

The value of vaccination in employee population health

Why vaccinate?

Vaccination in
preventive care

Case study: Merck

Next steps

Toolkit



Actor portrayals

Agenda

- Why vaccinate?
- Vaccination in employee preventive care programs
- Case study: Merck
- Next steps
- Toolkit

Why vaccinate?

Taking steps to improve vaccination rates can have an impact on employees and companies¹

Vaccination for influenza can reduce absenteeism, presenteeism, and lost productivity at work, and has a proven return on investment (\$15-\$50 saved per worker vaccinated).²



Employee impact

- During 2019-2020 in the US, the flu was responsible for an estimated **16 million health care visits and 380 thousand hospitalizations**³
- Employer-sponsored vaccination programs have been linked to higher employee vaccination status, which has in turn been linked to higher family vaccination status.²



Company impact

- In the US in 2015, the flu indirectly cost up to an estimated **\$2.3 billion** in lost productivity and other non-medical costs⁴
- Investment in a culture of health can lead to more productive, satisfied, and loyal employees⁵

References: 1. Centers for Disease Control and Prevention. Promoting vaccination in the workplace. Last reviewed October 25, 2021. Accessed November 29, 2021. <https://www.cdc.gov/flu/business/promoting-vaccines-workplace.htm> 2. Ofstead CL, Sherman BW, Wetzler HP, et al. Effectiveness of worksite interventions to increase influenza vaccination rates among employees and families. *J Occup Environ Med*. 2013;55(2):156-163. 3. Centers for Disease Control and Prevention. Estimated influenza illnesses, medical visits, hospitalizations, and deaths in the United States—2019-2020 influenza season. Last reviewed October 1, 2021. Accessed November 29, 2021. <https://www.cdc.gov/flu/about/burden/2019-2020.html> doi:10.1097/JOM.0b013e3182717d13 4. Putri WCWS, Muscatello DJ, Stockwell MS, Newall AT. Economic burden of seasonal influenza in the United States. *Vaccine*. 2018;36(27):3960-3966. doi:10.1016/j.vaccine.2018.05.057 5. Mercer LLC. A culture of health and wellness. Published 2018. Accessed November 29, 2021. <https://www.mercer.com/content/dam/mercer/attachments/global/MandA/gi-2018-culture-of-health-and-wellness.pdf>

Employers and employees can benefit from workplace vaccinations

Benefits of workplace vaccinations¹:



Benefits to employers

- Reduces cost by decreasing time missed from work to get vaccinated
- Reduces cost by reducing absences due to illness, resulting in improved productivity
- Carries no extra costs because vaccinations are often already covered under employee health plans
- Improves morale



Benefits to employees

- Reduces absences due to sickness and doctor visits
- Improves health
- Accommodates busy employees who may struggle to find time for vaccination outside of work hours
- Improves morale

Vaccination
Event Checklist



Go to the Toolkit



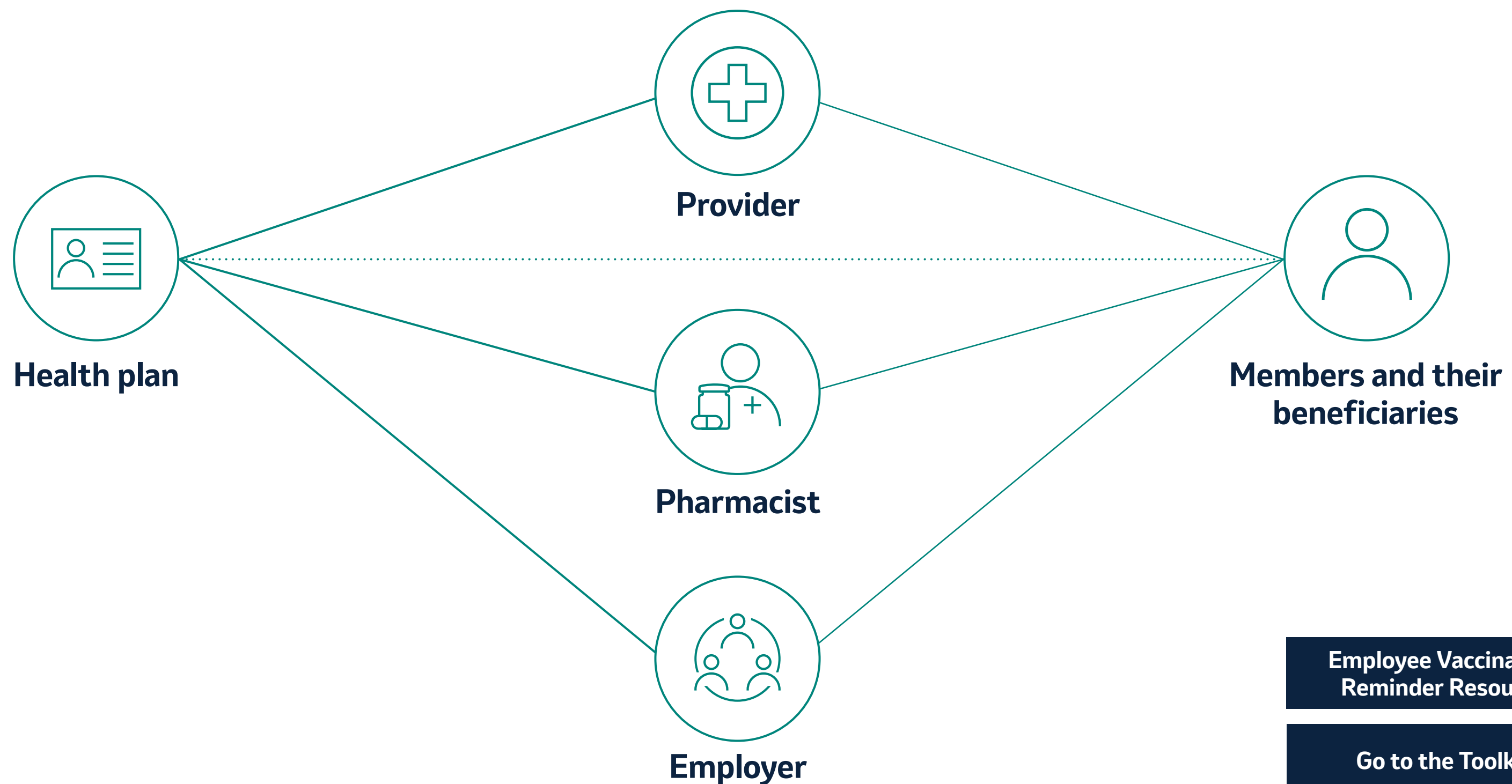
Vaccination is often covered under employee health plans.²

Benefits will vary based on investment by employers in championing vaccination and number of employees vaccinated.

References: **1.** Centers for Disease Control and Prevention. Promoting vaccination in the workplace. Last reviewed October 25, 2021. Accessed November 29, 2021. <https://www.cdc.gov/flu/business/promoting-vaccines-workplace.htm> **2.** Centers for Disease Control and Prevention. How to pay for vaccines. Last Reviewed March 31, 2017. Accessed November 29, 2021. <https://www.cdc.gov/vaccines/adults/pay-for-vaccines.html>

Employers and payers can be part of a coordinated effort of recommended vaccination

- Many employers offer wellness programs to help identify health issues to improve the health of workers and their family members¹
- Most private and government insurance plans cover recommended vaccines for adults and children—at little or no cost to members^{2,3}



**Employee Vaccination
Reminder Resource**



Go to the Toolkit



References: **1.** Kaiser Family Foundation. 2020 Employer Health Benefits Survey. Published October 8, 2020. Accessed November 29, 2021. <https://www.kff.org/report-section/ehbs-2020-section-12-health-screening-and-health-promotion-and-wellness-programs> **2.** Kaiser Family Foundation. Preventive services covered by private health plans under the Affordable Care Act. Published August 2015. Accessed November 29, 2021. <https://www.kff.org/health-reform/fact-sheet/preventive-services-covered-by-private-health-plans/> **3.** United States Congress: Office of the Legislative Counsel. Compilation of Patient Protection And Affordable Care Act: As amended through May 1, 2010, including Patient Protection and Affordable Care Act health-related portions of the Health Care and Education Reconciliation Act of 2010. Washington: U.S. Government Printing Office, 2010; 1-974.

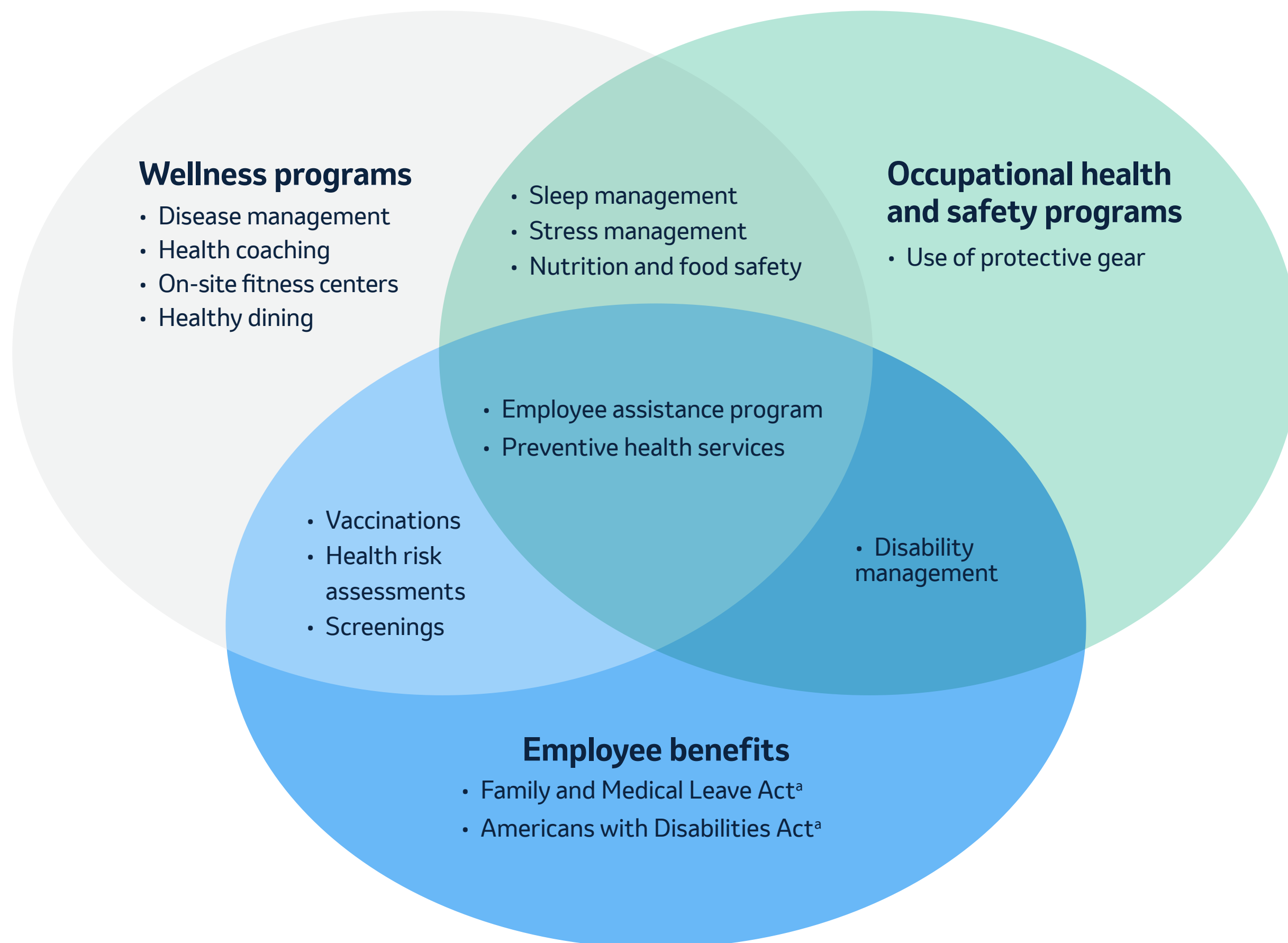
Disparities in vaccination

- Racial and ethnic disparities in adult vaccination persist due to less coverage and differences in quality of care received, among other reasons.¹
- Research also shows that adults with a lower level of education and household income are less likely to receive vaccines.¹⁻⁴
- Differences in attitudes, concerns about vaccine safety, and acceptance contribute to differences in adult vaccination.¹

References: **1.** Lu P, et al. Racial and ethnic disparities in vaccination coverage among adult populations. *Am J Prev Med.* 2015;49(6):S412-S425. doi:10.1016/j.amepre.2015.03.005 **2.** Grandhi GR, Valero-Elizondo J, Mszar R, et al. Abstract 15427: Sociodemographic disparities in influenza vaccination among adults with atherosclerotic cardiovascular disease in the United States. *Circulation.* 2019;140:A15427. **3.** National Alliance of Healthcare Purchaser Coalitions. High-value preventive care during COVID-19, Published September 2020. Accessed November 29, 2021. <https://connect.nationalalliancehealth.org/HigherLogic/System/DownloadDocumentFile.ashx?DocumentFileKey=9b374a17-b430-4f6d-74f9-ec418ecd6f6d> **4.** Centers for Disease Control (CDC). Sociodemographic factors associated with receipt of COVID-19 vaccination and intent to definitely get vaccinated, adults aged ≥18 years: Household Pulse Survey, United States, April 28–May 10, 2021. Last reviewed June 15, 2021. Accessed November 29, 2021. <https://www.cdc.gov/vaccines/imz-managers/coverage/adultvaxview/pubs-resources/sociodemographic-factors-covid19-vaccination.html>

Vaccination is a
part of preventive
health programs

Integrated approaches to employee health and well-being: components and overlapping areas of wellness¹



^aFederal requirements.

Reference: 1. Advancing Workforce Health at the Department of Homeland Security: Protecting Those Who Protect Us. *Mil Med.* 2016;181(2):93-95. doi:10.7205/MILMED-D-15-00526

Vaccination is a part of preventive health care

Employee preventive care strategy areas¹:



Vaccinations



Behavior intervention (eg, tobacco cessation, substance use, weight loss)



Screenings (eg, cancer, depression/anxiety, sexually transmitted infections)



Routine physicals and care for those with chronic or serious conditions



Tests (eg, blood pressure, blood glucose, cholesterol)



Prenatal care

Reference: 1. National Alliance of Healthcare Purchaser Coalitions. High-value preventive care during COVID-19. Published September 2020. Accessed November 29, 2021. <https://connect.nationalalliancehealth.org/HigherLogic/System/DownloadDocumentFile.ashx?DocumentFileKey=9b374a17-b430-4f6d-74f9-ec418ecd6f6d>

Employers are in a position to promote employee and community health by creating environments that support vaccination^{1,2}



The problem

In recent years, populations around the world have shown increased hesitancy around getting vaccinated, triggering the World Health Organization to declare vaccine hesitancy among the top 10 public health threats of 2019.^{3,4}



Employers can facilitate change

The 2020 Edelman Trust Barometer showed that **“my employer” was one of the most trusted sources of information about the coronavirus. Around 78% of people say that businesses have a responsibility** to ensure their employees are protected from the virus and do not spread it into the community.¹

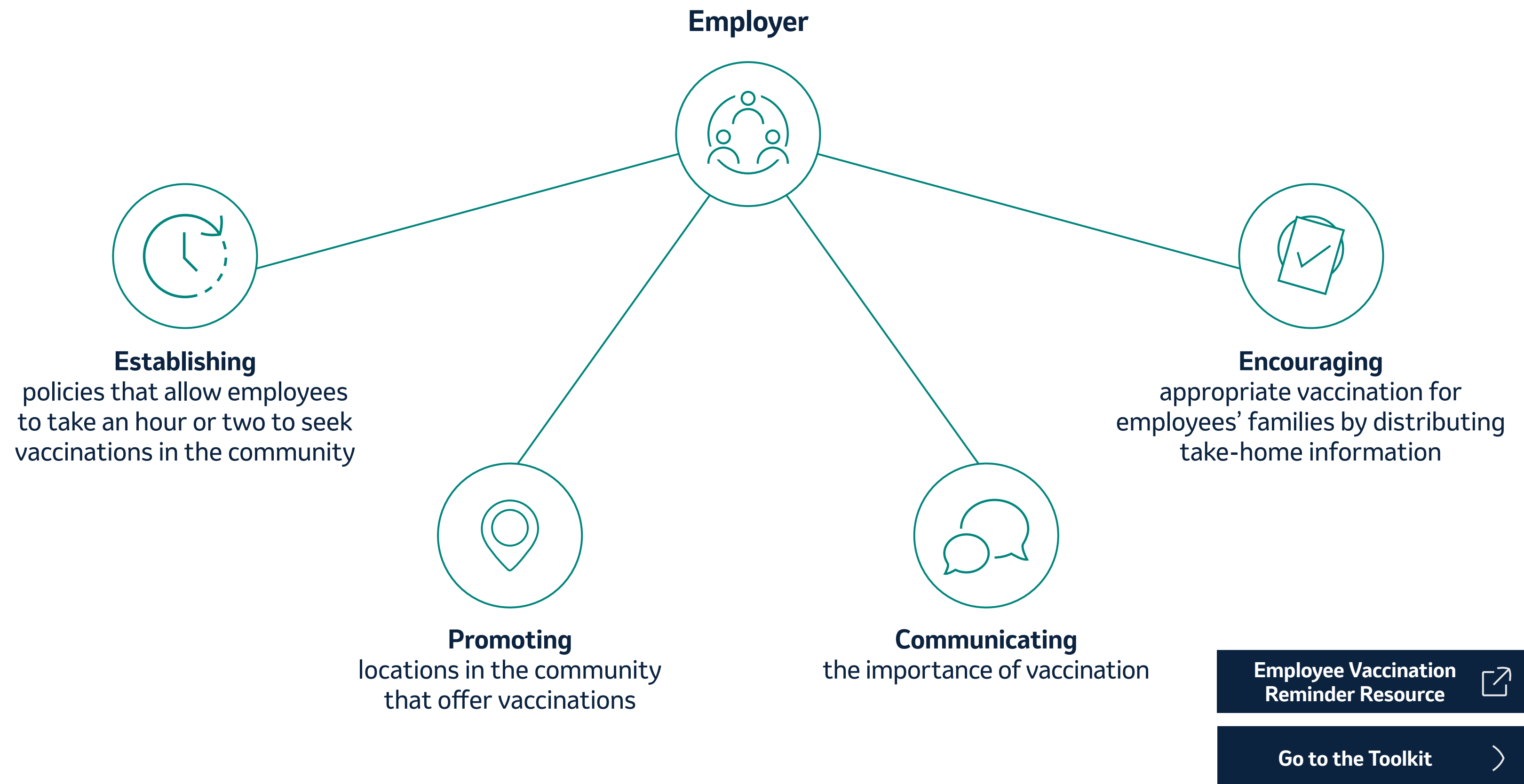
Workplace health programs and policies, which can help employees get necessary health screenings and vaccinations, among other things, can reduce health risks and improve the quality of life for **138 million workers in the US.**²

“The world’s biggest employers should immediately support ... common-sense information campaigns that promote vaccine acceptance and defuse anti-vaccine sentiments.”

-Harvard Business Review⁵

References: 1. Edelman. Special report: Workplace trust and the coronavirus. Published September 2020. Accessed November 29, 2021. <https://www.edelman.com/sites/g/files/aatuss191/files/2020-09/Workplace%20Trust%20and%20Coronavirus.pdf> 2. Centers for Disease Control and Prevention. Workplace health promotion. Last reviewed February 1, 2018. Accessed November 29, 2021. <https://www.cdc.gov/workplacehealthpromotion/health-strategies/index.html> 3. World Health Organization. Ten threats to global health in 2019. Accessed November 30, 2021. <https://www.who.int/news-room/spotlight/ten-threats-to-global-health-in-2019> 4. Vaccine hesitancy: A generation at risk. *The Lancet*. 2019;3(5):281. doi:10.1016/S2352-4642(19)30092-6 5. Weintraub R, Rosenberg J, Rabin K, et al. Why businesses must help build trust in a Covid-19 vaccine. *Harvard Business Review*. Published August 20, 2020. Accessed November 29, 2021. <https://hbr.org/2020/08/why-businesses-must-help-build-trust-in-a-covid-19-vaccine>

Employers can play a critical role in increasing vaccination rates by¹:



Reference: 1. Centers for Disease Control and Prevention. Promoting vaccination in the workplace. Last reviewed October 25, 2021. Accessed November 29, 2021. <https://www.cdc.gov/flu/business/promoting-vaccines-workplace.htm>

Case study: Merck

Our goal is a workplace free of
vaccine-preventable diseases

Merck's commitment to public health begins with a commitment to our own family of thousands of colleagues

A workplace free of vaccine-preventable diseases

Vision

Objective

Goals

Develop a global workforce that is well informed about vaccination and chooses to get vaccinated

Increase employee awareness of the value of vaccination

Strengthen employee trust in vaccination

Facilitate employee access to vaccinations

Merck's commitment to build a world-class culture of employee well-being has laid the groundwork to improve and sustain vaccination awareness and uptake among employees

Tactics



Amplify and enhance existing programs

Using best practices to **improve awareness of, trust in, and access to, vaccination** among our employees worldwide



Expand the model

Develop and distribute a global policy and toolkit to **improve and sustain optimal vaccination coverage rates** among employees worldwide

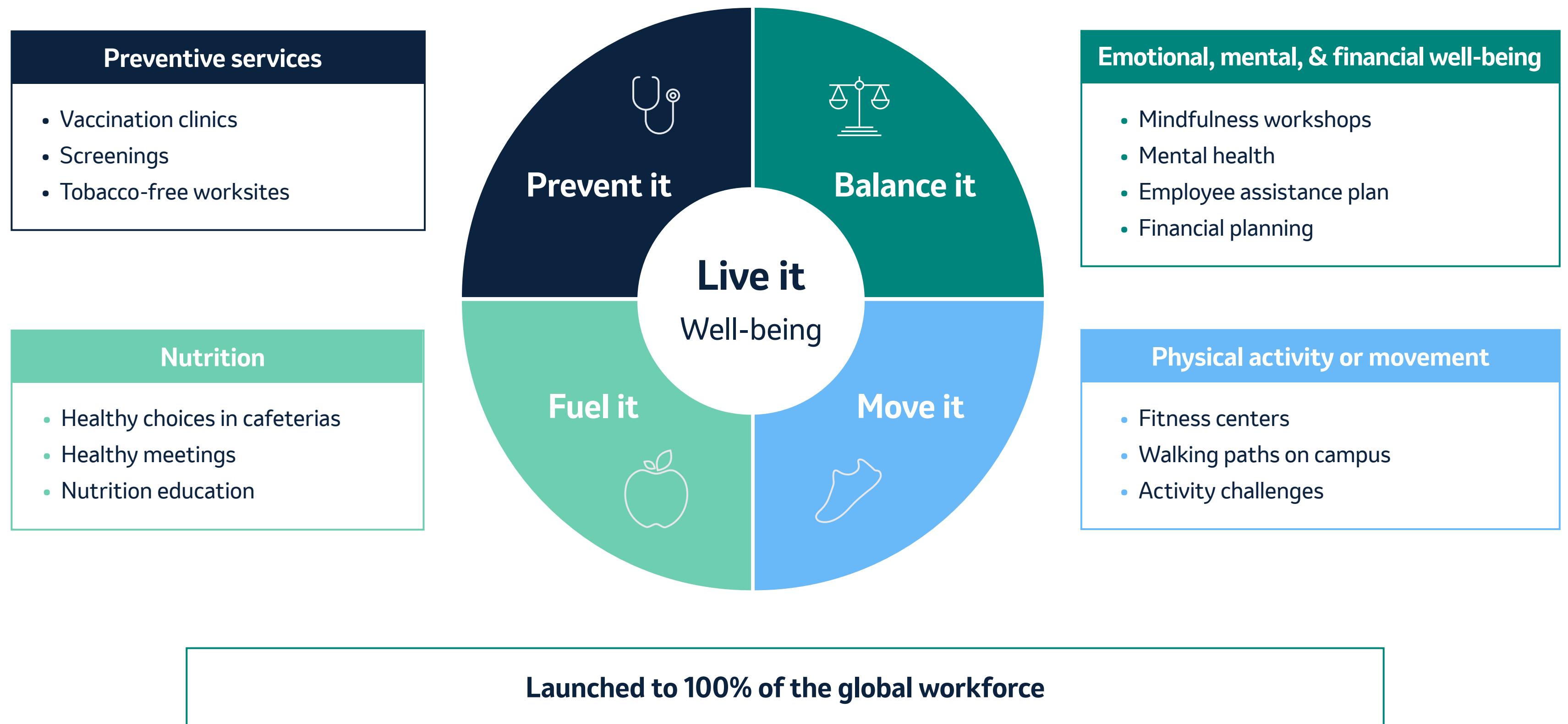


Share the story

Share lessons learned from Merck's world-class culture of well-being—which includes the well-being of employees' families

A holistic approach

Bringing together our health & wellness offerings under one branded campaign



In the US, Merck's integrated approach aims to improve vaccination uptake through several channels



Communication

- Distribution of educational materials on the importance of recommended vaccinations
- Building awareness around existing vaccination programs, campaigns, and activities



Physical access

- Expanding on-site vaccination clinics for US employees



Financial access

- Vaccinations offered at low or no cost
- Increase awareness that vaccines are covered by the pharmacy benefit

Taking next steps

Employers can help build vaccine trust

An analysis of aggregate claims data indicated a 41%-53% decline in CDC-recommended adolescent and adult vaccines across markets from March-August 2019 compared to March-August 2020.^{1,2}

Action steps for employers³:

1

Plan specific activities to promote and provide access to, and coverage for, vaccinations.

Vaccination
Event Checklist



Adult Vaccination
Event Poster



2

Ensure that health plans and employee well-being partners conduct proactive outreach to fill vaccination gaps.

3

Educate employees about the importance of preventive care and their vaccination benefits.

Employee Annual Visit
& Vaccination Resource



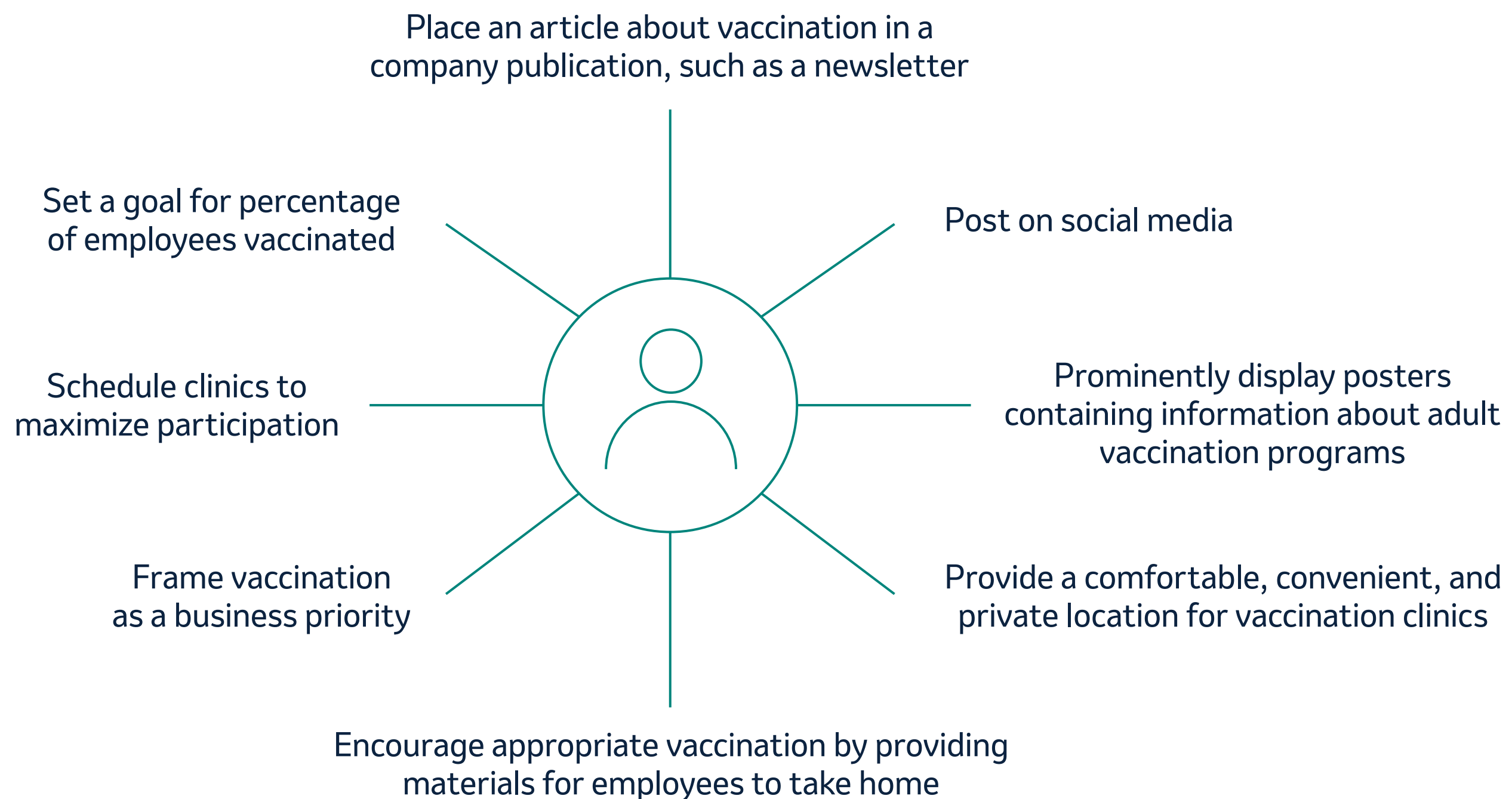
Go to the Toolkit



References: **1.** The COVID-19 pandemic: Impact on US Adolescent and Adult Vaccine Utilization across markets. Avalere Health. Published 2021. Accessed November 29, 2021. https://avalere.com/wp-content/uploads/2021/02/The-COVID-19-Pandemic_Impact-on-US-Adolescent-and-Adult-Vaccine-Utilization-Across-Markets_White-Paper.pdf **2.** Data available on request from Merck & Co., Inc, Professional Services-DAP, WP1-27, PO Box 4, West Point, PA 19486-0004. Please specify information package US-NON-07434. **3.** National Alliance of Healthcare Purchaser Coalitions. High-value preventive care during COVID-19. Published September 2020. Accessed November 29, 2021. <https://connect.nationalalliancehealth.org/HigherLogic/System/DownloadDocumentFile.ashx?DocumentFileKey=9b374a17-b430-4f6d-74f9-ec418ecd6f6d&forceDialog=0>

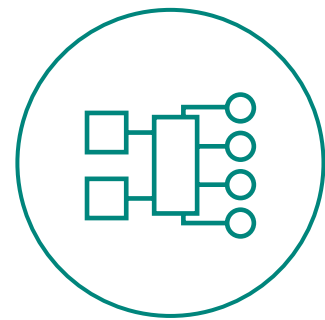
Key strategies in implementing a vaccination program

The CDC has recommended several tips and techniques for communicating with employees about preventive services, including adult vaccination.¹



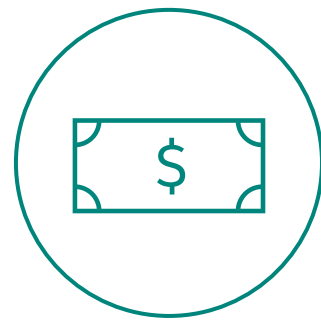
Encouraging employee transition from vaccine hesitancy to vaccine confidence

Employers can address the “levers” of vaccine hesitancy to increase vaccine uptake^{1,2}:



Access

Ability of employees to get vaccinated. How well company-wide vaccination programs reach eligible staff



Affordability

Financial and nonfinancial costs (eg, time)



Awareness

How much employees know about the need for/availability of vaccines as well as relevant risk-benefit information



Acceptance

The degree to which individuals accept, question, or refuse vaccination



Activation

How much employees are motivated to act and get vaccinated

Considerations for recommended vaccination during a pandemic¹

CDC guidance has been developed for the administration of vaccines at alternate sites of care during the COVID-19 pandemic

Optional sites of care include: pharmacies, off-site or satellite clinics, and vaccination clinics

- Sites for vaccine administration may include drive-through vaccination services at fixed sites, curbside clinics, mobile outreach units, or home visits

The general principles outlined for health care facilities should also be applied to alternate vaccination sites

Additional precautions for physical distancing that are particularly relevant for mass vaccination clinics, such as:

- Providing specific appointment times to manage patient flow and avoid crowding
- Ensuring sufficient staff and resources to help move patients through the clinic flow as quickly as possible
- Limiting the overall number of attendees at any given time, particularly for populations at increased risk of severe illness from COVID-19



During the COVID-19 pandemic, it's essential to ensure vaccination services are maintained or reinitiated to help protect individuals and communities from vaccine-preventable diseases.

Administering recommended vaccines helps to prevent certain illnesses that may lead to unnecessary medical visits, hospitalizations, and further strain on the health care system.

See the CDC guidance for more information on vaccination during a pandemic:
<https://www.cdc.gov/vaccines/pandemic-guidance/index.html>

Summary: Employers can play a critical role in improving vaccination rates¹



Employers are a valuable resource and should consider including vaccination programs as part of their employee population health initiatives.



Employers can promote and offer vaccination in places that are convenient and accessible to employees and their family members.



Employers can implement wellness programs that include vaccination.

[Go to the Toolkit](#)

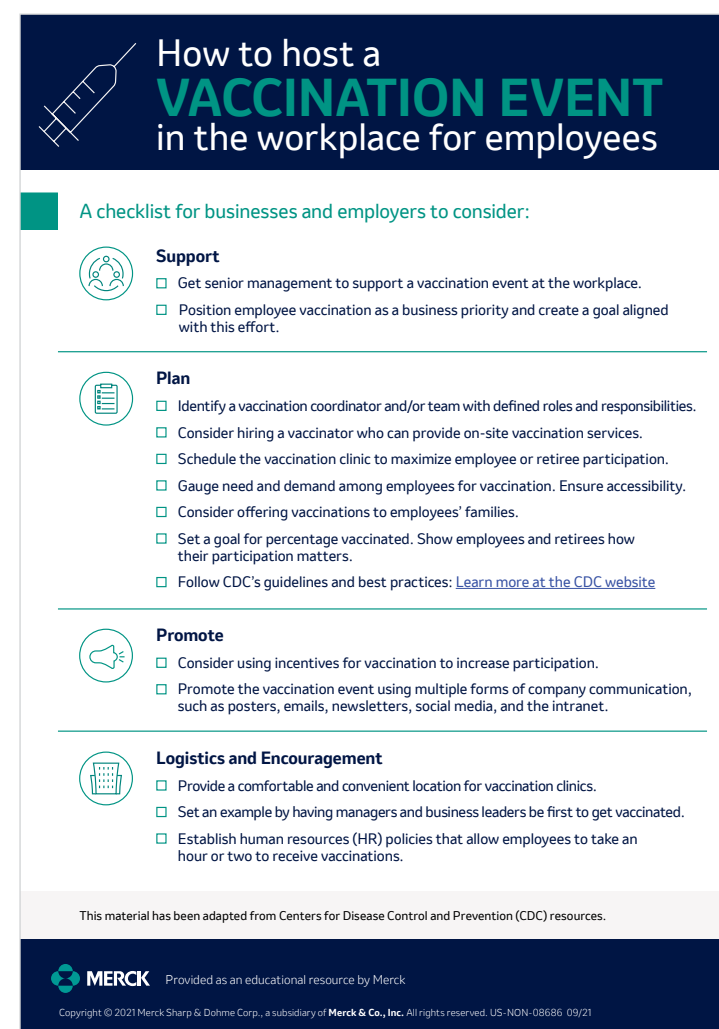
Toolkit

For employers

Take action to help keep your workplace healthy. Consider offering free on-site vaccinations at your business locations.

How to host a vaccination event (8.5x11)

A checklist for businesses and employers to consider



[View/Download](#)

For employees

Making vaccinations part of your workplace wellness program could offer many benefits to employees.

It’s time to take charge of your health! (8.5x11)

PREVENTIVE HEALTH CARE | FOCUS ON VACCINATION



It's time to take charge
OF YOUR HEALTH!

During your annual exam, your doctor may request some routine checks to get a sense of your current state of health.

These checks may include:

- ✓ Asking about your medical history and family history
- ✓ Checking your blood pressure and heart rate
- ✓ Screening tests and lab work
- ✓ Reviewing your prescription medications
- ✓ Checking to see if you are current with your recommended vaccinations



Contact your health care provider today

Ask your health plan about whether preventive health services are available to you as part of your insurance coverage.

To learn more, visit:

Centers for Disease Control and Prevention (CDC): www.cdc.gov

US Food and Drug Administration (FDA): www.fda.gov

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Because your health is important... (8.5x11)

PREVENTIVE HEALTH CARE | FOCUS ON VACCINATION



Because your family's health
IS IMPORTANT...

Wellness involves more than a healthy diet and regular exercise—vaccination is another key component. Help keep your family and yourself healthy by getting all appropriate CDC-recommended vaccines.

Vaccination is important for helping maintain wellness throughout your life.



Contact your health care provider today to stay current with you and your family's recommended vaccinations.

Ask your health plan about whether preventive health services are available to you and your family as part of your insurance coverage.

To learn more, visit:

Centers for Disease Control and Prevention (CDC): cdc.gov

US Food and Drug Administration (FDA): fda.gov

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Adult vaccination event poster (8.5x11)



Why should you
HOST AN ADULT VACCINATION EVENT?

Making a vaccination event an annual part of your workplace wellness program can offer many benefits to you and your employees:

- ✓ Helps to reduce costs by decreasing time missed from work due to illness or appointments for vaccination
- ✓ Helps to improve employee health, which may reduce absences, and may result in improved productivity
- ✓ Vaccination is often already covered under employee health plans



Take action to help keep your workplace healthy!

Consider offering **on-site vaccinations** at your business location.

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Thank you