

## Why include vaccine coverage in employee benefits plans?

The probability of adults getting vaccinated rises when vaccines are made available for little to no charge. Higher vaccination rates lead to multiple benefits for employees and employers:

- 1 Cost effective illness prevention**  
 Vaccines are a low cost preventative measure that help reduce absenteeism due to illness and increase workplace productivity.
- 2 Supports a healthy & inclusive workplace**  
 Vaccines actively reduce the instances, transmission and severity of illness within a workplace, supporting a healthy workforce. Vaccines also help ensure different employee groups like LGBTQ+ and older adults have access to health prevention measures to support an inclusive and diverse workplace.
- 3 High-efficacy employee wellness strategy**  
 Health Canada approved vaccines are safe and effective at preventing or reducing the severity of illness caused by disease, making vaccination promotion a highly effective workplace wellness strategy. Vaccination in the workplace can help employers reduce illness related disability claims and associated claim costs.

## Discussion checklist for benefit advisors

When reviewing/renewing your employee benefits plan, keep in mind the following discussion points to support optimizing your benefits plan coverage for vaccinations:

### Ensuring Appropriate Vaccine Coverage

- Review the various benefits of including vaccination coverage in your plan
- Prepare a cost analysis of vaccine inclusion prior to meeting with employer
- Cover vaccines as a standard inclusion in your benefits plan
- Remove cost limits for vaccines
- Ensure there are no barriers to vaccine access for employees  
E.g. contracts should allow for flexibility in vaccine prescription
- Monitor vaccine coverage and uptake
- Assess employee feedback  
To understand whether you can further reduce cost barriers, employee knowledge gaps or better support access to vaccination to increase employee vaccine uptake
- Direct employer to the Employer Health Prevention Centre (employerhealth.ca) for more information and tools supporting vaccination in the workplace



Vaccination remains one of the best ways to safeguard yourself from preventable diseases, reduce the risk of serious illness and complications and prevent the spread of disease to others. Talk to your healthcare provider to learn more about how vaccination can support you and your families health and wellness.