2021 pandemic survey series: a focus on vaccines

With several vaccines approved, 2021 started with a welcome dose of optimism. But given the complexity of rolling out mass vaccinations, the spread of new coronavirus strains, and continued restrictions, there remain many difficult months ahead. As with the initial pandemic response, employers have a key role in providing guidance and support for employees as they navigate through this critical juncture.

The survey highlights 776 organizations’ perspectives on the COVID-19 vaccine and what it means for their employees.

Financial incentives

- 1% will offer a cash/gift card
- 4% will offer some other incentive
- 47% will definitely not offer an incentive
- 46% to be determined

Additional paid time off

- 68% will provide additional PTO to workers
- 32% will provide additional PTO to recover from side effects
- 18% will provide information, but emphasize that vaccination is a personal choice

Communication

- 40% will strongly encourage vaccination
- 33% will encourage vaccination
- 53% will provide information and encourage vaccinations in a personal tone

A fourth of respondents are actively working on facilitating vaccinations for employees

Financial incentives

- 25% are planning large-scale discussions with public, health officials, care or vendors

Additional paid time off

- 46% plan to assist with vaccine delivery and support in their local communities

Communication

- 40% expect to develop a plan once vaccines are more widely available

Managing through the vaccine roll-out

- 6% of respondents have a steering committee addressing labor relations and occupational health & safety issues related to vaccinations

Other strategies to encourage employees to get vaccinated

- 6% will require employees to be vaccinated for customer-facing work
- 22% have already begun discussions with public health officials, carriers or vendors

Contact us to learn more.