Integrity Health + Safety

Your Indigenous owned WHS partner

Supply Nation CERTIFIED

2027 Flu Vaccination Proposal

Workplace health, made simple.



Executive summary

Why Offer flu vaccinations to staff?

Providing employees with an annual flu vaccination is a low-cost preventative health initiative that helps reduce the risk and severity of influenza, supports employee wellbeing, reduces workplace transmission and absenteeism, and helps maintain business continuity during the winter flu season.

Integrity Health & Safety

Integrity Health & Safety is a Supply Nation certified Indigenous-owned supplier of Work Health & Safety products and services, including flu vaccinations, skin checks and workplace health checks. Founded by Liam Harte and Brad Goodwin, two Indigenous intensive care paramedics who served in the Australian Defence Force and sit on the boards of Local Health Districts in NSW.

Engaging Integrity Health & Safety [amend throughout] helps meet Reconciliation Action Plans and supplier diversity targets. Our Social Impact Commitment funds Aboriginal nurses' first aid, CPR, flu vaccination and leadership courses to grow healthcare capability in their communities.

Our delivery partner: Australian Vaccine Services

AVS, founded in 2012, is Australia's largest provider of onsite corporate flu vaccinations and pharmacy vouchers, and has delivered flu vaccinations nationwide with Integrity for the past five years. Integrity is the Prime Contractor and your primary point of contact for account management; AVS is the Subcontractor providing all clinical and related services. References to AVS apply equally to Integrity Health & Safety as the contracting party.

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SOCIAL IMPACT IN ACTION



Erin Finlayson

Then 5th year registered nurse, Upper Hunter Valley. Recipient of an Integrity Health & Safety bursary.

"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."

AVS BY THE NUMBERS

Vaccinations
~250,000
onsite flu vaccinations, 2026 season

Clinics
8,000+
clinics delivered nationwide, 2026

Certified
ISO
ISO 9001 and ISO 31000

Australia's largest
#1
onsite corporate flu provider

More employees protected. Less admin for your team.

Workplace health programs, made simple

One partner for flu vaccinations, skin checks and health checks, with simple booking and less administration for your team, delivered nationwide by Integrity Health & Safety and AVS.

Your program includes:

- **Flu vaccinations:** onsite clinics, pharmacy vouchers and GP reimbursement.
- **Skin checks:** onsite dermoscopy screening, clinic vouchers and self-check cards.
- **Health checks:** clinician-led onsite checks in three appointment lengths.
- **Booking and coordination:** online booking, reminders, communications and participation reporting.

One partner. Every employee covered, wherever they work. Counts toward RAP and supplier diversity targets.

Australian-based phone, email and online support. Online booking system and pharmacy portal, data stored in Australia

Vaccine certificates to all staff booked online; Medicare AIR updated

No charge for no-shows. Walk-ins welcome

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Trusted by leading organisations



How the flu program works

Four easy steps

1 — Accept proposal

Sign the Proposal Acceptance Form. Our scheduling team takes it from there.

2 — Scheduling

AVS emails clinic dates and times for approval, then your booking link and marketing materials.

3 — Onsite clinic

The nurse arrives early to set up and stays 15 minutes after the last vaccination. Average 8 vaccinations per 15 minutes.

4 — Completion

Invoice (one or split by site) and reports as required. Certificates issued and AIR updated.

Three ways to get vaccinated, one booking system:

Onsite clinic | Pharmacy voucher (2,400+ pharmacies) | GP reimbursement

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Onsite clinic pricing

ONSITE VACCINATION PRICING		
20 or fewer vaccinations per site visit	**$585**	flat per visit
21 or more vaccinations	**$31**	per additional vaccination
Government-funded clinic*	**$300**	per visit

Australian dollars, excluding GST. Rates apply to each site visit.

Included in your clinic

Vaccine, nurse time, online booking, digital consent, reminders, coordination, certificates and AIR uploads. No charge for metro nurse travel or call-outs.

How final charges are calculated

You pay only for completed vaccinations. Extra charges apply only for nurse time under 20 vaccinations per hour, after-hours, regional travel, parking or paper consent. Details on the terms slide.

*Government-funded option

Where a state offers an equivalent program (QLD and WA in 2026), the service fee is $300 per visit with no per-vaccine charge, subject to 2027 funding and eligibility being confirmed.

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Vouchers and reimbursements

Australia	NZ / Chemist Warehouse	NZ / Greencross
$27.95 per voucher issued	**$30.00** per voucher issued	**$40.00** per voucher issued

Australian dollars, excluding GST.

Voucher billing

Charged only when employees order via the AVS portal, not against an estimate. Issued codes are non-refundable. Invoiced monthly for the previous month.

Small voucher-only programs

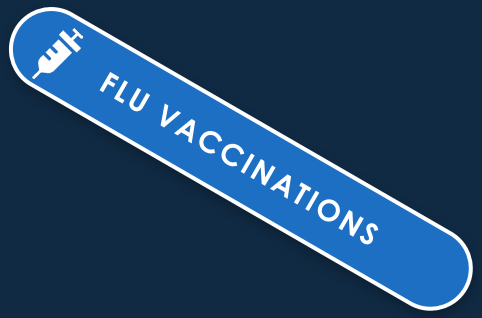
No setup fee for 51 or more vouchers. For 50 or fewer, $50 per month for 2 to 6 months. Part months are billed in full.

Optional GP reimbursement

No setup fee. You set claim limits and approve each claim. Approved reimbursement plus $7.50 admin fee per approved claim.

Government-funded vaccinations

Where a state offers free flu vaccines (e.g. QLD and WA in 2026), staff are pointed to the free option and vouchers are not charged.



Pharmacy Flu Voucher Program

Staff who miss an onsite clinic or work remotely can be vaccinated at any of 2,400+ partner pharmacies in Australia and NZ. Use vouchers alone or with onsite clinics.

Featured partners and many more

- TerryWhite Chemmart
- Chemist Warehouse
- Priceline Pharmacy
- Amcal+
- Blooms The Chemist
- National Pharmacies
- Ramsay Pharmacy
- Soul Pattinson Chemist
- Unichem
- Discount Drug Stores

*Pharmacy brands subject to change.

Online booking system

FLU VACCINATIONS

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

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

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

The online booking system lets AVS deliver your flu vaccination program via Onsite Clinics, Pharmacy Flu Vouchers and the AVS Reimbursement option for GP/Medical Centre vaccinations.

Try it for yourself

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

View example landing page

The landing page can provide employees with information of the onsite, voucher and reimbursement options.

BENEFITS

- **Digital consent forms**
- **Client admin access**
- **Customised booking system**
- **SMS & email reminders**
- **Optional customisable surveys**
- **Health records updated to Medicare**
- **Self-managed appointments & pharmacy vouchers**

Our proposal

FLU VACCINATIONS

Integrity Health & Safety and Australian Vaccine Services Pty Ltd (AVS) deliver flu vaccinations in a blended model, using three options to best suit each client:

01

Onsite flu vaccinations

Nurses attend the client's premises to run flu vaccination clinics.

02

Pharmacy vouchers

Employees who cannot attend an onsite clinic can be vaccinated at any of over 2,400 participating pharmacies via our voucher system.

03

GP / medical centre

Employees who cannot use either option can be vaccinated by their preferred GP or medical centre and be reimbursed up to a value the client sets, via our Reimbursement Portal.

NO CHARGES FOR

- No-shows: pay for completed onsite vaccinations only, not estimated or booked numbers
- Nurse travel time and expenses (metro locations)
- Online booking system with calendar, SMS and email reminders
- Individual vaccination certificates
- Uploading patient information to the Australian Immunisation 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 one that has been ordered by an employee via the unique portal issued by AVS to the client. **See our terms and conditions.**



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Flu vaccinations: key terms

Additional charges (only where they apply)

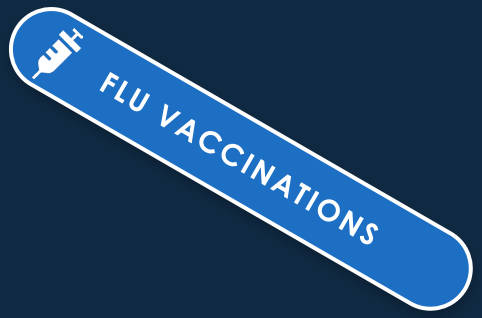
- Nurse time: $165 per hour if under 20 vaccinations per hour
- After-hours (outside 8am to 6pm): $115 per hour
- Travel: $1.50/km beyond 50km round trip; parking at cost
- Paper consent: $50 per visit + $2 per form

Cancellation

- $200 per clinic with under 10 working days' notice
- $300 per clinic with under 5 working days' notice
- Pharmacy vouchers are non-refundable once issued

Payment

- 50% deposit on booking confirmation
- Invoices payable within 14 days



Next step

Accept your proposal

Complete the Proposal Acceptance Form and our team will be in touch to confirm dates and times.

Accept proposal

1300 720 024

info@integrityhs.com.au

www.integrityhs.com.au

www.ausvacs.com.au

Terms and conditions

General terms and conditions

Onsite flu vaccination terms

Workplace Skin Checks

Early detection starts with awareness.

Integrity Health & Safety, in partnership with AVS, delivers convenient workplace skin checks by qualified clinicians with dermoscopy training, helping employees understand skin changes and when to seek GP advice.

Program approach

- **Standard onsite screening:** 15-minute checks using professional dermoscopy technology.
- **Offsite clinic vouchers:** Tier 1 and Tier 2 clinic networks across Australia and NZ.
- **Skin self-check cards:** portable ABCDE education tools for onsite, remote and shift-based staff.
- **Flexible funding:** employers may fully or partly subsidise clinic vouchers.

Onsite clinics

Half-day: up to 14 appointments.
Full-day: up to 27 appointments.

Offsite and education

Clinic vouchers plus scalable self-check cards for distributed workforces.

Click Here to View Skin Check Program

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Onsite skin checks

Best-practice screening at your workplace

SKIN CHECKS

1. **Review skin history**
   Review the individual's skin cancer history.
2. **Comprehensive assessment**
   Perform a comprehensive skin cancer assessment in a private 15-minute appointment.
3. **Document and image**
   Document and image any suspicious spots or moles.
4. **Educate**
   Educate on self-check methods and skin cancer prevention.
5. **Recommend next steps**
   Recommend further screening or treatment with a GP or skin clinic, where needed.

Professional dermoscopy technology

A dermatoscope provides enhanced magnification and illumination, so practitioners can examine the structures, colours and patterns of moles and skin lesions in far greater detail than the naked eye allows. This supports early identification of lesions needing further assessment or treatment.

Participant follow-up

Each person receives information on self-checking and prevention. Where further assessment is recommended, they are referred to their GP or a skin clinic, and our team follows up with those advised to seek treatment.

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Clinic vouchers and self-check cards

Offsite clinic vouchers (2 tiers)

Employees can use a voucher for a standard skin and mole check at a participating clinic.

- Tier 1 covers our standard-priced clinic network, including MoleMap.
- Tier 2 gives employees access to selected higher-priced clinics, including participating Australian Skin Cancer Clinics and some GP clinics.

The tier reflects the clinic's price, not a longer check or a different level of screening. The voucher covers the initial check and advice on any next steps. Follow-up appointments and treatment are not included.

Skin self-check cards

The ABCDE guide helps you spot changes to look out for: **A**symmetry, uneven **B**orders, variations in **C**olour, **D**iameter and **E**volving (changing over time). If you notice a new or changing spot, speak with your GP.

SKIN CHECKS

120+

Tier 1 clinic locations

40+

Tier 2 clinic locations

ABCDE

Asymmetry, Border, Colour, Diameter, Evolving: the melanoma warning signs every card teaches staff to look for

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Skin check pricing

2027, excluding GST

Half-day program

$1,500

Up to 14 x 15-minute appointments
$107.14 per person at full capacity

Full-day program

$2,250

Up to 27 x 15-minute appointments
$83.33 per person at full capacity

Tier 1 clinic voucher

$140

120+ locations, charged when redeemed

Tier 2 clinic voucher

$170

40+ locations, charged when redeemed

The $15 administration fee is charged when a voucher is ordered. If it's used, the $15 is credited towards the voucher price. The total is $140 for Tier 1 or $170 for Tier 2, excluding GST. If the voucher isn't used, only the $15 administration fee applies.

SKIN CHECKS

What affects your price

- Onsite programs are flat rates per clinic day
- Parking, regional travel and after-hours work are charged only with your agreed written consent
- Missed and unbooked appointments are charged as standard
- Additional daily appointments are charged at the per-person rate
- Cancellation terms are on the terms slide

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Skin checks: key terms

Additional charges (only where they apply)

- After-hours (outside 8am to 5pm): $115 per hour
- Travel: $1.65/km beyond 100km round trip; parking at cost
- Missed and unbooked appointments charged as standard
- Clinic vouchers: $15 admin fee per voucher ordered

Cancellation

- 50% of the fee within 11 to 20 business days
- 100% of the fee within 10 business days
- Non-refundable regional travel costs charged in full

Payment

- 50% deposit on booking confirmation
- Invoices payable within 30 days

Workplace Skin Checks page

SKIN CHECKS

Next step

Tell us about your team on our Workplace Skin Checks page and we will confirm clinic dates, times and voucher options.

1300 720 024

info@integrityhs.com.au

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www.ausvacs.com.au

General terms and conditions

Workplace Health Checks

Personal results. Practical next steps.

Confidential onsite checks help employees understand their health risks, from blood pressure and heart health to diabetes risk, waist-to-height ratio and lifestyle factors. Results and practical next steps are discussed privately. What's included depends on the check selected.

Program approach

- **Nurse-led onsite screening:** private appointments delivered by qualified clinicians.
- **Key measurements:** blood pressure, resting heart rate, waist and height, with cholesterol from Health Check Plus.
- **Lifestyle and risk factors:** physical activity, nutrition, smoking and alcohol.
- **Personalised next steps:** results discussed on the day, with GP follow-up advice where indicated.

Three appointment lengths

Standard 15 min, Health Check Plus 20 min, and Comprehensive 30 min.

Employee-focused

Confidential results, practical risk-reduction advice and referral guidance.



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How the program works

Coordinated from start to finish

1

Confirm and plan

Confirm scope, sites, numbers and safety-critical roles. AVS confirms practitioner registration, clinical readiness and your quotation.

2

Launch your program

Share booking links, preparation and consent information. Online answers are reviewed at the appointment and are not an urgent-care channel.

3

Deliver the clinic

The practitioner confirms suitability and consent, follows approved measurement and quality procedures, and explains the findings and their limits.

4

Provide next steps

Written results, referral urgency and timeframe, with GP handover offered with consent.



What your workplace provides

A room with visual and sound privacy, cleanable table and chairs, good lighting, power, hand-hygiene access and space to lie down. Please confirm the site contact, first aider, AED and emergency access.

What employees can expect

A confidential appointment with a registered health practitioner. Employees receive preparation and consent information and may decline any check. They should disclose pregnancy, diabetes, medicines, bleeding risks or illness, as checks may be modified or deferred.

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Choose the right health check

Formal sleep and mental wellbeing screening are not included.



What is included	Standard 15 minutes	Health Check Plus 20 minutes	Comprehensive 30 minutes
Blood pressure and resting heart rate	✓	✓	✓
AUSDRISK diabetes risk questionnaire*	✓	✓	✓
Waist, height and waist-to-height ratio	✓	✓	✓
Smoking, alcohol, activity, diet and nutrition*	✓	✓	✓
Structured goal setting and lifestyle advice	Brief advice	✓	✓
Total and HDL cholesterol; TC/HDL ratio**	-	✓	✓
Australian CVD Risk Calculator, if eligible***	-	✓	✓
LDL cholesterol and triglycerides**	-	-	Conditional

* AUSDRISK where applicable; known diabetes needs GP review. Online answers are not monitored.

** Point-of-care testing is indicative; GP confirmation may be needed.

*** Applies to eligible ages (generally 45 to 79, earlier for some groups). Estimates do not replace GP care.

Results, privacy and pricing

For each employee

- Written results, practical advice and clear next steps
- Referral advice with urgency and review timeframe; GP letter with consent
- Acute symptoms: emergency care (000) and safe handover

For your organisation

- De-identified participation reporting, agreed before launch
- Small groups (under 10) are suppressed so individuals cannot be identified
- Individual results are never included in employer reports; disclosure only with consent or a lawful exception

Standard	Health Check Plus	Comprehensive
$2,250	**$2,250**	**On request**
15 min, up to 27 per day	20 min, up to 20 per day	30 min, up to 14 per day

Price per full-day clinic, excluding GST.

HEALTH CHECKS

Included in your program

- Program coordination, booking support and employee communications
- Written results and next steps for every participant
- GP handover offered with consent
- Confidential, nurse- or clinician-led appointments

Travel and half-day programs are quoted separately.

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Health checks: key terms

Pricing

- Standard or Health Check Plus: $2,250 per full-day clinic
- Comprehensive: on request
- Travel and half-day programs quoted separately

Cancellation

- 50% of the fee within 11 to 20 business days
- 100% of the fee within 10 business days
- Non-refundable regional travel costs charged in full

Payment

- 50% deposit on booking confirmation
- Invoices payable within 30 days

Workplace Health Checks page

HEALTH CHECKS

Next step

Tell us about your team on our Workplace Health Checks page and we will confirm your program, dates and times.

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Thank you

We're here if you need any further information.

GET IN TOUCH

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