



August 2020

NAWHC NOW! provides information on upcoming programs, new developments, resources and benchmarking surveys related to onsite, near-site, shared, mobile and virtual worksite clinics, offered by the National Association of Worksite Health Centers, as well as information and resources from other industry experts and partners. Visit www.nawhc.org for details on the items mentioned and membership information.

UPCOMING EDUCATIONAL EVENTS

Creating and Expanding Worksite Health Centers – The 8th Annual NAWHC Forum – September 23-25, 2020 – NOW A VIRTUAL EVENT

NAWHC's 8th Annual Forum is a 3-day, virtual event, allowing participants to select among 14 sessions offering the latest information and best practices in planning, operational and clinical areas. There will also be a special look at the impact of the Presidential election and politics impacting onsite/near-site health centers. An opportunity to learn about new vendor partners in an exhibit hall and meet other worksite center sponsor in networking sessions. The Annual Forum is a great value at only \$100 for NAWHC members, \$200 for non-members.

See the full [AGENDA](#). **REGISTER** [here](#) on the NAWHC website. Sponsorship information at [this link](#).

Best Practices in Treating MSK and Back Pain in Your Worksite Clinic- Dec. 9, 2020, Dallas, TX
Musculoskeletal conditions and pain management are top clinical problems for employers and their health centers. To address this, a special targeted event will provide the latest research, best practices and experiences in treating these conditions with traditional and alternative approaches. If the COVID-19 situation still impacts in-person meetings, we will move this to a virtual event. To register or to sponsor go to [this link](#).

BENCHMARKING

Employee Concerns About Their Mental Health

Paychex's recent study of more than 1,000 employees, called [Mental Health at Work During COVID-19](#), discovered that not only has employee mental health suffered during the pandemic but that employees are afraid to discuss those effects with their bosses. Out of the 1,017 full-time employees who took the survey:

- 54% felt uncomfortable talking to their managers and supervisors about mental health
- 30% of respondents feared that discussing their mental health could lead to being fired or furloughed,
- 29% thought discussing their issues could cost them a promotion.

Large Employers Health Benefit Directions in 2021

A new survey by the Business Group on Health, a nonprofit group representing major employers found that, among employers with over 5000 lives:

- Over 80% believe virtual health care will play a significant role in health care in the future and 52% of those survey will expand virtual care option on 2021.
- 91% offering mental health will do so via virtual next year.
- 45% are viewing their health care strategy as an integral part of their workforce strategy.
- On-site clinics continue to grow—72% have a clinic in place or will by 2023
- Primary care services at the worksite are offered by 34% of employers, and another 26% plan to offer this service by 2023

How Companies Are Managing the Impact of COVID-19

An ongoing [Mercer survey](#) of employers asks about their needs for managing the impact of COVID-19. Among



the many areas covered, employers were asked how or if they are addressing contact tracing:

		Response percent
Using existing employees to do contact tracing		46.77%
Providing a contact tracing training program for existing employees		7.99%
Using a digital data management tool to support manual efforts		10.27%
Hiring additional staff/vendor to do contact tracing for us		3.93%
Requiring the use of proximity tracking apps/wearables		1.27%
Offering the use of proximity tracking apps/wearables but make them optional		1.9%
Our company is not implementing contact tracing		43.22%

Screenings at the Worksite

In another Mercer survey of nearly 800 employers, 36% of all respondents (and 44% of those with 5,000 or more employees) expect to conduct some type of COVID-19 screenings or assessments as employees return to their worksites. Specifically:

- 26% are planning to administer temperature screening onsite
- 20% are planning to administer symptom questionnaires onsite
- 4% are planning to conduct serology screening for antibodies
- 3% say they will screen for the presence of the virus

NAWHC LEADERSHIP COUNCIL

Board of Directors

We're pleased to announce the election of the following individuals to the NAWHC Board of Directors:

- **Andie Callahan**, Wellness Department Manager, Sierra Nevada Brewing Co.
- **Jed Constantz, Dr.B.A**, Healthcare Strategy Consultant
- **DeAnna Hall, RN, BSN**, Manager, Corporate Health and Well-being, LG&E and KU Energy LLC
- **Natalie Roberts**, Senior Vice President of Support, Monarch Beverage
- **Kevin J. Schmidt** CEO, WorkWell Prevention and Care

Medical Director Council

The Board of Directors has approved the appointment of the following physicians who support NAWHC employer members to join the NAWHC Medical Director Council:

- **Joseph Lisanti**, MD, Monarch Beverage/WellHealth Worx
- **Martha Shephard**, MD, Metro Nashville School District, Vanderbilt University Medical Center
- **Scott Conard**, MD, Converging Health

RESOURCES AND RESEARCH

Resource Library on High Priority Health Benefits and Conditions



The National Alliance of Healthcare Purchaser Coalitions has decided to provide free access to its library of employer (and worksite clinic) recommendations and resources – Actions Briefs, recordings of webinars, special reports, etc. – on high priority health benefits and conditions. Access the library of resources at [this link](#).

Contact Tracing Recommendations for Employees with COVID-19 Symptoms

NAWHC member Mercer has created an infographic to help employers and worksite clinics mitigate the impact of COVID-19 on the workplace and assist in creating processes and procedures to use when an employee comes to work with COVID-19-like symptoms. David Zieg, MD, Clinical Services Leader for Mercer, suggests an employer and, if appropriate, its clinic vendor partner, review the following regarding contact tracing:

- **Who does it?** Most often it's an internal resource, typically within HR. Good communication skills are important and training and support is key.
- **What triggers the process?** Any symptoms suggestive of COVID-19. Don't wait for a positive test result! Time is of the essence.
- **What constitutes exposure?** While [CDC guidelines](#) define exposure (i.e., close contact) as spending 15 minutes within six feet of an infected person, up to 48 hours before the onset of symptoms, depending on the work environment there are nuances that might warrant a more aggressive definition.
- **What to tell contacts?** Don't disclose the identity of the infected individual. Close contacts should begin quarantine immediately, but testing will likely be most effective (i.e., the least likely to return a false negative results) [5-8 days after exposure](#). If a contact develops symptoms or tests positive, interview that individual to identify their close contacts.
- **How long should a close contact quarantine?** CDC recommends a 14-day quarantine even with a negative test. Some employers are following state or local guidance allowing quarantines to end earlier with a negative test taken 7 days or more after exposure.
- **What type of testing?** Consider pros and cons: RT-PCR performed in the lab is considered the gold standard in terms of accuracy (assuming tests are processed in a reputable lab). Point-of-care testing is faster but may be less accurate. In terms of the collection process, a self-swab is more comfortable and practical, and saliva tests, which are even more comfortable and practical, are becoming more common.
- **Proximity apps?** While controversial due to privacy and other concerns, they may be justified in factory and other settings where employees move around a lot. In office settings, an effective low-tech solution is for employees simply to record their contacts on a daily basis.

You can obtain a free copy of Mercer's valuable infographic on contact tracing at [this link](#).

Please visit our website at www.nawhc.org and be sure to check in and sign-up at the [NAWHC LinkedIn Group](#) to stay abreast of developments in NAWHC and in worksite health and wellness centers.

Thank you for your support and involvement in NAWHC. Stay safe.