

COVID-19 Update

Present & Future Focus

 **SPECIAL EDITION**

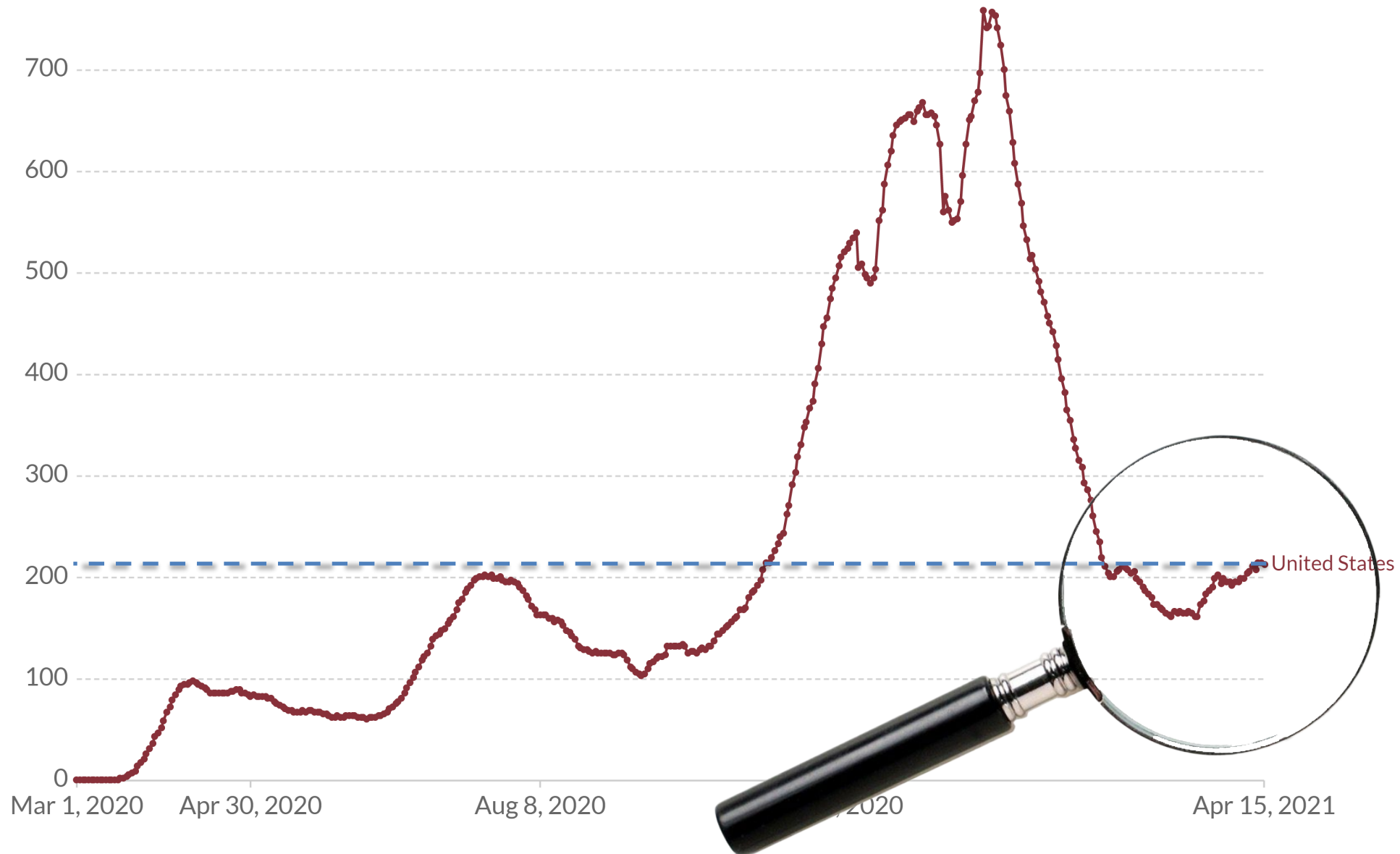
Dr Mark Cunningham-Hill

Medical Director, NEBGH

Monday, April 19th 2021

Daily new confirmed COVID-19 cases per million people

Shown is the rolling 7-day average. The number of confirmed cases is lower than the number of actual cases; the main reason for that is limited testing.



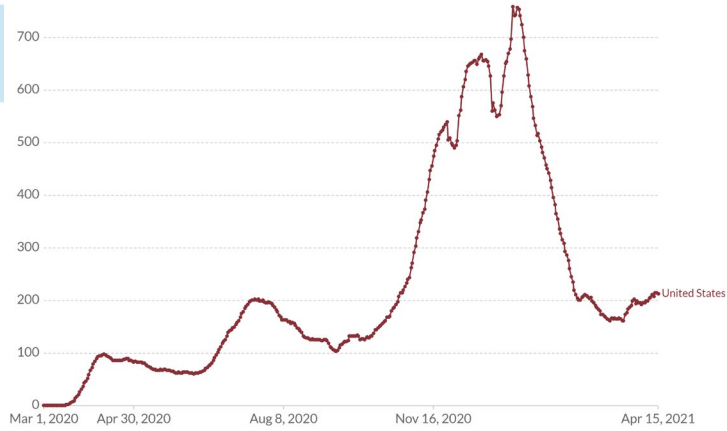
Source: Johns Hopkins University CSSE COVID-19 Data

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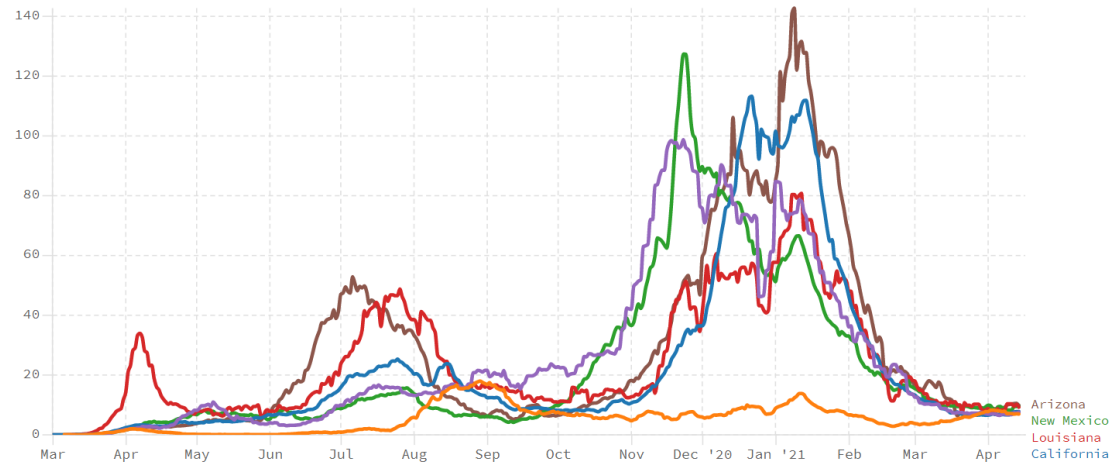
Our World
in Data



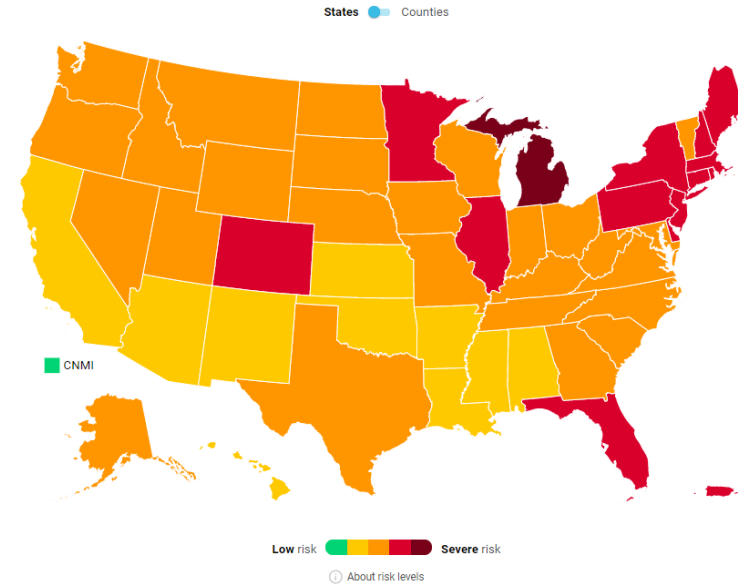
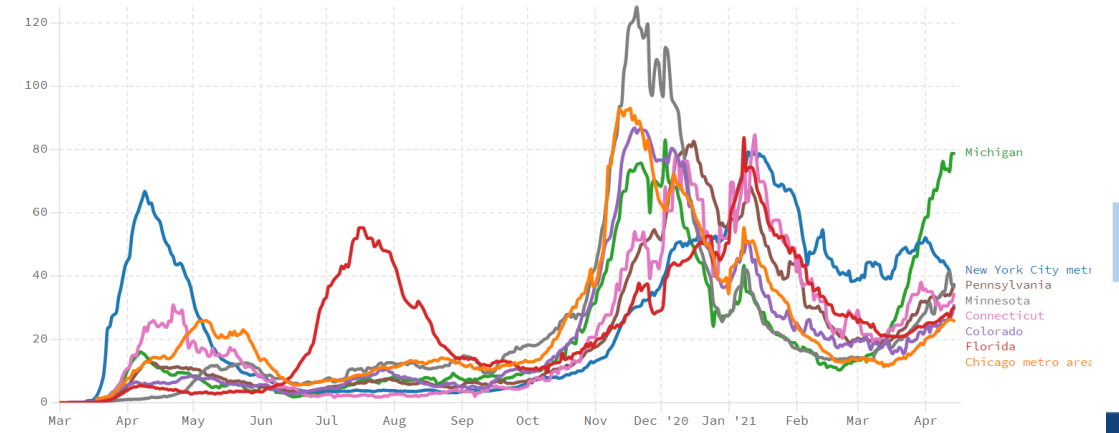
Source: Johns Hopkins University CSSE COVID-19 Data

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CASES PER 100K POPULATION IN CALIFORNIA, HAWAII, NEW MEXICO, LOUISIANA, KANSAS AND ARIZONA



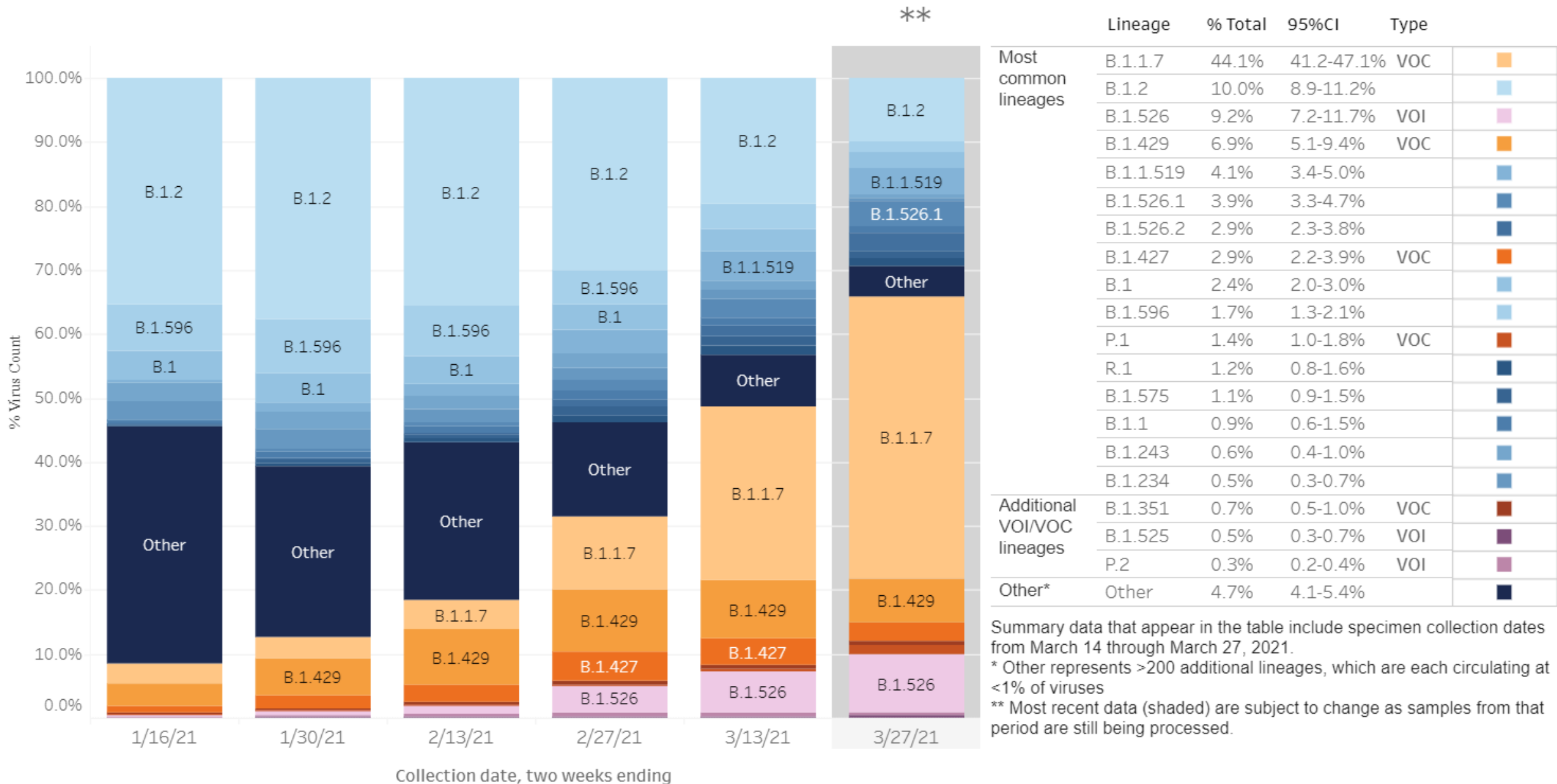
CASES PER 100K POPULATION IN NEW YORK CITY METRO AREA, CHICAGO METRO AREA, MICHIGAN, FLORIDA, COLORADO, PENNSYLVANIA, CONNECTICUT AND MINNESOTA



Low risk Severe risk
About risk levels

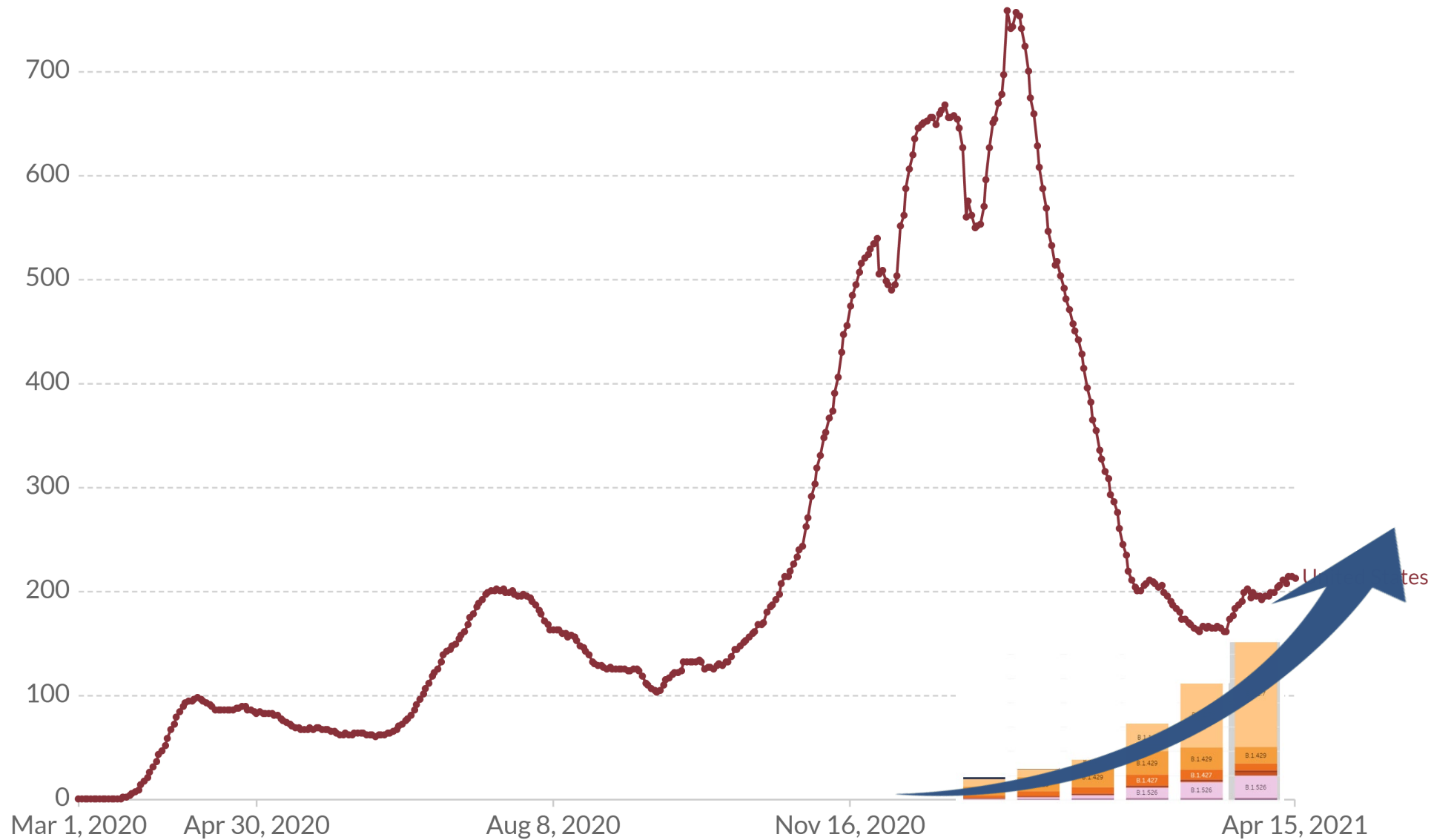
SARS-CoV-2 Variants Circulating in the United States

SARS-CoV-2 Variants Circulating in the United States, January 3 – March 27 2021



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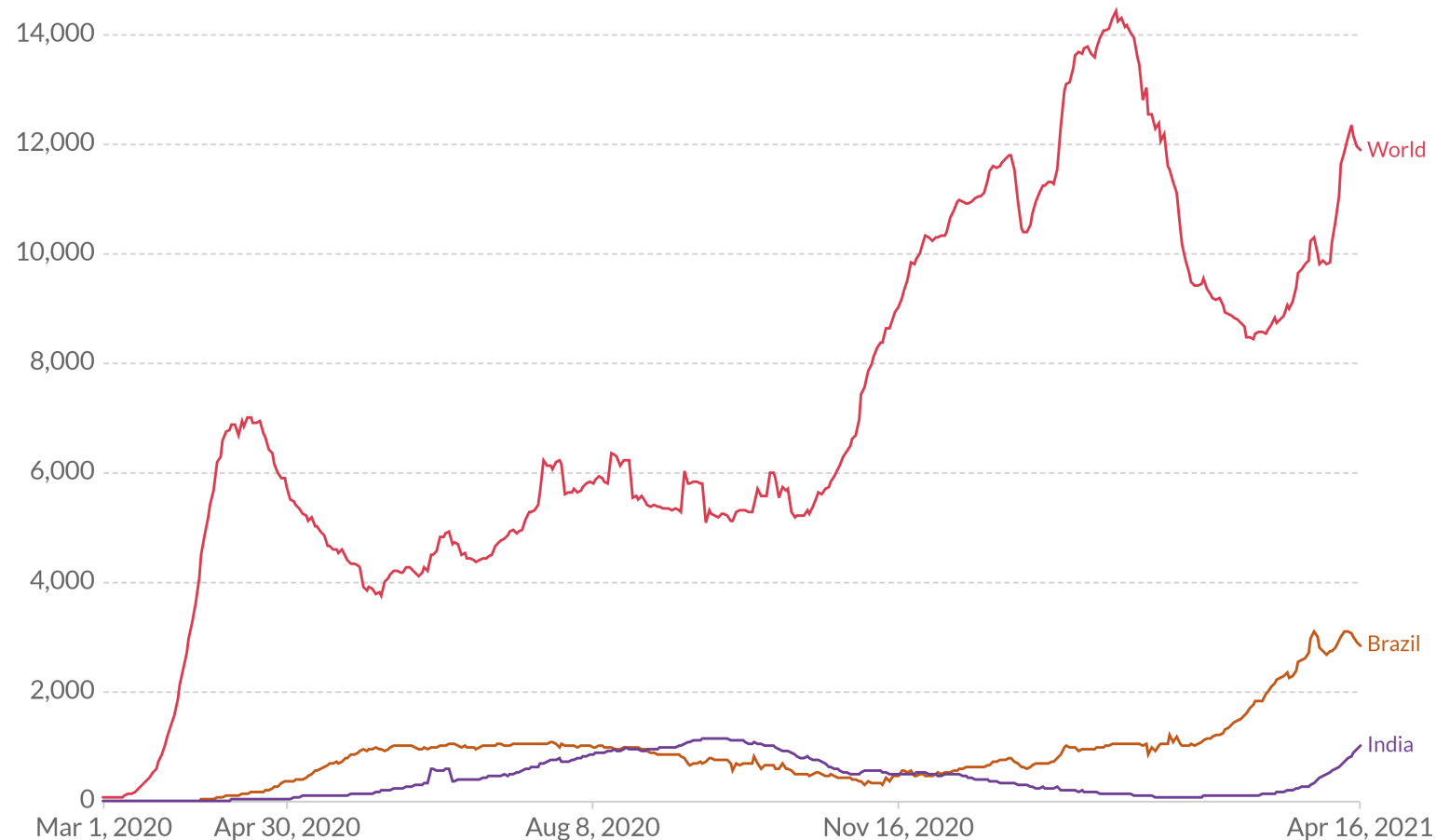
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3 Million Global Deaths

Daily new confirmed COVID-19 deaths

Shown is the rolling 7-day average. Limited testing and challenges in the attribution of the cause of death means that the number of confirmed deaths may not be an accurate count of the true number of deaths from COVID-19.

Our World
in Data

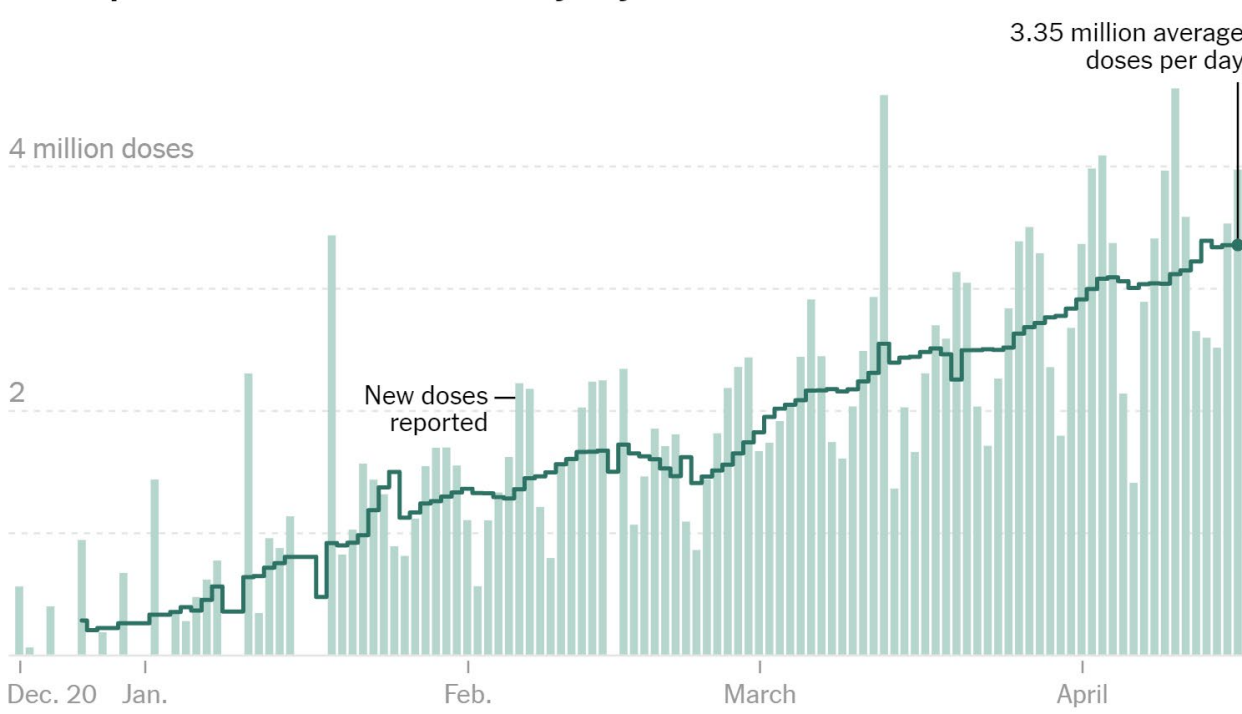


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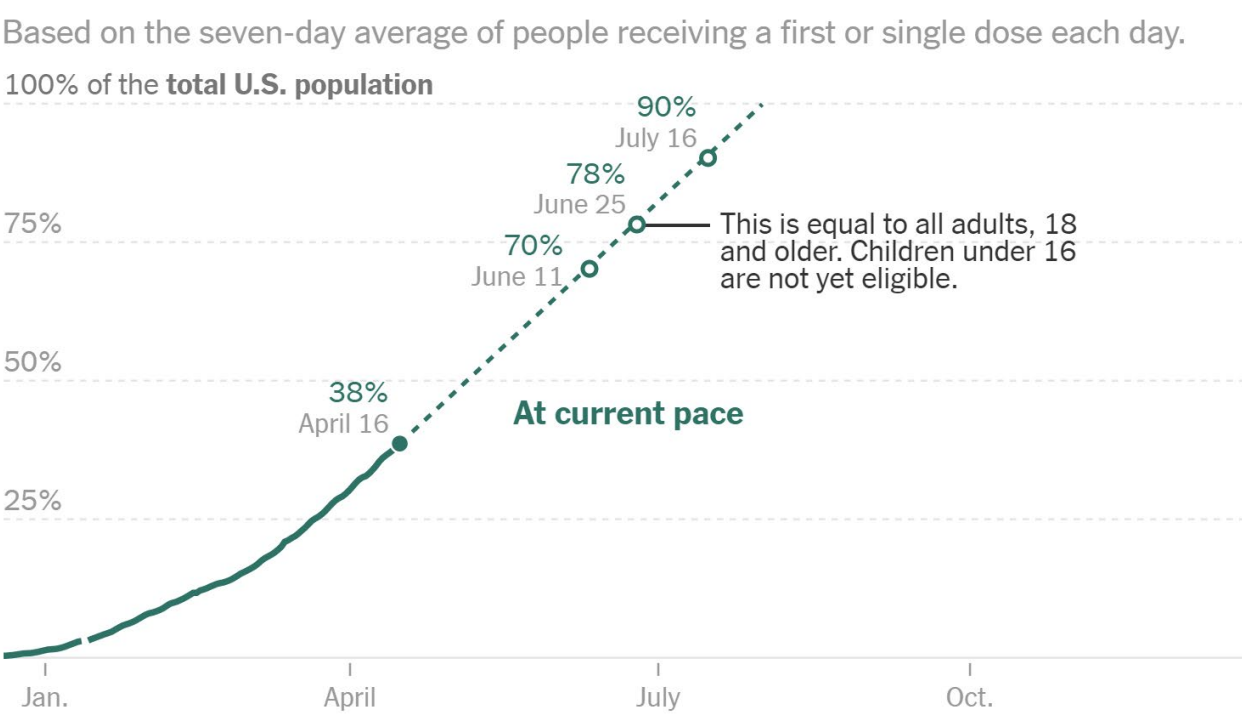
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US Vaccine Rollout

New reported doses administered by day



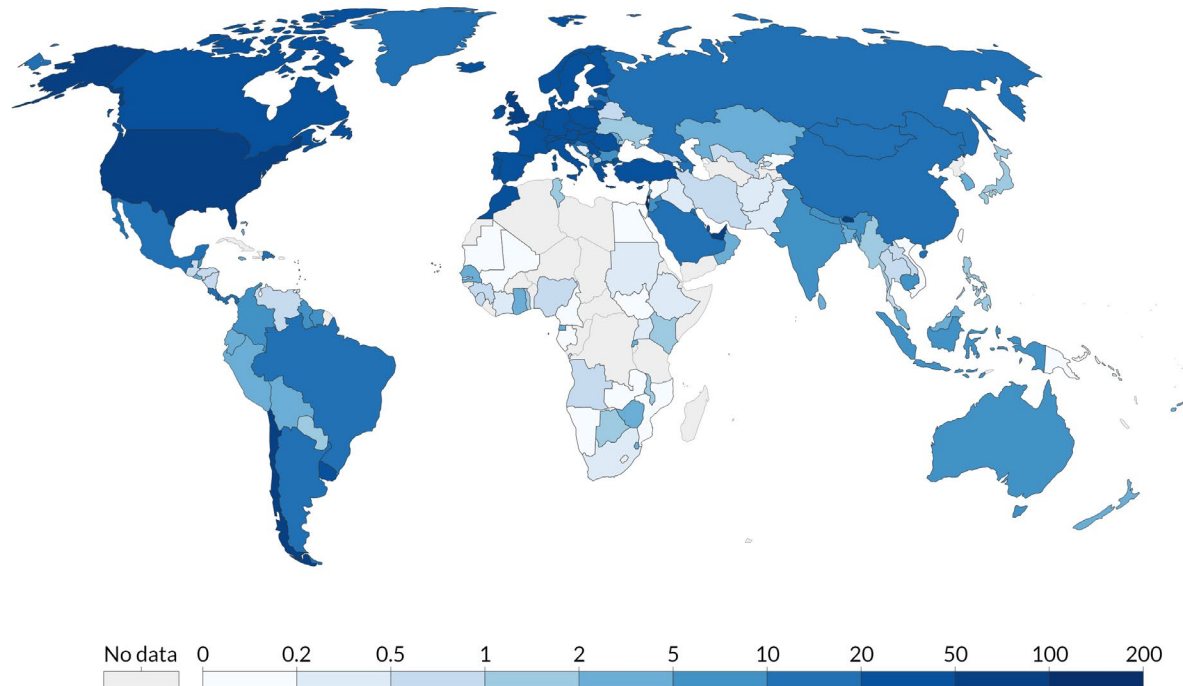
Source: Centers for Disease Control and Prevention | Note: Line shows a seven-day average. Data not updated on some weekends and holidays. Includes the Johnson & Johnson vaccine as of March 5.



Global Vaccination Inequity

COVID-19 vaccine doses administered per 100 people, Apr 16, 2021

Total number of vaccination doses administered per 100 people in the total population. This is counted as a single dose, and may not equal the total number of people vaccinated, depending on the specific dose regime (e.g. people receive multiple doses).

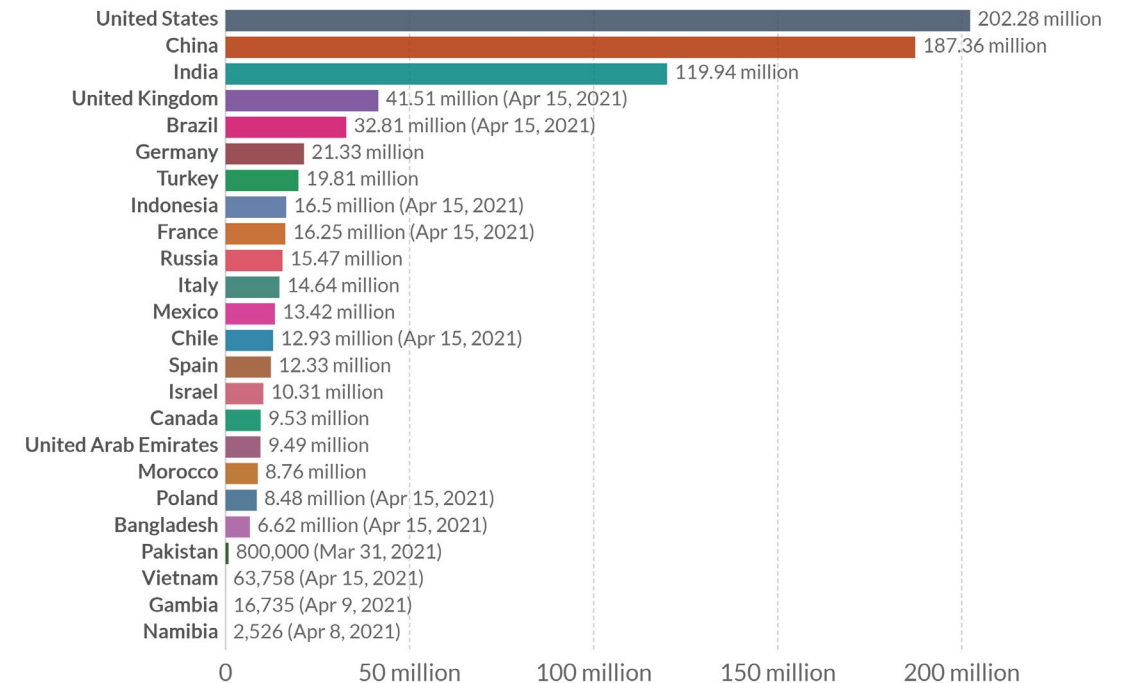


Source: Official data collated by Our World in Data – Last updated 17 April, 17:10 (London time)

Our World
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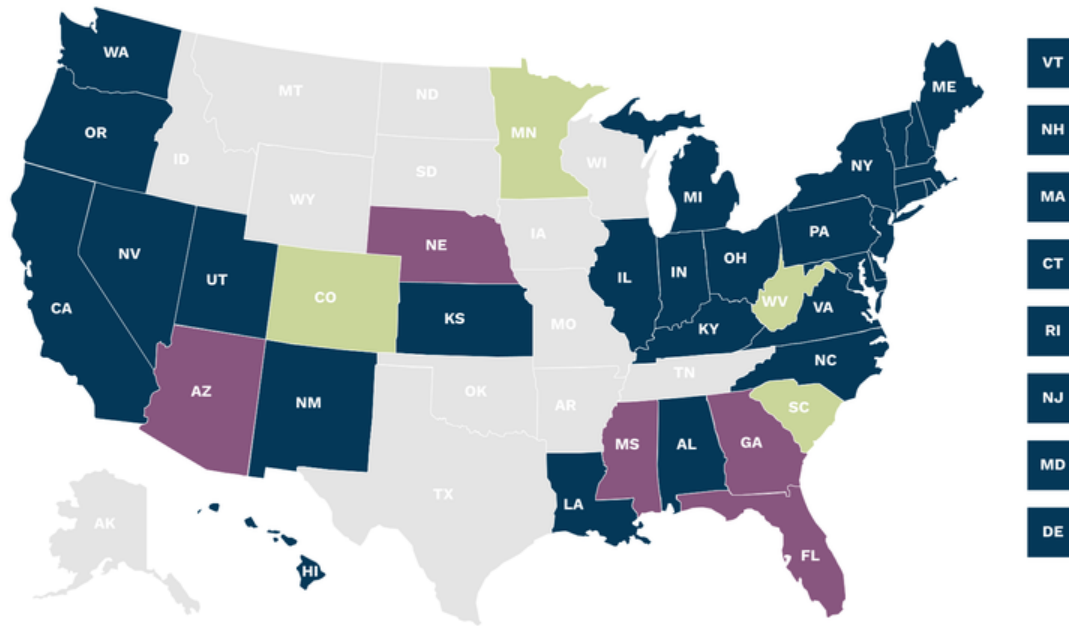
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Behaviors

Statewide Mask and Face-Covering Mandates

- Broad public outside/inside mask mandate
- Required for certain industry employees only
- Required inside business/public buildings
- No mask mandates



Source: MultiState. Data as of March 31, 2021. As of this date, 28 states require members of the public to wear masks broadly in public spaces, including outside; 4 states require masks in certain facilities; and an additional 5 states require masks for employees of certain industries.



What to have on Your Radar



Effectively Navigate Return-to-Work (RTW)



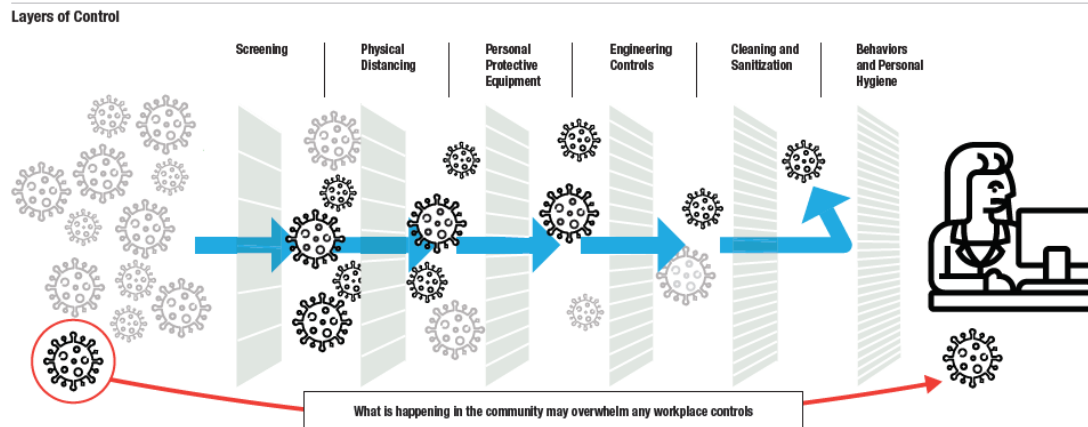
- External Criteria
 - Community COVID data – case rates, positivity, R0, % vaccinated and variants
 - Government Regulations
 - Public Health Guidance
 - Health System Capability
- Internal Criteria
 - Worksite Readiness
 - Employee Sentiment and Needs
 - Business Conditions and Needs
 - Plans and Policies – vaccinated/unvaccinated

RESOURCE: Checklist for Effectively Navigating Return-To-Work (RTW)

External Criteria	Internal Criteria
Check Disease Incidence and Distribution <ul style="list-style-type: none">• New case trends• New case rates• Test positivity• Transmission number (R0/Rt)• Hospitalization/ICU capacity• Death rates (lagging indicator)	Check Worksite Readiness <ul style="list-style-type: none">• Methods to promote safe behaviors like personal hygiene• Access to PPE• Ability to physically distance• Enhanced cleaning and disinfecting• Risk of aerosol spread and availability of engineering controls to limit risk• Ability to identify, manage and appropriately report exposed and infected employees• Training for employees on safety and RTW procedures
Check Government Regulations <ul style="list-style-type: none">• Stay-at-home orders• Workplace restrictions	Check Plans and Policies <ul style="list-style-type: none">• Organized approach for returning to work—phases, capacity, etc.• Contingency plans for subsequent infection waves• Flexible work arrangement policies
Check Public Health Guidance <ul style="list-style-type: none">• CDC• State departments of health• NIH• U.S. DOL• Industry trade groups and business coalitions	Check Employee Sentiment and Needs <ul style="list-style-type: none">• Employees' site-of-work preferences• Challenges employees face working from home• Opportunities created for employees by working from home• Accommodations for high-risk employees
Check Health System Capability <ul style="list-style-type: none">• Available hospital and ICU beds• Availability and efficiency of contact tracing• Availability and quality of testing• Availability of effective treatments and/or vaccines	Check Business Conditions and Needs <ul style="list-style-type: none">• Telework and technology capabilities• Added value from employees on site• Added value or savings from employees working remotely• Productivity onsite vs. remote• Implications for recruitment and retention

<https://online.flippingbook.com/view/584092/>

COVID-Safe Workplaces



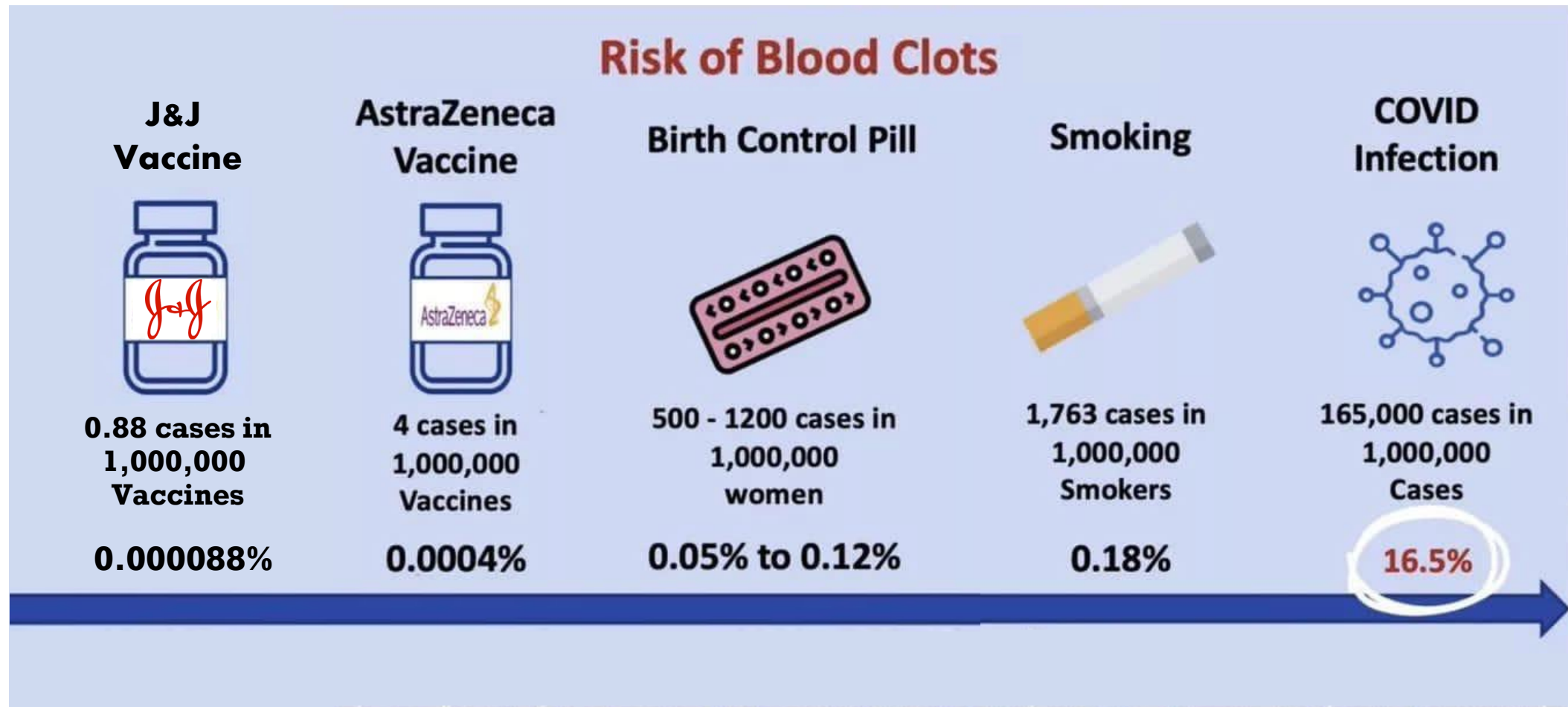
- Increasing importance:
 - Ventilation systems
 - Testing
- Decreasing importance:
 - Surface cleaning
 - Temperature screening
- Continue:
 - Physical distancing
 - Masks
 - Symptom screening
 - WFH/↓ employee numbers

Vaccination Passports

- Majority of employers say they will not mandate vaccination. However, some are considering or already doing:
 - Healthcare
 - Unique workplaces e.g., oil/gas rigs
 - Business travel/travel industry
 - Performing arts
 - Critical business operation
- Questions:
 - How long will immunity (vaccine passport) last?
 - Effectiveness on variants?
 - Ethical and legal issues – discrimination, access to vaccination, those with valid objection, etc.
 - Implementation – technology, privacy, integrity



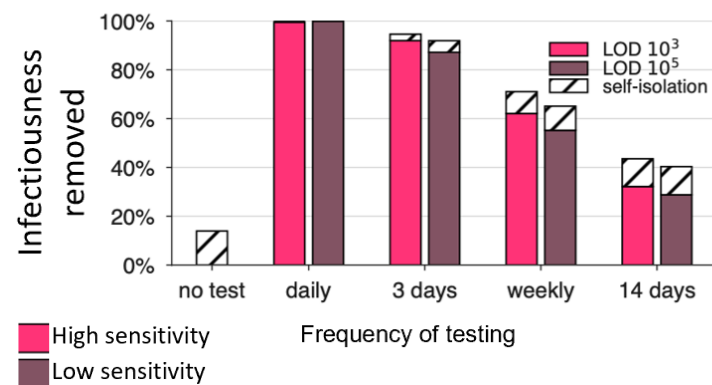
Vaccines & Blood Clots



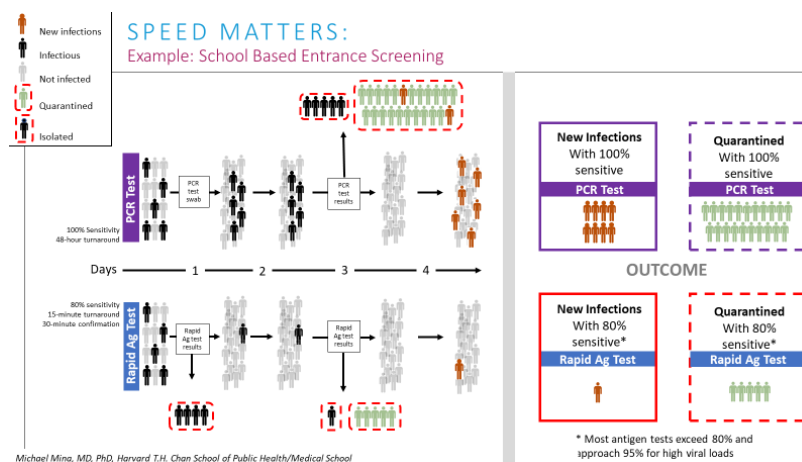
Surveillance Testing

Frequency

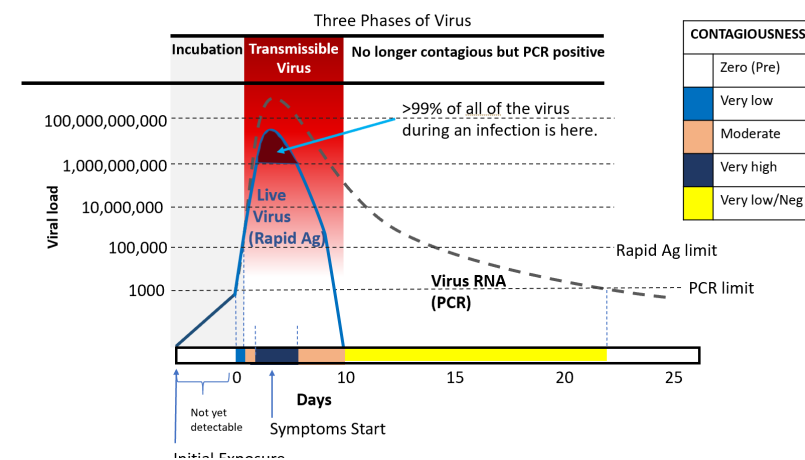
Individual infectiousness Removed by testing/isolation



Speed



Sensitivity



- ↑ Frequency of testing + Speed to get result are critical factors
- Sensitivity is important but frequent testing with instant result compensates
- Rapid molecular testing – PCR sensitivity in 15-60 minutes can add an added layer of protection

Example Testing Scenarios

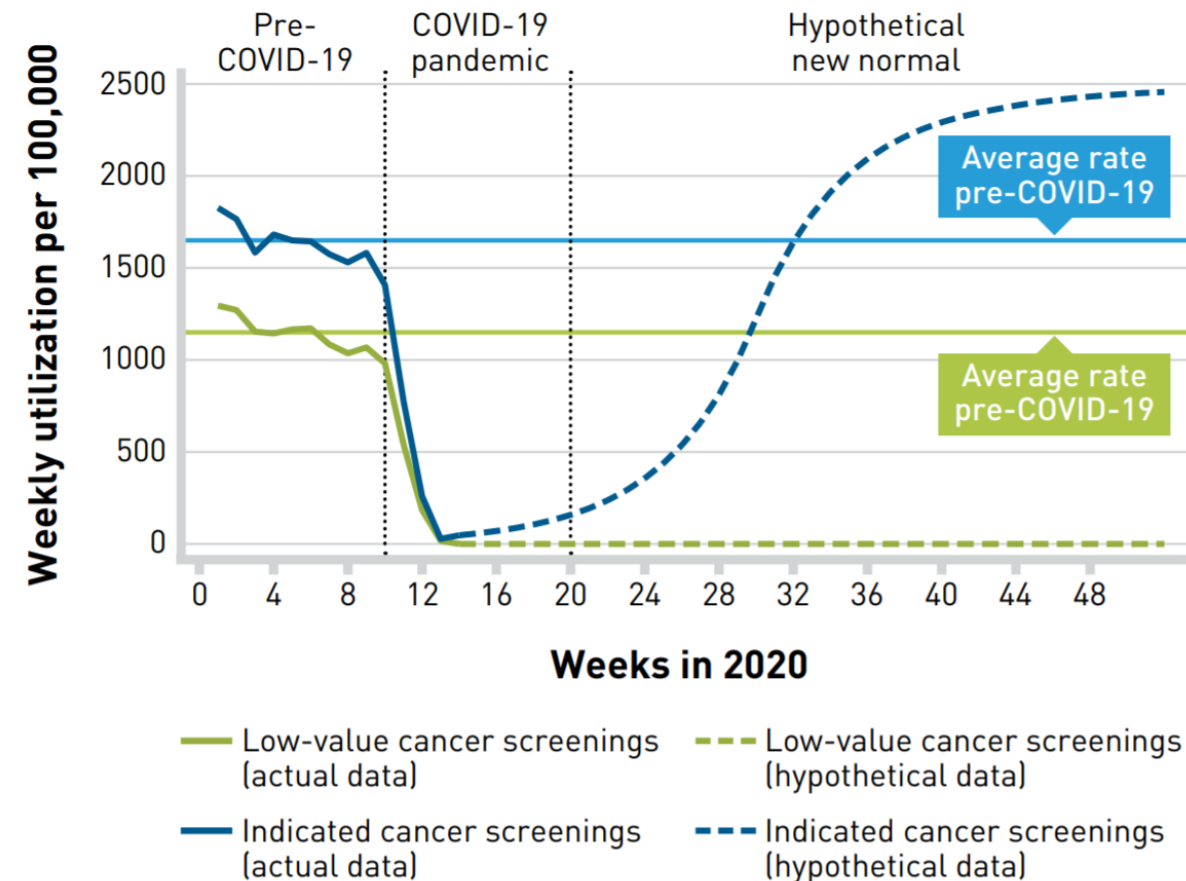
	Advantages
Rapid Antigen Testing 3x per week for all worksite employees (e.g., Binnax Now) – test done at home	<ul style="list-style-type: none">• Cheap \$5 per test• Easy to use• Approx 95+% effective
Pooled (5 per pool) rapid molecular or rapid PCR – of manufacturing employees tested on site x2 per week	<ul style="list-style-type: none">• Rapid• Highly accurate• Pooling reduces cost• Approx 90% effective
Test everyone on day of a film shoot or board meeting (indoors and unmasked) – Rapid PCR/Molecular e.g, Visby, Cue Health or Detect	<ul style="list-style-type: none">• Red/Green light test• Allows for reduction in other safety measures• 99.9% effective• But at higher cost

Adapt Benefits to Address COVID (and COVID-related) Challenges



- Significant amount of healthcare didn't happen in 2020:
 - Focus on high-value care and avoid low-value care
 - Impact on cancer screening and chronic disease management
- Impact of COVID-19
 - Cost of care
 - Long-COVID
 - Lifestyle - ↓ activity ↑ weight

FIGURE. Preventing the Resurgence of Low-Value Care in the Post-COVID-19 Era^a

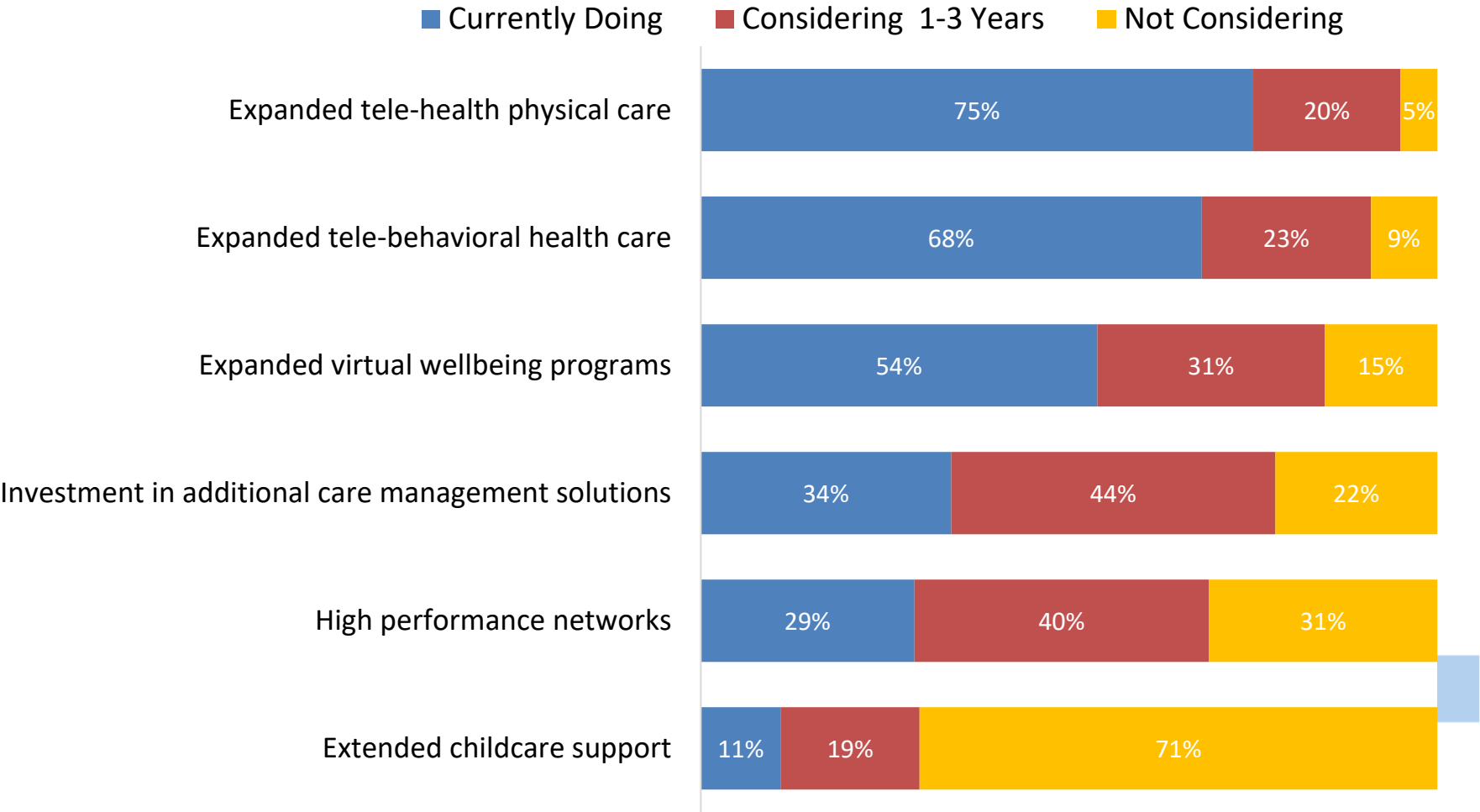


Benefit Design Strategy: Programs

Over 90% of employers have or anticipate expanding telehealth for both physical care and behavioral healthcare

Similarly, 8 in 10 employers are expanding virtual wellbeing programs and investing in other care management solutions

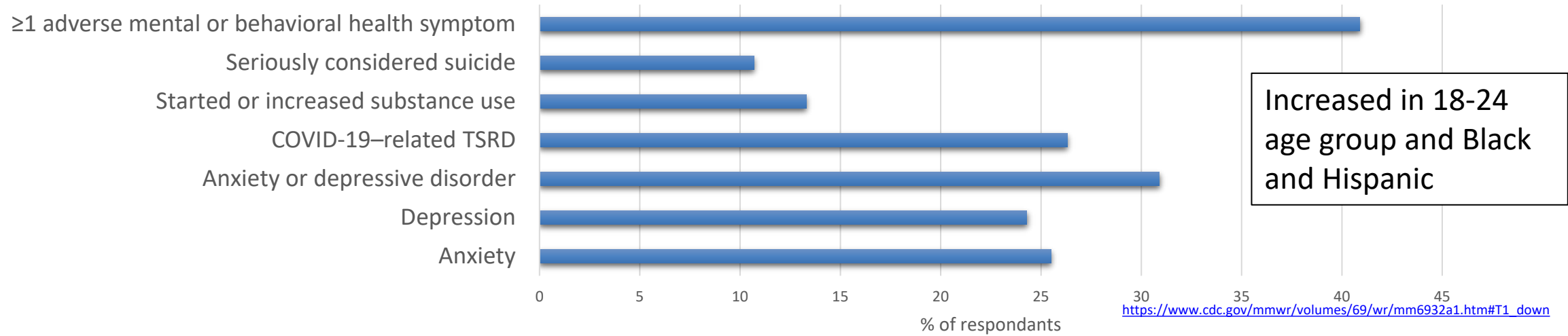
About 3 in 10 employers have implemented or are considering extended childcare support programs



Employees



Mental Health Impacts of the Pandemic



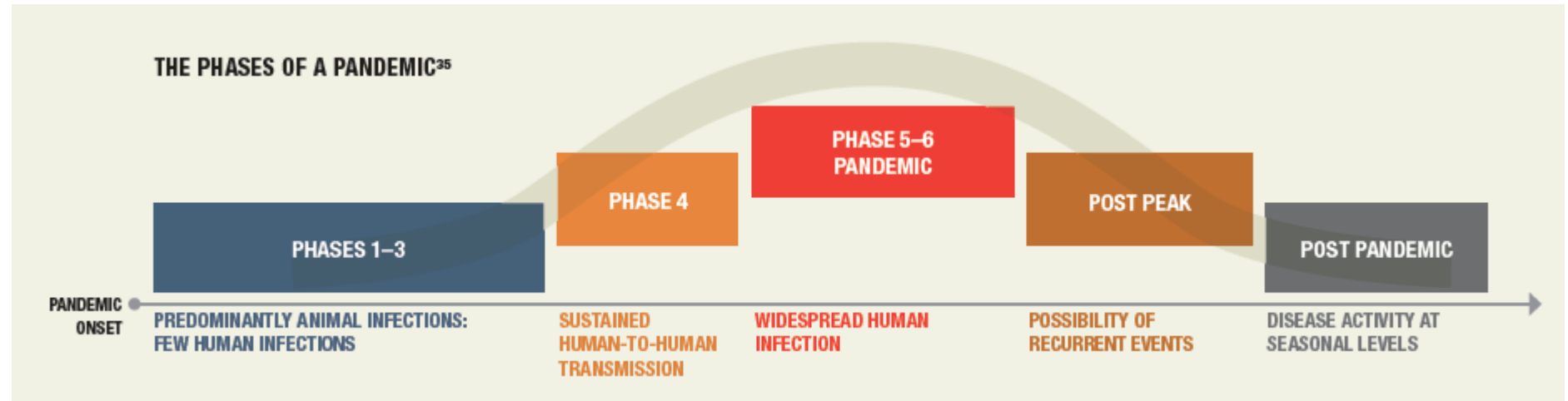
- Fear/anxiety of catching COVID-19
- Loss of loved ones
- Isolation
- Childcare
- Eldercare
- Financial stress
- Unhealthy Habits



Benefit & Health Actions

- Value Based Insurance Design (V-bid and V-Bid X)
- Disparities in healthcare highlighted by COVID-19:
 - BIPOC groups
 - Social determinants of health
- Mental health availability and access
- Addressing Obesity
- Focused wellness programs

Preparing for the Next Pandemic



- Planning and preparation in Phases 1-4 minimizes impact of phases 5-6
- Lessons learned from this pandemic



Questions

Upcoming NEBGH virtual events:

- **Apr. 22:** Prevention and Wellbeing Reboot 2021
- **Apr. 27:** The Kids are Not OK – COVID-19 and Children's Mental Health
- **May 5:** Benefits Communications: Lessons from a Purpose-Driven Ad Agency