



# The PLAN SPONSOR'S guide to

# vaccines

## QUICK FACTS

Vaccination is an integral part of a healthy lifestyle and essential component of workplace wellness.

### Why cover vaccines?

#### Canadian workplaces:

- have increasing interest in workplace programs to prevent avoidable illness and disease;
- are retaining increasingly older workers who are susceptible to age-related vaccine-preventable diseases;
- **45%** of plan sponsors already offer immunization coverage and **25%** were interested in adding coverage<sup>i</sup>;
- **25%** of plan members would use immunizations if they were added to their health benefits plan<sup>ii</sup>; and
- **34%** of Canadians with private plans don't have coverage for vaccines<sup>iii</sup>.



#### Vaccines:

- are one of the best investments in health<sup>iv</sup>;
- have saved more lives in Canada than any other medical intervention<sup>v</sup>;
- are cost-effective, evidence-based investments that prevent illness and mitigate significant health-care costs;
- may cost much less than treatment for the condition they prevent and its related impact on workplace productivity<sup>vi</sup>;
- positively affect worker productivity and reduce absenteeism<sup>vii</sup>;
- are relatively low cost<sup>viii</sup>.



### Checklist

#### How Plan sponsors can ensure appropriate vaccine coverage

- Add vaccine coverage to your contract.
- Cover vaccines that are recommended but unfunded by the provincial government.
- Remove cost limits for vaccines or have at least \$500 annual coverage for vaccines.
- Do not limit prescribing to physicians. Consider licensed health-care practitioners who have regulatory authority to prescribe and administer vaccines.

#### Limitations of publicly funded vaccines

- Children and adolescent vaccines are typically publicly funded through provincial immunization programs; however, adult vaccines are (for the most part) not publicly funded—and if they are, there's little provincial cohesion, which creates gaps and inequities in vaccine access.
- Recommendations from vaccine advisory bodies aren't binding on provincial or territorial immunization policies or program implementation, which is why private coverage is needed.
- Lack of public funding for vaccines with positive recommendations is likely due to provincial budgetary constraints, rather than their necessity, safety and effectiveness.

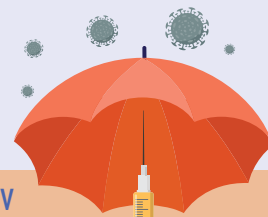


#### The need for adult vaccination

- Prevalence of illnesses attributable to vaccine-preventable diseases remains higher in adults than children.
- Some vaccines offer lifelong protection while others may require regular boosters.
- Some adults didn't receive all currently recommended childhood vaccines.
- Plan sponsors can play an important role when it comes to filling access gaps for adult vaccines.
- Vaccine-preventable diseases still occur and exposure can lead to serious illness and complications.

#### Employers can increase vaccine uptake among employees and their family members by offering workplace immunization support

- Education on value of vaccinations, including information that can be accessed by family members at home.
- Remind plan members of vaccine coverage available through their health benefits plan.
- Offer on-site vaccination clinics.



For more information, read the Plan Sponsor's Guide to Vaccines here: [www.benefitscanada.com/PSGV](http://www.benefitscanada.com/PSGV)

Sponsored by:



i <https://www.benefitscanada.com/microsite/benefits-canadahealthcare-survey-2022/report/>  
ii <https://www.benefitscanada.com/microsite/benefits-canadahealthcare-survey-2022/report/>  
iii <https://online.fliphtml5.com/tuiml/xfqb/#p=1>  
iv <https://catalyst.pharma.org/recognizing-national-immunization-awareness-month>  
v [https://www.biotech.ca/wp-content/uploads/2016/04/vaccines\\_8\\_2010-1.pdf](https://www.biotech.ca/wp-content/uploads/2016/04/vaccines_8_2010-1.pdf)  
vi <https://www.ajmc.com/view/the-role-of-health-plans-and-employers-in-fostering-vaccine-engagement>  
vii [https://www.biotech.ca/wp-content/uploads/2016/04/vaccines\\_6\\_2010-1.pdf](https://www.biotech.ca/wp-content/uploads/2016/04/vaccines_6_2010-1.pdf)  
viii <https://www.benefitscanada.com/microsite/the-plan-sponsors-guide-to-vaccines/>