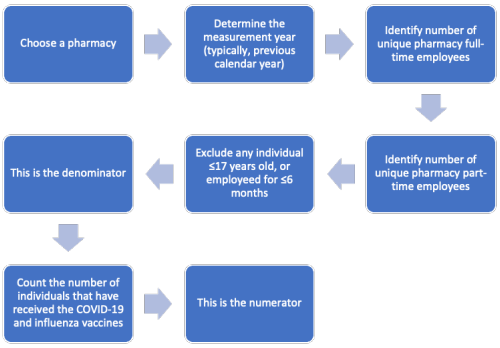
Employee Vaccination Rate

Title	Employee Vaccination Rate
Description	Percent of employees in a pharmacy that are vaccinated for influenza and COVID-19. A higher rate is better.
Rationale	Similar to health systems, pharmacies are frontline workers during pandemics. Ensuring pharmacies are not hot spots of disease will help prevent pandemics.
Logic Model	 This measure evaluates the pharmacy's role in public health and mitigated infectious diseases. As healthcare providers, pharmacy teams should be immunized as soon as possible to protect themselves, their families, and the public.
Level of Analysis	Pharmacy (Employee)
Data Source	Survey
Denominator Statement	Number of employees (full or part time) at the pharmacy during a measurement year
Denominator Calculation 1. 2.	1. Number of part-time employees 2. Number of full-time employees
Denominator Exclusions	Exclude any employee <18 years old; any employee that works ≤6 months.
Denominator Exclusion Rationale	Minors may need parental permission. All employees are encouraged to receive immunizations. Data show that to reach herd immunity (often defined as 70% immunized), individuals 17 years old and younger will need to be vaccinated. However, most pharmacies will not have ≥30% of staff ≤17 years old. Employees working ≤6 months may not be employed during the annual influenza immunization period.
Numerator Statement	Number of employees vaccinated with influenza and COVID-19 immunizations
Numerator Calculation 1.	Count the number of individuals that have received the COVID-19 and influenza vaccines

Seguridad Measure Specification Process	
Data Stratification	The measure rate will be reported as pharmacy. If available and feasible, measure rate will be reported by type of pharmacy (e.g., health-system, community, specialty, mail-order, long-term care). If available and feasible, measure rate will be reported by line of business (pharmacy Medicare rate, pharmacy Medicaid rate, pharmacy Commercial rate, and pharmacy uninsured rate). Risk adjustment will be applied when available.
Value Sets	No value set is required for the calculation of this measure.
Future Iterations	If other pandemics or required vaccines are authorized/approved, this measure would be updated.
Harmonization[1]	Payors: N/A Providers: This measure is similar to the CMS Hospital Compare Employee Vaccination rate measure.

1. Measures that have either the same target populations (denominator) or the same measure focus (numerators) may be considered related, whereas measures that have the same targeted population (denominator) and same measure focus (numerator), are considered competing measures. Measures being developed should be harmonized, where feasible, to previously established measures to decrease measure burden. Choose My Pharmacy measures are developed for pharmacy evaluation, which is a novel area for measurement science, no current measure evaluates this level of analysis. Choose My Pharmacy measures will be harmonized to the extent possible, recognizing different levels of analysis have different data elements, and instead the focus will be to vertically integrate the Choose My Pharmacy measures with other measurement systems and measures.

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