

Case Studies

The following three case studies are typical of the range of clients Influenza Protection provide to support their pandemic planning. The use of antiviral medication as a means of reducing absenteeism supports existing Business Continuity processes.

By providing antiviral medication, absenteeism in the workforce will be reduced during a flu Pandemic. Using antiviral medication to protect Business Critical personnel, the wider workforce and the family or household unit is vital to reducing absenteeism during a Pandemic.

Take up by staff is considerably improved where Schemes include family members and particularly where this is either subsidised or provided free of any charge. Where a company (see example Company Z) provides free post-exposure Prophylactic medication to staff and household members, the take up is significantly higher; in this case almost 100%.

This particular company also believes that the cost benefit includes the added potential in staff retention and recruitment and increased staff morale in the recognition of the company's desire to ensure the welfare of its employees.

Company Z

In January 2009, IPL were approached by an international pharmaceutical company, Company Z, to provide an anti-viral screening programme for their employees and family members. The scheme was for staff based at their Headquarters site and a principle subsidiary site in the UK. A total of 3200 people were to be included in the scheme.

As the alert phase four was declared during the preparation of the contract, IPL needed to quickly respond to their anti-viral requirements. It was therefore decided to bring forward the initiation of the scheme and implement the screening process within 48hrs of alert phase five. IPL and the client worked together to enable this deadline to be met and went live within the time frame determined by the client. Medication was distributed via the client's headquarters internal mail.

Based on the client's business continuity strategy the eligibility criteria were set to provide post exposure prophylactic medication to all staff and household members at no cost to staff or families.

Statistics to date for Company Y

- 98% of staff take up
- All staff deemed business critical
- 7500 staff and household members screened
- One employee refused medication following screening
- Two family members refused medication following screening

Company Y

In May 2009 IPL, were approached by an international Pharmaceutical company, Company Y, to provide an anti-viral scheme to their employees. The scheme was initially for staff based at their manufacturing site in the UK and will be extend to all other UK and European based employees at a later date. A total of 836 were included in the first tranche.

IPL needed to respond to their anti-viral requirements quickly, as the first wave of the pandemic had began and, due to the nature of their business, it was essential that the manufacturing plant continued to function during the pandemic.

As well as setting up the dedicated online portal, IPL responded to the customer's requirements to set up an on site 2-day clinic at the manufacturing plant to enable direct distribution of the medication to employees. This dovetailed seamlessly into the online process, enabling subsequent applications to be submitted either online or in person.

Based on a business continuity strategy designed to maintain 24-hour productivity during the current Pandemic, the eligibility criteria were set by the client in consultation with IPL.

Eligibility for Company Y

- Business critical staff at manufacturing plant to receive sustained prophylactic courses for 18 weeks (to be prescribed in batches of 3 x 4 packs and 1 x 3 packs) – their family members to receive 1 treatment course
- No charge made to staff or family members
- All remaining employees at other sites to receive one treatment course each (their family members are not eligible) no charge made to staff

Statistics to date for Company Y

- 68% of staff take up
- Evenly spread amongst business critical staff
- No staff or family member refused medication following screening

Company X

In November 2007, Influenza Protection was approached by Company X (a large multi national manufacturing, storage and distribution company), to provide anti-viral medication to their staff and family members in UK and EU countries. Company X appointed IPL to provide them with an unobtrusive online screening process, by which their employees and family members could apply for and receive without delay their anti-viral medication.

Company X has a total of 9,547 employees, based in a variety of locations in UK and Ireland. Based on a business continuity strategy designed to maintain productivity during a Pandemic, the eligibility criteria were set by the client following advice and guidance from IPL.

The following regime was established:

- All staff to receive a treatment course of anti-viral medication
- Business critical staff to receive 'targeted PEP' (i.e. 3 courses)
- Family members (subject to eligibility) were to receive a treatment course
- Free to all staff
- Charged @ 50% of cost for family members of staff on more than £25K
- Charges recovered through payroll over six months

A period of 2 months was agreed for the staff and their family members to register for the anti-viral medication scheme – the initial scheme ran from September to November 2008. During this time, 11,555 employees and family members registered for the Scheme. The Scheme was subsequently reopened twice, each time for one month only. The Scheme is made available to all new starters when they join the company.

The Company nominated a project manager (PM) who, via the bespoke client management dashboard, has access to real time statistics. The dashboard enables the PM to have total transparency of the Scheme. The client dashboard provides details of all applicants who have applied for the scheme and enables the PM to monitor business critical groups and import new employee data as required.

Stats to date

- 60% of staff take up
- Evenly spread between business critical and non critical staff
- No staff member refused medication following screening
- One family member refused on medical grounds