



PROPOSAL FOR FLU VACCINATIONS

2025

INTEGRITY HEALTH & SAFETY EXECUTIVE SUMMARY

Integrity Health & Safety is a Supply Nation certified Indigenous-owned supplier of **Work Health & Safety products and services**, including flu vaccinations and skin checks, founded by Liam Harte and Brad Goodwin, two Indigenous intensive care paramedics who served in the Australian Defence Force both here and abroad. They also sit on the boards of Local Health Districts in NSW, so are highly committed to health care.

As you are aware, Government and private sector organisations are fostering the growth of Indigenous businesses as part of **Closing the Gap**. For example, the Federal Government and various State Governments target to spend 3% of all contracts on certified Indigenous businesses. Similarly, many leading corporates have **Reconciliation Action Plans**, are members of **Supply Nation**, and similar.

Integrity Health & Safety also has a **Social Impact Commitment** to fund Aboriginal nurses for first aid, CPR, flu vaccination and leadership courses to assist the growth of healthcare capability in their communities.

[See their stories here.](#)



“ **This Immunisation Course Scholarship from Integrity Health & Safety will enable me to achieve my nursing goals and ensure my daughter grows up in a world of understanding people who don't judge others for their skin colour.** ”

Erin Finlayson, 5th year registered nurse, Upper Hunter Valley, and recipient of Integrity Health & Safety bursary

AUSTRALIAN VACCINE SERVICES

Integrity Health & Safety has partnered with [Australian Vaccine Services](#) Pty Ltd (AVS) to deliver **flu vaccinations** nationwide for the past five years. For the purposes of this proposal, Integrity Health & Safety would be the Prime Contractor, enabling its customers to meet their Indigenous procurement targets, with AVS being its Subcontractor. All references to AVS herein refer equally as applicable to Integrity Health & Safety as the contracting party with the client.

Integrity Health & Safety provides all account management processes, and is client's primary point of contact, with AVS providing all clinical and related services and client's point of contact for clinical matters.

Integrity Health & Safety and AVS now also offer **Skin Cancer Checks** on your premises or at clinics nationwide.

AUSTRALIAN VACCINE SERVICES EXECUTIVE SUMMARY

AVS was founded in 2012 and has grown to become the largest provider of onsite corporate flu vaccinations and the largest provider of pharmacy vouchers in Australia. AVS also offers Skin Cancer Checks.

The highly experienced AVS project management team and fully qualified Immunisation nurses provided over 250,000 onsite vaccinations and pharmacy vouchers between March and late-June 2022.

AVS is in the process of finalising ISO certification for standards ISO: 9001 and ISO: 31000.

AVS also provides **COVID-19 booster vaccines** (as a part of the National Vaccine Administration Partners Program (VAPP) by the Department of Health) and **Skin Cancer Checks**.

If you would like to discuss workplace COVID-19 vaccination clinics, please contact our team to discuss further.

BENEFITS



Australian based phone, email and online system for your staff to easily access support from AVS



Online booking system and custom pharmacy portal for employees and admins to access. All data securely stored in Australia



Vaccine certificates sent to all staff booked online and vaccinations updated with Medicare



Access to a national network of pharmacies for your staff to receive their flu vaccinations if they miss a clinic



Optional Reimbursement Portal for staff to be reimbursed if they receive a vaccine from their GP/Medical Centre



No charge for no shows at onsite clinics. Walk-in's facility available for staff that have not booked online in advance.

FLU VACCINATION CUSTOMERS INCLUDE...



Australian Government
National Indigenous
Australians Agency



Australian Government
Department of Veterans' Affairs



**JOHN
HOLLAND**



Australian Government
Attorney-General's Department



Australian Government
Department of Social Services



SG Fleet Group
Integrated Mobility



Australian Government
Department of the Prime Minister and Cabinet



Land and
Environment Court
of New South Wales

AustralianSuper



Australian Government
Department of Foreign Affairs and Trade



Planning,
Industry &
Environment



HERBERT
SMITH
FREEHILLS

MinterEllison



Australian Government
Department of Agriculture,
Water and the Environment



AFP
AUSTRALIAN FEDERAL POLICE



ABC



PARLIAMENT OF AUSTRALIA
DEPARTMENT OF PARLIAMENTARY SERVICES



ST VINCENT'S
HOSPITAL
SYDNEY



Mercer

HALLIBURTON



TAL

AVI

**Catholic
Schools
NSW**

FUJIFILM
Value from Innovation



Johnson & Johnson

Coates

Our Value Proposition

We believe that customers should ask not only what the product costs, but rather what is it WORTH to them.

Integrity Health & Safety offers more than just products. We believe in creating meaningful partnerships and delivering value beyond the bottom line. Our unique value proposition goes beyond the low prices, focusing on 6 key aspects.



Indigenous Procurement

As a Supply Nation certified Indigenous-owned supplier of WHS products & services, we partner with you to fulfill your supplier diversity goals which foster economic empowerment within Indigenous communities.



Managed by Healthcare Professionals

Led and managed by experienced healthcare professionals with deep industry knowledge and experience, we have a better understanding of your organization's specific needs, ensuring that our products and services align seamlessly with your goals.



Commitment to First Nations' Healthcare

We proudly support the advancement of healthcare professionals by allocating a portion of our profits to fund Aboriginal and Torres Strait Islander nurses in furthering their education. By engaging with us, your organisation contributes to building healthcare capability in their communities and farther afield.



Exceptional Value and Quality

We firmly believe in providing exceptional value, uncompromising quality and exceptional service. By engaging with Integrity Health & Safety, you can rely on the superior performance of our offerings.



Long-Term Partnerships

We are committed to building enduring partnerships based on trust, collaboration, and shared values by using our customer-centric approach to ensure that your unique requirements will always be our top priority.



24/7 Service & Support

The breadth and depth of our customer logos attest to the value they place on our responsiveness for service and support at anytime, anywhere.

We may not always be the least expensive supplier – however, we will always provide you with the best ROI.



HOW THE ONSITE PROGRAM WORKS

IMPLEMENTING YOUR EMPLOYEE FLU VACCINATION PROGRAM IS MANAGED IN 4 EASY STEPS.

1

QUOTE REQUEST

- Confirm acceptance of this proposal by completing the **Proposal Acceptance Form**

[CLICK HERE](#)

2

SCHEDULING

- AVS will schedule your onsite clinics and email you dates and times for approval.
- Once confirmed, you will receive a link to our online booking system and marketing materials to advertise the program to your staff.

3

ONSITE CLINIC

- On the days of your onsite clinics the immunization nurse will arrive early to set up.
- The nurse will stay for 15 minutes after the last vaccination.
- Our nurses vaccinate on average 8 people in 15 minutes.

4

COMPLETION

- When your clinics are completed, we will send you an invoice and any additional reports you may require.
- We can issue one or multiple invoices, such as, by site.
- The Australian Immunization Register is updated

ONLINE BOOKING SYSTEM

To manage its flu vaccination services, AVS uses its proprietary online booking system which is Australian-based, custom-built, scalable and is tried and tested through years of practical use during the implementation of hundreds of thousands of flu vaccination and COVID-19 clinics.

The system has multi-layered functionality that enables AVS to manage all aspects of delivery of our vaccination services.

The system can be co-branded with your logo, and the landing page shows every clinic you offer to your staff with its location, time, and date, as well as vaccination open slots remaining.

The online booking system enables AVS to deliver clients their flu vaccination programs, be it via Onsite Clinics, Pharmacy Flu Vouchers, and the AVS

Reimbursement option for GP/Medical centre vaccinations.

We encourage you to test our system so that you see how user-friendly it is for your staff and admin.

See links for examples of our onsite booking system:

Vaccination Landing Page:

- this page can advertise the onsite, voucher and reimbursement options.

Direct to Online Booking Form:

- this page shows how staff book their onsite appointments.

BENEFITS



Digital Consent
Forms



Client Admin
Access



Customised
Booking System



SMS & Email
Reminders



Optional: Customisable
Survey Functionality



Health Records
Updated to Medicare



Self Management
Appointment and
Pharmacy Vouchers

FLU VACCINATION PROGRAM 2025 PROPOSAL

[Australian Vaccine Services](#) Pty Ltd (AVS) and Integrity Health & Safety deliver flu vaccinations in a blended model via **three options** that best suit each client:

- **Onsite Flu Vaccinations** – nurses attend the client's premises to provide flu vaccination clinics.
- **Offsite Flu Vaccination at Pharmacies** – employees who cannot attend the onsite clinics can opt to be vaccinated from over 1,800 participating pharmacies of their choice via voucher system.
- **Offsite Flu Vaccination at a GP/Medical Centre** – employees who cannot attend the onsite clinic nor opt to receive vaccinations from participating pharmacies can receive vaccinations from their preferred GP/Medical Centre and receive a reimbursement of the cost up to a value the client sets via our Reimbursement Portal.

NO CHARGES FOR:

- No Shows - pay for completed onsite vaccinations only, not for estimated or booked numbers
- Nurse Travel Time & Expenses (for Metro locations)
- Online booking system with Calendar, SMS and email reminders
- Individual Vaccination Certificates
- Uploading patient information to Medicare (the Australian Immunization Register – AIR)
- Nurse call-out fees

PHARMACY VOUCHERS

All vouchers issued by AVS are non-refundable once the unique code has been issued. An issued voucher is a voucher that has been ordered by an employee via the unique portal issued by AVS to the client.

See below for our terms and conditions.

[CLICK HERE](#)

to access our online "ACCEPT PROPOSAL" form and the Integrity Health & Safety/AVS team will be in touch to confirm dates and times.



PRICING FOR 2025

The prices quoted are based on individual site visits and include nurse time, vaccine costs, online booking form, and project management.

ONSITE FLU VACCINATIONS

20 OR FEWER

Vaccinations
Per Site Visit

\$579 +GST Flat Rate Fee for site visits
of 20 or less vaccines administered

21 OR MORE

Vaccinations
Per Site Visit

\$28.95 + GST per vaccine
administered for every additional
vaccination

Queensland

Per Site Visit

\$300 + GST per visit

PHARMACY FLU VOUCHERS

AUSTRALIA

Based Pharmacies

Tier 1 – TerryWhite, National Pharmacies, Chempro chemists, Ramsay Pharmacies, Chemist Warehouse, Priceline and Blooms the Chemist

\$26.95 +GST per voucher Ordered

Tier 2 – Amcal, Discount Drug Stores, Direct Chemist Outlet, Independent Pharmacies

\$29.95 + GST per voucher Ordered

Note: The AVS Portal can selectively activate and deactivate pharmacies by chain as requested by the client.

- No setup fee for orders of 51 vouchers or more.
- For orders of less than 50 vouchers, a \$50 monthly charge applies.
 - Minimum of 2 months, maximum of 6 months (subject to pharmacy's vaccination season).
- You can select how long you would like the voucher system to be active.
- Part months are charged in full.
- Requests must be received by the last day of the month to avoid an additional month's billing.

REIMBURSEMENT CLAIMS

REIMBURSEMENT PORTAL

Cost per claim approved by client

+

\$7.50 +GST Admin Cost per
approved claim

8

All prices quoted are based on individual site visits by our nurses - and vouchers ordered from our system - and are GST exclusive.

TERMS AND CONDITIONS

ONSITE FLU VACCINATIONS

Integrity Health & Safety / AVS believe in total transparency when it comes to our pricing and what our clients will be charged. In most cases, our clients are charged for the total number of completed vaccinations at the rate we have stated earlier in this proposal. However, additional fees may be charged, such as parking charges for the nurse.

If we know in advance of the vaccinations taking place, or as part of our proposal, that there may be additional fees, we will inform you and can provide a full written quote to make any additional charges as clear as possible.

Through our account management, we will work closely with you to avoid as many additional charges as possible, with the intention of not having any additional charges. It is the client's responsibility to promote the flu program to ensure that the number of vaccinations requested vs. completed is achieved.

Booking Procedure: A confirmation form is to be completed online by a dedicated link issued to the client for AVS to review. AVS will confirm with the client the date and time of the onsite vaccinations as well as provide supporting material required (consent forms, info packs, posters, etc.).

Services: Upon confirmation of mutually beneficial dates for vaccinations to be administered, the AVS project manager will provide a link to an online booking system (if required). Services will then be provided as specified in a delivery schedule agreed between AVS and the client.

The client reserves the right to request amendments to the delivery schedule at its discretion, subject to the Services Cancellation and Postponement Policy, described below.

Services Cancellation and Postponement Policy: Cancellation or postponement of the services will require a minimum of 10 working days notice in writing, otherwise a cancellation or postponement charge of \$200 per clinic will apply. Any cancellation or postponement within 5 working days of the confirmed clinic will attract a charge of \$300 per clinic.

An administration fee of \$200 + GST per site visit is payable by the client for all changes made within 5 working days of the delivery date.

Invoicing: Integrity Health & Safety will generate an invoice for 50% of the estimated onsite vaccinations and vouchers upon booking confirmation. Onsite booking for sites of less than 20 vaccinations will have the full flat fee invoiced.

A final invoice will be issued on the completion of the services based on (a) the final number of vaccinations completed, plus (b) any additional costs (such as parking associated with the delivery, nurse travel time). Vouchers that have been ordered via the AVS system will be invoiced at the start of each month for the previous month.

TERMS AND CONDITIONS

ONSITE FLU VACCINATIONS

Payment Terms: Upon confirmation of this booking, the client must pay Integrity Health & Safety either by cheque, or electronic transfer, 50% of the total amount of the estimated number of vaccinations required by way of deposit (Deposit). Each invoice generated by Integrity Health & Safety is payable within 14 days of the issue date. Payments made later than 45 days from the date of the invoice will incur a 12% pa late fee per month.

Nurse Time Onsite: Nurses will attend client's premises for the time required to deliver the agreed estimated vaccinations. Based on experience, nurses traditionally complete 8 vaccinations per 15 minutes (32 in an hour). Additional charges for nurse time-on-site are applicable and charged at \$165 per hour (pro-rata) when a minimum of 20 vaccinations per hour are not completed by the nurse.

THE FOLLOWING SCENARIOS ARE EXAMPLES OF WHERE CHARGES WOULD BE APPLICABLE:

- A client requests that a nurse attends their site for 3 hours to administer 30 vaccines. As the average of 20 vaccinations per hour is not met, a charge of \$165 x 3 will be applicable (the normal amount of time we would allocate for 30 vaccinations would be 1 hour).
- On the day that the vaccinations take place, the uptake is lower than expected/booked in, and less than an average of 20 vaccinations per hour completed (minimum 1 hour booking), therefore, an additional charge of \$165 per hour is charged for each hour the nurse is onsite.
- Where possible, AVS will assist with adjusting the session to avoid any charges for low uptake. Requests to reduce clinic lengths can be made up to 5 working dates from the date of the scheduled clinic. After this point, the amount of time booked in is locked in and any potential charges are based on the time allocated.
- AVS allocates the nurse time onsite based on the estimated number of vaccinations as provided by the client. AVS schedules based on 8 vaccinations per 15 minutes.

Standard Hours of Operation for Nurses: Vaccinations required outside of the standard hours of 8.00 am - 6.00 pm will incur a surcharge of \$115 per hour and will apply for each hour the service is booked before/after the standard working hours (a minimum of 1 full hour will be charged). Each hour outside of the standard business hours is charged for. For example, if a nurse is required onsite between 6.00 am - 7.00 am, 2 out-of-hours surcharge will apply.

Parking and Nurse Travel Time: AVS will invoice the cost of parking if the client cannot provide free onsite parking for the nurse. Nurse travel time will be charged at \$1.50 per kilometre for trips further than 50km (round trip) from the centre of the CBD as calculated by Google maps. For example, if your office is 80km (round trip) from the CBD: 80km - 50km = 30km x \$1.50 = \$45 which will be charged as nurse travel time. Where possible, we use local nurses. If we have a nurse in the area the clinics take place, we waive the travel time cost. CBDs include:

- ACT: Canberra
- NSW: Sydney, Gosford, Newcastle, Penrith, Wollongong
- QLD: Gold Coast, Brisbane, Sunshine Coast, Cairns
- SA: Adelaide
- TAS: Hobart, Launceston
- VIC: Melbourne, Geelong, Mornington, Dandenong
- WA: Perth

TERMS AND CONDITIONS

PHARMACY FLU VACCINATIONS

THE FOLLOWING TERMS AND CONDITIONS RELATE TO THE PHARMACY FLU VOUCHER PROGRAM:

- No setup fees are charged for a pharmacy voucher portal.
- Vouchers are charged at the pharmacy chain rate quoted in the proposal for each voucher ordered via the AVS voucher portal.
- Integrity Health & Safety does not charge for estimated vaccinations, only for vouchers ordered by our clients' employees via the AVS system.
- All vouchers issued with AVS are non-refundable once the unique code has been issued. An issued voucher is a voucher that an employee has ordered via the unique portal issued by AVS to the client.
- Integrity Health & Safety will issue an invoice for all vouchers ordered the previous month at the start of each subsequent month. For example, the April invoice will be for all invoices ordered in March.
- Vouchers not redeemed cannot be refunded.
- **If 50 or less vouchers are ordered, a \$50 per month charge will be added to your final invoice, with 2-month minimum to a maximum of 6-months charged (subject to when pharmacies close their vaccinations for the season).**
- You get to select how long you'd like the voucher system to be active. Part months are charged in full. A request must be received by the last day of the month to avoid another month's billing.

TERMS AND CONDITIONS

REIMBURSEMENT PROGRAM

THE FOLLOWING TERMS AND CONDITIONS RELATE TO THE REIMBURSEMENT PROGRAM:

- No setup fees are charged to set up a Reimbursement Portal.
- Reimbursements must be approved by the client after verifying:
 - Employee credentials
 - Vaccination receipt
 - Proof of vaccine
- AVS will reimburse claims approved by the client and paid to the BSB and Account number provided by the employee making the claim.
- If an employee provides incorrect banking information that leads to a payment 'going missing', the full cost of the reimbursement and administration fee is charged to the client.
- If an employee provides incorrect banking information that leads to a payment being returned to AVS by the bank, the client will be charged the administration fee for processing the payment. The person making the claim must make a second claim with the correct banking information.
- Integrity Health & Safety will invoice for all approved claims for the total amount reimbursed to client's employees plus the admin fee per approved claim.

END TERMS AND CONDITIONS

CONFIRM ACCEPTANCE OF OUR PROPOSAL

THANK YOU for reading our proposal and considering Integrity Health & Safety to be your vaccination provider, in partnership with AVS.

[CLICK HERE](#)

to access our online "ACCEPT PROPOSAL" form and the Integrity Health & Safety/AVS team will be in touch to confirm dates and times.

If you would like to discuss this proposal or receive **pricing**, (including holding onsite COVID-19 vaccination booster clinics at your workplace), please **contact us:**

info@integrityhs.com.au * 1300 720 024

www.integrityhs.com.au

www.ausvacs.com.au