



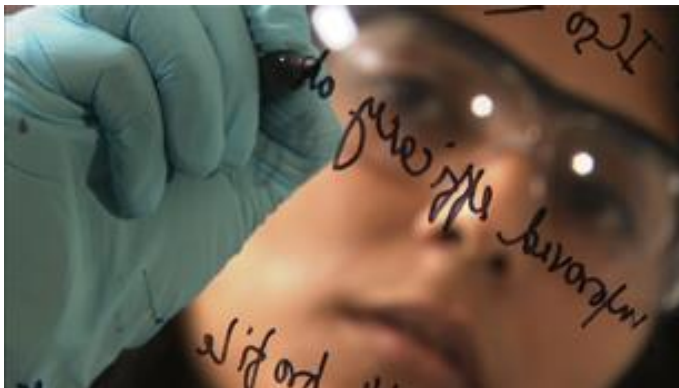
# GLOBAL POPULATION HEALTH

## Health Promotion and Prevention at Merck

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# Who is Merck?

- A global healthcare company with 125-year history of working to make a difference in global health
- Inspired by a shared vision and a mission to save and improve lives
- Focused on innovation and scientific excellence to deliver vaccines, medicines and animal health products that can help millions around the world



HEADQUARTERS  
Kenilworth, NJ, U.S.A  
Operating in more than 60 countries

EMPLOYEES  
Approximately 68,000 worldwide\*



CORE AREAS OF FOCUS  
Diabetes  
Hospital Acute Care  
Oncology  
Vaccines  
Animal Health

# Starting with the End in Mind, Success is:

## Clear Vision

Merck is recognized as having exemplar Employee Wellbeing

## Engage and Execute

Optimize a culture of health, wellness and safety that becomes a business imperative with measurable improvement in targeted areas and where Merck's employee and family health status is improved

## Improve Metrics

- ✓ Improve Employee Engagement Scores (Voice Survey)
- ✓ Bend the benefits cost curve
- ✓ Maximize current investments in human capital
- ✓ Decrease injury and safety event rates
- ✓ Reduce absenteeism
- ✓ Retain and attract top talent
- ✓ Earn Awards:
  - National Business Group on Health's *Best Employer for Healthy Lifestyle Award*
  - *Everett Koop Corporate Achievement Award*
  - American College of Occupational and Environmental Medicine's *Corporate Health Achievement Award*
  - American Heart Association Index

# Employee Population Health

*Requires managing care across the continuum*

**80% members = 20% cost\***




**20% members = 80% cost\***



\*Based on Merck Data, Truven 2015 Calendar Year

Adapted from *Population Health; Creating a Culture of Wellness*, 2<sup>nd</sup> edition, Jones & Bartlett Learning, Burlington, MA, Raymond Fabius, MD edited by David Nash, MD, 2016

# 6 Data Sets Analyzed to Answer 3 Questions

	<b>WHAT IS OUR HEALTH?</b> 	<b>HOW MUCH DOES IT COST?</b> 	<b>HOW DO WE FEEL?</b> 			
	Personal Health Assessment Data Warehouse	Disability Data IBI Full Cost Model	Internal Survey Engagement Survey			
Objective	Better understand the health status of US active employees & spouse/partner	Better understand the health status & costs of active employees & spouses	Better understand the health status & costs of active employees & spouses	Estimates total cost of health care	Assess attitudes & beliefs of Merck's current culture of wellbeing	Assess Global employees perception of Merck's culture of wellbeing
Population	US Employees & Spouse/Partner	US Covered Employees & Spouses	US Covered Employees & Spouses	US Covered Employees & Spouses	Employees	Global Employees 80% Response Rate
Challenges	Self Reported Voluntary	Data difficult to access	Data difficult to access	Data difficult to access	Sample size may not be representative; directionally formative	Results may be influenced by last few years of restructuring
Questions to Answer	<ul style="list-style-type: none"> <li>How does Merck's lifestyle risk factors compare to benchmarks?</li> <li>What are areas of health risk and opportunity for improvement?</li> </ul>	<ul style="list-style-type: none"> <li>How does health status costs compare to benchmarks?</li> <li>What are areas of health risk and opportunity for improvement?</li> </ul>	<ul style="list-style-type: none"> <li>What is the cost impact of disability?</li> </ul>	<ul style="list-style-type: none"> <li>How well are we meeting employees wellbeing needs?</li> <li>How well are employees aware of current programs?</li> <li>How well are employees using current programs?</li> </ul>	<ul style="list-style-type: none"> <li>Do employees feel wellbeing is supported by Merck Leadership?</li> </ul>	

We have a reasonably health workforce, but could improve in:

- Lifestyle – nutrition and activity
- Screenings
- Vaccinations
- Stress
- Alcohol
- Weight
- Pre-diabetes and diabetes

# Health Promotion and Prevention Areas of Focus



## 1. Improve health in targeted areas

- Cardiometabolic risk
- Vaccinations
- Screenings
- Stress



## 2. Establish a workplace that promotes health and wellness and is focused on daily habits

- Movement / Activity
- Nutrition
- Mindfulness
- Tobacco Free Campuses
- Safety
- Champion's Network

# Improve Health in Targeted Areas



## Diabetes Prevention & Management

### Problem

Employees working in select manufacturing and packaging sites are experiencing a high prevalence of pre-diabetes and diabetes.

### Solution

Pilot a multi-modal, employee and family-centric engagement program that leverages evidence-based approaches in support of those living with diabetes, or at risk of developing diabetes.

### Success Criteria

Site leadership & HR partners are in full support

Leveraging the CDC Diabetes Prevention Program.  
On-site & remote coaching focused on healthy living and safety

Families are included – where health happens



## Prevention Could Be Better

### Problem

Vaccination Rates for US employees are below Healthy People 2020 goals - even with medical and pharmacy coverage

### Solution

By setting vaccination goals, investing in strategic communication and offering vaccinations where employees are – offices and on-site meetings for remote employees, Merck can exceed national rates

### Progress

On-site vaccination clinics have been held at multiple meetings resulting in 20% of the population attending the meeting receiving a vaccination. Additional clinics planned with thousands of employees.

Biometric Screenings will be added to select on-site meetings

On-site clinics expanded to additional work locations

# Gaps in Knowledge May Explain Low Adult Vaccination Rates

## Employees

- Many adults may be unaware of the need for adult vaccinations<sup>1</sup>
- Awareness of no-cost preventive services is low: In a March 2014 study, only 43% of respondents were aware that the ACA eliminated out-of-pocket costs for preventive services such as vaccines for many people<sup>2</sup>
- Adults may not have access to a regular source of health care, and if they do, they may not hear about vaccinations from their physicians<sup>1</sup>

## Employers

- Employers share many of the same misconceptions as their employees<sup>1</sup>
- Employers may mistakenly believe that employees will always get vaccinations from their health care providers<sup>1</sup>
- Employers may not realize that they can play a role in improving vaccination<sup>1</sup>
  - Communication of benefits and on-site vaccination clinics may increase vaccination rates

ACA=Patient Protection and Affordable Care Act.



# Merck Communicates Wellness & Vaccine Initiatives to Employees

- Merck communicates coverage benefits for vaccinations and locations to receive vaccinations through
  - Sponsorship from senior leaders
  - Mailings about pharmacy benefit program
  - Sync newsletter to provide info about diseases for which vaccines are available

# On-site Health Service Clinics

**Merck's on-site health service clinics are offered at 8 different locations.**

- Each location is fully staffed by a physician, registered nurse, and/or nurse practitioner
- Primary focus is on occupational health and assistance with wellness screenings
- Clinics provide year-round routine and travel vaccinations
- Clinics promote and manage on-site vaccination campaigns

## Health Service Clinic Locations



# Reaching Field-based Employees

## **Convenience Matters**

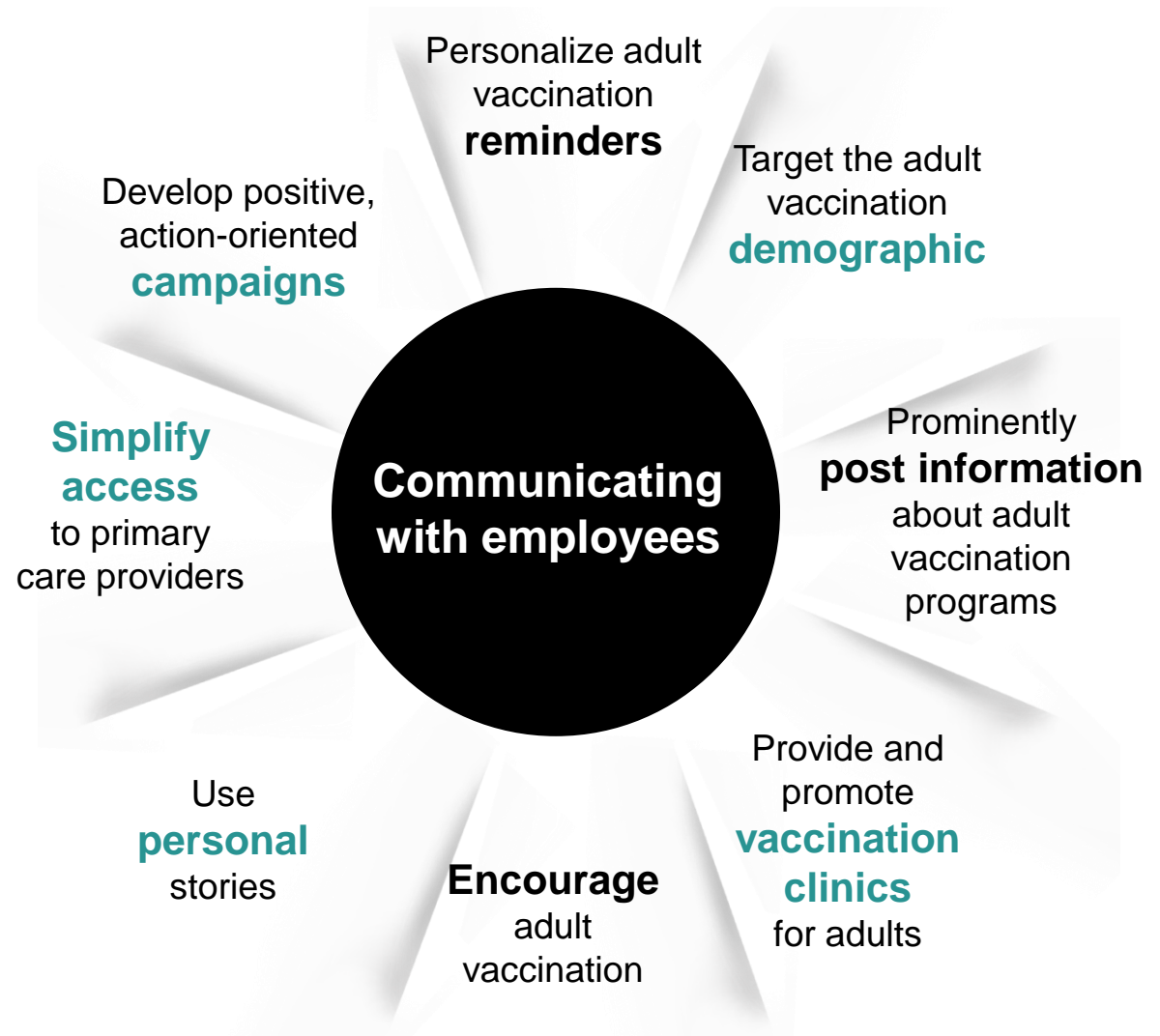
- Offer vaccination services to field-based employees
- Quarterly sales meetings offer an excellent opportunity
- Ability to test various vaccination providers for ability to service geographically dispersed populations

## **Preliminary Results – 12 Sales Meetings 1Q17\***

- 20% of participants received a vaccine

# Key Strategies in Implementing a Vaccination Program

The National Business Group on Health has recommended several tips and techniques for communicating with employees about preventive services, including adult vaccination.<sup>1</sup>



1. Berryman PS. *Top Solutions. Communicating With Employees About Preventive Services: Tips and Techniques*. Centers for Disease Control and Prevention, National Business Group on Health; October 2011.

# Vaccination Campaign: Opportunities and Lessons<sup>1</sup>

## Use Data to Target and Set Expectations for Success

- Continue to set vaccination goals and track on-going progress
- Continue to Incorporate vaccination questions into the PHA
- Considering to expand the use of third-party vendors to help reach appropriate employees (ie, by age) and to personalize the message

## Ongoing Commitment

- Need to be persistent and consistent
- Planning to expand vaccination campaigns to include other vaccines and biometric screenings
- Exploring how to broaden vaccine messages to employees to increase awareness for their nonemployee dependents and loved ones

## Getting Employees' Attention

- Looking to further engage management
  - Mention at staff meetings and leadership addresses
  - Comment and forward vaccination campaign and benefits information to employees
  - Further engage management to increase communication
- Looking to expand vaccination efforts to all sites with 100 or more employees