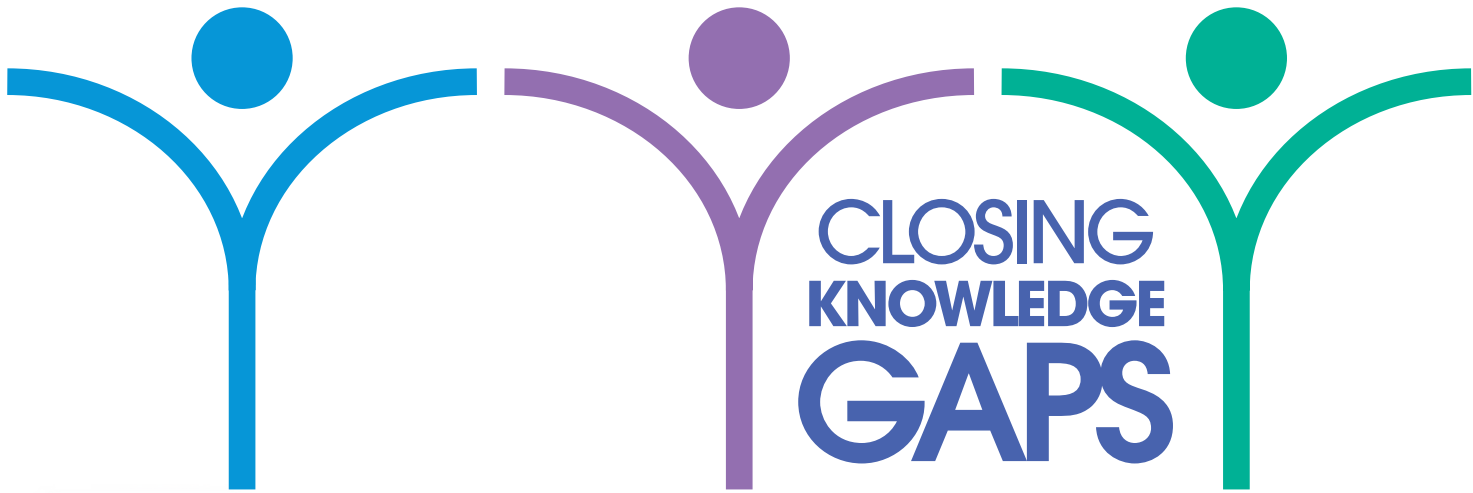




2019  
**THE SANOFI CANADA HEALTHCARE SURVEY**  
 CANADA'S PREMIER SURVEY ON HEALTH BENEFIT PLANS



**CLOSING  
 KNOWLEDGE  
 GAPS**



The 2019 edition of *The Sanofi Canada Healthcare Survey* is now available to download at no cost. This annual report strives to shed light on plan members' and plan sponsors' perceptions and behaviours toward their health benefit plans, as well as the role of the workplace in employee well-being. Touching upon a multitude of topics and trends, it reveals the connections, the gaps, the opportunities and the challenges that translate into possible calls to action for the benefits industry.

**We are are pleased to present highlights here and encourage you to download the full report at [www.sanofi.ca](http://www.sanofi.ca)**

**More about this report:**

-Survey results from 1,505 plan members and 403 plan sponsors, in four chapters:

- 1 HEALTH & CHRONIC DISEASE**
- 2 UNDERSTANDING HEALTH BENEFIT PLANS**
- 3 LOOKING AHEAD AT BENEFITS**
- 4 ANALYSIS & DECISION-MAKING**

- Breakdowns of the data by gender, region, size of employer and more
- Analysis and recommended actions from the expert advisory board, representing plan sponsors, insurance carriers, benefits advisors and healthcare professionals
- Profiles of plan sponsors

**1.2.3 STEPS FOR A HEALTHIER HEALTH BENEFIT PLAN**

**A simple one-page plan for positive changes**

**Thank you to our Sponsors**

**DIAMOND SPONSORS:**



**GOLD SPONSORS:**



## WHAT ARE THE GAPS?

The 2019 edition of *The Sanofi Canada Healthcare Survey* uncovered the following gaps in knowledge, either between plan members and plan sponsors, or between respondents' perceptions and actual numbers. In some cases, the gaps point out low levels of awareness. These gaps can help inform industry-wide actions to promote better alignment in key areas affecting health benefit plans, employee well-being and workplace productivity.



### HEALTH & CHRONIC DISEASE

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#### Chronic Disease in the Workplace

**54%** **PLAN MEMBERS** who have been diagnosed with at least one chronic disease or condition

**67%** **PLAN MEMBERS** with a chronic condition and/or chronic pain

**39%** **PLAN SPONSORS'** estimate of percentage of workforce with a chronic disease or condition



#### Priorities for Better Health

Main thing **PLAN MEMBERS** would like to do to improve health

**56%** Exercise/physical activity



**PLAN SPONSORS'** top area for investment in employee wellness

**61%** Emotional/mental health

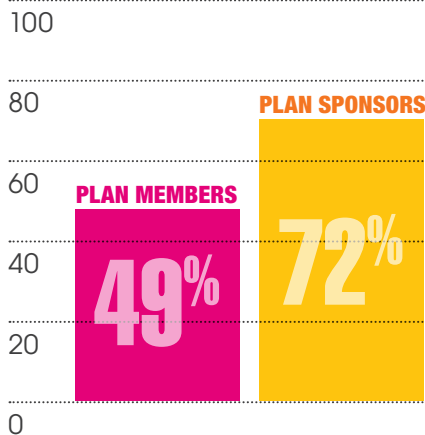


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### UNDERSTANDING HEALTH BENEFIT PLANS

#### Perceptions of Change

Awareness of changes made to their health benefit plan in the past two years



In response to these changes, plan members and plan sponsors...

**PLAN MEMBERS**

**37%**

Think better of their plan

**30%**

Think less of their plan

**33%**

Want to understand the impact

**PLAN SPONSORS**

**55%**

**22%**

**23%**



## Two Meaningful Misconceptions

**PLAN MEMBERS** who believe that...

**83%** Their employer pays a fixed cost to the insurance company, no matter how much or how little the benefit plan is used



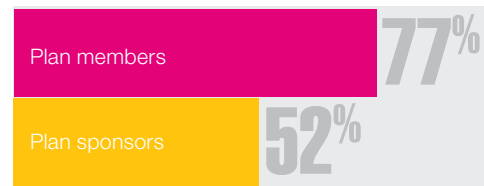
**48%** After retirement, they will still have access to their workplace health benefit plan



## Pharmacare-What?



Respondents with low or no knowledge about a possible Pharmacare program in Canada



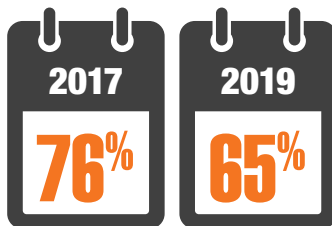
## LOOKING AHEAD AT BENEFITS

3

### Privacy an Issue for Targeted Messaging



Plan members' confidence that their privacy will be protected during delivery of targeted health messaging



## Public Drug Plans on Par with Private – Not!



Estimates of the number of drugs covered by private and public plans versus actual averages

	Private plans	Public plans
Plan members' estimates	6,610	6,520
Plan sponsors' estimates	7,456	7,183
Actual averages*	~11,000	~5,000

\*Source: Canadian Life and Health Insurance Association

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## ANALYSIS & DECISION-MAKING

### The Right Information



**PLAN SPONSORS** who regularly receive claims data analyses to help ...

Identify the main disease states in their workforce

**24%**

Make the connection between drug claims, disability claims and other health benefits

**26%**

## Absenteeism Data Conspicuously Absent

**PLAN SPONSORS** who would like to better understand absenteeism in their workforce



**80%**

# WHERE DO WE ALIGN?

The 2019 edition of *The Sanofi Canada Healthcare Survey* also highlights areas where there is alignment between plan members and plan sponsors, or where alignment is growing. Here's a sneak peek at a few of those, which can help guide decision-making for health benefit plans as well as investments in employee well-being.



## Doing More for Chronic Disease

**PLAN MEMBERS** who would like to know more about their chronic condition and how to treat it

**87%**



**PLAN SPONSORS** who would like their benefit plan to do more to support plan members with chronic conditions

**82%**

## Interest in Medical Cannabis Taking Root

**PLAN SPONSORS** who agree medical cannabis should be covered by their health benefit plan

	2018	2019
Yes	<b>34%</b>	<b>45%</b>
Don't know/not sure	<b>32%</b>	<b>27%</b>



**PLAN MEMBERS** who agree medical cannabis should be covered by their health benefit plan

**64%**

## Targeted Communications a Worthy Aim



**PLAN MEMBERS** who would consent to receive health-related information based on their personal use of benefits

**65%**

**PLAN SPONSORS** who are interested in having their benefit provider send targeted health information to plan members

**74%**

## Precision Medicine: Let's Make It Work

**PLAN MEMBERS** who would consent to pharmacogenetic testing

**74%**



**PLAN SPONSORS** who are interested in providing coverage for pharmacogenetic testing

**65%**

Visit us at [www.sanofi.ca](http://www.sanofi.ca) and download the full report (as well this infographic) today!

