

**Give us your suggestion for an innovative program to encourage you and your colleagues to receive their influenza immunization. You must offer your suggestion AND get immunized to be eligible for a random drawing for a Nintendo Wii courtesy of the Bioethics Review and Advisory Committee.**

What about a contest for the most staff members in a department who receive immunizations in a department? Departments can compete for a prize of lunch catered by the GHS cafeteria, or an outside restaurant.

Free lunch (via \$5 voucher for the cafeteria) for everyone who get immunized.

For each employee that is immunized they would be entitled to a dress down day of their choice.

you need to make it competitive between depts with the winning dept getting a free lunch/parking/or extra paid day off (staff are always concerned with what is in it for me)

Offer incentives such as the above

Even just one hour of PTO that you can win in a lottery would be good motivation. Do not waste money on

Employees who immunize could be eligible for extra, one time only PTO time?...

I don't believe most people understand H1N1 or understand who is most susceptible. I suggest putting together a commercial to be shown on local channels that would feature faces of those that are more susceptible to infection. It could be called "The potential faces of H1N1 in the community" and it could show real people, even family members of employees that fall within this group. Young children, people with existing conditions, etc. Showing that Geisinger and our employees along with the family of employees is truly trying to make a difference

Everyone who gets a flu shot could receive a coupon for a free specialty drink at Sheetz (the Red Cross gives these out to each blood donor) or coupon for donuts or coffee at Dunkin Donuts. Also a random drawing for

My suggestion would be thoroughly explain to all employees how important it is to get their influenza immunization and they are also protecting themselves, their patients and also their family members. One thing could be to offer an immunization lottery. For every person who gets their immunization, they to pick a three or four digit number. You could base the winning number on the lottery number, so that employees would feel that

People who follow Geisinger's policy for receiving their influenza immunization on a timely fashion should be rewarded with a free meal ticket for the cafeteria. The benefits are that people will use the cafeteria so that it will not go to waste vs tickets for a football game out of the area that you can not attend due to transportation, gas or other commitments. Second, put a dollar value on it so that if the meal exceeds the cost of the ticket, the employee can still pay out of pocket for the remaining cost by using cash, credit card or their employee payroll deduction account. Third, the tickets are available so it would not have to be designed and created by the print shop. We can use what we already have in stock and can circulate ones already in existence. Everyone recognition in e-connection for departments who reached target percentage goal, rank departments by % of goal achieved, and reward the highest in appropriate manner.

1. Publicize management (even all the way to the top ie Dr Steele) receiving the immunization or receiving their star. and Have infection control physician personally meet with those that decline the immunization and discuss their reason and potentially eliminate the reason...then publicize why they changed their mind etc.. and outcome ie fear of getting ill after injection... run a small test whereby some of those folks are willing to receive the injection and are followed for the week... if indeed they do become ill... within a specified time, day(s) off paid without having to use their paid time off. ie if fear of injection.. maybe sedation before (I have seen an extreme

Post the names of those who haven't been immunized on e-connections. Maybe you can shame more people

WE CARE ABOUT YOU SO WE GET IMMUNIZED AGAINST THE FLU. This would be displayed on a card or badge to be worn at work. I received my seasonal flu shot from my doctor on Aug 24 2009

I would encourage employees, etc. to get vaccinated by offering a free lunch voucher from the cafeteria or the

In the AM, offer bagels to anyone getting their flu shot. In the PM, offer an ice cream sandwich to anyone

I feel that Geisinger should continue each and every year with the mandatory mask policy for the entire flu season from Oct till March This protects all of the fellow co workers and are patients. I also feel that the system needs to be strict with the mask policy and that the mask must be worn at all times while in the building or hospital NOT just 6 feet from a patient. Your fellow co workers are people too. I also feel the little

I would suggest individual department drawings for gift cards, Geisinger company store items, PTO time, or even free ice cream from the cafeteria. I think it would be a greater incentive if each department had its own prizes - more people would have a greater chance of winning at least a small prize. Even little things make one feel appreciated! The departments having the highest participation could be rewarded with a pizza party or dessert

Offer a chance to win PTO. Provide all the necessary information needed to make an informed decision, just as

Do drawings for PTO time, parking spaces, or gift certificates

Random raffle winners for people being immunized. Party for dept. with the most percentage immunized.

Shirt stating that they were immunized, were you?

up front and personal education may be the best way to encourage everyone to get immunized. Many people are afraid they will get the flu from the shot....that it hurts....etc. etc. We write it, however most don't read it. I am an avid supporter of the Flu Vaccine and making sure that I and my family are vaccinated each year.

offer freebies such as gas cards for employees who get vaccinated or drawings each week. better gifts the earlier in the season the employee gets vaccinated. or a drawing for 8 hours PTO to be used at the employees discretion because if they have avoided the flu they saved several days of sick time plus the money spent for a

Offer those who get immunized the ability to use extended time rather than primary PTO time should they get the flu. Have drawings throughout the entire flu season for PTO time even offer special drawings to cover

Everyone enjoys a day off... but who wants to be sick when one is using vacation time? I suggest offering 8 hours of bonus vacation time to employees who get immunized. I remember when employees got bonus vacation hours at the end of a year when they did not use any hours of what was called "sick-time." (We now receive our Personal Days.) Let's propose an option, as well. Eight hours of vacation time OR, for one who thinks that he will contract the illness from the immunization, 3 days vacation when he has a physician-confirmed

Financial Incentive (\$20 - I don't know what the correct amount would be, though). So often, we have seen financial incentives as a trigger point for health behavior modifications among individuals that usually lead "unhealthy" lifestyles. By offering a financial incentive to all individuals that get vaccinated, we encourage those that would otherwise not get vaccinated, vaccinated. Furthermore, among those that want to be vaccinated, regardless of financial incentive or not, can donate their incentive (ie, \$20) to a health disparities organization or

**MONEY TALKS LOUDER THAN WORDS WHAT ABOUT A CASH INCENTIVE FOR ALL WHO GET IMMUNIZED.**

Offer a reward selection for getting immunized. Time off (1hr PTO credit) or lunch coupon.

Employees receiving the flu shot could be entered into a drawing for a FRONT- ROW parking space for a year!

A day off with pay--any day they wish with no strings attached--to be cashed in any time.

I think offering incentives is the best way to get people to have a flu shot.

Offer a system-wide lunch. Entry to the lunch requires immunization (either prior to the lunch or at the entry door to the lunch) The names of the immunized employees are entered into a drawing for a designated

Give everyone who gets immunized an award. Either food voucher or something useful to everyone ( extra priveleged parking for a month drawing...I'd like that!

You would think knowing that the immunization will lessen the effects of the flu if you do get it would be enough encouragement but since it isn't, I would offer something similar to what the United Way campaign does. It

There are some people that you just can't convince it's worth it. They have no medical or religious reasons not to, they just flat out refuse. For those people, if they get the flu, make them take time off unpaid. Perhaps that

With the Health Care Industry often in the news being at high-risk for flu transmission, Geisinger should make it a policy of 100% compliance with all Heath Care Workers.

People love incentives. So,by offering give aways that actually are healthy as well should be reason enough to get inoculated and keep the population healthy.

I'm surprised you allow for the possibility of 100% human participation in a 'voluntary' program. So, logically, you cannot receive 100% participation. What is the 'acceptable' goal? 62%, 75%, 90%? You are in a scenario that cannot be won at less than 100%. You could try to bribe the 'non-complient's' with cash and still not get to 100%. The only way to get where you want to go ('my innovative program') is to make it a contractual pre-

Sometimes employees have the intentions to get the immunoization, however, the day gets away from them....

Could there be a station for immunizations located in information alley or another central location for employees to stop and receive it? It would be at least a reminder to them when they walk past. I would include several of

I believe your plan this year with the PENN State ticket drawing is excellent. People always like good give aways. There are still misconceptions about the flu shot though. GOALS is a nice way to make sure everyone receives the same info, but I think personal interaction is the way to change minds. Off site access to the flu shot (i.e.

I think the giveaways could be expanded to give away cash or restaurant gift cards. Another idea is to have a department team competition with the departments that have a 100% immunization rate would be eligible for a pizza party. There would have to be a department size minimum and max number of employees.

Have a "Pop Up' on the computer when employees sign in to do their Payroll/Lawson, Epic or other systems, remind them to get the flu shot and post the current times and locations. Another suggestion...You can't come to us, we will come to you. Call this number. (Nursing Staff to go to the employee work area/floor/elevator where the employee works, when called.) I know that you are going to building, etc. but maybe one step

Hard to beat forced masking as an incentive:). Perhaps you could provide a list of vaccinated employees in their department (provided they agree). People always point to possible side effects of shot, but if they saw how many people get the shot with no problem they may change their mind. The other main reason people don't get the shot is they don't think they will get the flu. Emphasize how often people get sick after a sick co-worker is at

I'd like to see the department with the highest percentage of immunized employees receive an award of leisure time...maybe 2 hours to each member of the department. After all, if they are all immunized, they should have a

One or two prizes throughout this whole system is not incentive--especially for those of us out here in the remote clinics. For each work unit (employees who report to one team leader would be a work group) who achieves 100% immunization status, each employee in that group should get 2 hours of PTO. Then, for all departments (employees whose team leaders all report to the same OPS manager) who have all work groups immunized at 100%, those employees would get 4 hours of PTO. THEN, as a grand prize--all employees in that category (all in the departments) would be entered into a drawing to receive 3 days of PTO. There could be 3 of these system wide. EVERYBODY likes time off. If the cause is important enough, the reward should be desirable to all. I

Many times, staff do not get immunized due to their hectic work/life schedules. Having a traveling immunization cart to come to them would likely be helpful. In our unit, we have our CEP group assigned to a certain group of nurses and they are responsible for passing along continuing education/in-services to them. They can be assigned to immunize their core group of staff members. Everyone likes a competition or give-away, so you can

What about sending pictures or statistics of sick children to everyone to show what happens to children when they are sick? Most people have a soft spot for kids and may get immunized when the thought of potentially

Lead by example. A photo in Connections and Press Enterprise or a story on WNEP News of all executive staff lining up for their flu shots even though they don't have direct patient contact. This would send the message

My idea is the following: Publish a list of "why I got immunized" phrases to be displayed weekly in the Connections such as - "I want to see my child/children grow up" "I have chronic lung disease and want to be as healthy as possible" "I don't want to wear a mask for 6 months" And then of course, offer a random drawing once a week for a month or however long you deem necessary, and give a gift certificate or something. This would be for those who submitted their reason for getting immunized and are immunized. It would be

For employees who work in patient care, the policy of having to wear a mask is great. But I, like a lot of other employees, do not come into contact with patients. So this would not further motivate me to get my flu shot. To help encourage these employees to receive their flu shots, there needs to be high stakes involved. Incentives would be one way to go. Sure gift cards are nice, but having a bigger raffle like a paid day off or an all (or most) expenses paid weekend trip would be much more of a motivator. Contributing to one's health care expenses for

Have a small lunch-time party for the department with the highest percentage of immunization or credit to the cafeteria. We could also do something for hunting season- a t-shirt or pin with a bullseye and syringe saying "I

I think anyone that is offered the chance to be in a drawing for any prize would be a great incentive to receive th flue vaccine. Just reiterating how important the vaccine is should be enough.

One incentive to consider in addition to Penn State Tickets and Gas Cards is tying immunization to PTO - either a drawing for PTO OR an allocation of PTO for all participating - maybe an hour, etc.

1. Have a celebrity guest on immunization days. Persons immunized are entered into a drawing to win something donated by that celebrity. Local artists can donate one of their pieces, authors can donate a signed

Increased communications about the seriousness of the H1N1 virus and it's potential impact to the population, as well as hearing that there are infected persons locally, is enough to make me want to get immunized. (The "scare effect".) Having extra incentives (monetary, gas gift cards, etc.) are also nice as an added extra for

I think a random drawing among all that are immunized for a Gas card or a Free cafeteria gift card.

cash incentive

Offer incentives such as the above

Offer free food!

remind them they have to enter and exit the hospital so the shot if for their own good and give some

Making the clinics accessible is key. Staff are more likely to get immunized if it is right there when they are. Perhaps a pizza party or something similar awarded to the units with 90% compliance or greater.

I suggest having vaccine available thru PCP for colleagues family members to also get immunization. Example there are colleagues who have chronic ill children and cannot get the 'shot' for their children because there is not eniough available. So, some of them are more or less boycotting getting the vaccine for themself Their kids are more important and it is not there. I myself got both vaccines, but my 3 year old grandson, with asthma has

gas/grocery cards I was vaccinated yesterday-9/30/09

1. Offer shots to immediate family within same household. 2. Offer PTO time 3. Meal Tickets

Prize or benefit for everyone who receives a flu shot (ie: everyone who receives a flu shot will receive a Geisinger tshirt and can wear it on a business casual Friday, 10% discount in the cafeteria/gift shop coupon, etc).

Any rewards program...examples include a free lunch for a department for being the first to have all employees immunized or gifts for random people getting their shots, ie being the 25th, 50th, 100th, etc employee to get

some people who may normally be reluctant are sometimes more likely to listen to their friends; perhaps promoting a "Bring a friend" program or a "buddy" program may help if those who are willing to be immunized can be encouraged to bring a friend with them. It would provide moral support to those who may fear injections and they may see it's no big deal. Those of us who routinely get immunized yearly can also help to dispel those

got my Flu shot on 9/15 from Employee Health Foss Clinic LL From my point of view is to have a well know Doctor from Geisinger answer the common "myths and rumors" about the Flu shot posted on the Infoweb for Employees to readily access and read, to calm fears I for one was concerned about the Preservative Thimerosal I asked to see the Information sheet from the Flu Shot, and saw that the Geisinger Supplied Flu Shot does not

I think it would be nice to provide a luncheon to the department with the highest percentage of staff vaccinated. Press coverage would also be a great idea, informing the public of the happenings at Geisinger to keep everyone a random drawing for a gift certificate to a popular store or a visa cash card.

Departmental Coordination - Create an immunization schedule for each department and set aside time on calendars to participate. Immunization administration teams would be set up in each building/floor according to the master schedule to make it easier for everyone. Historically, these teams have been large to accomodate peak and valley flows, but with a schedule, they can be smaller, since the scheduled participation will regulate the flows. Department leaders could be held responsible for encouraging participation (GAPP Goal #5 = Leadership By Example). Additionally, you could track participation rates by department and publish participation rates as part of a contest. In the end, I think that most people want to participate, but it's inconvenient for a

I suggest putting testimonials of employees who get vaccinated each year on the INFOweb and in Connections, similar to the testimonials we get from patients for our website and ads. KNowing that other people you respect and trust get the flu vaccine might encourage others to do the same. (giving away a Wii is a pretty good idea

i'D LIKE A "GOT FLU SHOT?" BUTTON - PATIENTS DON'T READILY NOTICE THE BADGE "STAR" AND A T-SHIRT CANNOT BE WORN AT WORK. A BUTTON WOULD BE CATCHY

I think by the fact that the employee either receives the vaccine or is required to wear a mask essentially from October through March is "encouragement" enough to get the flu vaccine. It seems like a game of tough love where individuals either receive the vaccine or suffer repercussions of wearing a mask essentially 6 months out of the year -- especially in the Pediatric world, this would require having your mask on AT ALL TIMES because of how the children are constantly out and about in the hallways. I, for one, was "encouraged" to receive my first

Strongly pushing the issue that as health care workers we have a moral and ethical obligation to not cause harm to our pts would be effective. We care for a sometimes fragile population and should feel responsible for not

I would think having Dr's recommend it personally to a group (and recieve it there). Would put some at ease while answering questions in an auditorium setting may help remove fears. Some are concerned over mercury that the shot is suspended in and others sometimes follow if they would hear a Dr speak and see recieve their's. Give aways are good but I think if it was for extra vacation time (PTO) or pay incentives it may motivate more people as these are big benefits during any time but especially an economic time like this and for employees who feel they are at the bottom to get something worth a great deal to them. Or if employees consistantly get a flu shot each year, for every year consecutively get immunized you get a better prize/gift eligibility and more prizes

Give weekly or monthly drawings for a reserved employee parking space.

**MORE PRIZES**

I think the masking of non-immunized personnel was a good idea, somewhat embarrassing to have to wear. Although, people who see the masked people do not know why. They could be infectious for many reasons. My idea is to print on the mask "Not Immunized Against Influenza". This might add an additional incentive for them

Make it a contest between hospital departments. The dept with the highest percent of its employee's

Educate and provide poignant examples of the protection that immunization can provide. Encourage the

People like receiving things, one Nintendo for possible thousands does not sound like a fair deal. you need to make it more challenging. one chance between so many.....no incentive there. but I am getting it-----

I believe we are all aware of the benefits of receiving the vaccine as health care workers. Offering "giveaways" such as this make people who are likely to put off receiving the vaccine more likely to make the appointment. Similarly, I agree with Geisinger's "No appointment needed" policy making it easy to receive the vaccine when we

I believe what is in effect is the way. First and foremost, education. That is what Geinsiger is doing. No one can not make another person do anything. Write it as a policy and procedure that all employees be vaccinated. Have constraints implemented, 1) a time constraint and 2) to protect our patients if you do not comply you have to\_\_\_\_\_ . Prevention- of contacting disease, of passing the disease and the prevention of liability.

I have two suggestions: 1. You could have a lottery, that every employee who takes the flu shot by a certain date can enter, and the prize could be a paid day off. Time off is such a wonderful privilege. 2. To encourage vaccines, you could let people who get vaccines on a certain day, take an extended lunch on the day of the

I like some of the incentives that are available now, gas cards and football tickets. How about a parking spot close to the employee entrance. it would also be nice to see how we're doing with the percentage of employees receiving the flu shot. How about asking people why they haven't gotten it in the past and are now immunized

Have a drawing for a free PTO day (only those employees who get flu shot are eligible) Offer cafeteria meal voucher drawings (only those employees who get flu shot are eligible) cheap give-a-ways (pens, etc) when you get your flu shot A question I have is why didn't the people giving flu shots wear gloves? My arm started

Stop all the threats and Harassment. Respect the rights of others with suggestions and accurate data why it would be better. Don't make them wear a star that tells the whole world that part of your medical history. The "look for the star" is a bunch of bull and not the right of the public. No matter how small, to some it is very private. I am sorry this sounds negative but I feel that although good in most respects and I am going to get the

Send an email with a link to studies about the risk of Guillian Barre, and also studies discussing the "stimulation" of the immune system. I spoke with someone who had GB and they were told it was from a flu shot in the 70's. Also, there is fear that stimulating the immune system (four vaccines this fall!) could lead to an increased risk of auto immune type diseases in the future. These are reasons I have heard staff discussing as to why

I intend to get immunized, as in previous years, but this is an interesting subject. Accessibility is a big topic for those who work in Bloomsburg offices. We have been told we may not have enough people at Central Rd and Locust Ct to warrant a clinic here. But if you include Reichart Rd somehow, would that be enough. Surely we have enough people on this side of the area to warrant something here. I'll still drive to Danville if need be, but

I think tshirts w/ a funny logo, like, "I called the shots" or something of that nature, to signify we got immunized

How about drawings monthly for a certain amount of PTO hours for everyone who gets vaccinated. That would be something everyone who works here would benefit from.

Don't hide your smile behind a mask! Get your flu shot.

If you don't receive the influenza immunization you may pass the influenza to your colleagues and also family members. If staff became too ill to work the work load when delivered patient care will double and all staff will

Employees for whom the influenza is not contraindicated, can have their names entered into a drawing for meal tickets in the cafeteria or the use of a close parking space. This can be done bi-weekly or monthly during flu

More information on testing and reliability of influenza immunization.

I suggest offering a some sort of worth while prize drawing for all who get immunized. I consider the prizes being given away for contributing to the United Way via salary withdraw to be "worth while" just as an example. Unfortunately many people do not feel that patient safety is not enough reason for them to get immunized.

Departmental PTO time if all persons (or a given percentage within) have vaccination ... this PTO could be as minimal as 3-4 hours .. ie. 1/2 day to be taken over then next two months. If this is implemented at the start of the flu season, then this incentive 1/2 day PTO goal would be a nice "boost" for the upcoming holidays/fair/etc.

Make it mandatory with exceptions granted on specific medical or religious grounds. It's in the best interest of the business and our patients that everyone is immunized. It's no different than the required TST test.

The mask is appropriate as both a protective device and a 'label'. Perhaps, a more obvious label such as sign on the ID badge or a special color scrub. shame and embarrassment are probably better motivators than rewards.

I think some kind of visual would be effective. For example, an interactive map that lets the user "play out" different flu scenarios to see how the disease can spread, how the outcomes are different depending on how many people choose to receive the vaccine, etc. A visual of how many people actually become ill or die from the flu would also probably have serious impact. I think people don't always recognize how serious the flu can

Set up free vaccinations for employees outside the cafeteria and on that day(s) sponsor a really fabulous dessert buffet. (I mean over the top cakes and tortes, red velvet cake, chocolate fountain, fancy fresh fruit bouquets for the health conscious) etc.) Have a theme (Sweet Prevention) and for employees who have gotten the vaccine already and those who get it that day(s), they can help themselves to the dessert buffet. Kind of a sweet reward

I would offer "one, two, don't get the flu" shots where one person would bring a buddy to get immunized and

Offer a free \$10.00 cafeteria meal ticket (or whatever value) for employees who get vaccinated. After all, people love to know that there is such a thing as a free lunch!

I think that education of those that DON'T get vaccinated is key, for most the reason that they don't get the shot is because of unfounded fears of contracting the flu from the shot, or some other reason that has no basis in fact. Continue to offer education to everyone regarding the reasons for getting immunized and also pointing out Make employees feel as if it is their responsibility as healthcare providers to protect their patients. That should be

Run a short video Linked to a Connections showing someone sitting at home in a chair with pajamas, bathrobe, covered up in a blanket, red nose, puffy eyes, hair a mess, Half box of used tissues around them and saying I feel it should be a requirement for "all" employees like the TB testing that is done. I am a diabetic and know I need to get the influenza immunization to protect myself and if someone that does not get the immunization is sick, I could still end up with some lesser form of the flu if I have to work with that person. There should be a slogan "Think of the others you are working with, do you want everyone to be out sick?" We do work in a health

I HAVE A SUGGESTION IF A UNIT GETS 100% THEY SHOULD GET A MEAL TICKET OR A PIZZA PARTY .. OR EVEN AN EXTRA PTO DAY.. OR A SHIRT THAT SAYS WE GOT OUR SHOT

The hardest obstacle you are up against is the perceived misconception that "as soon as I got the flu shot last time, I got sick" or "my uncle got really sick as soon as he got his shot" You need hard research confirming and verifying that this is non-factual. I know proving a "false negative" is virtually impossible-but I think it is the only way to address this misconception. Stress the research from the CDC that "getting the seasonal flu after vaccination" is not what happens, and that anecdotal information is often misleading. The vaccination for the H1N1 is going to be even more difficult to obtain compliance because the shot is so new, the challenge is going to be increased significantly. My suggestion is "Share the research". Be blunt and be honest. I was around

Begin a Health Maintenance promotion similar to the promotions offered by GHP for Elevated BP, Asthma, Diabetes, etc. This would be a "Wellness Promotion."

Reserve a slot for a month in the new parking garage, like the "employee of the month" program.

Pro sporting event tickets. Phillies,Eagles,Flyers,Sixers, or a bus trip to NY City ... something that would get people out of the area usually draws alot of attention because it's like getting a free getaway.

Do not think this could be applied across the system, however, I offered Chinese Luncheon (instead of auction) if my staff had 100% participation in seasonal influenza vaccination. It worked very nicely and only cost me \$45. System wide would be to encourage departments to come up with creative solutions such as a luncheon, raffle or departmental competitions. Think the need to protect ourselves, as well as our patients and be there to serve our

Offer small "one-dose" packets of EMLA or a topical Pain Ease spray for immunization for those employees who have needle phobia or use 'pain' as an excuse to not receive an immunization. Working in pediatrics, I think that any time you can remove pain from a medical experience, everyone is better off! Also, offer an hour (or more!) of PTO to EVERY employee who receives their immunization. By receiving the flu vaccine, fewer employees will ultimately need to use PTO or extended time off which, ultimately, benefits the entire Geisinger Health System.

Here are a few ideas. If you get immunized and get the flu you can use EPTO from day 1 (medical proof required). Roaming nurses that find employees where they work so they don't have to get up. From what I hear that is what is being planned at GHP by asking nurses that no longer nurse to help administer shots.

Publicity! Talk about it, and keep talking about it! I work in a nursing unit and I've talked to and encouraged my coworkers to get the flu shot. When you vaccinate us, encourage us to tell our friends! When the majority are vaccinated, the others find it easier to join the peer group. Group think is powerful. So is individualized attention. Talking one-on-one and expressing interest convey concern and regard for each employee. It provides a good opportunity to dispell the myths about the vaccine which people use as the reasons they don't get vaccinated. Keep each unit updated as to what percentage is vaccinated (provide feedback every few days). Create a contest and award prizes as each unit achieves 95 to 100% compliance. Stroll through each unit

Offer free food for each immunization. Offer one or more hours of PTO for each immunization.

I feel that Geisinger should provide us with one free lunch, a gift from the coffee shop, or a Geisinger Tshirt or

What about a radom drawing for PTO for the empolyees who get the vaccine?

I believe that most people like to get something for doing something, a little prize maybe a pen or something.

For employees that have been immunized, give them a few extra PTO hours (even 1 would be appreciated). The raffle drawings are definitely a nice side initiative for doing the right thing (gas cards, other gift cards, certificate at the risk of being costly, perhaps a "free pizza" coupon to a local restaurant or a free donut/muffin and coffe coupon for Dunkin Doughnuts (might be cheaper). However, I can't understand why the idea of "do no harm"

Prize drawings for: Cafeteria coupon One day off Parking preference for one month But what we really need is more education to address fears about vaccine safety and more information focused on our obligation to

All individuals who voluntarily get immunized could be offered additional Personal Days from a few hours to an

Suggest offering coupons for cafeteria for free drink, meal or dessert. Then have drawings for gas cards, restaurant cards, T shirts, etc. daily. Could have a pizza party for the unit with highest % staff participation or

My preception of poor immunization as a health care worker is availability. I believe most health care workers know the benefits to immunization. Most of us are lazy and don't want to go out of our way to walk down or remember when the immunization nurse passes by. I believe if we had an immunization kart pass by departments regularly, annouce themselves a priori/impromptu people would get it more frequently. Spring it on

To take it on the road, to Gob I, GHP, and GMMC. Make a contest for highest percentage of department

If a team has 100% Participation, the team should get a small prize and be recognized for the 100% influenza immunization. This would also help build team pride and team bonding.

I would put everyone's name into a drawing to win a PTO day. What do most people want but a PTO day or the cash value of the PTO day. Maybe a certain number of PTO days could be given away which would really

**RANDOM DRAWING FOR ALL EMPLOYEES WHO GET IMMUNIZED IS A GOOD IDEA, SUCH AS GAS CARDS, FOOD**

Catch pharse, No Harm, No Foul, No Swine have employees designate their Immunization buddy and then that can carry through for Mammograms, Paps, PSAs, etc

Free meal ticket like the Red Cross gives when you donate blood. And I have been immunized.

Present employees with "real" scenarios in which demonstrates how our role as caregivers places everyone around us in immediate risk of infection and emphasize the ability to carry this home to our families. For example "Rita is a Patient Access Rep working in women's pavilion front desk, on a typical day she comes in contact with 40 patients and their families. At home she has 3 children including a toddler. This is the first year she is going to get the flu shot since she does not want to increase the risk for her children and family". Also include voluntary comments from real employees on their experiences with the shot. For example my comment would be "As an employee I've been taking the flu shot for years and have not had any problems. As a patient I rely on the yearly

Point out the percentage of employees at this health care facility that do not wash their hands prior to leaving the bathrooms. They then go around touching door handles, railings, etc, that you touch later.

Make hospital employees aware that they are not "invincible" because they are younger. I had my first flu shot 3 years ago, as I was going to visit a family member on the west coast who pancreatic cancer. I knew I could not in good faith, spend time with her and not have a flu shot. She did not need any germs from PA.

Access and education to get rid of myths are important. The more imformation the better. Open hours and easy access at work are very important. I think there needs to be the same access for off shifts. We have the Health Care nurses giving shots in information alley from 1100 to 1300. I thinks there needs to be this type of

If a Clinic or Floor reaches full complience (by the shift) offer a Pizza Day. This could be supplied (would be necessary to pre-order a few days in advance I would suppose) by the Bistro 100 or C Central cafeteria. Add 2-3

**ANYONE WHO WAS IMMUNIZED AND GETS THE FLU(VERIFIED) WOULD NOT BE CHARGED PTO TIME OFF**

Free meal tickets to anyone who gets immunized.

I think prizes like gas cards or/and gift cards, are great ideas. Even a gift card for the employee cafeteria.

Any type of recognition is always helpful. How about a pizza party or light luncheon for the department that has the greatest percentage of employees immunized. Even just a note of recognition and a picture in Connections

Giving employees paid time off for getting immunized

more giveaways.... prizes, that sort of thing. Free stuff always attracts people.

Have the availability of infection control personnel, including the MD representative to address concerns and offer mini inservices on sites of the various employees to provide factual info on thiomerosol preservatives, More areas (especially off campus) that the influenza immunization could be administered. Example: I am located on Railroad Street. There is no employee transport so I have to drive to the main hospital, find parking (2nd shift) get the shot and back down the hill for work. This involves time away from my work duties. I my suggestion is 8 hours of holiday pay! it would work!

**WE SHOULD TRY TO ENCOUAGE OTHERS TO GET THEIR INFLUENZA IMMUNIZATION BECASUE EVERYONES**

The GHP Pro Active Stance By taking the initiative and getting vaccinated you are being pro active in your healthcare needs. Those who meet the challenge and get vaccinated are entered into a drawing with three prizes. Those who maintain adherence and do not miss any unscheduled time due to illness during the peak flu season are entered into an additional drawing grand prize drawing. Grand Prize: Additional weeks vacation for

Prize for the unit with the most employees immunized-poster presentation highlighting that unit in Information

A "buddy system" - Have each staff member that received flu vaccines in the prior year be a Flu Prevention Pal and contact one other coworker to explain why they get the flu shot and encourage their coworker to do the

Keep your friends and family protected, by getting immunized.

As an incentive, every person in a department that reaches 100% cooperation in the immunization program would receive a specified number of PTO hours. Most people don't get immunized because they are afraid of the after effects. After getting immunized, if they do become ill and need to call off, they are not losing as much

1. Form and incent departmental Teams (ie. pizza party, catered lunch, etc.) for compliance rate at/over target % 2. Provide convenient, strategic, and numerous locations to receive vaccination 3. Expand prize drawings,

Incentives are always a great method of motivation. Incentives are currently being offered, but maybe up the anti so to speak. How about an additional PTO day or prime parking spot or something along those lines? Another suggestion to go along with the incentives is to offer a greater amount of them. People are more apt to participate if the odds are up. Offer typical incentives then also so many lesser "prizes" possibly something with FOOD DR. BOB, ALWAYS FOOD. EITHER A CAFETERIA CERTIFICATE OR SOMEPLACE ELSE, LIKE THE BREWERY DOWNTOWN, ANY KIND OF FOOD. OR A DAY OFF. I'LL BE GETTING MY VACCINE AS SOON AS THEY OFFER

I think an incentive such as a meal coupon, fair ticket, or gas card would encourage people to do it within a certain time frame, same as with the nursing surveys.

I would suggest random drawings at ALL geisinger sites. Employees can receive simple gifts such as a Geisinger mug, sweatshirt, Geisinger tote bag, travel mug, etc. The "Spot the Star" drawings going on now only seem to be for GMC and GWV employees. I am from the LIFE Geisinger site in Scranton and have encouraged all of our employees to receive the vaccine, but the fact that the winners all seem to be from GMC and GWV doesn't really

You could offer incentives to entire departments. For example: If the IT department has the highest percentage of employees getting their immunizations, offer everyone in the department extra PTO time for the year...

To counter effect the common reason folks avoid the vaccine- "I always get sick when I get a flu shot" I propose: If someone who receives the immunization does get the flu (confirmed by PCP) they would be able to access their extended PTO immediately for that illness as opposed to using hours from their primary account first.

1. offer employees a meal voucher for getting their flu shot 2. raffle off prime parking space(s) for getting their flu shot 3. i'm not sure of the legality, but i know i would be more inclined to make a trip if held a 'family flu clinic' where perhaps employees would get their shots for free and family members could either purchase one at

Allow paid time off that does not detract from an employee's PTO bank for illness associated with the vaccine. I am allergic to the vaccine as administered, and i have no desire to use my valuable time off to deal with an illness that would otherwise not have occurred were the hospital not busy insisting that i receive it. And maybe it would be good if people were taught to wash their hands properly, too? i don't know how many times i've seen

People have always been known to participate in something when there is something in it for them. The way the economy is now, any help (ex:gift cards) with paying for gas, groceries, etc. is greatly appreciated. I see when there is a free t-shirt give-a-away when donating blood brings in a greater volume of people donating. If you would have a drawing to win something that is needed you might see a higher volume of people. I am a 30 year GMC employee that has never had the flu or received a influenza shot before this year. I did get the shot this year, not because of possbily winning the penn state tickets, but knowing that if I were to get the flu, it would effect so many people just in my family who are diabetic and elderly. I do not have direct patient contact

Federal government should offer a tax credit for each member of a family that gets vaccinated. This would be

Set up a competition among the outpatient clinics: if your department has 100% compliance, the entire clinic becomes eligible for dinner at The Pine Barn...or you each get a \$25.00 (or more) gift card for one of the Malls, or even a small addition to your paycheck, etc. The Sheetz cards are okay, but not everyone goes there for gas...besides, it would be kind of fun to get a card from somewhere new. If more than one area has 100%

Offer a monetary award for the department or unit that has the highest percentage of employees immunized.

Education is the key. Many times people fear that getting the Immunization will make them sick or make them get the flu. Perhaps suggesting on the Appointment Reminders or a "Pop Up" screen through MyGeisinger to encourage patients to get their infulenza immunication would help. Also consider printing on the appointment

Let the facts speak for themselves. Site statistics for Polio, German Measles, etc, before immunization pratices and after. How about a Top Ten Reasons poster for staff areas and like Letterman, add in some humor.

Find and publish interviews and diary entries of people who lived through the Spanish Flu epidemic in the 1920s. Interview people who had brothers and sisters who were permanently disabled or died from influenza and other diseases such as polio, mumps, and measles. Young parents never lived through the threat of serious, life-threatening illness, and consider influenza to be an inconvenience at worst. Give them a view of the world

I think if drawings were done more like the United Way contribution is with your name entered to win PTO days and stuff like that more people would be encouraged to get there immunizations. People are always looking for more days off paid. Also people would be be interested in getting a better parking spot for a month at GMC being

We are all intelligent professionals. For those who refuse to get a vaccination, have a goals course which educates the individual about the vaccine and require the person to pass a test on the material. At least you ensure that they are making an informed decision, rather than a decision based on rumor and hearsay. With