Employee Preventive Health Care

FOCUS ON VACCINATION

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START
THE WORKPLACE HAS BECOME AN INCREASINGLY IMPORTANT SETTING FOR PROVIDING INFORMATION FOR EMPLOYEES ON HEALTH AND DISEASE PREVENTION.¹,²
THERE IS A NEED FOR AN INCREASED FOCUS ON PREVENTION IN THE UNITED STATES.³

**+ Underutilization of preventive services³**

![](chart1.png)

**+ Gaps in care⁴**

![](chart2.png)
INTRODUCTION

FOCUS ON VACCINATION

POPULATION HEALTH MANAGEMENT & EMPLOYEE HEALTH\textsuperscript{1,5}

Population health management (PHM) is the latest evolution of employee care management.\textsuperscript{5}

+ Goals of PHM\textsuperscript{6}

- Keeping people healthy
- Reducing health risk
- Assuring appropriate care for people who are already sick
Workplace wellness campaigns can incorporate PHM by including health promotion and disease prevention strategies, including adult vaccination.\textsuperscript{7,8}

+ **Workplace health programs and services might include:**

- Providing health information or health care benefits information through newsletters, internal websites, e-mails, health reminders, and alerts to company/personal e-mails, or by sending text messages to employees

- Offering on-site vaccination services\textsuperscript{8}
As an employer, you have abundant opportunities to promote individual health and foster a healthy work environment.¹
It is important to make your employees aware of the importance of prevention and the positive impact it may have on their health, including their health behaviors, health risks for disease, and current health status.²

+ Spread the word about available health and wellness activities, promotions, and programs, utilizing multiple forms of communication, such as posters, e-mails, newsletters, and your organization’s Intranet/Web portal.
Your employees may be unaware of health care services available to them.\(^9\)

+ By educating your employees on the preventive services covered through their health plan, you can encourage them to take steps to potentially improve their health.\(^{10}\)
ANNUAL VISIT

Regular health exams and tests may help find problems before they start. They also may help find problems early, when your employees’ chances for treatment and cure are better.\textsuperscript{11}

+ Consider sending information to your employees about annual wellness visits. Remind them to ask their health care providers about recommended screenings and vaccines.\textsuperscript{12}
DAILY HEALTH

Good health comes not just from receiving quality medical care, but from stopping disease before it starts. Prevention should be woven into all aspects of our lives, including where and how we live, learn, work, and play.¹³

+ The workplace can be an important setting for health promotion and disease prevention education.¹
SCREENINGS

Chronic diseases, such as heart disease, cancer, and diabetes, are responsible for 7 of every 10 deaths among Americans each year. Appropriate screenings may detect chronic illnesses at an early stage when treatment is likely to work best.\textsuperscript{14,15}

+ **Encourage your employees to take advantage of preventive health services, like screenings.**
VACCINATION

Vaccination is an evidence-based preventive strategy that can help reduce disease for your eligible employee population.\(^{16,17}\) As an employer, you may be able to play a role in improving vaccination rates.\(^{18}\)

+ Consider ways to educate and encourage your employees to stay up to date on recommended vaccinations.
Has your organization measured its vaccination rates?

- Learn about your organization’s eligible employee vaccination rates and how they compare to national averages and goals.

The Advisory Committee on Immunization Practices (ACIP) provides recommendations for the vaccination of appropriate adults.10,19 The recommendations include:

- the age(s) when the vaccines should be given
- the number of doses needed
- the amount of time between doses
- precautions and contraindications

**Identify baseline rates for eligible employee vaccination within your organization.**

- Compare these rates to benchmark rates, on a local, regional, state, or national level.

- As a starting point for comparison, look to the *Healthy People 2020* goals and CDC data and statistics for ACIP-recommended vaccinations.

CDC=Centers for Disease Control and Prevention.
+ **What is a benchmark rate?**

A benchmark rate is a point of reference for evaluating performance.

*Healthy People 2020 goal example*: 4,20
Increase the percentage of adults aged 18 and older who are vaccinated annually against seasonal influenza.

**Baseline (year)**: 38.1% (2010–11)

**2015–2016**: 41.7%

**2020 Target**: 70.0%

+ **What are your current eligible employee vaccination rates for ACIP-recommended adult vaccinations?**

You may consider collecting the vaccination data of your eligible employee population in order to calculate your baseline vaccination rates.

+ **How do your eligible employee vaccination rates compare?**

Compare your rates to benchmark rates for ACIP-recommended vaccines.
**EDUCATE**

*Did you know...*

...your employees may not be aware that routine ACIP vaccinations are covered with no cost to them?¹⁰

+ Provide information about covered ACIP recommended vaccines.
  
  Distribute an annual enrollment book or summary of coverage in print and/or digital form to your employees.

*Preventive services, including Advisory Committee on Immunization Practices recommended vaccines, are covered at no cost for non-grandfathered plans under the Affordable Care Act for those within the scope of the recommendation.¹⁰*

...your employees may not know how vaccines are covered at the pharmacy?

+ Supply information to your employees outlining what type of benefit covers vaccination at the pharmacy.
  
  For example this could include whether it is a pharmacy benefit, medical benefit, or health savings account.

ACIP = Advisory Committee on Immunization Practices

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ENCOURAGE

Do you currently ask your employees to complete a health assessment survey, including questions about vaccination status?

+ Consider offering incentives to employees who complete a personal health assessment.

Send reminders to your employees.

Below are resources you can use to help remind your employees to schedule appointments and stay up to date on preventive services such as: vaccinations, blood work, and screenings.

EMPLOYEE REMINDER RESOURCES

Because your health is important...

It’s time to take charge of your health!

electronic: download as a pdf or html

The html version will open in a separate browser window.
Under Edit, click Select All. Simply copy and paste into a new e-mail.

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On-site vaccination

+ If you have on-site employee health clinic(s), consider:
  Having the clinic(s) provide year-round routine and travel vaccinations.
  Having the clinic(s) promote and manage on-site vaccination campaigns.

+ Host a vaccination event\textsuperscript{18}
RESOURCES

This page provides an overview of the resources in this tool.

FOR EMPLOYERS

How to host a vaccination event
A checklist for businesses and employers to consider

FOR EMPLOYEES

Because your health is important...

It’s time to take charge of your health!

Adult vaccination event poster
11” x 17”

The html version will open in a separate browser window. Under Edit, click Select All. Simply copy and paste into a new e-mail.

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REFERENCES