

Health and Wellness Programmes in the Work Place

Title: **FLU VACCINATION VOUCHERS**

External/Internal Deliverer: External delivery – we have used Maxwell Health Group for flu vaccination vouchers.

Company contribution:

Company arranges nurse visits for offices, and for field sales staff nationally we offer vouchers which could be used as per Maxwell Health Group information. Cost of voucher paid for and posted to home address of field sales employees.

How it works/Methodology:

1. Registered with Maxwell Health to receive annual reminder and booking kit.
2. Company sends information email to field sales employees and managers to respond if they want a voucher sent to their home address. Promoted as optional. Email includes flu fact sheet as provided by Maxwell Health Group.
3. Company completes booking form and arranges payment – how many for site visit, how many vouchers, preferred dates etc.
4. Flu voucher number recorded against requesting employee, and voucher is posted to employee's home address. Employee's can manage short appointment during salaried working hours, or via using sick leave if a longer medical appointment is required. A waiting time following vaccination is required, to ensure unplanned reactions have the appropriate medical treatment immediately.
5. Sick leave is monitored from a general level – not attributed to flu only.

Uptake: On year of implementation (2014) we provided 49 vouchers to employees working in sales across NZ, in 2015 this increased to 75 vouchers.

Implementation Issues resolved:

Simplicity – Prior to flu vaccine vouchers, participating employees would have to pay for the vaccine at their nearest medical centre and claim reimbursement from the company. Their feedback on the voucher was positive from first year implementation. The voucher has removed the problems associated with paying and then claiming back. The voucher also suits employees who may be on leave, or working from a different location/flexibly on day of

Resources: The provider is able to supply site visits and/or vouchers: Brochures, Posters and after vaccination leaflets.

Need for continuing programme: Each year different flu strains are covered. This information is provided with the annual reminders by the provider.

Timing: The best time to vaccinate is prior to influenza entering the community. The vaccination timing does depend on the availability of the vaccines by the provider.

Direct/Indirect costs: Fixed direct cost: Flu injections generally cost around \$30. Variable: Employee time to obtain the injection. Up to ½ hour plus travel time to relevant medical centre.

Benefits: Fewer sick days, employee satisfaction and engagement with health promotion by company, raise awareness.

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