

Indiana Cancer Consortium (ICC) Employer Gold Standard Requirements

- All employers must be current members, or join, the ICC.
- All employers are required to address at least two of the following cancers: breast, cervical, and colorectal cancer. (Exceptions may be allowed according to workforce demographics)
- All employers must submit the worksite intervention plan.
- Report to the ICC Early Detection Committee summarizing activities and progress.

In addition, employers must earn six or more points from the following best practices established in the Guide to Community Preventive Services.

Intervention	List A - Benefits / Policies (1 point each)	List B - Programs (.5 points each)	List C - Communications (.5 points each)
INCREASING COMMUNITY DEMAND			
Client reminders	Require insurers to send age-appropriate reminders to all enrolled workers	Conduct annual HRAs that include cancer screening measurement and feedback	Conduct annual workplace communication campaigns coinciding with national campaigns (i.e. promoting colorectal cancer screening in March)
Small media			Distribute cancer screening small media via workplace communication channels
One-on-one education		Bring health educators to the worksite to provide on-site education about cancer screening	
INCREASING COMMUNITY ACCESS			
Reducing structural barriers	Create policy allowing for time off for recommended cancer screenings	Bring cancer screening to the worksite (mammography vans, distribution of FOBT kits)	
Reducing out-of-pocket costs	Reduce or eliminate co-pays, co-insurance, and deductibles for recommended cancer screenings	Reduce or eliminate cost of on-site screening opportunities	Promote free or low-cost screening services for un/underinsured workers such as the National Breast and Cervical Cancer Early Detection Program
INCREASING PROVIDER DELIVERY AND REFERRAL			
Provider assessment and feedback	Require insurers to report utilization of cancer screenings; Include provider assessment and feedback in insurance contract		

ICC Employer Platinum Standard Requirements

To achieve the ICC Employer Platinum Standard, employers are required to meet the above expectations as well as:

- Address all of the following cancers: Breast, Cervical, and Colorectal
- Measure and evaluate worksite interventions implemented.
- Attend an information call on the National CEO Cancer Gold Standard program.

What are the benefits of joining the ICC Employer Gold or Platinum Standard?

- Your organization will be recognized for implementing best practices to increase cancer screenings among employees.
- Your efforts will serve as a model for how other employers can promote healthy living and cancer control in the work place.
- You will have access to resources and technical assistance through the ICC to support your efforts to increase cancer screening.
- Increasing the early detection of cancer can reduce health care costs, prevent lost productivity, and increase treatment options and the chance of survival for employees.

**ICC EMPLOYER GOLD STANDARD
ASSESSMENT FORM**

Assessments must be received via e-mail at Rishika@indianacancer.org or by mail to:

ATTN: Indiana Cancer Consortium
1801 N. Meridian Street
Indianapolis, IN 46202.

Applicant

Name of Business: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Fax: _____

Contact Person

Contact Name and Title: _____

Direct Phone: _____

E-mail Address: _____

Demographic Information

Please provide as much information as possible.

Number of Employees:

<25 25-100 100-249 250-749 ≥750

Gender:

% Male: _____ % Female: _____

Job Type:

% Salaried: _____ % Hourly: _____

Work Status:

% Full-time: _____ % Part-time: _____ % Temporary/Seasonal: _____

Average Age: _____

Age by Group:

% < 18 years of age: _____ % 45-64 years of age: _____
% 18-34 years of age: _____ % ≥ 65 years of age: _____
% 35-44 years of age: _____

Racial/Ethnic Group:

% Non-Hispanic White: _____ % Asian/Asian American: _____
% Hispanic/Latino: _____ % Black/African American: _____
% Other: _____ % American Indian: _____

Education Level:

% < High School: _____ % High School Graduate/GED: _____
% Some College/Technical: _____ % College Graduate: _____
% Post-graduate/Advanced Degree: _____

Business Type:

For-profit Nonprofit Other
 Nonprofit/Government

IN THIS SECTION, PLEASE CIRCLE 'Y' or 'N'.

1. Preventative screenings are consistent with the American Cancer Society recommended timeline guidelines:

Breast Cancer

Mammography annually for woman 40 years old and above

Covered under insurance benefit plan? Y / N

Co-Pay covered by insurance/organization? Y / N

Cervical Cancer

Women aged 21 to 29, should have a Pap test every 3 years. Beginning at age 30, the preferred way to screen is with a Pap test combined with an HPV test every 5 years. This should continue until age 65.

Covered under insurance benefit plan? Y / N

Co-Pay covered by insurance/organization? Y / N

Colorectal Cancer

Annually if aged >50 years using FOBT kit annually or colonoscopy once every 10 years

Covered under insurance benefit plan? Y / N

Co-Pay covered by insurance/organization? Y / N

2. Preventative screenings for employee's families are covered under the package? Y / N

3. Employees have paid time off (i.e. sick leave) in order to visit the doctor to have regular screenings? Y / N

4. Incentives are provided for employees to support prevention, specifically cancer screening? Y / N

5. Employees are educated on what screenings are covered under their benefits package? Y / N

6. Is anyone in the organization aware of what current cancer screening rates are for employees? Y / N

Would your organization be willing to gather cancer screening rate data? Y / N
If no, why not?

7. Upper management is involved and dedicated to the organization's overall wellness goals? Y / N
8. There are disease management programs or resources for employees with conditions with high-cost productivity implications (e.g. cancer)? Y / N
9. Does your organization communicate/promote the importance of screening for:
Breast Cancer? Y / N **Cervical Cancer?** Y / N **Colorectal Cancer?** Y / N
10. Does your organization have a wellness committee or group? Y / N
If Yes: Are cancer screenings a part of their agenda? Y / N
11. Could cancer screening initiatives be added to the wellness goals? Y / N
12. Does your organization provide resources for those living without health insurance? Y / N
If No: would you if you had a list of resources? Y / N
13. Which evidenced-based strategies is your organization already using to increase screening rates for your employees (Please mark with 'X')?
- Provide incentives** such as flex time or paid time off/sick leave, for appointments with health professionals.
 - Reduce out-of-pocket costs** by eliminating or minimizing co-payments or deductibles for cancer screenings.
 - Extend coverage** of these services to spouses and dependents of members/constituents/employees and include these services in retiree health plans.
 - Work with your health plan** to ensure that the plan's healthcare providers are routinely referring patients for screenings.
 - Align with the ICC's overall strategies** of increasing Indiana breast, cervical, and colorectal screening rates and implementing wellness policies within your organization.

Human Resource/Benefit Specialist Commitment Signature:
