Health assessment FAQs

What if I will be or was out on leave during part of the year or unable to participate?

Contact Virgin Pulse regarding a temporary or permanent disability for a reasonable alternative accommodation. If you have any questions regarding that process you can email Human Resources at worklife@saif.com.

Why is it important for my spouse or domestic partner to complete the health assessment? Isn't it enough just for me to take it?

SAIF thinks it is important for everyone who is covered under our health plans to be a partner in improving our health and holding down costs. Family members contribute as much or more to our overall risk and thus, claims costs.

What is the deadline for completing the assessment? What if I miss it?

The deadline is August 31 for Know Your Numbers and the Healthstat online health assessment and September 30 for the Virgin Pulse program, and those are firm deadlines. The plans will have a month to determine eligibility for the Well-Aware and Engaged, Well-Aware, and Well plans, based on who completed an assessment. The new plans will become effective January 1 the following year. If you miss the deadline, you'll have to wait until the next open enrollment period. You will be placed on either the Well-Aware or Well plan for the entire year.

What are the requirements for new employees?

Virgin Pulse program: Employees hired January 1, 2019 – March 31, 2019 only need to reach 16,000 points on the Virgin Pulse program. Employees hired April 1, 2019 – September 30, 2019 are exempt from the points requirement for their first year.

Health assessment and Know Your Numbers: Employees hired after May 31, 2019 are exempt from the health assessment and KYN requirements and are automatically eligible for the Well-Aware and Engaged medical plan for their first year.

Next year, employees will be required to follow the same requirements as existing employees. Please note for the Virgin Pulse program, the program restarts every October 1. Make sure you are participating in the program by this date as it could take the full year to reach 32,000 points for the following year.