



# The Importance of Vaccination and Primary Prevention in Employee Population Health



## Table of Contents



### Population Health Management

Population Health Management and Employee Health

- Focus on primary prevention



### Why Vaccines

Why Include Vaccines in Employer Wellness Initiatives?

- Employers are a valuable resource



### Spotlight on Merck

Spotlight on Merck's Employee Health and Well-being Initiatives

- Overview of Merck's Live It Program
- Vaccination programs



### Next Steps

Ideas for Consideration and Next Steps for Employers

- Action steps for employers to improve vaccination rates among employees



# Population Health Management and Employee Health



## Employers Are Invested in Their Employees' Health and Well-being

According to the Kaiser Family Foundation, employer contribution toward annual health insurance premiums has increased 48% since 2007.<sup>1,a</sup>

### AVERAGE ANNUAL HEALTH INSURANCE PREMIUMS FOR FAMILY COVERAGE 2007-2017: EMPLOYER CONTRIBUTION<sup>1</sup>



<sup>a</sup> **Study Design:** The Kaiser Family Foundation (Kaiser) and the Health Research & Educational Trust (HRET) conduct an annual survey of private and nonfederal public employers with 3 or more workers. Information reflects employer-sponsored health benefits in 2017.

Employers offering health benefits also offer a variety of supplemental and other health benefits to their workers.<sup>1</sup>





## Population Health Management and Employee Health

Population health management (PHM) is the latest evolution of employee care management.<sup>2</sup>

A renewed focus on prevention is foundational to helping improve population health goals<sup>3</sup>:



**KEEPING PEOPLE HEALTHY**



**REDUCING HEALTH RISK**



**ASSURING APPROPRIATE CARE FOR PEOPLE WHO ARE ALREADY SICK**



What specific actions related to employee health are you taking?  
What are your primary areas of focus?  
What are some of your initiatives?



## A Population Health Management (PHM) Strategy Must Be Designed To Be Specific to an Organization and the Communities it Serves<sup>4</sup>

PHM strategies in the workplace can include<sup>5,6</sup>:



**ADULT VACCINATION,  
INCLUDING ON-SITE CLINICS**



**DISEASE PREVENTION  
STRATEGIES FOR AT-RISK  
INDIVIDUALS**



**INDIVIDUALLY FOCUSED  
INTERVENTIONS TARGETED  
TO EACH PARTICIPANT**



**ACCESS TO HEALTHY FOODS  
AND NUTRITION EDUCATION**



**SUPPORT NETWORK OF  
HEALTH PROFESSIONALS**



**STRATEGIC USE OF EMPLOYEE  
PARTICIPATION INCENTIVES**

Employers can incorporate PHM by including health promotion and disease prevention strategies, including adult vaccination.<sup>5,6</sup>



## Prevention Is a Key Component of Population Health Management<sup>7</sup>

Preventive care can include<sup>7</sup>:

	<b>VACCINATIONS</b>		<b>BEHAVIORAL INTERVENTION (SMOKING CESSATION, WEIGHT LOSS)</b>
	<b>SCREENINGS (CANCER, STIs)</b>		<b>REGULAR VISITS (YEARLY PHYSICAL)</b>
	<b>TESTS (BLOOD PRESSURE, DIABETES, CHOLESTEROL)</b>		<b>CARE FOR HEALTHY PREGNANCIES</b>

Evidence-based preventive services can potentially improve health by identifying risk factors and diseases early, managing them more effectively, and treating them before they develop into more complicated conditions.<sup>8,9</sup>



How do you emphasize preventive health care for your employees?

STI= Sexually Transmitted Infection.

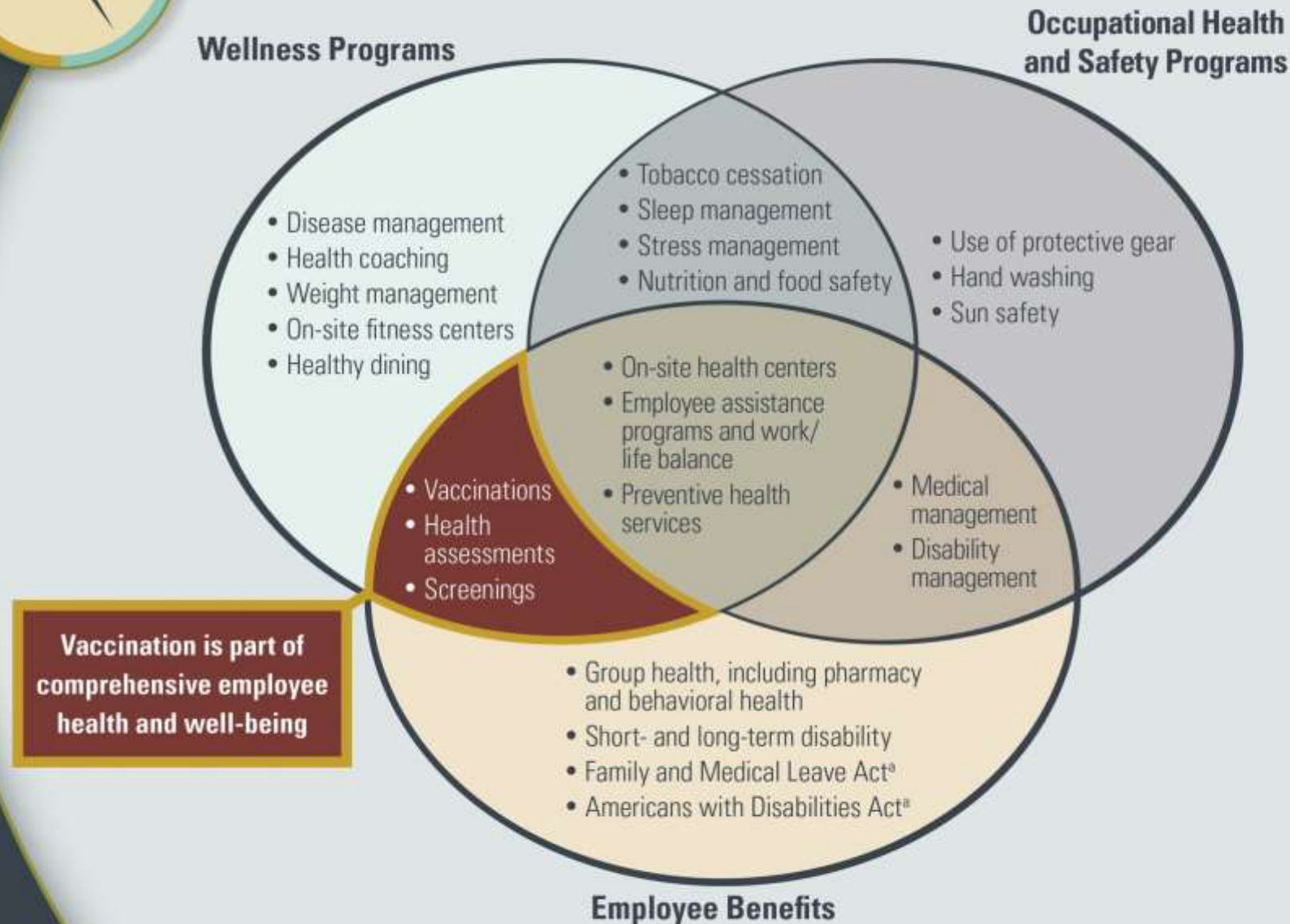


## Why Include Vaccines in Employer Wellness Initiatives?





## Integrated Approaches to Employee Health and Well Being: Components and Overlapping Areas of Wellness<sup>10</sup>



<sup>a</sup> Federal requirements

Integrating Wellness and Occupational Health & Safety in the Workplace. Copyright 2013. National Business Group on Health.



## Vaccines Are a Part of Preventive Health Care



**VACCINATION IS AN EVIDENCE-BASED PREVENTIVE STRATEGY** that can help protect your eligible employee population against certain diseases.<sup>11,12</sup>



**AS AN EMPLOYER,** you may be able to play a role in improving vaccination rates.<sup>13</sup>

**THE ACIP** provides recommendations for the vaccination of appropriate adults.<sup>14</sup>

For updated ACIP recommendations, non-grandfathered plans must provide coverage in the next plan year that is no more than 12 months after the recommendation is adopted by the Centers for Disease Control and Prevention.

ACIP=Advisory Committee on Immunization Practices.



## A Variety of Barriers May Prevent Adult Vaccination<sup>15</sup>

In a June 2011 report, the NVAC defined different types of barriers to adult vaccination.

### ENVIRONMENTAL

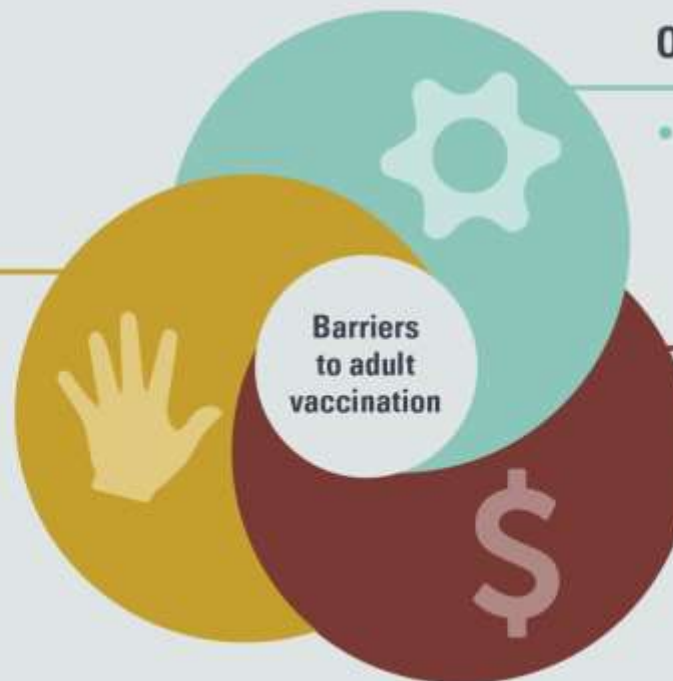
- Access to health care services
- Knowledge about the need for vaccination
- Time to vaccinate

### OPERATIONAL

- Coordination of vaccine activities, reminders, and assessments

### FINANCIAL

- Costs associated with purchasing vaccines
- Variable and potentially inadequate reimbursement to providers for vaccines
- Potential patient out-of-pocket costs



How are you addressing these barriers with your employees?  
What other solutions could you provide that might help address these?





## Employers Can Be a Point of Care for Vaccination Programs

Employers can play a role in increasing vaccination rates by<sup>13</sup>:







## Employers May Want To<sup>13</sup>:



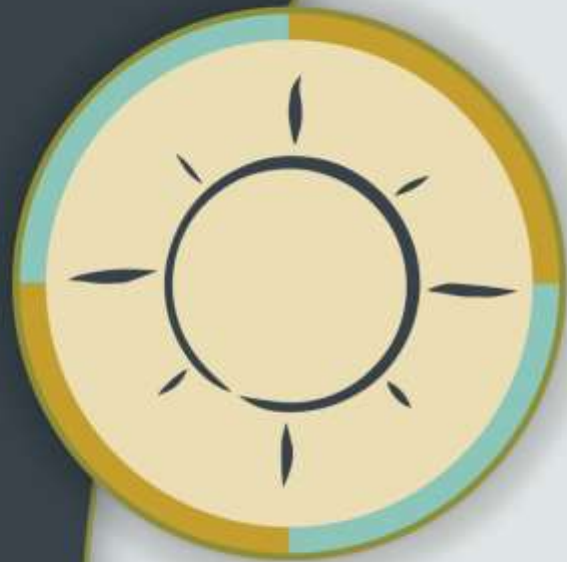
**INCLUDE VACCINATIONS IN PREVENTION EFFORTS**



**IDENTIFY RESOURCES** that are currently available to provide vaccinations to employees



**ASSESS THE IMPACT OF DISEASES** for which vaccines are available



## Spotlight on Merck's Employee Health and Well-being Initiatives



## Merck's Employee Prevention Campaign Focuses on the Entire Individual

The Live It program is Merck's holistic approach to employee population health, and was designed by and for Merck employees and their families.



In 2017, Merck was a gold winner in the Best Employers for Healthy Lifestyles® Award in the US<sup>16</sup>



## Merck's Vaccination Initiatives

Merck provided **educational opportunities to help bridge employee knowledge gaps.**<sup>13</sup>



Communicated to employees through:

- newsletters
- e-mails
- on-site posters
- senior leader sponsorship
- at-home mailers





## Merck On-site Health Clinics

Merck offers on-site clinics. These clinics are offered at 8 different locations, each of which:

- Is fully staffed with:
  - Physician, registered nurse, and/or nurse practitioner
- Has a primary focus on occupational health and wellness screenings
- Provides year-round routine and travel vaccinations
- Promotes and manages on-site vaccination campaigns

### Health Service Clinic Locations





## Merck Includes Adult Vaccination as a Pharmacy Benefit for Employees



**IN 2011**, adult vaccinations were added to the pharmacy benefit in addition to the medical benefit for Merck employees. The pharmacy coverage for vaccines works similarly to the coverage process for other prescriptions.



**ONE GOAL** of expanding the vaccination program through the pharmacy benefit was to enable field-based employees without ready access to an on-site clinic to obtain appropriate vaccinations.



## Ideas for Consideration and Next Steps for Employers



## Comprehensive Employee Population Health Campaigns Can Increase Vaccine Accessibility<sup>13</sup>

Consider including all 3 components as described by the Department of Labor<sup>17</sup>:



SCREENING



LIFESTYLE  
MANAGEMENT



DISEASE  
MANAGEMENT

Employers can improve vaccination rates by **promoting vaccinations and making them convenient and accessible**, including offering on-site clinics.<sup>13</sup>

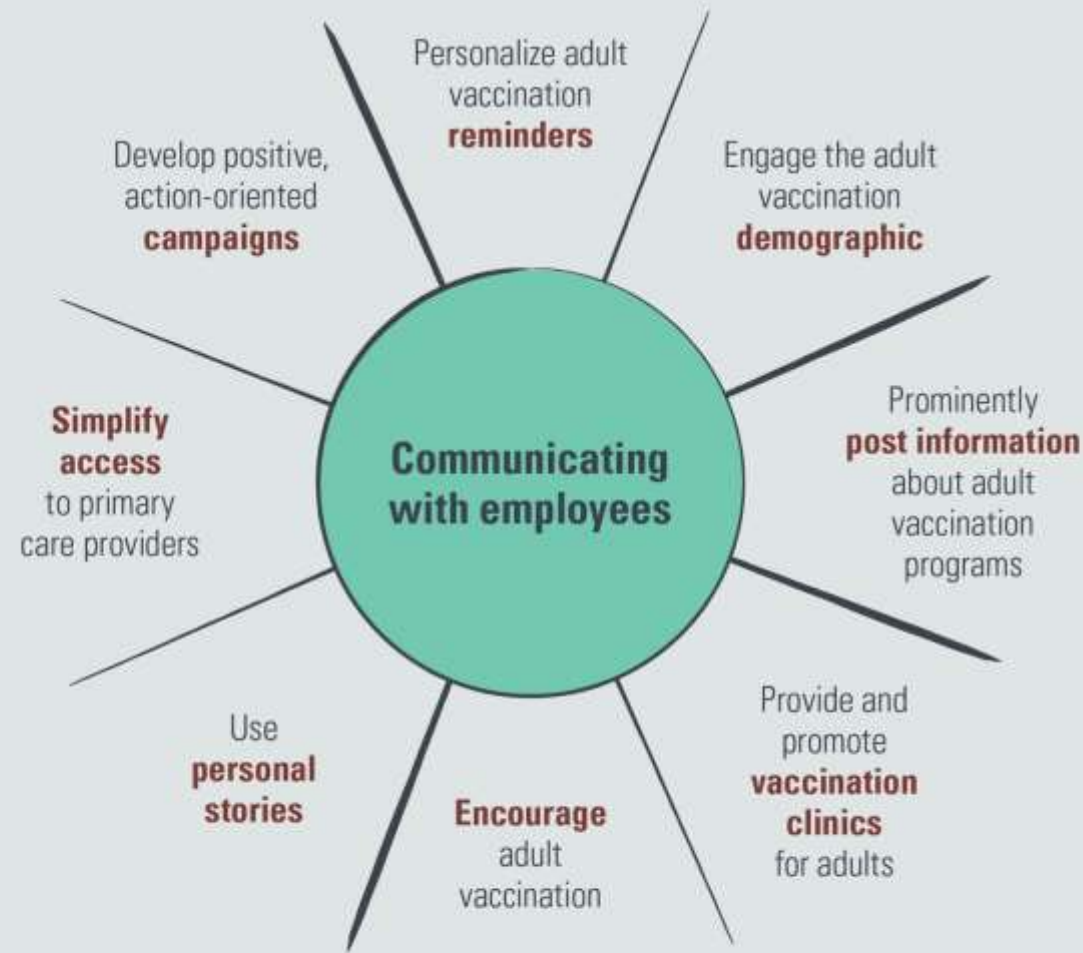
**Dual coverage** under medical and pharmacy benefits may **make vaccination more accessible** for employees and their family members.<sup>18</sup>





## Key Strategies in Implementing a Vaccination Program

The National Business Group on Health has recommended several tips and techniques for communicating with employees about preventive services, including adult vaccination.<sup>19</sup>





## Summary: Employers Can Play a Role in Improving Vaccination Rates



### **EMPLOYERS ARE A VALUABLE RESOURCE**

and should consider including vaccination programs as part of their employee population health initiatives.<sup>13</sup>



### **EMPLOYERS CAN PROMOTE AND OFFER VACCINATION**

in places that are convenient and accessible to employees and their family members.<sup>13</sup>



### **EMPLOYERS CAN TALK ABOUT PHARMACY AND HEALTH BENEFITS**

by implementing comprehensive wellness programs that include vaccination.<sup>13,17</sup>

## References

1. The Kaiser Family Foundation and The Health Research & Educational Trust. Employer Health Benefits: 2017 Summary of Findings. <https://www.kff.org/health-costs/report/2017-employer-health-benefits-survey/>. Published September 19, 2017. Accessed September 12, 2018.
2. Harber ML. Employers embrace population health management. <http://hrprofessionalsmagazine.com/employers-embrace-population-health-management/>. Accessed September 12, 2018.
3. Meiris DC et al. Insights from the 11th Population Health and Care Coordination Colloquium. *Popul Health Manag*. 2011;14:107–110. doi: 10.1089/pop.2011.14320.
4. Lindsay B, Pierce E. [http://s3-us-west-2.amazonaws.com/lockton-corporate-website/Articles/Population\\_Health\\_Management\\_White\\_Paper\\_0615.pdf](http://s3-us-west-2.amazonaws.com/lockton-corporate-website/Articles/Population_Health_Management_White_Paper_0615.pdf). July 2015. Accessed September 12, 2018.
5. Conklin C, Abebe N, Petrelli J. Population health management: a new business model for a healthier workforce. <http://sodexoinsights.com/wp-content/uploads/2016/02/Population-Health-Managed-Trend.pdf>. 2016. Accessed September 12, 2018.
6. Centers for Disease Control and Prevention (CDC). Health-related programs. <https://www.cdc.gov/workplacehealthpromotion/model/implementation/programs.html>. Updated December 8, 2015. Accessed September 12, 2018.
7. Centers for Disease Control and Prevention (CDC). <https://www.cdc.gov/prevention/>. Updated May 31, 2017. Accessed September 12, 2018.
8. Kaiser Family Foundation. Preventive services covered by private health plans under the Affordable Care Act. <https://www.kff.org/health-reform/fact-sheet/preventive-services-covered-by-private-health-plans/>. Published August 04, 2015. Accessed September 12, 2018.
9. Maciosek MV, Coffield AB, Flottemesch TJ, Edwards NM, Solberg LI. Greater use of preventive services in US health care could save lives at little or no cost. *Health Aff (Millwood)*. 2010;29:1656–1660.
10. National Business Group on Health (NBGH). Integrating Wellness and Occupational Health and Safety in the Workplace. <https://www.businessgrouphealth.org/tools-resources/toolkits/integrating-wellness/>. Accessed September 12, 2018.
11. Smith JC, Snider DE, Pickering LK. Immunization policy development in the United States: The role of the Advisory Committee on Immunization Practices (ACIP). *Ann Intern Med*. 2009;150:45–49.
12. Andre FE, Booy R, Bock HL, et al. Vaccination greatly reduces disease, disability, death and inequity worldwide. *Bulletin of the World Health Organization*. 2008;86:81–160.
13. Association of State and Territorial Health Officials. *Boosting Influenza Immunizations at Work: Tools and Guidance for State Health Departments and Their Partners*. September 2013.
14. Centers for Disease Control and Prevention (CDC). ACIP recommendations. <https://www.cdc.gov/vaccines/acip/recs/>. Updated April 15, 2016. Accessed September 12, 2018.
15. National Vaccine Program Office. <https://www.hhs.gov/sites/default/files/nvpo/national-adult-immunization-plan/naip.pdf>. Accessed November 12, 2018.
16. Merck. Corporate Responsibility Report 2017/2018. <https://www.msdrresponsibility.com/employees/employee-well-being/>. Accessed November 28, 2018.
17. US DOL <https://www.dol.gov/sites/default/files/ebsa/researchers/analysis/health-and-welfare/workplacewellnessstudyfinal.pdf>. Accessed November 16, 2017.
18. Ko KJ et al. *J Manag Care Pharm*. 2014;20:273–282.
19. Berryman PS. *Top Solutions. Communicating With Employees About Preventive Services: Tips and Techniques*. Centers for Disease Control and Prevention, National Business Group on Health; October 2011.