5	11	2.5	0	8.5
Above 65	3.5	5	8.5	0	0	8.5

Source: (Central Provident Fund Board 2002)

- Individual savings alone are generally not high enough to protect a person from catastrophic medical expenses (HIV/AIDS, chronic condition, renal failure)



What about catastrophic medical expenses?



**Restoring the role of insurance
to providing protection against
major medical catastrophes**

Milton Friedman

Risk pooling insurance plan- Medishield

**More Risk in Pool, Less
Premium, Less Cost**

The risk-pooling necessary to
cover catastrophic costs



Medishield (1990): catastrophic
health insurance plan cover high cost
medical bills

Every Medisave member is
automatically enrolled

The premium is deducted from each member's
Medisave account. Medishield has a high
deductible

Social Solidarity

Society Risk Pooling

Personal Life-Cycle Time Pooling + Society Risk Pooling

More Risk in Pool, Less
Premium, Less Cost



Social Solidarity
Society Risk Pooling

More healthy lifestyle, More
Savings, Less Cost



Personal responsibility
Personal Life-Cycle Time Pooling

What about Poor and Needy People?



Medifund



Medifund (1993): health endowment fund which provides a safety net for the poor and needy (**10% of the population**)

Provider Subsidies

Government provides direct subsidies from its annual budget to public hospitals, polyclinics and aged care homes.

In 2000, direct subsidies totaled US\$700 million, or 25% of health expenditures

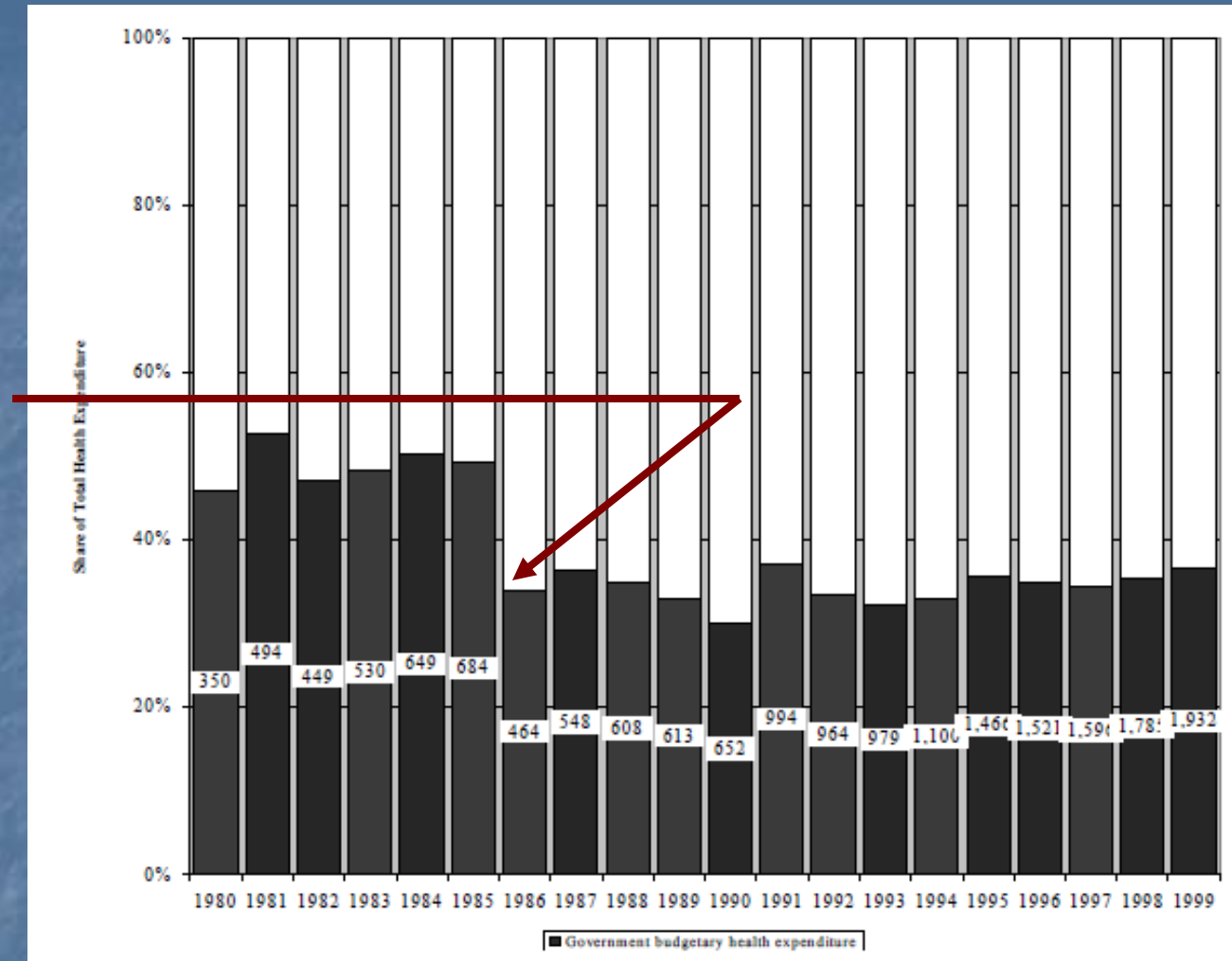
70 % of total government health expenditure was spent on services provided by public hospitals and institutions.

For primary health care, the services provided at the government clinics are subsidized at about 50 % of cost with the 50 % paid by patients (out-of-pocket) (Singapore Ministry of Health 2002).

Government subsidize long-term health care for those suffering from three specific chronic conditions - diabetes, high blood pressure, and high cholesterol.

Changes in the share of public spending on health in Singapore

Discernible reduction
after the introduction
of Medisave



Reduction is due to the reduction in the absolute value of government spending and the continuous increase in out-of-pocket spending coupled with Medisave

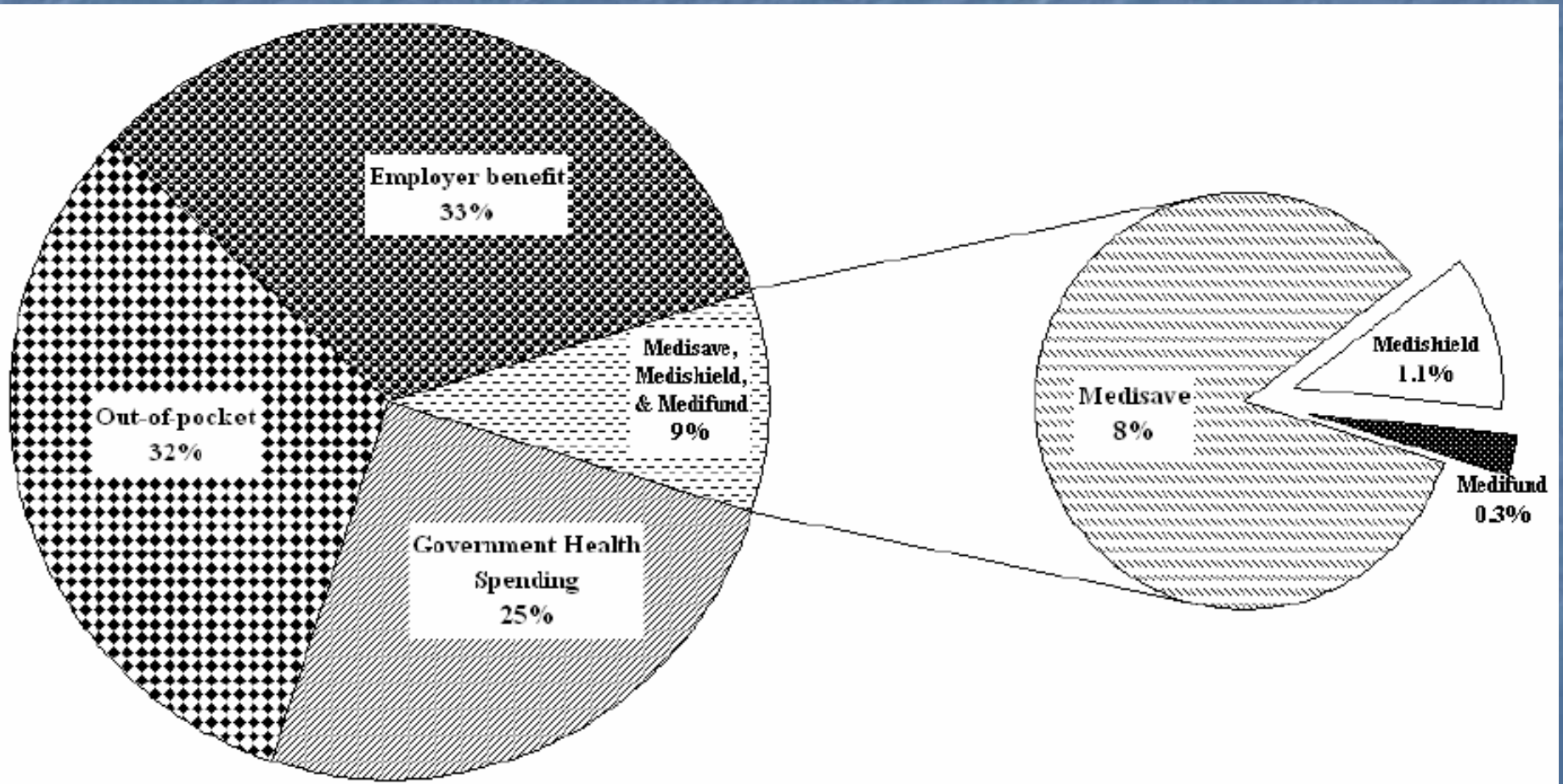
Source: WHO, Geneva (National Health Accounts Team)

Singapore The “3M” system & Plus

- **Medisave (1984):** compulsory savings scheme for the working population to help individuals save and pay for their health care expenses
- **Medishield (1990):** catastrophic insurance scheme to help meet the cost of large medical bills
- **Medifund (1993):** health endowment fund which provides a safety net for the poor and needy
- **ElderShield (2002):** To provide financial protection for individuals suffering from severe disabilities
- **Integrated Shield plan** - private insurance policies for treatment in the private sector. Singaporeans must subscribe to the basic Medishield product before they can purchase the private Integrated Shield Plans
- **Provider Subsidies** - Government provides direct subsidies

Singaporean Health Spending by Source, 1999

One reason that Medisave has a very limited role in health financing - Medisave can be used mainly for inpatient services and there is an upper limit on the amount to be spent per day.



Source: WHO, Geneva (National Health Accounts Team)

Key elements of Singapore Health System



MINISTRY OF HEALTH

- Universal coverage
- Mixed Public-Private Health Care competitive Market
- Mix of financing methods (Taxation, Savings, Insurance)
- Choice of private and public systems
- Optimal Balance with Personal & government responsibility
- Promotes personal and family responsibility (Cost-sharing)
- Ensure future sustainability with ageing (Savings)
- Enhance risk-pooling and social protection for catastrophic care (Insurance)
- Target subsidy and equitable distribution for poor and indigent (Taxation)
- Government benchmarks for standards and prices
- Regulation of hospital beds, doctors and use of high-cost medical technology

Health Care Provision

Public-Private mix

The government gives direct subsidies to government hospitals, polyclinics and some nursing homes.

	Primary Care	Hospital Care	% of inpatient beds
Public System	20 %	13	80 %
Private System	80 %	16	20 %

Singapore Hospitals Ward Classes

Government provides differential subsidies for hospitalization fees depending upon the class of ward that patients choose

Class of Ward	Number to a Room	Subsidy	Air-Conditioning
A	1	0%	Yes
B1	4	20%	Yes
B2+	5	50%	Yes
B2	6	up to 60%	No
C	8	up to 80%	No



Is the positive experience of Singapore transferable to other countries?

Conclusion

Positive experience in implementing medical savings requires certain pre-requisites:

- Willingness and ability to save
- High labor force participation in formal employment
- Effective payroll collection with efficient fund management and claims processing
- Well-developed information system with security and accounting controls
- Public education for proper use of accounts

Thank you for your attention!



- Michael Tanner. The Grass Is Not Always Greener, A Look at National Health Care Systems Around the World. Policy analysis, N 613. March 18, 2008
- Wynand PMM van de Ven. Universal mandatory health insurance with managed competition in the Netherlands. Alliance for Health Reform, Briefing, Washington, 11 April 2008
- The Netherlands: reform of the health system based on competition and privatisation,** Sylvie Cohu, Diane Lequet-Slama and Pierre Volovitch
- Lim Meng Kin. Transforming Singapore Health Care: Public-Private Partnership. Department of Community, Occupational and Family Medicine National University of Singapore, Singapore, November 2004.
- Lim Meng-Kin.** Health care systems in transition II. Singapore, Part I. An overview of health care systems in Singapore
- What It Is, And Why It's HOT! Dan Thompson. U.S. Commercial Service. Singapore Hawaii. 2009
- William C. Hsiao. Medical Savings Accounts: Lessons From Singapore**
- Piya Hanvoravongchai. Medical Savings Accounts: Lessons Learned from Limited International Experience, WORLD HEALTH ORGANIZATION, GENEVA. 2002**