

## Promoting Adult Immunizations in Occupational Health Settings

**Amy J. Behrman, MD, FACP, FACOEM**  
**Medical Director, Occupational Medicine**  
**Associate Professor**  
**University of Pennsylvania**  
**ACOEM Representative**



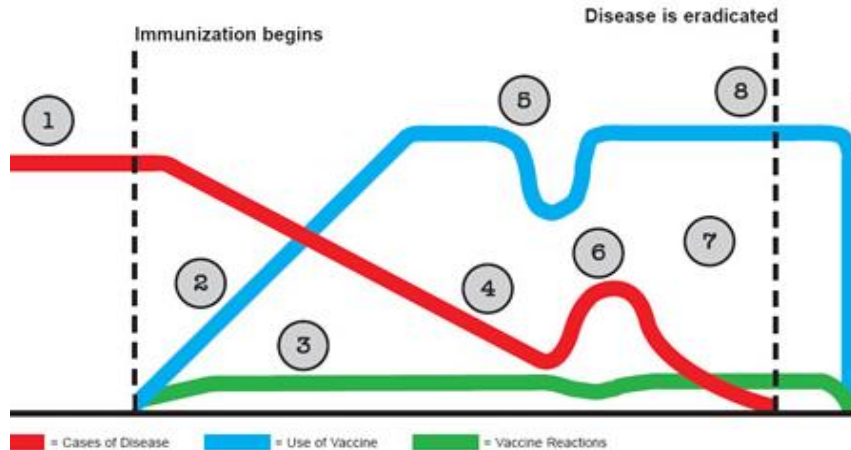
*No disclosures*

## Healthy Working Lives – Time for Change

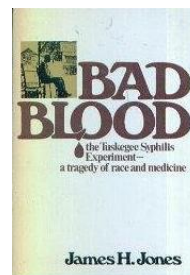
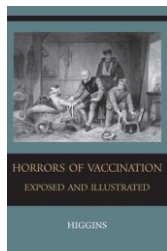
- ♦ Deliver Care Where Most Adults Spend Most of Their Time
- ♦ Improve Productivity
- ♦ Improve Employee Satisfaction
- ♦ Vaccines are cost-effective, safe, and profoundly under-utilized
- ♦ Improve Adult Immunization Rates
- ♦ Benefit employees, employers, communities, families



## Barriers to Adult Vaccination: Complacency



## Barriers to Adult Vaccination in Primary Care: Conspiracy, Convenience & Costs



- ♦ “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

- ♦ **Military**
  - MMR, Varicella, Pertussis
  - Meningococcus
  - Anthrax, Vaccinia
- ♦ **Travelers**
  - Yellow Fever, Polio, JEV, etc
  - 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 recognized voice of expertise in college health



# ACHA

American College Health Association

advocacy • education • research

HOME  
MY MEMBERSHIP  
DIRECTORIES  
SOCIAL MEDIA  
CONTACT US

INFORMATION FOR . . .
MEMBERS
VOLUNTEERS & LEADERS
PRESS
>> Reach the College Health Market

College Health A-Z

Show resources on:

- About ACHA +
- Membership +
- Annual Meeting +
- Publications +
- ACHA-National College Health Assessment +
- ACHA-NCDP Depression Quality Improvement Collaborative +
- ACHA-Patient Satisfaction Assessment Service +
- Continuing Education +

Home > Topics > College Health Resources: Vaccines and Immunizations

## Vaccines and Immunizations

This page is an index of ACHA and other resources on this topic. Resources include association projects, programs, publications, guidelines, and more. Additional information may be available under "External Resources."

### ACHA Resources

**[NEW] Measles Advisory January 2015 [pdf]**

[Vaccine Preventable Diseases Advisory Committee](#)  
This committee leads the association and college health in addressing vaccine-preventable diseases.

[Recommendations for Institutional Prematriculation Immunization \(RIPI\) \[pdf\] 2014 UPDATE](#)  
This document assists colleges and universities in the implementation of a comprehensive institutional prematriculation immunization policy.

[Sample Immunizations Record Form for Institutional Use \[MS Word\]](#)  
Customizable sample immunizations record form from the *Recommendations for Institutional Prematriculation Immunization*

Contact  
[contact@acha.org](mailto:contact@acha.org)

**SEE ALSO**

- > Measles
- > Meningitis
- > HPV
- > Hepatitis

## 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



## Workplace Health Care

- ◆ Scale of Potential Impact
- ◆ Integration of Care
- ◆ On Site Clinics

---

### 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. Loeppke, MD, Judith McKenzie, MD,  
Kathryn L. Mueller, MD, Charles M. Yarborough, MD, Paul Grundy, MD, Harris Allen, PhD,  
and Paul W. Larson, MS*

## On Site Clinics



Home » Upcoming Events » On-Site Health Clinics

### 13th Annual Congress on On-Site Employee Health Clinics

Innovations in Building & Expanding On-Site Health Clinics – Incorporating Leading Strategies that Reduce Costs, Engage Employees, Ensure Employee Satisfaction and Positively Impact Patient



#### Onsite Health Clinics Smart Business Strategy

Improve employee health and control healthcare costs by providing high-quality primary care, conveniently located at your workplace



THE 8<sup>TH</sup> ANNUAL EXECUTIVE SUMMIT ON  
**ON-SITE EMPLOYEE HEALTH CLINICS**

Leverage the On-Site Clinic Experience to Expand Employee Access to Healthcare and Drive Down Health Costs

MARCH 11-12, 2015 • SHEKATON ATLANTA • ATLANTA, GA

CONFERENCE INFO   AGENDA & SPONSORS   SPONSORS   PRESS & MEDIA

**REGISTER NOW** »

*About the Summit*

As access to healthcare for employees becomes increasingly difficult, employers continue to implement innovative strategies to leverage on-site clinics to increase employee health care accountability through quality care in a convenient setting. Putting in motion changes to the healthcare delivery model has shown to be the only true way to drive down health care costs.

This Summit gives you access to the industry's leading minds and most innovative employers, along with case studies from the awards winners changing the business of on-site health clinics for their employees and their bottom lines.

ONSITE CLINICS

SHARED 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”**
  - Halsey & Salmon, *Annals of Internal Medicine* 2015
  
- ♦ **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

ENITIY	EMPLOYEES	VAX	EXEMPT	COMPLIANT
CCA	1029	1005	12	96.8%
CORP	1577	1541	26	98.8%
CPUP	2814	2748	31	98.4%
HOME CARE	577	549	10	96.8%
HUP	6358	6220	63	98.5%
PAH	2627	2580	41	99.7%
PPMC	2056	1990	32	98.5%



# **Providing Adult Immunizations in Occupational Settings**

---

**Amy J. Behrman, MD, FACP, FACOEM**  
**Medical Director, Occupational Medicine**  
**Associate Professor, Emergency Medicine**  
**University of Pennsylvania**

***No disclosures***

