Promoting Adult Immunizations in Occupational Health Settings

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ACOEM Representative

No disclosures

Healthy Working Lives – Time for Change

- Deliver Care Where Most Adults Spend Most of Their Time
- Improve Productivity
- Improve Employee Satisfaction
- Vaccines are cost-effective, safe, and profoundly under-utilized
- Improve Adult Immunization Rates
- Benefit employees, employers, communities, families
Barriers to Adult Vaccination: Complacency

"I had to pay 2/6 for the vaccine in London and could only get 1/6 from the patient, so if I got many more patients, I would have to sell the furniture" Arthur Conan Doyle, 1882

The most common reason given by internists in 2012 for not giving vaccines in their practices was cost. ACIP 2013
### Workplace Vaccination for Occupational Risk: Barrier-free

<table>
<thead>
<tr>
<th>Military</th>
<th>Travelers</th>
</tr>
</thead>
<tbody>
<tr>
<td>MMR, Varicella, Pertussis</td>
<td>Yellow Fever, Polio, JEV, etc</td>
</tr>
<tr>
<td>Meningococcus</td>
<td>TNTC</td>
</tr>
<tr>
<td>Anthrax, Vaccinia</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Researchers &amp; Lab Staff</th>
<th>Healthcare Providers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Agents</td>
<td>MMR</td>
</tr>
<tr>
<td>Vaccinia</td>
<td>Varicella</td>
</tr>
<tr>
<td>Vaccine Preventable Diseases</td>
<td>Pertussis</td>
</tr>
<tr>
<td>Rabies</td>
<td>HBV</td>
</tr>
<tr>
<td>Tetanus</td>
<td>Influenza</td>
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<thead>
<tr>
<th>Veterinary/Husbandry Staff</th>
<th>Adult Students</th>
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<tr>
<td>Rabies</td>
<td></td>
</tr>
<tr>
<td>Tetanus</td>
<td></td>
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**Military**
- MMR
- Varicella
- Pertussis
- Meningococcus
- Anthrax
- Vaccinia

**Travelers**
- Yellow Fever
- Polio
- JEV
- TNTC

**Researchers & Lab Staff**
- Special Agents
- Vaccinia
- Vaccine Preventable Diseases

**Healthcare Providers**
- MMR
- Varicella
- Pertussis
- HBV
- Influenza

**Veterinary/Husbandry Staff**
- Rabies
- Tetanus

**Adult Students**
The Paradox of Disease Prevention: Celebrated in Principle, Resisted in Practice

- Fineberg, *JAMA*, 2013
- Pay for Preventive Services
- Make Prevention Financially Rewarding for Individuals & Families
- Involve Employers to Promote Health in the Workplace
- Provide Employee Incentives
- Re-engineer Products and Systems to be Simpler, Cheaper, and Passive
- Use Policy to Reinforce Choices for Prevention
- Multi-Media Education

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<th>Workplace Health Care</th>
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<tbody>
<tr>
<td>Scale of Potential Impact</td>
</tr>
<tr>
<td>Integration of Care</td>
</tr>
<tr>
<td>On Site Clinics</td>
</tr>
</tbody>
</table>

**ACOEM Position Statement**

Optimizing Health Care Delivery by Integrating Workplaces, Homes, and Communities

How Occupational and Environmental Medicine Can Serve as a Vital Connecting Link Between Accountable Care Organizations and the Patient-Centered Medical Home

Robert K. McLellan, MD, Bruce Sherman, MD, Ronald R. Loepke, MD, Judith McKenzie, MD, Kathryn L. Mueller, MD, Charles M. Yarbrough, MD, Paul Grundy, MD, Harris Allen, PhD, and Paul W. Larson, MS
On Site Clinics

Workplace Vaccination for *All* Adult Vaccines

- No Missed Opportunities
- Influenza
- Pneumovax
- Zoster
- HPV
- MMR
- TDAP
- Hepatitis
- Meningitis
Employers Understand Risk Management

- “Measles at Disneyland, a Problem for All Ages”

- The American College of Occupational and Environmental Medicine (ACOEM) believes that the time has come for the United States to recognize the workplace as a critical location for achieving the goals of health reform and for improving the overall health of employees and their families.
  - Hymel, *ACOEM Healthy Workforce Now* 2009

- Disney Occupational Health Mobilization
  - Pamela Hymel, Walt Disney Parks & Resorts Health Services

Employers Understand Compliance

- Regulatory Agencies Expect 100% Compliance
  - OSHA, TJC, NRC, NIH
- Incentives
  - Behavioral Economics
  - Intrinsic versus Extrinsic Motivation
  - Vaccination is Easy to Achieve
- Penalties
  - Paychecks
  - Administrative Consequences
- Data Management Standards
- Employer Guidelines & Sponsored Competition
- Pandemic Preparedness
- Mandates
Case: Penn Voluntary Influenza Vaccination

- Prioritized for >12 years
- Free, Convenient, Promoted
- Declination forms analyzed
- Outreach & education via hospital newsletter, email, intranet, & managers’ meetings
- 2008 Flu shot music video using hospital staff
- Results: Inadequate Improvement
  - <45% until 2006-07
  - 50% 2007-08
  - 54% 2008-09 (60% of clinical staff)
  - Barely beat the national average

Influenza Vaccine 2014-2015
UPHS Staff

<table>
<thead>
<tr>
<th>ENTITY</th>
<th>EMPLOYEES</th>
<th>VAX</th>
<th>EXEMPT</th>
<th>COMPLIANT</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCA</td>
<td>1029</td>
<td>1005</td>
<td>12</td>
<td>96.8%</td>
</tr>
<tr>
<td>CORP</td>
<td>1577</td>
<td>1541</td>
<td>26</td>
<td>98.8%</td>
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<tr>
<td>CPUP</td>
<td>2814</td>
<td>2748</td>
<td>31</td>
<td>98.4%</td>
</tr>
<tr>
<td>HOME CARE</td>
<td>577</td>
<td>549</td>
<td>10</td>
<td>96.8%</td>
</tr>
<tr>
<td>HUP</td>
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<td>6220</td>
<td>63</td>
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<td>PAH</td>
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<td>2580</td>
<td>41</td>
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<td>PPMC</td>
<td>2056</td>
<td>1990</td>
<td>32</td>
<td>98.5%</td>
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Providing Adult Immunizations in Occupational Settings

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No disclosures