

# Workplace Working Group 2007-2008 Flu Vaccination Season Analysis

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National Flu Summit  
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# Yet another painful flu season ...

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# Workplace Working Group

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- Represents employers ranging in size from 500 employees to more than 350,000 employees.
- Members purchase approximately 10,000,000 doses of vaccine and provide flu shots at more than 10,000 on-site clinics nationally.
- Approximately 25,000,000 doses of vaccine are given through the workplace.
- Pandemic planning has been a major focus of the working group for the past two years.

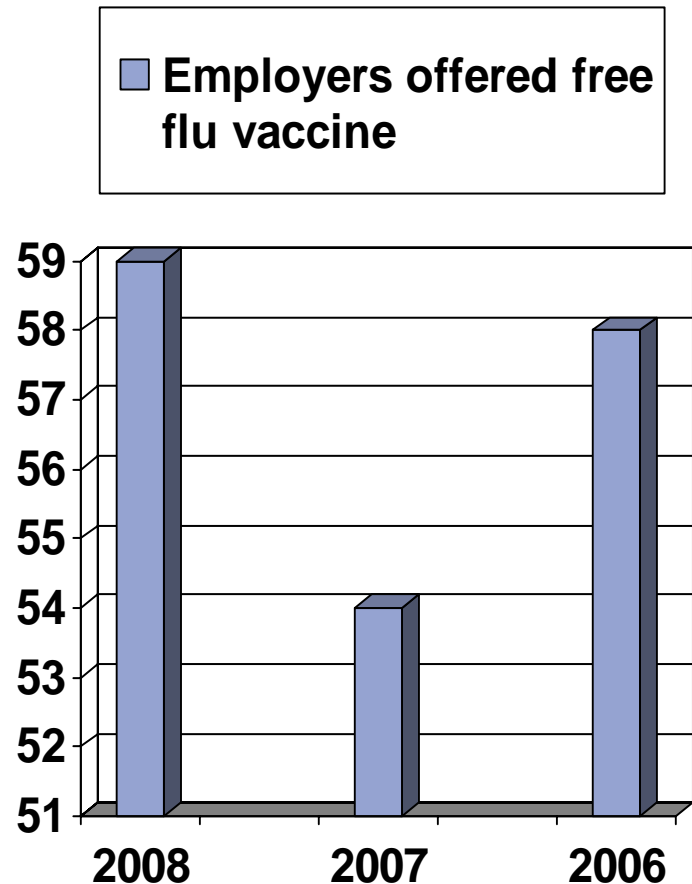
# SHRM Poll

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- The total number of companies offering free flu vaccinations to employees, sending sick employees home and taking other measures to prevent the spread of flu slightly increased in 2008 according to a ***Society for Human Resource Management*** (SHRM) poll.
- SHRM conducted the on-line poll the week of January 16<sup>th</sup>, 2008 with 354 members (HR Professionals from corporations of varying size) responding.
- SHRM conducted a similar poll in 2006 and 2007.

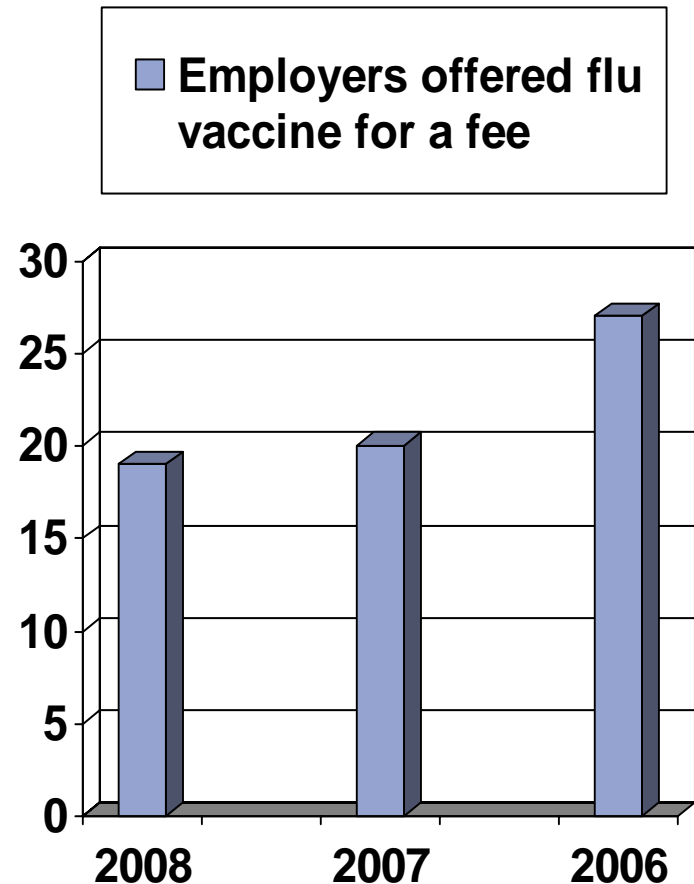
# Poll Results

- 59% said their organization offered free flu vaccines to employees vs. 54% in 2007 and 58% in 2006.



# Poll Results (continued)

- 19% of employers offer flu vaccine to employees for a fee vs. 20% in 2007 and 27% in 2006



# Poll Results (continued)

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- 18% of organizations encouraged employees to get flu vaccines off-site (this question was not included in the 2007 or 2006 polls)

*The working group strongly believes employers can be doing a better job of encouraging employees to seek flu shots both in and out of the workplace. Currently, we are identifying model practices to share.*

# Poll Results (continued)

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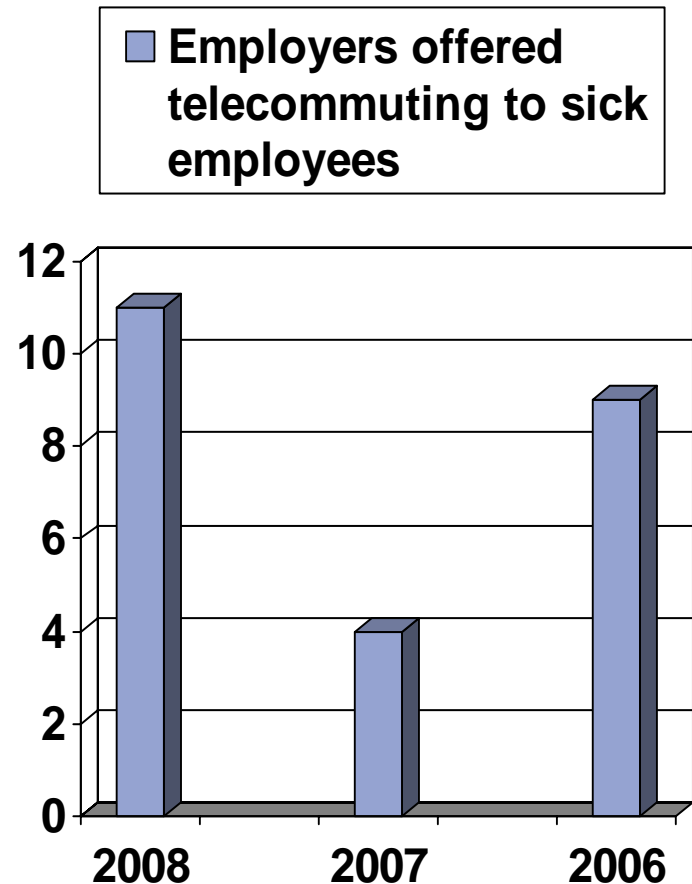
- 10% of employers paid for employees to obtain flu vaccines off-site (this question was not included in the 2007 or 2006 polls)

*Employees continue to have a poor attendance record at various off site vaccination options.*



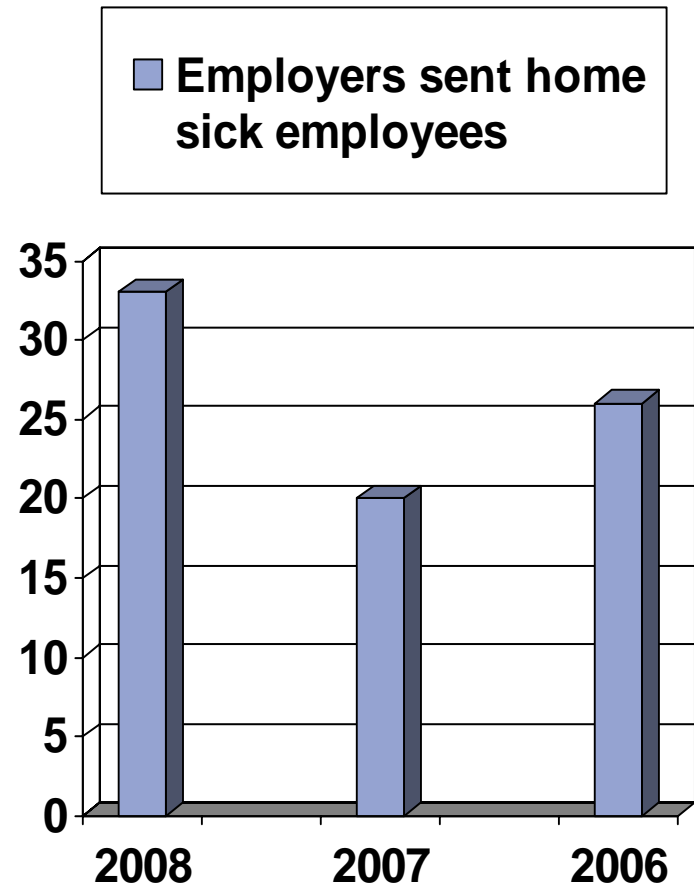
# Poll Results (continued)

- 11% of employers provided telecommuting options for ill employees to work from home vs. 4% in 2007 and 9% in 2006.



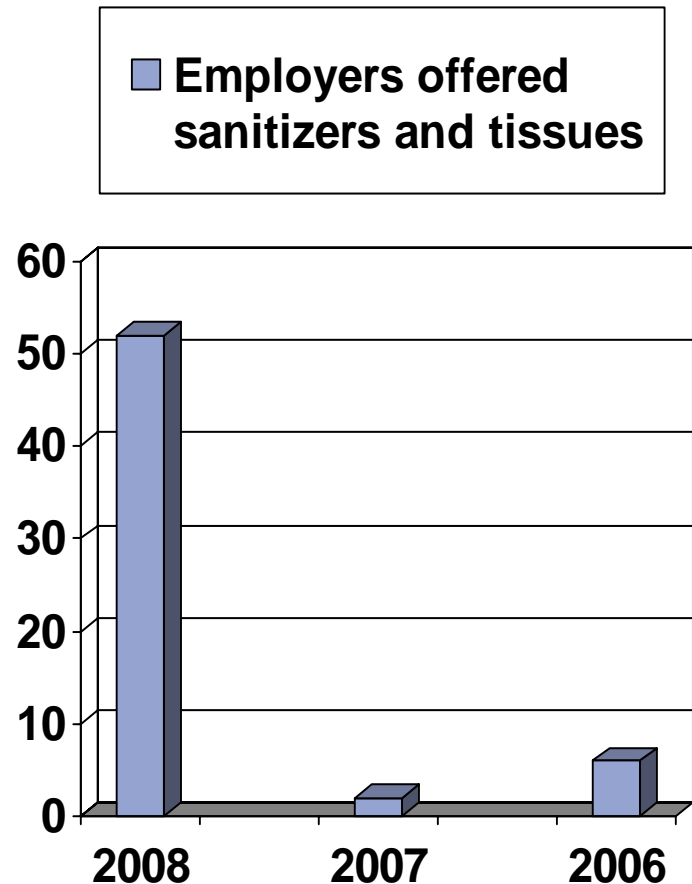
# Poll Results (continued)

- 33% of employers sent sick employees home vs. 20% in 2007 and 26% in 2006.



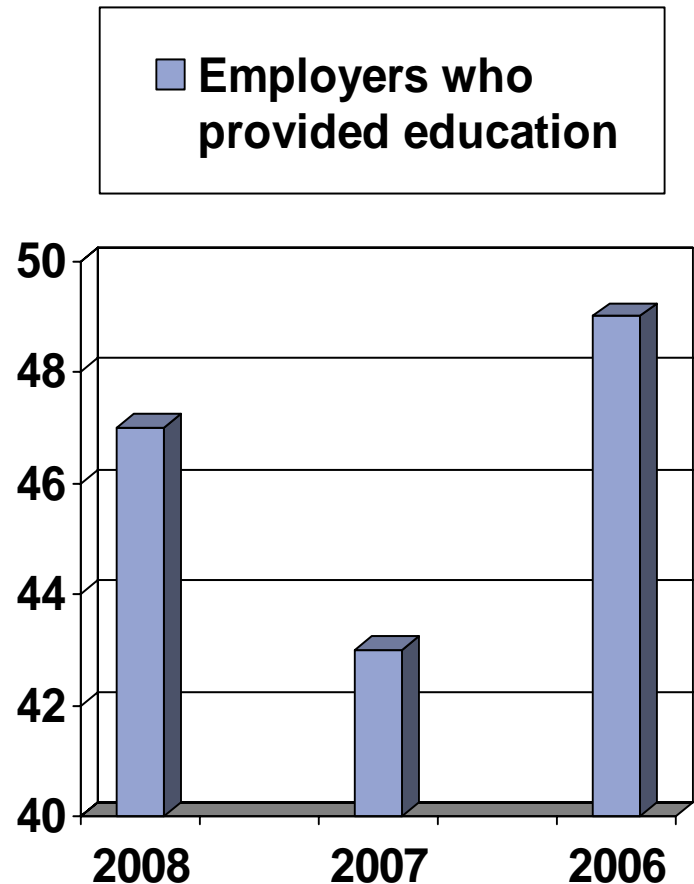
# Poll Results (continued)

- 52% of employers made sanitizers, tissues and similar products easily accessible to employees vs. 2% in 2007 and 6% in 2006



# Poll Results (continued)

- 47% provided education to employees on preventive measures to use against the flu vs. 43% in 2007 and 49% in 2006.



# Looking forward...The Good News

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- We've made progress. Only one percent of employers offered free flu vaccines to just their at-risk employees.
- Interest levels for 2008 flu season are on track or slightly elevated.
- Early word is that economic conditions may make employers more sensitive to the costs associated with ill and absent employees.

