

# DISCOVERY EMPLOYER VACCINATION PROGRAMME

Ryan Noach | CEO Discovery Health  
Nonkululeko Pitje | Head of Employee Health Solutions





## Benefits of efficient vaccination for employers and employees

*Discovery insights on the positive impacts of COVID-19 vaccination*



## Regulatory considerations for employee vaccination

*Regulatory overview for employers considering vaccination strategies*



## Discovery Employer Vaccination programme

*Leveraging Discovery's assets to support an effective vaccination roll-out for employers*



# SA Current COVID-19 Trajectory – the third wave



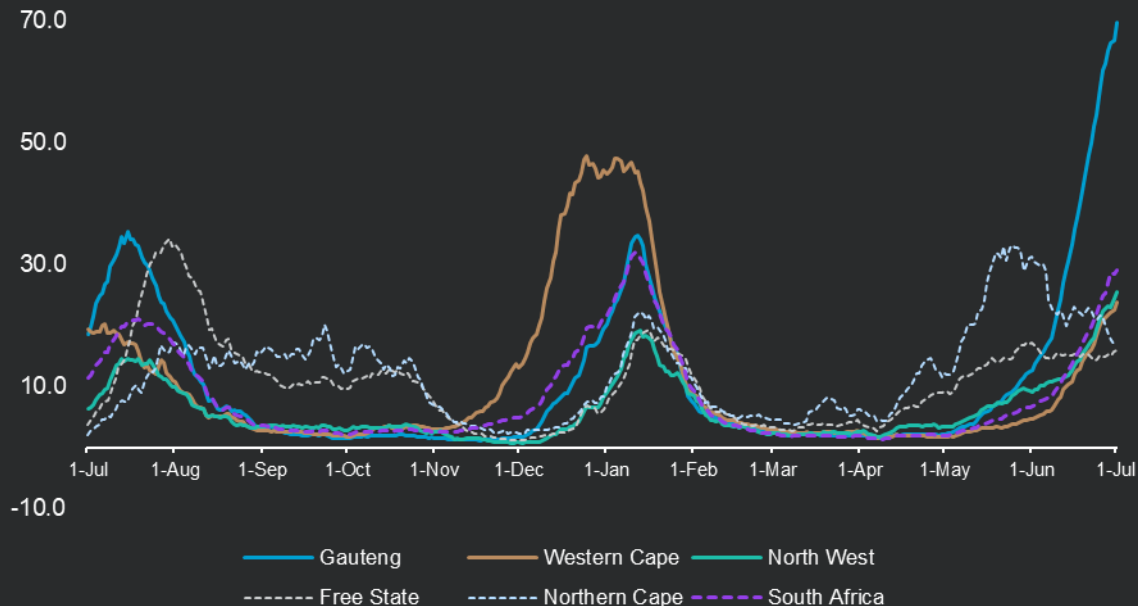
SA is in the midst of a third COVID-19 wave

Factors influencing COVID-19 infections

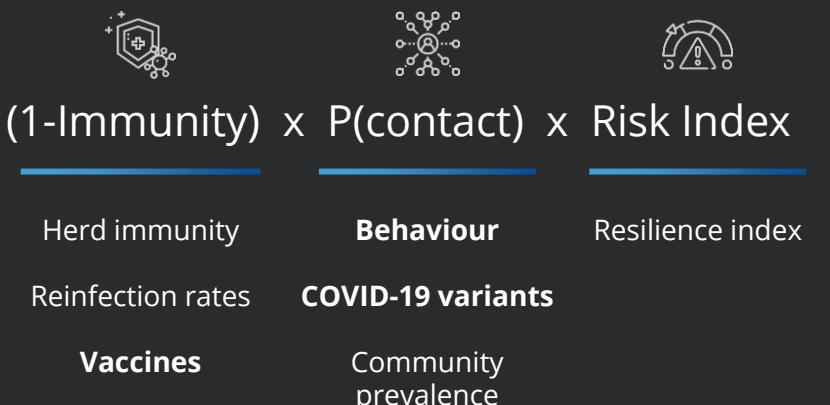
**192 443** Active infections in SA  
2<sup>nd</sup> wave peak: 125 000

**29.1** Attack rate  
(infections per 100 000 lives)  
**Threshold for control: 5**

Attack rate (1<sup>st</sup> of July 2021)



$$\text{COVID Wave} = (1 - \text{Immunity}) \times P(\text{contact}) \times \text{Risk Index}$$



**Reinfection**  
**Delta Variant**

immunity is not enduring, despite low prevalence (~3-16%)

Dominant variant, 30 – 60% more infectious than other variants

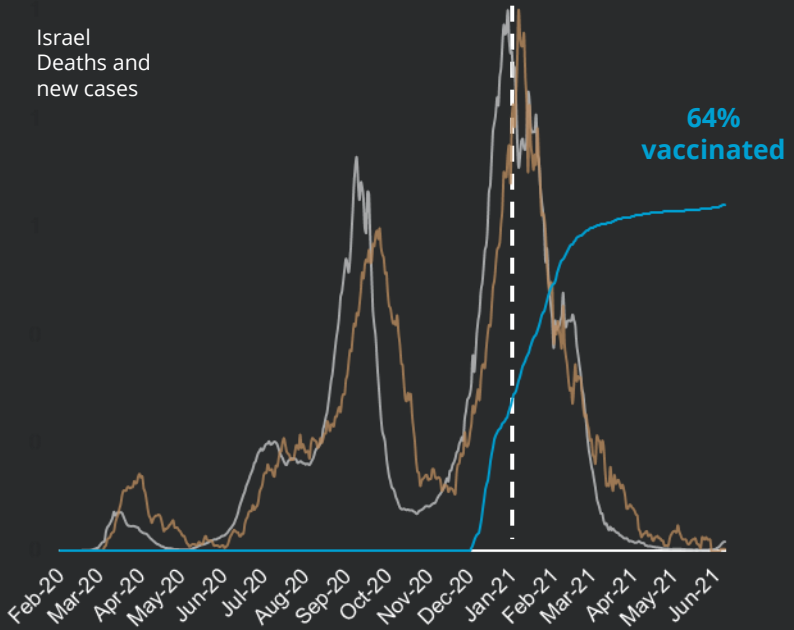
# Vaccination rollout has substantially reduced the impact of COVID-19



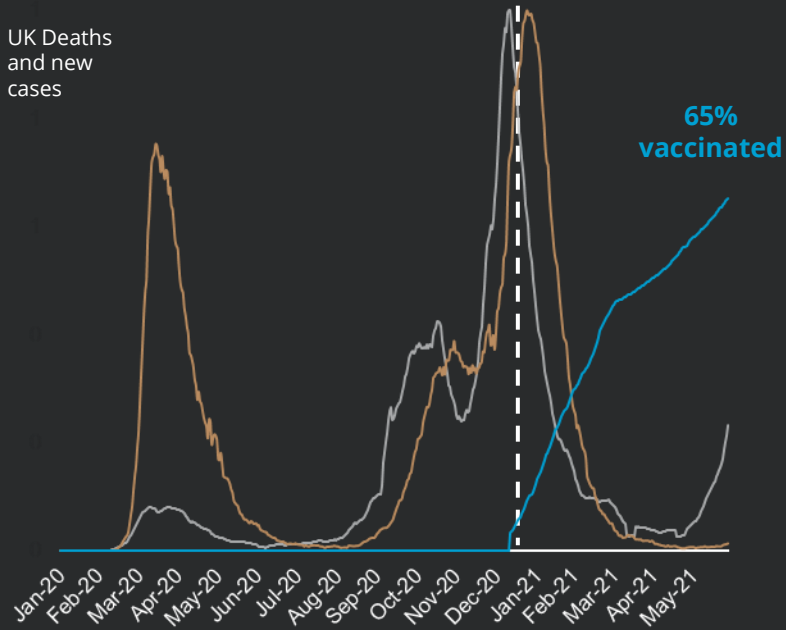
Internationally, COVID-19 infections and deaths have plummeted as populations reach herd-immunity



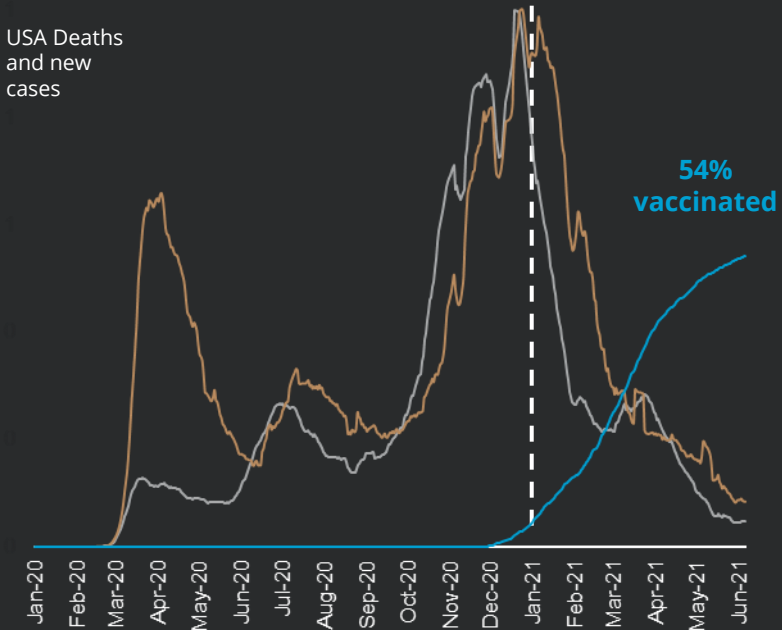
Israel  
Deaths and  
new cases



UK Deaths  
and new  
cases



USA Deaths  
and new  
cases



— Proportion vaccinated

— New Covid deaths

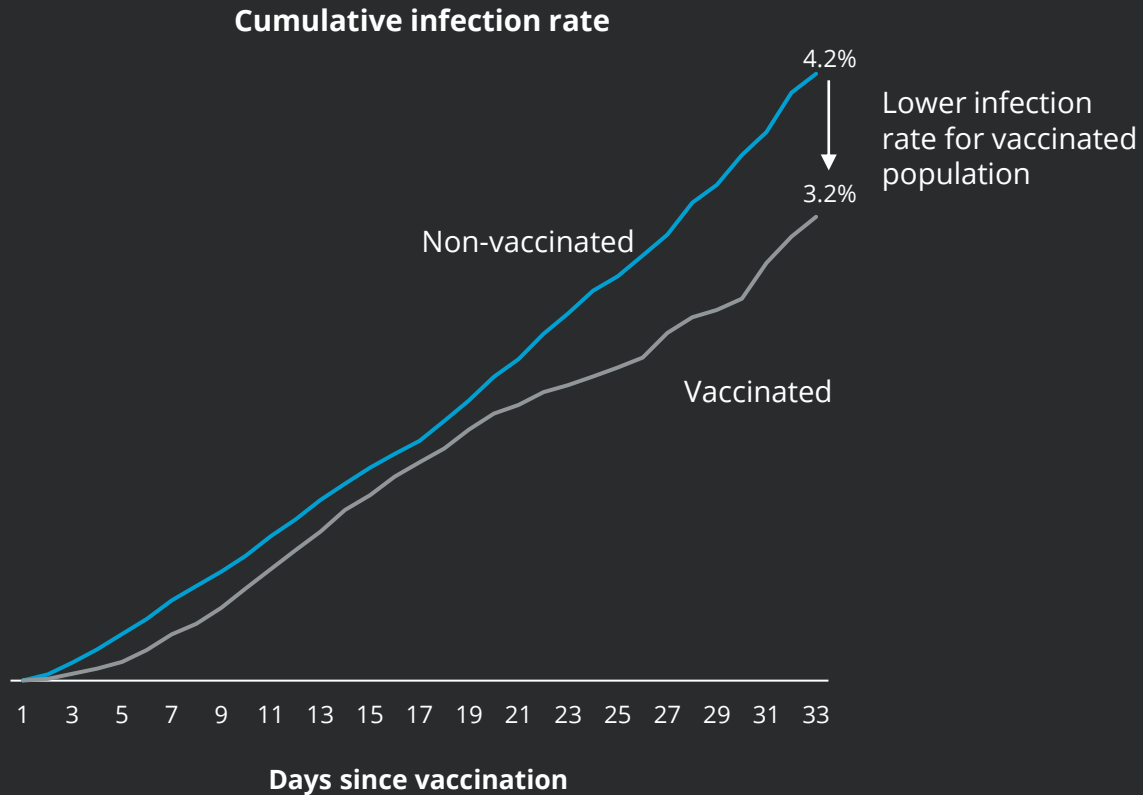
— New Covid cases



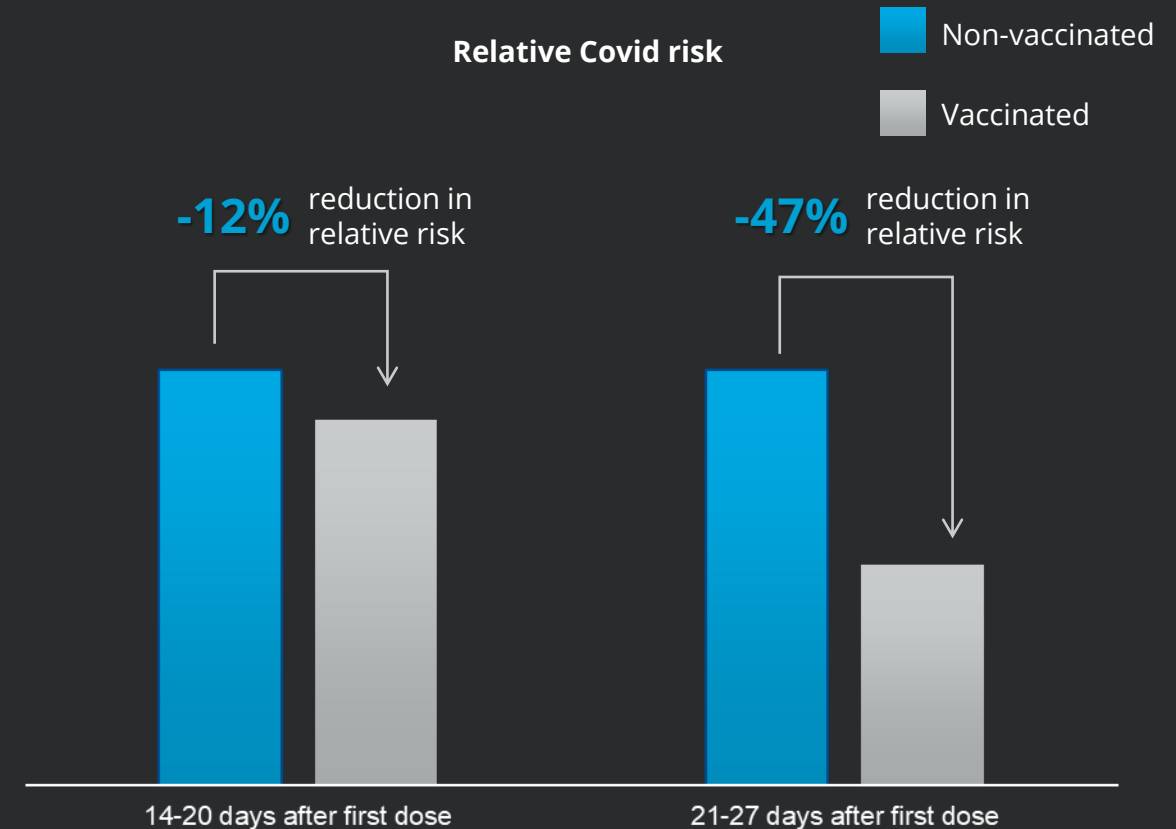
# Preliminary DH vaccination data supports efficacy of vaccination against COVID-19



## Early signs of lower infection rates after 1 dose of Pfizer



## Greater reduction in relative risk 21 days post vaccine



Post 1st Pfizer dose population vs. non vaccinated "matched clinical twins"

# Vaccines are effective against all currently identified variants



Variant	WHO Name	Transmissibility	Immune Evasiveness	Vaccine Effectiveness <sup>1</sup>	Which Vaccine Assessed <sup>2</sup>
B.1.1.7	Alpha	+++	-	✓	mRNA, AZ, J&J, Novavax
B.1.351	Beta	+	++++	✓	mRNA, J&J, Novavax
P.1	Gamma	++	++	✓	mRNA, AZ, Sinovac, Sinopharm
B.1.617.2	Delta	++++	++++ <sup>3</sup>	✓	mRNA, AZ, Bharat

Relative transmissibility to B.1.1.7 appears to be 60% higher than alpha

<sup>1</sup>Effectiveness from real world evidence vs severe illness; vaccine efficacy dependant on strain and importance of 2-doses

<sup>2</sup>Assessed in lab and/or effectiveness studies, absence of evidence does not equal evidence of absence effect

<sup>3</sup>That this variant requires 2-doses of vaccines to preserve their effectiveness, along with lab studies, suggest it is as immune evasive (and possibly more so) than Beta

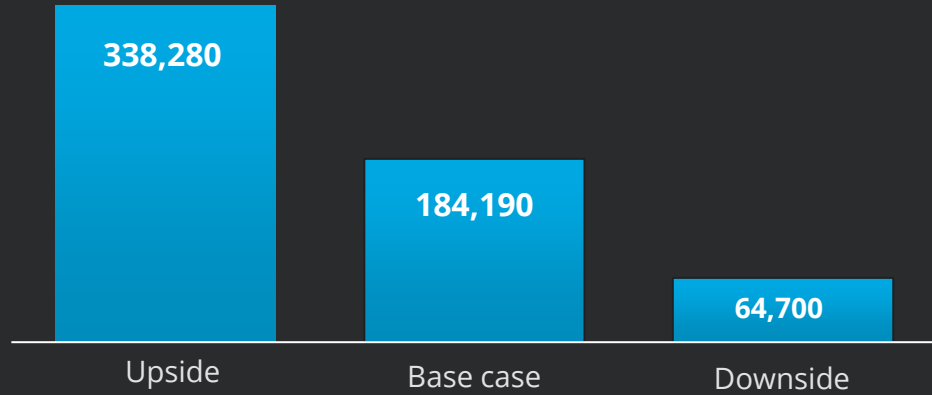
# Employers play a key role in an efficient vaccine roll-out and subsequent economic recovery



SA expected GDP impact of accelerated vaccine roll out yields 6x – 26x ROI

Effective employer vaccination strategy will create multi-year benefits

Booster shots likely to be an ongoing requirement



	Upside	Base case	Downside
<b>Total cost R bn</b> (for 56.5mn doses)	<b>R13,1</b>	<b>R 11,6</b>	<b>R11,2</b>
<b>Benefit/Cost ratio</b>	<b>25.8</b>	<b>15.8</b>	<b>5.8</b>

- Pfizer CEO says third Covid vaccine dose likely needed within 12 months**  
Published THU, APR 15 2021 1:23 PM EDT | Updated THU, APR 15 2021 3:13 PM EDT
- Baylor launches clinical trial for COVID-19 vaccine booster**  
Researchers at the Vaccine and Treatment Evaluation Unit at Baylor College of Medicine have launched a clinical trial to study the safety and efficacy of a booster shot.
- U.S. begins study testing mix-and-match Covid vaccine booster shots**  
The trial will include about 150 adults who have received either Johnson & Johnson, Moderna or Pfizer COVID-19 vaccine.
- Moderna says its Covid vaccine booster works well against variants**  
A third dose, given six to eight months after the first round, appeared to be effective against variants first found in Brazil and South Africa.



## San Francisco may be first major US city to hit herd immunity, experts say

City still recording small number of Covid cases per day but they don't appear to be triggering wider outbreaks



THE WALL STREET JOURNAL



### A Small Brazilian Town Is Beating Covid-19 Through a Unique Experiment

Serrana starts to return to normal as the pandemic continues to rage across the rest of the country

Early evidence suggests COVID-19 contained at city level once herd immunity is reached





## Benefits of efficient vaccination for employers and employees

*Discovery insights on the positive impacts of COVID-19 vaccination*



## Regulatory considerations for employee vaccination

*Regulatory overview for employers considering vaccination strategies*



## Discovery Employer Vaccination programme

*Leveraging Discovery's assets to support an effective vaccination roll-out for employers*



# Employer considerations for vaccination of employees



All employers must develop **Vaccination Policy for the workplace, outlining:**

## 1 Employer Risk assessment

- Determine risk of workplace transmission
- Risk of severe COVID-19 disease or death due to age or comorbidities

## 2 Vaccination Policy (Mandatory vs Optional)

- Based on the risk assessment

## 3 Worksite vaccination plan

- Provide implementation measures in respect of vaccination of employees



Notify employees of the need for vaccination



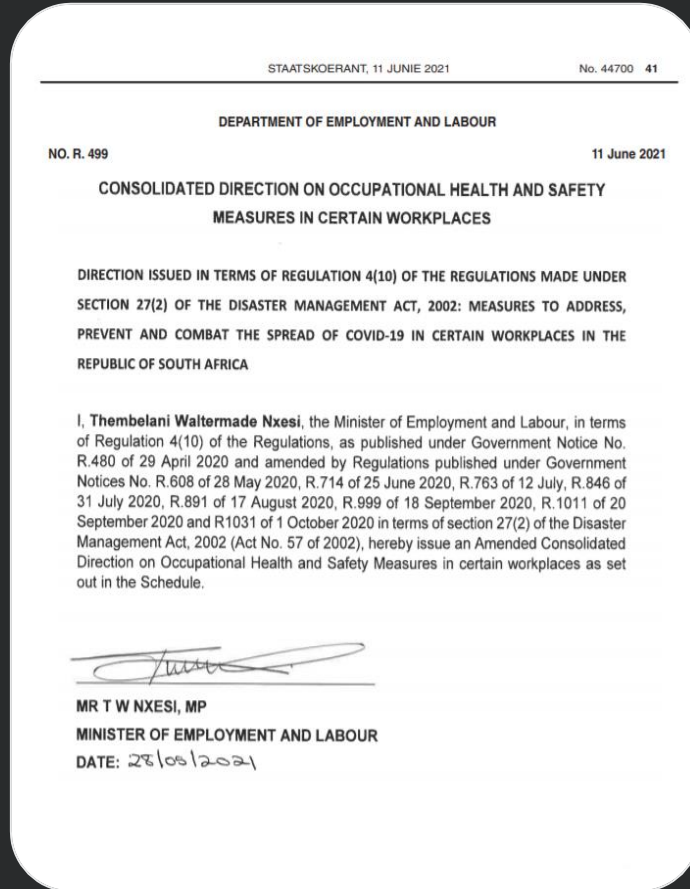
Allow sick leave for side effects



Arrange transportation to and from the vaccination site



Acknowledge and counsel employees refusing to be vaccinated



Amended guidelines issued on 11 June 2021

DATE: 28/06/2021  
 MINISTER OF EMPLOYMENT AND LABOUR  
 MR T W NXESI, MP



Framework to manage vaccination rates across employees founded on protecting the rights of individuals, colleagues and the employer



## Considerations for the employer

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Reasonable for mandatory vaccination to be considered for:



Employees who are at high-risk of severe infection from COVID-19



Employees who are at high risk of exposure to COVID-19



Isolated outbreaks within subgroups where vaccination rates are low

Supported by the right to object on constitutional or medical grounds

# Employer options to facilitate employee vaccinations



Three options for businesses opting to vaccinate their employees in the workplace:

1

Leverage an existing vaccination site

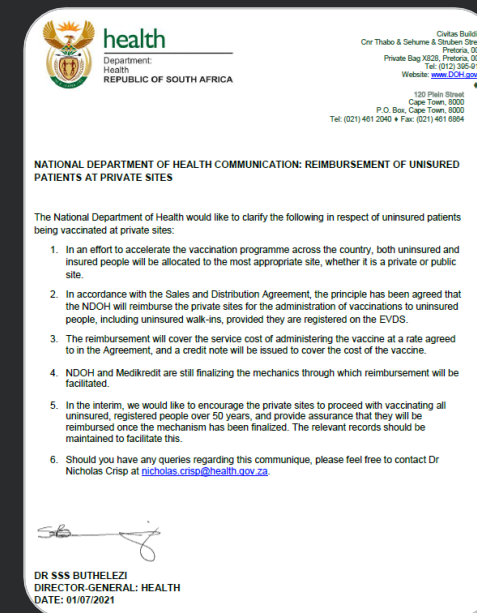
2

Partner with a provider on a mobile vaccination service

3

Set up a primary workplace vaccination site

**Cost of vaccination and administration is covered in full at private vaccination sites for all insured and uninsured employees**



NDoH Circular: 1 July 2021





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# Enabling a seamless vaccination process through Discovery's Employer Vaccination programme



## Employer-based access to a safe and efficient Discovery vaccination experience

Access to Discovery's vaccination sites

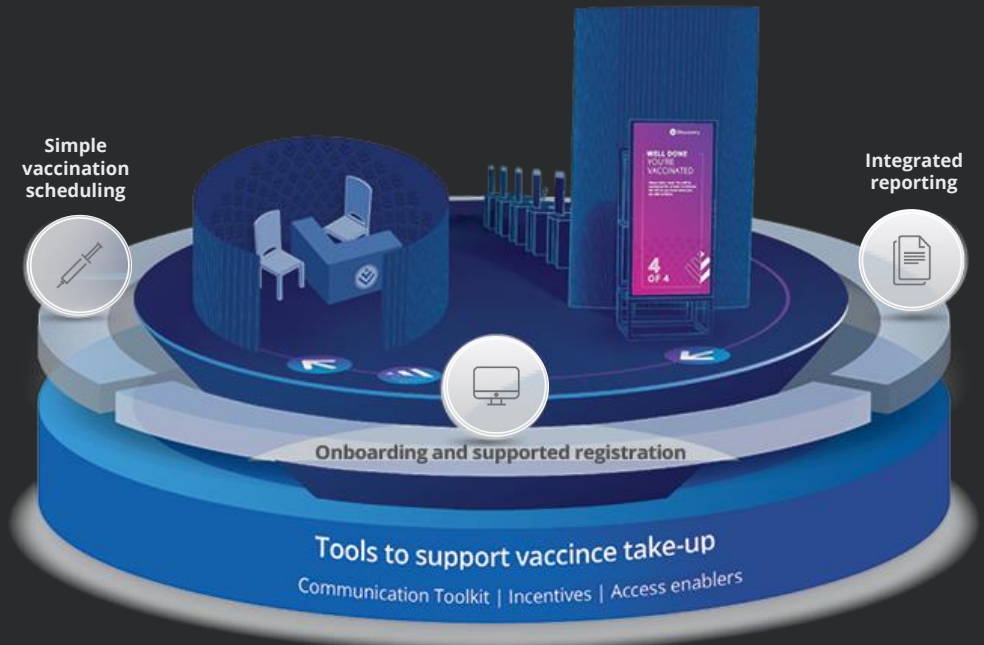


Temporary Discovery site set up at the employer



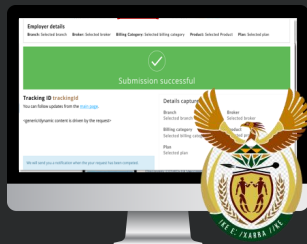
Minimum: 1500 employees

## DISCOVERY VACCINATION EXPERIENCE

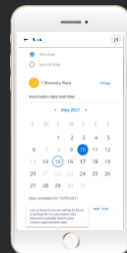


## Simple and seamless journey for employers

Onboarding and supported registration



Simple vaccination scheduling



Integrated reporting and support tools



# Employers can leverage Discovery's large scale vaccination network in key regions across SA



Discovery vaccination network has expanded nationally

## Gauteng

7 vaccination sites



~9 000

vaccines per day

## Western Cape

3 vaccination sites

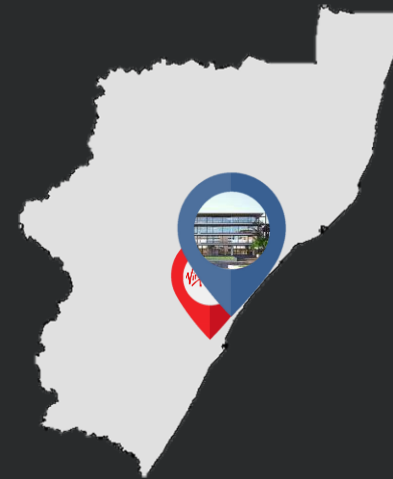


~ 5 500

vaccines per day

## KZN

2 vaccination sites



~ 4 500

vaccines per day

Access to Discovery's vaccination site network **at no additional cost** for all **Discovery Health and Discovery Group Risk** employers

## Discovery Vaccination Network

~90 000 Vaccines administered

~14 000 Vaccines a day

~ 7 Vaccines per hour (target 8)

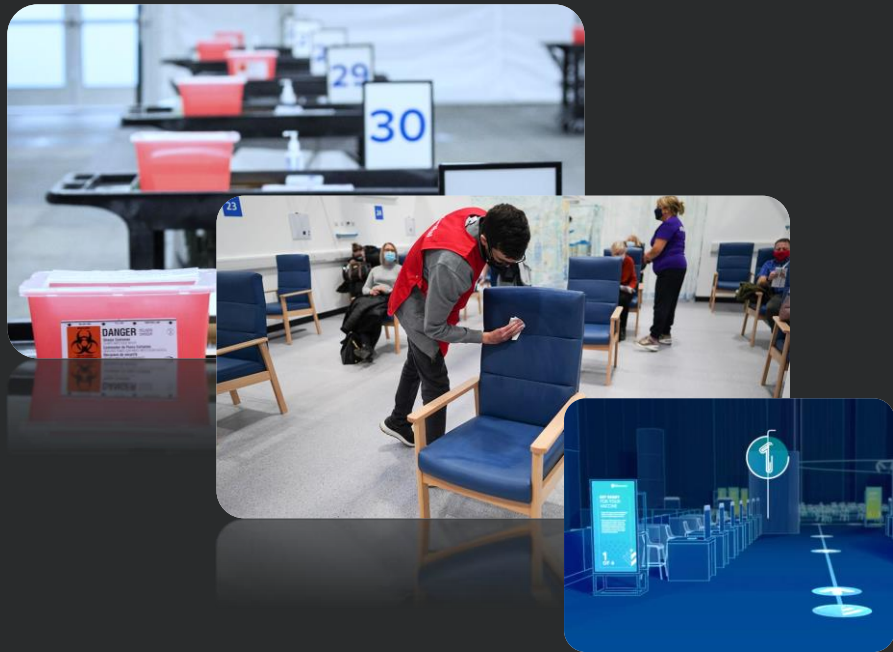
800 Staff onsite

~ 10% of all national vaccinations at Discovery sites

# Temporary mobile Discovery Vaccination Site at the employer



## Temporary Discovery Vaccination site set up at the employer\*



\*Consultation and implementation fees apply

### Available on request to large employer groups only

- ✓ At least 1 500 employees, requiring at least 250 vaccinations per day
- ✓ Proximity to Discovery Vaccination Site Network
- ✓ Access to well-ventilated and secure rooms

### Vaccination-site services offered



Nurses

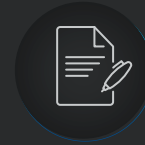


Vaccine stock, storage and transfer

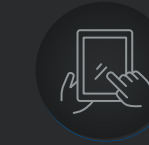


Consumables

### Supported by Discovery's services for a seamless employer experience



Supported registration and onboarding



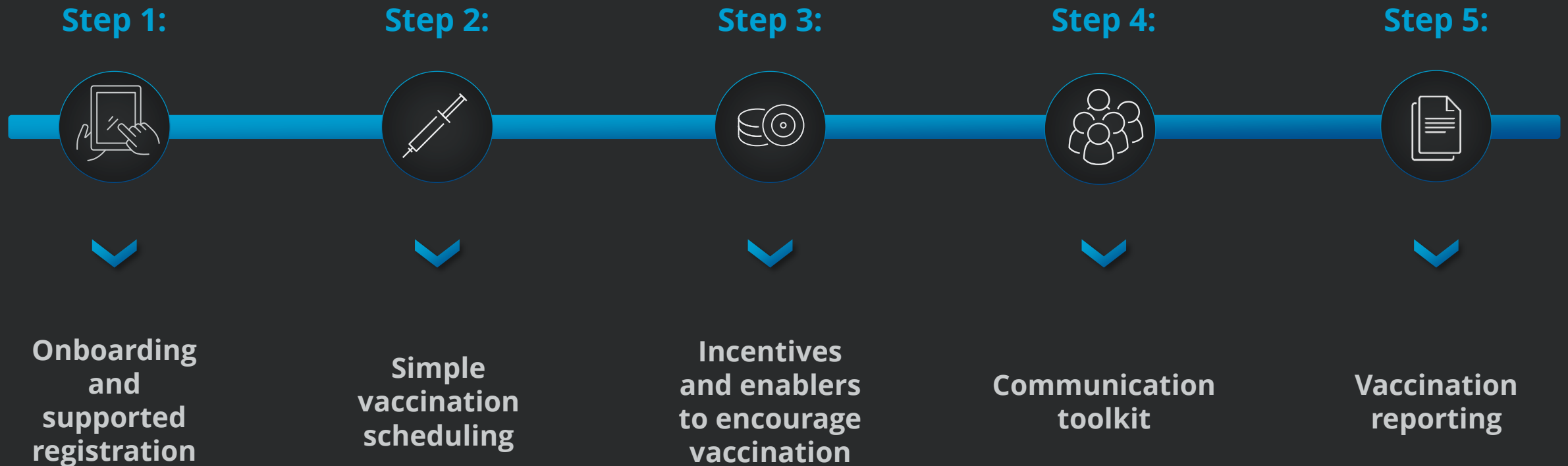
Scheduling support



Integrated reporting and support tools



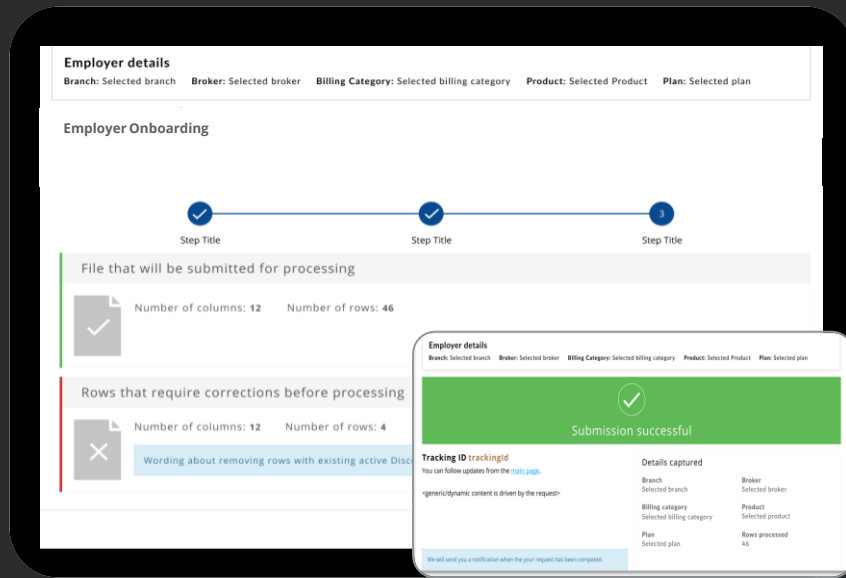
# A simple and supported process for employers when using the Discovery Vaccination Network





# 1 Employer onboarding, with a supported registration process

Enhanced services to support the employer with onboarding and registration



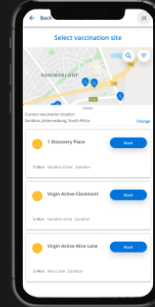
- 1 Data pre-population and record alignment
- 2 Detailed 'super-user' training
- 3 Dedicated support for the EVDS registration process

Available to all employers with at least 35 employees

## 2 Simple employee vaccination scheduling process



**Small employers**  
35 – 99 employees

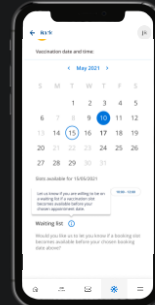


### Existing individual scheduling process

- Employees follow the existing individual booking process on Discovery Connected Care to find and book an available vaccination appointment



**Medium employers**  
100 – 1 499 employees

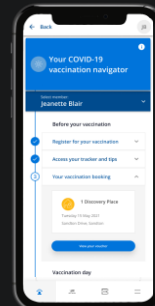


### Allocated blocks of time

- Employers are allocated specific blocks of time
- Employees follow the existing individual booking process



**Large employers**  
+1 500 employees



### Allocated blocks of time & on-site facilitation

- Employers are allocated specific blocks of time
- Larger employer groups can allocate specific appointment times for a subset of their employees
- Alternatively can follow the existing individual booking process

# 3 Employer-driven support to encourage vaccination take-up



## Advisory service

- Guidance on the most appropriate incentive and enablement solutions to drive take-up
- Tailored to each employer's unique requirements and budget

## Enablers to support access to vaccine sites

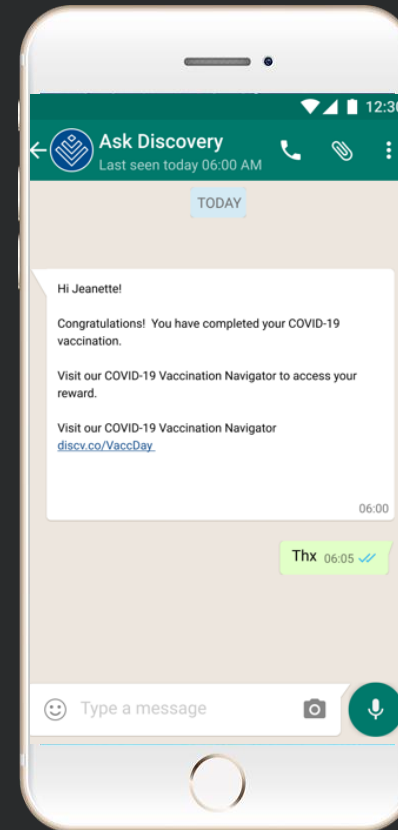
- Discounted uber trips
- Data vouchers to assist with navigation
- Facilitation of offering leave for vaccination
- Prepaid virtual consultations to offer post-vaccination support

## Incentives to encourage take-up



## Flexible voucher redemption

Vouchers redeemable via WhatsApp, SMS, email and Connected Care





# 4 Enhanced employer communication tools



## Communication toolkit offers employers tailored content for employers to:

- ✓ Guide employees on their end-to-end Discovery Vaccination process
- ✓ Provide clinically relevant information and dispel myths regarding vaccination from a trusted source
- ✓ Encourage Vaccination take-up

Tailored emails



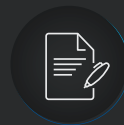
SMS Campaign toolkits



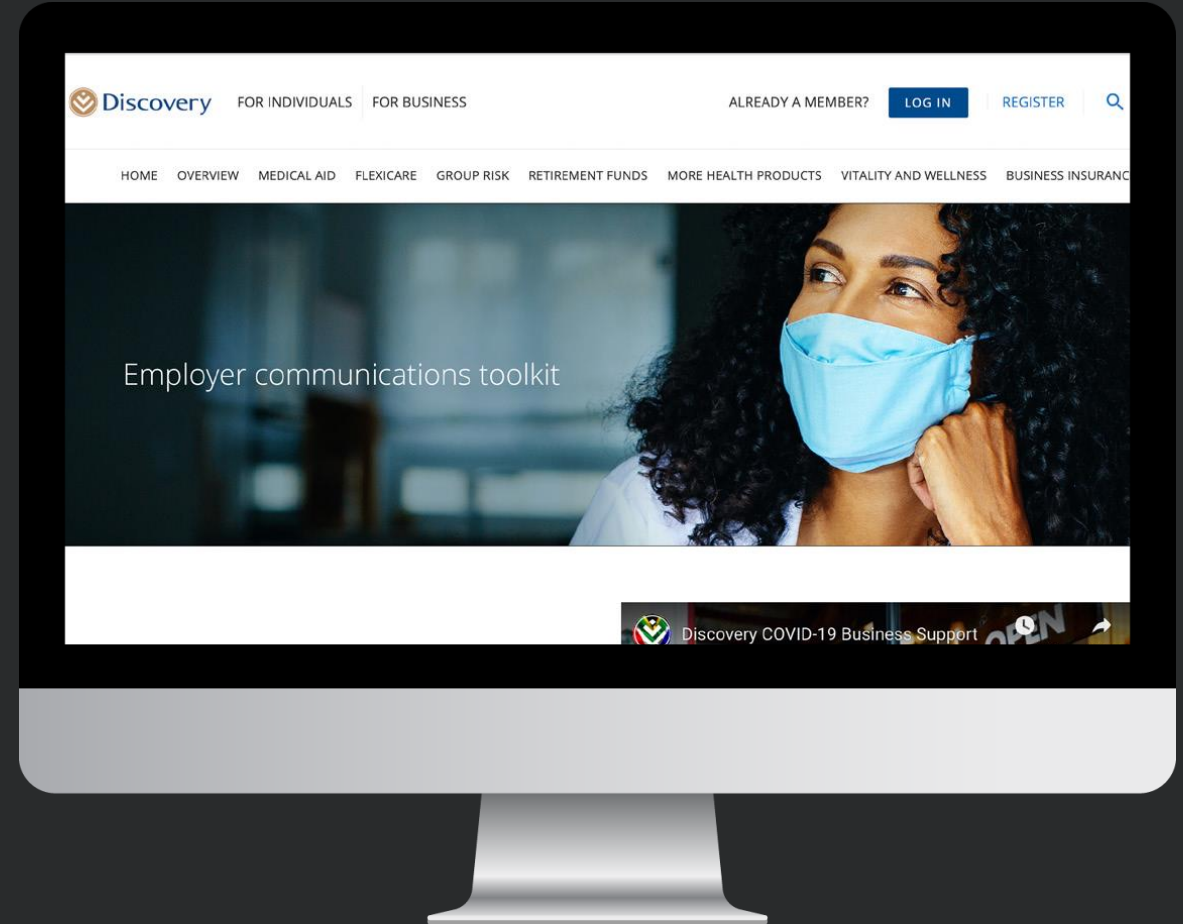
FAQ guides



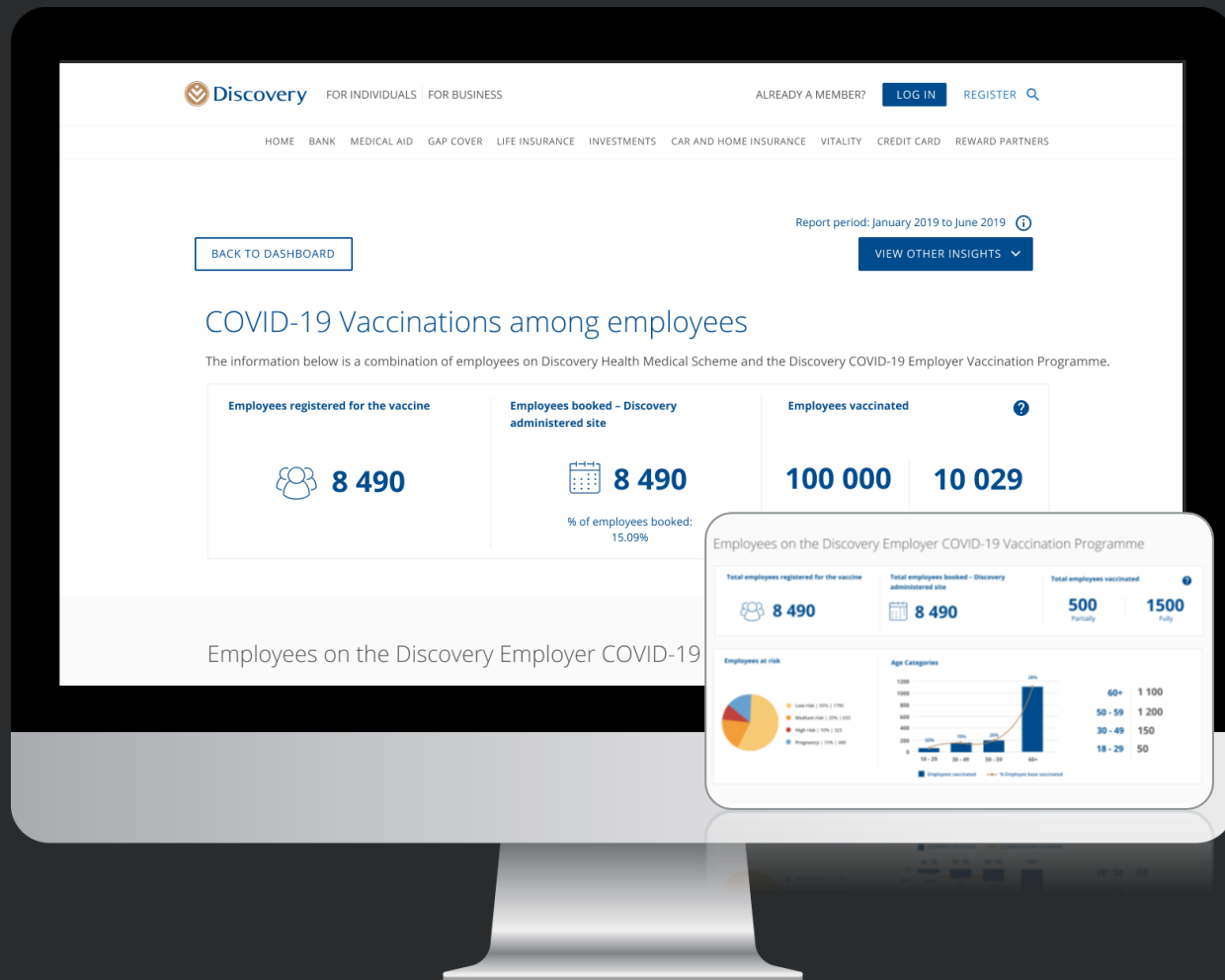
Screen savers



How-to-guides

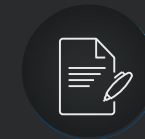


# 5 Progress tracking through an integrated employer report



Available on the Employer Zone

## COVID-19 vaccination employer reporting



Total employees registered



Total employees booked



Total employees vaccinated



2<sup>nd</sup> dose vaccine tracking

# Discovery's Employer Vaccination programme



## Employer-based access to a safe and efficient Discovery vaccination experience

Access to Discovery's vaccination sites



Temporary Discovery site set up at the employer



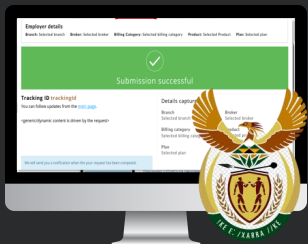
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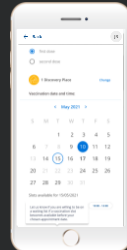


## Simple and seamless journey for employers

Onboarding and supported registration



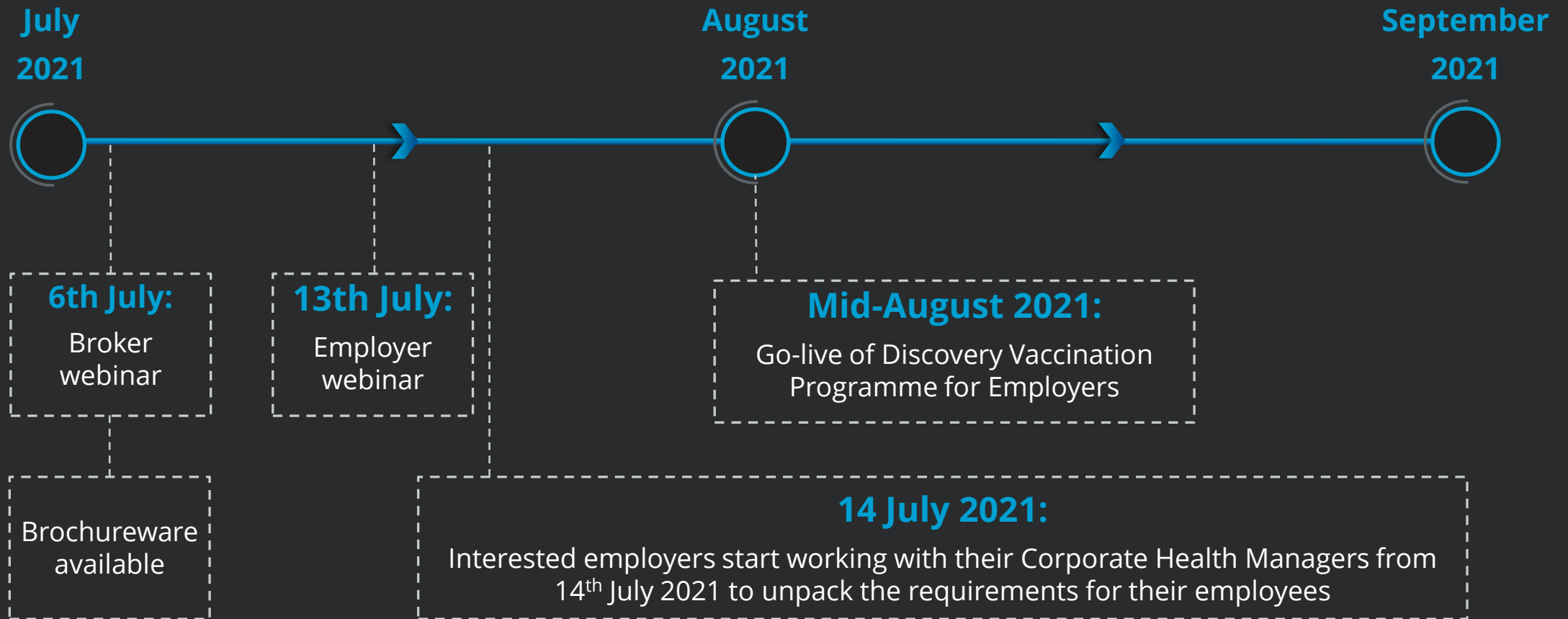
Simple vaccination scheduling



Integrated reporting and support tools



# Discovery Employer Vaccination Programme rollout timeline



All vaccination access and roll-out will be aligned with the National Department of Health's prioritisation framework



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