

Flu, H1N1, Colds, Pneumonia & other Infections

Worksite Action Plan – Best Practice Tips, Tools & Support Resources

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A. Have you been wondering...

- What's new in 2012 about flu shots, H1N1 and other strains of the flu?
- Who should get a flu shot this year? Who should not? Why? Where?
- What are other key actions to avoid the flu, pneumonia & many other infections?
- How costly are pneumonia and shingles in time, costs & lives? What about other infections?
- What does every adult and family need to know?
- How will you do it?
- Have you seen the movie *Contagion*?



Have you provided the know-how and resources for the workforce and their families to:

- ◆ Prevent the spread of the flu(s) at work, at home and elsewhere;
- ◆ Better handle fevers, coughs, dehydration and other symptoms of the flu and other common illnesses;
- ◆ Avoid waiting too long to see a doctor – which can make problems more severe, difficult to treat, longer to recover from and more costly;
- ◆ Avoid unnecessary visits for symptoms and illnesses that are self-resolving and need the right care at home;
- ◆ Learn updated guidelines on prevention, when to call or see a doctor and home treatment?

What can an employer easily do? A union? A health plan?

What about child care, other public facilities and providers?

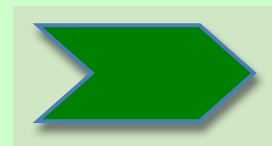
Also Inside:

Top resources and tactics

Business case for action

Budgeting guidelines

Training, communications, flu shots and benefit/funding recommendations.



B. Preventing the Flu – *Did you know?*

- ☑ The annual flu shot is designed to target 2-4 predicted strains the flu for each new year.
- ☑ Overall, 70-90% of those receiving flu shots will not get the flu – **IF** the flu shot is well matched for the strains that actually do occur.
- ☑ If not well matched, more than 30% getting a flu shot can still get the flu.
- ☑ Many people who do not get a flu shot do not get the flu. Other actions to kill, avoid and resist germs are essential.
- ☑ **Does every person at work and home know what to do and do take these actions ...**
 - Keep hands clean
 - wash at strategic times;
 - Keep common surfaces clean;
 - Eat certain foods; AND
 - Take over 30 other actions to build strong germ resistance and break the chain-of-infection of flu, pneumonia and over 25 OTHER common infections.



C. Business Case

Vaccines + Other Key Actions = Huge Dividends

- ☑ The flu can share some of the same symptoms of colds, other respiratory infections, food poisoning and other conditions.
- ☑ Many people wonder about if and when to call or see a doctor.
- ☑ **Without up-to-date guidelines on symptoms and when to get care, some visits are found to be unnecessary while others are too delayed (making things worse – e.g., minor flu or cold becoming pneumonia).**
- ☑ Over 30 years of research shows, on average, that **of every 100 families using their *Healthwise Handbook*:**
 - They avoid 112-606 or more unnecessary doctor & ER visits each year; AND
 - They get care earlier for 17-60 or more problems each year needing that care – e.g., respiratory infections, dehydration, other flu complications; AND
 - They use their book an average of 5-6 times each year for 5 years.

Guessing at “what to do” can have costly regrets.

1. Average co-pays are \$20-\$35 per office visit and \$100-\$500 per ER visit PLUS co-insurance.
3. Health plans pick up the balance of visit costs.
2. Staying home when not necessary affects co-workers, work, wages and/or replacement costs.
3. Not staying home when contagious spreads germs at work.
4. Delays in needed care needlessly increases severity of many infections, asthma, cancers and other problems. **This increases treatment costs, recovery times and other risks.**

D. Risk Management Checklist – Research & Experience Based

FACT: *Best results require a number of key actions – not just flu shots.*

Mark (✓) the actions already done and next ones to-do.

Here's what to do:	Budgeting* & Other Guidelines	Done	To-Do
<p>1. Make getting a seasonal flu shot easy for employees via group screenings at the worksite or local pharmacies. The FDA recommended flu shot in 2012 include immunizations protecting against 3 influenzas from the: A/California/7/2009 (H1N1)pdm-like virus; A/Victoria/361/2011(H3N2)-like virus; & B/Wisconsin/1/2010-like virus (from B/Y lineage of viruses).</p> <p><i>Other family members can obtain at other convenient locations and consult their employers, schools, doctors, community resources and health plans for locations, cost and benefit coverage details.</i></p>	<p>About \$30-\$32 per person via local pharmacy or worksite screenings. Vaccine is effective for 2011 strains (noted at left).</p> <p>Funding options: May be covered through health plan via provider/pharmacy clinic, but co-pays may apply. Easiest and most cost effective as worksite screening, funded separately via employer (or self-funded plan). For employees, consider covering entire cost of flu shot at worksite (regardless of benefit coverage).</p>		
<p>2. As able, reinforce the importance and convenience of employees and/or family members at-risk getting the:</p> <p>a) Pneumonia vaccine based on age, existing health problems (e.g., asthma, immune suppressed).</p> <p>b) Shingles vaccine based on age.</p>	<p>Note: Pneumonia is an opportunistic infection that can develop during/after the flu – especially with those at-risk which varies by age and existing health conditions (e.g., asthma, immune suppressed). Vaccine costs vary.</p> <p>#1 (above) funding options also apply to 2a and 2b.</p>		
<p>3. Strive to keep getting vaccines voluntary, subject to job-related risks, incentives for appropriate vaccines as recommended.</p>	<p>Voluntary is important for personal variations in risks, preferences, circumstances and for legal reasons.</p>		
<p>4. Help all employees learn about the details, who should consider getting them first, etc.</p>	<p>Key for being informed choices. Can use #5, 6, 7, 8 and 9 to help get this done.</p>		
<p>5. Get a Battling Germs and Infections guide into the hands of every employee and family – to help everyone learn all ways of resisting and avoiding the flu, H1N1, colds and other common infections.</p>	<p>About \$2.80 per employee/family – will help for about 5 years. Can mail to the homes, distribute at meetings, in staff mail boxes or when flu shots are offered. Trainers and webinars available and E-learning lessons via #8 if desired. Reinforce with #10.</p>		
<p>6. A. Get a Healthwise® Handbook self-care kit into the hands of every family – with updated guidelines on when to call or see a doctor and home treatment for the flu, colds, respiratory and other infections. B. If able, include some training and doctor visit tools with key questions and reminders for better visits, care and results.</p>	<p>Many employers have already done this. If not, allow about \$7.50 (or less) per employee/family for handbook – which will be used and effective for about 5 years (versus a flu shot for 1 year). If desired, allow an extra \$6 or less per family for the training DVD and doctor visit tools. Can mail with and/or distribute in same ways as #5.</p>		
<p>7. Communicate your worksite policies on infection-related illnesses, prevention (e.g., flu shots), support resources available, staying at home with certain infections, working from home and sick days.</p>	<p>Can be done with #5, 8, 9, emails, letters to home and/or meetings.</p>		
<p>8. Give people an employer-specific website for accurate, calm, updates on the flu, H1N1, related e-learning lessons and links to accredited medical databases for informed decisions. If able, include incentives for taking lessons on flu & related topics.</p>	<p>For a site with focused content on flu, H1N1, colds, pneumonia other germs and infections, allow about \$6.00 per employee for 6 months; or \$10 for year. If existing client there may be no charge depending on type of site.</p>		
<p>9. Tailor the website to include the places employees can get the vaccines, costs and related cost coverage via benefit plans and/or other means.</p>	<p>\$150 or more depending on type site and work involved. If existing client, there may be no charge.</p>		
<p>10. Use posters in eating areas, rest rooms, water stations, day care centers and other key places with reminders of top ways of preventing infections. Include reinforcing emails and articles in newsletters.</p>	<p>No charge if using free pdf posters or creating internally or linking to quality articles from credible sources. Customizable newsletters, articles and posters vary in cost by options and source.</p>		
<p>11. Making keeping clean hands easier with ample soap, dryers, paper towels and waterless hand cleaners (in key areas).</p>	<p>Already budgeted for in most organizations. Use posters (#10) near sinks and hand cleaner to reinforce keeping hands clean.</p>		
<p>12. Consider doing all the above for all hourly and salaried employees – even those who do not have medical benefits via the company including part-timers, temps and contract workers.</p>	<p>Absenteeism and productivity are affected by the flu far more than health costs. Any employee can get it and spread it – OR – help to prevent and contain it. Cover costs via existing benefit plan and/or outside the plan.</p>		

* Above rates are estimates and do not include all options, taxes, shipping or minimums which may vary by item and source.

FACTS: 1. Tools below help to mitigate the flu, 25+ other infections & related costs.
 2. A flu shot is only 1 tool/action (of many) to help 1 person avoid the flu 1 year.
 3. Other tools/actions cost less, help all at home avoid 25+ infections & work up to 5+ years.

E. Main External Cost Components of Strategy **Scope, Effectiveness & Primary Benefits to Employer, Employees & Families**

Risk Management Tools Components (re: # on p. 3)	Per Person	Per Employee/Family	Problems Covered	Helps Effectiveness	Helps Prevent	Helps Handle	Helps Absenteeism	Helps Quality, Costs ** & Results of Care
1. Seasonal Flu shot (est)	\$30-32		1	6-12 months [^]	xx		xx	x
5. Battling Germs guide		\$2.80 or less	>25	5-6 years	xx	x	xx	xx
6. a. Healthwise Handbook		\$7.50 or less	>200	5-6 years	x	xx	xx	xx
b. DVD, Dr-Visit tools		\$5.00 or less	any visit	5-6 years		xx	xx	xx
8. e-learning/other web tools		\$6-10 or less	>5,000	6-12 months [^]	x	xx	xx	xx
* Shipping/tax/mail for 5&6		TBD						
Totals: Core Strategy	1 + 5 =	\$32.80	** Out-of-pocket and plan paid expenses – e.g., improved visit trends. Can provide guide & book at worksite flu shot days, trainings, mail... ROI findings available upon request.					
Core + Book	1+5+6a =	\$40.30	^ Each year offered.					
Add key other	6b + 8 =	\$11-\$15						

What do some of these resources look like?



Need more information about support available, rates, placing an order or anything else?

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 ♦ Emily Bergadon

Visit www.hpn.com
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If needed, some of our trainers and clinical staff include:
 ♦ Joan Cantwell, RN, MA, COHN-S
 ♦ Sandy Burk, MPH
 ♦ Bob Gorsky, PhD