



# Vaccines and Plan Design

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Are you  
Vaccinated?

# How do we support vaccinations



## Awareness of Vaccines

Many people believe publicly funded vaccines  
are that they need

Education on common vaccine needs



## Access to Vaccines

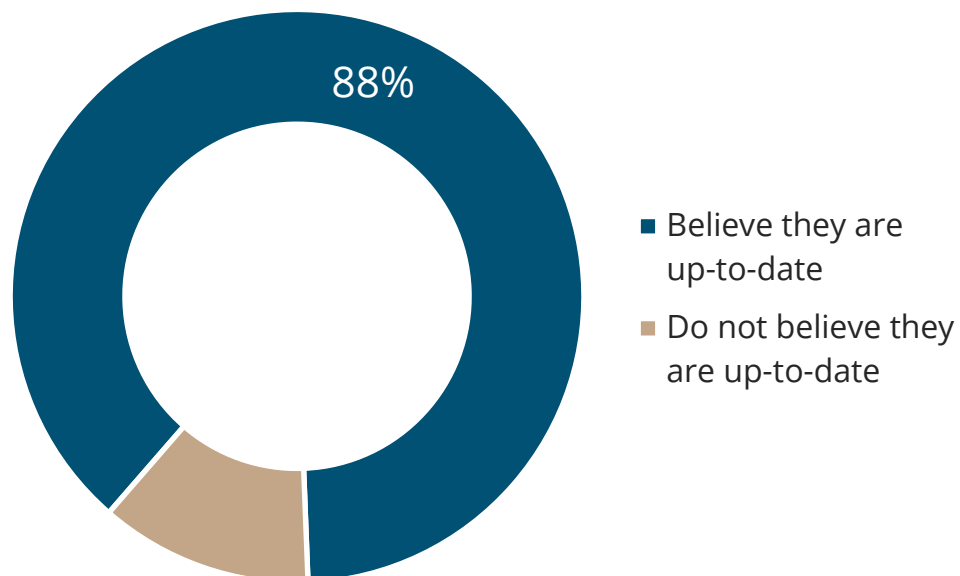
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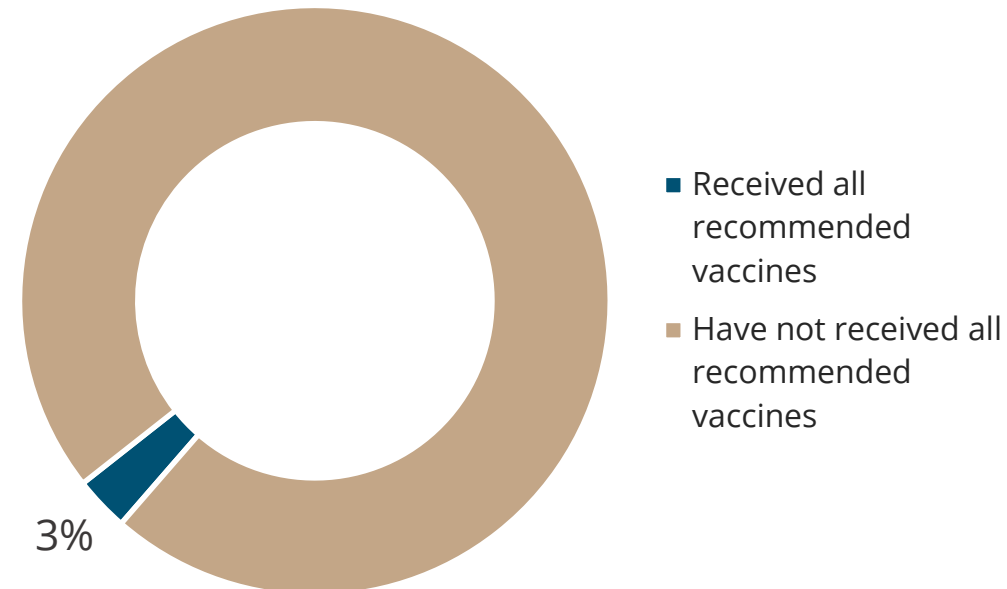
# Canadian adults are not aware they lack recommended vaccines

**According to the 2016 adult National Immunization Coverage Survey, many Canadians incorrectly believe they are up-to-date on their recommended vaccines**

**Percentage of Canadians who believe they are up-to-date on all vaccines recommended for their age and risk group**



**Percentage of Canadians who have received all vaccines recommended for their age and risk group**





# CASE STUDY

Kassandra

Age: 45

Role: Director, Finance

Health?

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What are her needs:



# Discussions on Vaccines?



# Where are the gaps in coverage?

Some group benefits plans classify vaccines under the “Lifestyle drug” category as a standard exclusion.

Some plans have annual and/or lifetime limits on all vaccines. Could be as low as \$200 or higher.

Some contracts exclude vaccines as they are “preventative” drugs and not considered drugs to “treat a disease”.

## PLAN SPONSORS

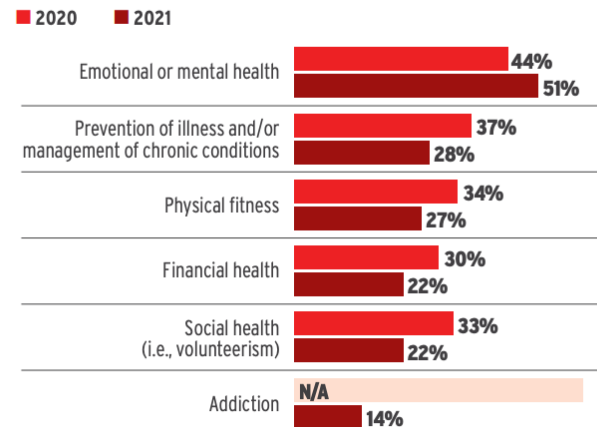
### WHY THE BENEFITS PLAN IS IMPORTANT

1	Protects employees from undue financial burden due to health needs	67%
2	Helps attract and retain employees	61%
3	Part of broader organizational/employee health strategy	41%
4	Helps prevent chronic conditions/chronic pain that impact employee well-being	40%
5	Helps ensure day-to-day productivity of employees	35%
6	Reduces sick days	35%
7	Reduces number and/or duration of disability claims	21%

SOURCE: 2024 Benefits Canada Healthcare Survey, April 2024. BASE: Plan sponsors who rate their benefits plan as extremely or very important to their organization. n=353

## PLAN SPONSORS

### WELLNESS AREAS OF INVESTMENT, 2021 VERSUS 2020



SOURCE: 2021 Benefits Canada Healthcare Survey, May-June 2021. BASE: All plan sponsors (N=524)

## PLAN MEMBERS

## PLAN SPONSORS

### TOP 10 PRODUCTS/SERVICES THAT:

- Plan members would use if added to their health benefits plan\*
- Plan sponsors are interested in covering\*

Plan members		Rank	Plan sponsors	
Fitness classes	30%	1	24-hour virtual care	31%
Personal fitness trainer	29%	2	Immunizations for infectious diseases	23%
24-hour virtual care	26%	3	Health risk screenings with health-care professionals	23%
Fitness tracking device	25%	4	Fitness classes	19%
Immunizations for infectious diseases	25%	5	Health-care system navigation	19%
Health risk screenings with health-care professionals	24%	6	Health-care apps	18%
Genetic testing to determine risk for certain diseases	22%	7	Meditation apps	17%
Genetic testing to determine which drug works best for the individual	17%	8	For those with chronic diseases, one-on-one education with health-care expert	16%
Meditation apps	15%	9	Fitness tracking device	13%
Services to assist with care for ageing parents	15%	10	Genetic testing to determine which drug works best for the individual	13%

\*Some of these items would have to be made available under health-care or wellness spending accounts. SOURCE: 2021 Benefits Canada Healthcare Survey, May-June 2021. BASE: All plan members (N=1000); all plan sponsors (N=524)

<https://www.benefitscanada.com/wp-content/uploads/sites/7/2021/10/BCHS-Report-2021-ENG-7-Final-WEB1.pdf>  
<https://www.benefitscanada.com/wp-content/uploads/sites/7/2024/09/BCHS-Report-2024-ENG-Final-WEB.pdf>



# Key Takeaways



Vaccine preventable diseases can be painful and can impact a person's daily activities and well being



Plan Members are Plan Sponsors are looking to better understand the role of vaccine coverage and its cost-effectiveness



Ensuring vaccine coverage aligns with the organization's overall strategic goals