



**NEWSLETTER / COST OF INSURANCE 2023  
DECEMBER 12, 2022**

Members will find below the premium rates for the group insurance plan for the year 2023 which were adopted by the Treasury Board. Unlike previous years, the premium rates in 2023 for accident and health insurance no longer provide for a reduced premium due to the insufficient surplus observed for this scheme. Please note that Beneva (SSQ) will be posting a new version of *Your plan at a glance* on the *Espace Client* website at the end of December. This will include the content of the insurance coverage offered to policyholders, new features for 2023, as well as pricing.

**Compulsory accident and health insurance scheme**

For the year 2023, a continuation has been concluded with Beneva for the compulsory accident and health insurance scheme. Remember that compulsory salary insurance and the RCO are paid in full by the government, and that compulsory life insurance is fully assumed by the insured. Consequently, in compliance with our cost-sharing agreement, the government portion not allocated to the long-term salary insurance plan is allocated to the mandatory accident and health insurance plan, which corresponds for 2023 to 34% of the premium for this plan. The SCT and the groups of executives have agreed to maintain the mutualization clause for drug benefits. As of January 1, 2023, drug benefits in excess of \$500,000 per certificate per year will continue to be pooled. This protection entails for 2023 a fee of 1.85% of the accident and health insurance premium, which is included in the pricing indicated below. The pricing structure according to status has also been reviewed for sickness accidents due to changes in the consumption of policyholders. The rates will be rebalanced to generate a ratio of 1.2 between single-parent and individual coverage statuses, and a ratio of 2.2 between family and individual coverage statuses. Thus, family status and single-parent status are increased by 5.2% and 9.9% respectively, while individual status decreases by 3.4% in 2023 for those under 65.

In addition, the surpluses accumulated in the plan no longer allow a premium holiday for employees to be granted for the year 2023. You will therefore find below the pricing table for the sickness accident scheme for the next year.

**Pricing per 14-day period (2023)\***

Protection	Premium total		Premium employer		Reduction of premium		Premium Employer		Subprime (65 and plus)**
	- 65	65 or +	- 65	65 or +	- 65	65 or +	- 65	65 or +	
Individuelle	74,98	50,01 \$	24,55	24,55 \$	- \$		50,43 \$	25,46 \$	109,18 \$
Monoparentale	89,95	64,98 \$	29,45	29,45 \$	- \$		60,50 \$	35,53 \$	131,02 \$
Familiale	164,95	115,02 \$	54,01	54,01 \$	- \$		110,94 \$	61,01 \$	240,20 \$

\*Premium rates do not include 9% provincial sales tax.

\*\* Additional premium paid by participants age 65 or over, starting on the 1st day of the pay period coinciding with or following their 65th birthday, if he asks to be insured by the drug benefit of the group plan rather than by the RAMQ plan



**Compulsory basic life insurance plan**

The pricing of the compulsory basic life insurance plan is reduced by 4.2% for the participant, while the pricing of the life insurance of the spouse and dependents as well as that of accidental dismemberment insurance is maintained in 2023. No premium holiday can be granted this year.

**Pricing per 14-day period (2023)\*  
(As a % of the member's salary)**

<b>Compulsory basic life Insurance plan</b>	<b>Total</b>	<b>Rate charged per Period payroll</b>
<b>Member</b>	0,063%	<b>0,063%</b>
<b>Spouse and P.A.C.**</b>	0,018%	<b>0,018%</b>
<b>Mutilation and accident</b>	0,006%	<b>0,006%</b>
<b>Total cost</b>	0,087%	<b>0,087%</b>

\*The total premium do not include provincial sale tax of 9%.  
\*\* P.A.C. : Dependent

**Optional additional life insurance plan for participant and spouse**

A maintenance of the premium for additional life insurance for the participant and spouse has been agreed with the insurer for 2023. However, the pricing structure for additional life insurance has been reviewed due to the deficits observed in recent years. The premium rate for the 55+ age group will now be priced separately by 5-year age group, up to age 80. The new structure therefore leads to a higher rate in 2023 compared to that of 2022 for age groups of 60 and over, as well as a greater increase for smoker status compared to non-smoker status. No amount on deposit is available to grant a premium holiday in 2023.



**Tarification par période de 14 jours  
(2023)\* Assurance vie additionnelle de  
l'adhérent Taux par 1 000 \$ de protection**

Age Group	Men smoker	Men non smoker	Women smoker	Women non smoker
Less than 35	0,021 \$	0,011 \$	0,010 \$	0,004 \$
From 35 to 39	0,035 \$	0,015 \$	0,025 \$	0,013 \$
From 40 to 44	0,052 \$	0,025 \$	0,045 \$	0,021 \$
From 45 to 49	0,085 \$	0,040 \$	0,066 \$	0,032 \$
From 50 to 54	0,142 \$	0,075 \$	0,108 \$	0,053 \$
From 55 to 59	0,234 \$	0,135 \$	0,161 \$	0,098 \$
From 60 to 64	0,473 \$	0,173 \$	0,375 \$	0,133 \$
From 65 to 69	0,707 \$	0,252 \$	0,489 \$	0,185 \$
From 70 to 74	0,991 \$	0,399 \$	0,617 \$	0,273 \$
From 75 à 79	1,283 \$	0,576 \$	0,723 \$	0,357 \$
80 years or +	2,044 \$	1,419 \$	1,519 \$	1,010 \$

\*Les taux de primes ne comprennent pas la taxe de vente provinciale de 9%.

**Tarification par période de 14 jours (2023)\*  
Assurance vie additionnelle du conjoint  
Taux par 10 000 \$ de protection selon l'âge de l'adhérent**

Age Group	Men smoker	Men non smoker	Women smoker	Women nonsmoker
Less than 35	0,21 \$	0,11 \$	0,10 \$	0,04 \$
From 35 to 39	0,35 \$	0,15 \$	0,25 \$	0,13 \$
From 40 to 44	0,52 \$	0,25 \$	0,45 \$	0,21 \$
From 45 to 49	0,85 \$	0,40 \$	0,66 \$	0,32 \$
From 50 to 54	1,42 \$	0,75 \$	1,08 \$	0,53 \$
From 55 to 59	2,34 \$	1,35 \$	1,61 \$	0,98 \$
From 60 to 64	4,73 \$	1,73 \$	3,75 \$	1,33 \$
From 65 to 69	7,07 \$	2,52 \$	4,89 \$	1,85 \$
From 70 to 74	9,91 \$	3,99 \$	6,17 \$	2,73 \$
From 75 to 79	12,83 \$	5,76 \$	7,23 \$	3,57 \$
80 years or more	20,44 \$	14,19 \$	15,19 \$	10,10 \$

\*Les taux de primes ne comprennent pas la taxe de vente provinciale de 9%.

**Amounts available without evidence of insurability**

Each year, the amounts of life insurance available without evidence of insurability are adjusted. For 2023, the new amounts are as follows:

Age of manager when he adheres	Amount available without proof
40 à 49 ans	179 200 \$
50 ans et plus	74 700 \$



### **Compulsory basic and supplementary long-term salary insurance plan (as a % of salary)**

The mandatory long-term salary insurance plan is maintained for the year 2023, as well as the mandatory additional plan (RCO) is maintained at the 2022 pricing. Thus, for 2023, the pricing of the two combined plans will be 0.756% salary. Note that the premiums for this plan are entirely paid for by the employer.

### **Contract changes**

The policy wording in connection with the group insurance contract will be amended to provide clarifications or changes to the following elements:

- (1) Additional fees are added to make retroactive salary adjustments.
- (2) Transfer to a specialized firm (from July 1, 2023) for members assigned outside the province of residence.
- (3) The reserve calculation method is modified for the life insurance, additional life insurance and long-term salary insurance plans based on the financial report for the period ending on December 31, 2022. In addition, there will be changes to the economic assumptions for invalids starting after January 1, 2020.
- (4) A new pricing structure for additional life and health accident insurance is applied in 2023.
- (5) The definition of spouse is modified (without impact for the insured).
- (6) The definition of close relative is broadened for the professional care that an insured person may receive from a member of his family: the insured may henceforth receive care from a member of their family as long as the latter does not reside at the same address as the insured.