

Group Benefits Solutions

Benefits
Information

from Health Association Nova Scotia

If You Are Thinking about Retirement Here Are Some Things to Consider . . .

If you're like many of your colleagues who work in Nova Scotia's healthcare organizations, you may be thinking about retirement and making plans for that exciting phase of your life.

The following is a checklist of some things you should know about your Health Association benefits and the changes you can expect when you retire. Because some of you will retire before you reach age 65, we've provided a breakdown of benefits based on whether you are still working (active), an early retiree (under age 65) or a retiree who is over age 65.

You are eligible for retiree benefits if you have at least 10 years of continuous service immediately prior to retirement and receive a pension from the Nova Scotia Health Employees' Pension Plan or another pension plan sponsored by your employer. Please contact your Benefits Administrator for more clarification.

Please note, the information below is a complete list of all benefits offered by Health Association Nova Scotia. Your employer may offer all or only some of the following benefits.

Health Association Nova Scotia Benefits – Multi-Employer Plan			
Benefit	Active Member	Retired (Under Age 65)	Retired (Over Age 65)
Health - Prescription Drugs The plan will cover the lowest priced interchangeable drug substitution.	Covered. Coverage ceases at age 70 Note – At age 65 you or your spouse should advise Nova Scotia Seniors' Pharmacare Program of your other drug coverage, thus eliminating the possibility of penalty when you do require coverage under the program.	Covered. Coverage ceases the 1 st day of your 65 th Birthday month.	Not covered. If you are a resident of Nova Scotia you may be eligible for Nova Scotia Seniors' Pharmacare Program, effective 1 st day of 65 th Birthday month. (Call 902-429-6565 or 1-800-544-6191 for more information)
Health – Supplies & Services (including private duty nursing, orthopedic shoes, diabetic equipment, ambulance, smoking cessation, etc.)	Covered. Visit www.healthassociation.ns.ca/benefits for a detailed description of health benefits. Covered. Visit www.healthassociation.ns.ca/benefits/retirees for a link to "My Retiree Benefit Pamphlet".		
Health Benefits Card	Employees over age 70, your benefit card is not valid for payment.. You must submit a claim for reimbursement.(eg. diabetic, ostomy supplies).	Retirees over age 65, your benefit card is not valid for payment.. You must submit a claim for reimbursement.(eg. diabetic, ostomy supplies).	
Health – Paramedical Practitioners	The Plan covers reasonable and customary (R&C) up to the maximum \$1,800 in each calendar year for the combined service of a: Acupuncturist, Chiropractor, Chiropract/Podiatrist, Homeopath, Massage Therapist, Naturopath, Occupational Therapist, Osteopath, Physiotherapist, Dietician, Speech Therapist.		
Mental Health – Paramedical Practitioners	The Plan covers reasonable and customary (R&C) up to the maximum \$1,500 in each calendar year for the combined service of a: Counselling Therapist, Psychologist, Social Worker. (this is separate from the Health Paramedical Practitioners maximum)		
Hospital Coverage	The Plan covers Semi-private or Private room.		

Benefit	Active Member	Retired (Under Age 65)	Retired (Over Age 65)
Health - Vision Care	The Plan covers reasonable & customary (R&C) reimbursement for lenses or contacts when a reasonable prescription change occurs. If not, coverage is limited to the R&C costs of prescribed lenses or contact lenses every 4 calendar years (every 2 for dependent children under 21). \$150 for frames every 4 calendar years (every 2 for dependent children under 21). Eye exam: Reasonable & Customary every two calendar years (every year for dependent children under 21).		
Emergency Travel	Covered. Included in Health Rate		Not covered. Coverage ends when you retire.
Retiree Health Premium Rates Subject to change	Active See premium deduction on your pay	Retired (Under Age 65) Single: \$144.58 Family: \$371.88 Retirees pay the full premium, except where an employer has negotiated cost sharing.	Retired (Over Age 65) Single: \$48.06 Family: \$96.21 No prescription drug coverage. The retiree pays 100% of premium.
		Retiree Over/Under Age 65 Rate: \$293.78 - this rate is available when one individual is covered for prescription drugs and the other individual is over age 65 with no drug coverage under the plan. If applicable, the retiree supplement (cost-sharing) from your employer ceases on the 1 st day of your 65 th Birthday month. The retiree pays 100% of premium.	
Basic Life Insurance	Covered. 2 times your earnings up to \$1,000,000, to age 70.	Yes. Your original life insurance amount will reduce 20% each year if you opt to continue coverage at retirement. Year 1 – 80% Year 2 – 60% Year 3 – 40% Year 4 – 20% Year 5 - Zero	Yes. If you retire between ages 65 and 70, if you opt to continue, your coverage at retirement will reduce to the amount that you would have had if you had retired at age 65. In no event will coverage extend past age 70.
		You have the option to convert the amount you lose (the amount your benefit has been reduced by) to an individual policy without medical evidence within 31 days of the date your insurance changes (each reduction date). <i>Call Sun Life Financial @ 1-877-893-9893 for more information.</i>	
Basic Life Insurance – Dependent Coverage	Covered. Cost included in Basic Life Insurance premium. See website for premium rates. \$10,000 for Spouse & \$5,000 for dependents.	Not covered. Spouse and dependent coverage ends when you retire, however, your spouse has the option to convert to an individual policy without medical evidence. You must apply to convert within 31 days from your retirement date. <i>Call Sun Life Financial @ 1-877-893-9893 for more information.</i>	
Long-Term Disability	Covered. See website for premium rates. 70% of earnings to a maximum of \$20,000 per month (amounts in excess of \$15,000 require evidence of insurability) to age 65, or age 60 with 30 years of pensionable service in NSHEPP (less the elimination period of 150 days).	Not covered. Coverage ends when you retire.	
Dental Insurance	Covered. See website for premium rates.	Not covered. Coverage ends when you retire.	
Optional Life Insurance, for you, your spouse and dependents	Covered. See website for premium rates.	Not covered. But you and your spouse have the option to convert to an individual policy without medical evidence. Premiums are based on your age, gender and smoking status. Must apply to do so within 31 days from your retirement date. <i>Call Sun Life Financial @ 1-877-893-9893 for more information.</i>	
Optional Accidental Death & Dismemberment	Covered. See website for premium rates. Typically, premiums are 100% employee paid.	Not covered. Coverage ends when you retire.	
Optional Critical Illness for you, your spouse and dependents	Covered. See website for premium rates. Typically, premiums are 100% employee paid.	Not covered. Coverage ends when you retire.	