



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 coverageⁱ;
- **25%** of plan members would use immunizations if they were added to their health benefits planⁱⁱ; and
- **34%** of Canadians with private plans don't have coverage for vaccinesⁱⁱⁱ.



Vaccines:

- are one of the best investments in health^{iv};
- have saved more lives in Canada than any other medical intervention^v;
- 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^{vi};
- positively affect worker productivity and reduce absenteeism^{vii};
- are relatively low cost^{viii}.



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.

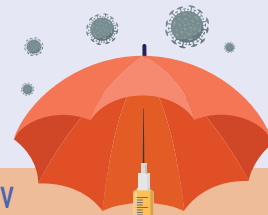


The need for adult vaccination

- 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

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