



Vaccines and Plan Design

Presented by Pavithra
Ravi RPh MBA



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



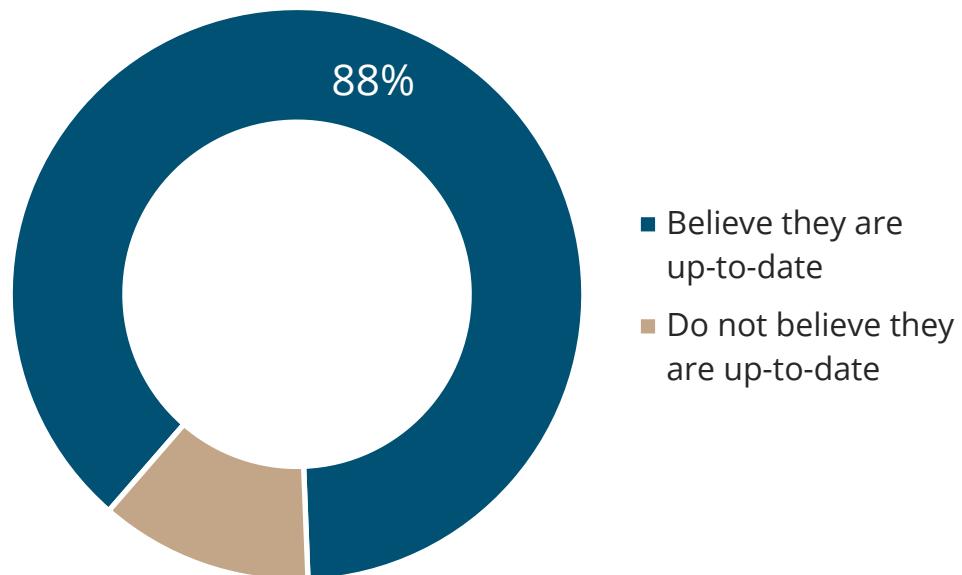
Access to Vaccines

Navigation support
Coverage options

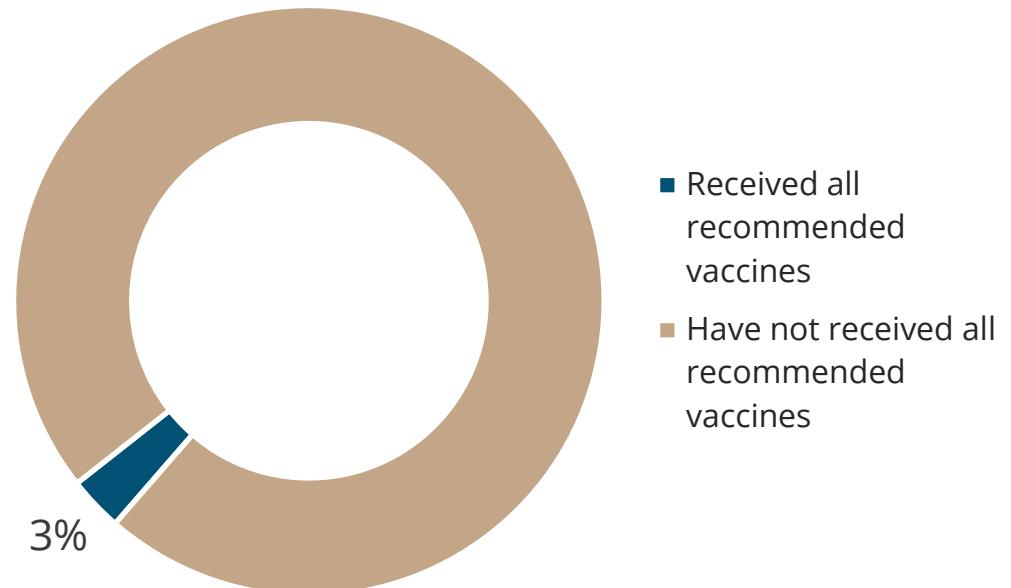
Canadian adults are not aware they lack recommended vaccines

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?

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”.

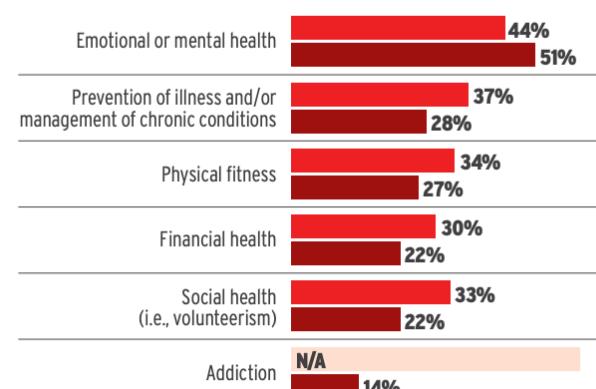
PLAN SPONSORS**WHY THE BENEFITS PLAN IS IMPORTANT**

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**

■ 2020 ■ 2021



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
Personal fitness trainer	29%	2 Immunizations for infectious diseases
24-hour virtual care	26%	3 Health risk screenings with health-care professionals
Fitness tracking device	25%	4 Fitness classes
Immunizations for infectious diseases	25%	5 Health-care system navigation
Health risk screenings with health-care professionals	24%	6 Health-care apps
Genetic testing to determine risk for certain diseases	22%	7 Meditation apps
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
Meditation apps	15%	9 Fitness tracking device
Services to assist with care for ageing parents	15%	10 Genetic testing to determine which drug works best for the individual

*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