

2023 Bulletin

on Newfoundland and Labrador
Social Legislation



beneva

2023 Beneva Bulletin

on MCSN-35848 Social Legislation

We are pleased to present the 2023 edition of the Beneva Bulletin on Newfoundland and Labrador Social Legislation, which summarizes the government programs available to the population. Through this bulletin, we aim to contribute to the physical and financial health of Newfoundland and Labrador residents by providing relevant and current information.

This document contains clear explanations to help you better understand how government programs and group insurance plans complement each other and help improve the quality of life of Canadians. The initiatives presented here reflect the values of community and security that prevail in our society and that we share through our mission.

NOTES:

The measures and programs presented in this document are the responsibility of the various government bodies that administer them. In the event of a discrepancy, the original texts in the laws and regulations will take precedence over the information provided in this Bulletin.

Table of contents

- 1. Employment Insurance Act 3
- 2. Canada Child Benefit. 6
- 3. Newfoundland and Labrador Child Benefit 8
- 4. Newfoundland and Labrador Income Supplement 9
- 5. Workplace Health, Safety and Compensation Act 10
- 6. Employment Standards Act 12
- 7. Canada Pension Plan. 14
- 8. Old Age Security Act 16
- 9. Newfoundland and Labrador Seniors' Benefit 17
- 10. Medical Care Plan. 18
- 11. Canada Dental Benefit ^{NEW} 21
- 12. Income Support 22
- 13. Tax Impact of Group Insurance. 24

EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA

1. Employment Insurance Act

Canadian workers pay premiums to be eligible for coverage under the *Employment Insurance Act*. This coverage allows them to receive income in the event of job loss, illness or when they have to provide care as a caregiver. Employers also pay premiums.

Premiums

	2023	2022
Yearly maximum insurable earnings	\$61,500	\$60,300
Employee		
Premium rate per \$100 of gross insurable earnings	1.63%	1.58%
Maximum annual premium	\$1,002.45	\$952.74
Employer		
Premium rate per \$100 of gross insurable earnings (1.4 times the employee's premium)	2.282%	2.212%
Maximum annual premium	\$1,403.43	\$1,333.84

Regular Benefits

Employment Insurance (EI) provides regular benefits to people who lose their jobs through no fault of their own, who are available for and able to work, but can't find a job. To be eligible, individuals must have accumulated the number of insurable employment hours during a reference period, i.e. **between 420 and 700 hours** based on the unemployment rate in their area.

The reference period is the shorter of the following:

- the 52-week period immediately before the start date of an EI claim
or
- the period beginning on the first day of an immediately preceding benefit period (if the person already successfully applied for benefits in the previous 52 weeks) and ending at the start of the new benefit period

Sickness Benefits

Sickness benefits are paid to individuals who are unable to work because of sickness, injury, or quarantine, and who have seen their weekly earnings reduced by more than 40% for at least one week. To be eligible, applicants must have accumulated **600 insured hours of work**.

Payment Details – Regular and Sickness Benefits

Specifications	Application terms and conditions
Waiting period before receiving benefits	7 days
Benefits	55% of the average insurable earnings for the best 14 to 22 weeks over the past 52 weeks, based on the unemployment rate in the region
Maximum weekly benefit	\$650
Duration of benefits	
Regular	14 to 45 weeks, based on the unemployment rate in the region
Sickness	Up to 26 weeks

Working While on Claim

With Working While on Claim, individuals can keep receiving part of their EI benefits and all earnings from their job. This means they may keep 50 cents of their EI benefits for every dollar earned, up to 90% of the weekly insurable earnings used to calculate the benefits. Any amount earned beyond this threshold is deducted dollar for dollar from their benefits.

For more information: [Employment Insurance – Working While on Claim](#)

A CLOSER LOOK AT GROUP INSURANCE

Public plans, private plans: Who pays first?

Through their programs, government departments and agencies (employment insurance, workers' compensation, public automobile insurance, etc.) act as first payers. Short and long term disability benefits under private plans serve as a complement to the basic protection offered by government programs. The private insurer therefore acts as a second payer.

Caregiving Benefits

EI caregiving benefits provide financial assistance to individuals who must take time away from work to care for or support a critically ill or injured person or someone needing end-of-life care.

Eligible individuals must have seen their weekly income reduced by more than 40% for at least one week. They must have accumulated at least **600 insured hours of work** in the 52 weeks before the start of their claim.

Benefits are equal to 55% of the average insurable earnings for the best 14 to 22 weeks over the past 52 weeks, depending on the unemployment rate in the region. The maximum weekly amount is \$650 and the waiting period before receiving benefits is seven days. Employment Insurance offers three types of caregiving benefits.

Caregiving Benefits

Benefits	Maximum weeks payable ¹	Person receiving care
Family caregiver benefit for children	35 weeks	Critically ill or injured person under 18
Family caregiver benefit for adults	15 weeks	Critically ill or injured person 18 or over
Compassionate care benefits	26 weeks	Person of any age who requires end-of-life care

1. Benefits can be paid for up to 52 weeks following the date the person is certified by a medical doctor or nurse practitioner as critically ill or injured or in need of end-of-life care.

Variable Best Weeks

The EI benefits rate is based on the best paid weeks of the previous year. The number of weeks used in the calculation varies from 14 to 22 depending on the unemployment rate in the economic region where the claimant resides.

For more information: [Variable Best Weeks](#)

EI Maternity and Parental Benefits

EI maternity and parental benefits provide financial assistance to:

- women who are away from work because they're pregnant or have recently given birth
- parents who are away from work to care for their newborn or newly adopted child

Eligibility conditions

To be eligible for benefits, applicants must:

- have experienced a drop in earnings of more than 40% for at least one week
- have accumulated **600 hours** in the 52 weeks preceding the start of the claim, or since the start of the last claim, whichever is the shorter

Maternity Benefits

Maternity benefits are paid to biological mothers, including surrogate mothers, who cannot work because they are pregnant or have recently given birth. They cannot be shared between the two parents. The person receiving maternity benefits may also be entitled to receive parental benefits.

Parental Benefits

Parental benefits are paid to the parents of a newborn or newly adopted child. Parents must choose between two options: standard parental benefits or extended parental benefits.

Parents sharing benefits must each choose the same option. They can receive their weeks of benefits at the same time or one after another. Once they start receiving parental benefits, they cannot change options. Each parent must submit their own application.

Calculating Benefits

Benefits	Maximum weeks	Benefit rate	Weekly maximum
Maternity	15 weeks	55%	\$650
Parental			
Standard	40 weeks Can be shared, but one parent cannot receive more than 35 weeks of standard benefits	55%	\$650
Extended	69 weeks Can be shared, but one parent cannot receive more than 61 weeks of extended benefits	33%	\$390

Canada Training Benefit

The Canada Training Benefit is designed to help Canadian workers develop the skills they need to succeed in an ever-changing labour market. It includes the following measures:

- Canada Training Credit

This non-taxable credit aims to help Canadians with the cost of training.

Eligible workers accumulate a credit balance at a rate of \$250 per year, up to a lifetime maximum of \$5,000. The credit can be used to refund up to half the costs of taking a course or enrolling in a training program.

- Employment Insurance Training Support Benefit

This benefit provides workers with up to four weeks of income support paid at 55% of their average weekly earnings. It aims to help workers cover their living expenses, providing support for ongoing payments such as mortgage payments, electricity bills and other life expenses while on training and without their regular paycheque.

- Leave provisions

These measures allow workers to take time away from work to pursue training without risk to their job security.

For more information: [Backgrounder—Canada Training Benefit](#)

Additional Information

[Employment Insurance benefits and leave](#)

2. Canada Child Benefit

The Canada Child Benefit (CCB) is a tax-free monthly payment made to eligible families to help them with the cost of raising children under 18 years of age. The CCB may include the Child Disability Benefit (CDB), where applicable.

Primary Caregiver

The person primarily responsible for the care and upbringing of the child should apply for the CCB. The person primarily responsible for the care and upbringing of the child is someone who:

- supervises the child's daily activities and needs
- sees to it that the child's medical needs are met
- arranges for child care when necessary

When parents live together in the same household as the child, the Canada Revenue Agency (CRA) automatically considers the mother to be the person primarily responsible for the care and upbringing of the child. It is therefore up to the mother to submit the application for benefits.

If, however, the father is the person primarily responsible for the care and upbringing of the child, he must attach a signed letter from the mother to his application. The father then becomes the designated person primarily responsible for the care and upbringing of all the children in the household.

In the case of same-sex parents living together in the same household as the child, either of the parents may apply for all children in the household.

In the case of shared custody on a more or less equal basis, both parents can be deemed to be primarily responsible for the child's care and upbringing. Each eligible individual will get 50% of the benefit they would have received if the child lived with them full time.

Eligibility

To be eligible for the CCB, the individual primarily responsible for the child's care and upbringing must:

- live with the child who is under age 18
- be a resident of [Canada](#) for tax purposes

If in a relationship, at least one spouse must have one of the following statuses:

- Canadian citizen
- permanent resident
- protected person
- temporary resident of Canada for the last 18 months and have a valid permit as of month 19
- First Nation member or citizen

Benefits

The CRA uses the information in the income tax return to calculate the CCB payments. This means the primary caregiver and their spouse or common-law partner (if applicable) must file an income tax return every year to receive the benefit, regardless of whether or not they earned any income.

Benefits are paid over a 12-month period from July of one year to June of the following year.

The amount is recalculated in July based on the information provided in the income tax and benefit return of the previous year. The information used to calculate the benefit is:

- the number of children living with the person primarily responsible for their care and upbringing
- the age of the children concerned
- the primary caregiver's marital status
- the adjusted family net income (AFNI), which appears on line 236 of the income tax return and to which is added the net income of the spouse or partner, where applicable
- the eligibility of a child for the child disability benefit

Basic Benefit – July 2022 to June 2023

The CCB is calculated as follows:

- \$6,997 per year (\$583.08 per month) for each eligible child under age 6
- \$5,903 per year (\$491.91 per month) for each eligible child ages 6 to 17

The CCB amount is reduced when the adjusted family net income is over \$32,797. The reduction is calculated as shown in the chart below.

CCB Reduction Based on Family Income

Number of children	Family Income from \$32,797 to \$71,060	Family income above \$71,060
1	7% of income	\$2,678 + 3.2% of income
2	13.5% of income	\$5,166 + 5.7% of income
3	19% of income	\$7,270 + 8% of income
4 or more	23% of income	\$8,801 + 9.5% of income

Child Disability Benefit

The CCB may include an additional amount for the CDB. For the period of July 2022 to June 2023, the CDB could provide up to \$2,985 (\$248.75 per month) for each eligible child. The CDB starts being reduced when adjusted family net income is greater than \$71,060. The reduction is calculated as follows:

CDB Reduction Based on Family Income

Number of eligible children	Family income above \$71,060
1	3.2% of income
2 or more	5.7% of income

How and When to Apply?

The individual primarily responsible for the child's care and upbringing must submit a CCB application as soon as possible, namely:

- as of the child's birth
- as soon as the child lives with them full time
- as soon as they or their spouse meet the eligibility conditions

There are three ways to submit a CCB application:

- **Automated Benefits Application:** Possible through the partnership with the CRA and the provincial vital statistics office. The CRA uses the information on the child's birth registration form to determine the primary caregiver's eligibility for benefits and tax credits.
- **My Account:** The primary caregiver can apply online using their personal CRA account. They need to sign in, go to *Apply for Child Benefits*, and follow the instructions.
- **RC66 Canada Child Benefits Application:** This form can be used to apply for all federal, provincial and territorial child benefit programs.

Additional Information

[Canada Child Benefit](#)

DEPARTMENT OF CHILDREN, SENIORS AND SOCIAL DEVELOPMENT

3. Newfoundland and Labrador Child Benefit

The Newfoundland and Labrador Child Benefit (NLCB) is a provincial tax credit paid monthly to help low-income families with the cost of raising children under 18 years of age. It is combined with the Canada Child Benefit (CCB) into a single monthly payment.

Maximum Benefit

The NLCB is paid to households with an adjusted family net income below \$25,726. Eligible families with an adjusted family net income below \$17,397 receive the maximum benefit amount. Families with an income between \$17,397 and \$25,736 receive part of the benefit.

Benefit Amount Based on Family Size (Since July 1, 2022)

Number of children	Monthly benefit	Annual benefit
1 child	\$35.17	\$422.00
2 children	\$72.50	\$870.00
3 children	\$112.58	\$1,351.00
4 children	\$155.58	\$1,867.00
Each additional child	\$43.00	\$516.00

Mother Baby Nutrition Supplement

The Mother Baby Nutrition Supplement (MBNS) is an additional benefit paid to qualifying families who have children under one year of age. It is intended to help with the cost of extra food during pregnancy and infancy.

Households who reported family net income below \$25,726 the previous tax year may be eligible to receive \$150 per month per child under the age of one.

These programs are fully funded by the Government of Newfoundland and Labrador, and administered by the Canada Revenue Agency.

Additional Information

[Newfoundland and Labrador Child Benefit](#)

DEPARTMENT OF CHILDREN, SENIORS AND SOCIAL DEVELOPMENT

4. Newfoundland and Labrador Income Supplement

The Newfoundland and Labrador income supplement is a tax-free payment made to low-income individuals and families, and persons with disabilities who may be impacted by additional provincial tax measures.

Supplement Amount

The payment amount is based on family situation and adjusted family net income from the previous year. There is no need to apply for this benefit. Eligible individuals must ensure that their annual income tax return has been filed in order to receive the benefit. This amount is combined with the quarterly federal GST/HST credit payment.

Calculating Income Supplement Benefits

Specifications	Amount
Basic amount	\$254
Maximum amount	\$520 ¹
Amount for spouse	\$69
Amount for eligible children	\$231
Amount for individuals claiming the Disability Tax Credit	\$231
Phase-in income threshold	\$15,000
Lower phase-out income threshold²	\$40,000

1. Additional amount of \$266 to be phased in at a rate of 5.32% for family net income in excess of \$15,000. Eligible individuals with family net income of \$20,000 to \$40,000 will receive the maximum benefit of \$520.

2. The phase out of the benefit begins at family net income of \$40,000 at a rate of 9%.

Newfoundland and Labrador Disability Amount

The Newfoundland and Labrador Disability Amount (NLDA) is an additional amount paid with the NLIS and is designed to help low- and modest-income persons with disabilities. The maximum annual payment amount is \$220.

To qualify for the NLDA, individuals must be:

- eligible for the federal GST/HST credit and the NLIS
- eligible for the Disability Tax Credit

Additional Information

[Newfoundland and Labrador Income Supplement](#)

WORKPLACENL

5. Workplace Health, Safety and Compensation Act

Workers' Compensation

WorkplaceNL provides for income replacement benefits and support to help people get back to work after a work-related injury or illness.

Premium Rate

The 2023 average premium rate is set at \$1.69 per \$100 of assessable payroll, the same rate as last year.

Wage-Loss Benefits

Wage-loss benefits are paid to workers who are unable to perform their job because of a work-related injury. This benefit is 85% of net employment earnings up to the maximum annual insurable earnings, less probable Employment Insurance, Canada Pension Plan and income tax deductions.

For the purpose of calculating benefits, the maximum insurable earnings ceiling for 2023 is \$72,870. This amount is adjusted once a year.

Extended Wage-Loss Benefits

Workers whose injury has caused permanent impairment may be entitled to extended wage-loss benefits. This compensation is 85% of the difference between their pre-accident net earnings indexed to the current year and the net earnings they are receiving or are capable of earning.

The maximum benefit is 85% of the maximum annual insurable earnings of \$72,870.

Benefits are available until the worker reaches age 65. Workers age 63 or older at the time of the injury may receive wage-loss benefits for up to two years.

Permanent Functional Impairment Benefits

Lump-sum awards are provided to workers when the work injury results in a permanent physical impairment. The amount paid corresponds to the percentage of total physical impairment multiplied by the maximum insurable earnings in effect at the time of the injury.

The minimum payment is \$1,000 and the maximum is \$72,870.

Death Benefits

A lump-sum payment or monthly benefits may be available to the dependent spouse and children of a worker who dies as the result of a work-related accident.

Survivor Benefits

Survivor	Benefit
Surviving spouse	
Lump-sum payment	The greater of the following amounts: <ul style="list-style-type: none"> • 26 times the worker's average weekly net earnings at the time of injury or • \$15,000
Monthly payments	85% of the worker's average weekly net earnings at the time of the injury (subject to the maximum annual insurable earnings), less a survivor's pension payable to the surviving spouse under the Canada Pension Plan Benefits are paid monthly until the date the worker would have reached age 65
Burial expenses	\$10,000

Survivor Benefits (continued)

Survivor	Benefit
Dependent children	
Lump-sum payment	<p>If there is no surviving spouse, the greater of the following amounts:</p> <ul style="list-style-type: none"> • 26 times the worker's average weekly net earnings at the time of injury or • \$15,000 <p>This sum is shared equally between all dependent children</p>
Dependent children's guardian	Monthly benefits equal to 85% of the worker's average weekly net earnings or \$15,000, whichever is greater, payable under the same terms as the surviving spouse mentioned above

Health Care Benefits

WorkplaceNL covers the costs of healthcare services necessary for the injured worker's recovery, including:

- physiotherapy, chiropractic care or acupuncture treatment
- medical tests and surgeries
- prescription medication
- medical devices, such as hearing aids
- travel, accommodation and meals
- home modifications for more serious injuries

Additional Information

[Workplace NL](#)

LABOUR STANDARDS DIVISION

6. Employment Standards Act

The *Employment Standards* provides the minimum standards for most employees working in Newfoundland and Labrador. It sets out the rights and responsibilities of employees and employers in most workplaces in the province. It provides a regulatory framework for minimum wage, hours of work limits, public holidays, vacation and some types of leave, as well as layoffs and termination of employment.

Job-Protected Leaves

Employees may take job-protected leaves of absence each year to meet family obligations or for personal events. Here is an overview of the conditions surrounding these leaves based on the situation.

Leaves of Absence and Requirements

Leave	Eligibility	Maximum length	Conditions for employees
Sick or family responsibility leave	Worked at least 30 days for the same employer	7 days per calendar year	Provide a medical certificate for a leave of 3 or more consecutive days
Bereavement leave	All employees	30 days or more of employment: 1 day paid leave and 2 days unpaid leave Less than 30 days of employment: 2 days unpaid	
Compassionate care leave	Worked at least 30 days for the same employer	28 weeks within a 52-week period	Provide a medical certificate stating the family member has a serious medical condition with a high risk of death within 26 weeks Leave can be taken in several periods at least 1 week long
Family violence leave	Worked at least 30 days for the same employer	10 days per calendar year	3 days of paid leave Provide a notice indicating of the leave period and leave entitlement
Critical illness leave (child)	Worked at least 30 days for the same employer	37 weeks	Give at least 2 weeks' written notice and provide a medical certificate
Critical illness leave (adult)	Worked at least 30 days for the same employer	17 weeks	Give at least 2 weeks' written notice and provide a medical certificate
Crime-related child death or disappearance leave	Worked at least 30 days for the same employer	<ul style="list-style-type: none"> Disappearance: 52 weeks Death: 104 consecutive weeks 	Give at least 2 weeks' written notice indicating the duration of the leave and documents evidencing leave entitlement
Pregnancy leave	Worked at least 20 weeks for the same employer	17 consecutive weeks	Give at least 2 weeks' written notice indicating the duration of the leave Leave cannot start earlier than 17 weeks before the expected delivery date

Leaves of Absence and Requirements (continued)

Leave	Eligibility	Maximum length	Conditions for employees
Adoption leave	Worked at least 20 weeks for the same employer	17 consecutive weeks	Give at least 2 weeks' written notice
Parental leave (birth or adoption)	Worked at least 20 weeks for the same employer	61 weeks	If pregnancy leave is taken, the parental leave must follow immediately after Leave must begin within 35 weeks of the birth or day the child comes into the care of the employee

NOTE: The law provides for other job-protected leaves, including leave for reservists and communicable disease emergency leave.

Annual Vacation

Workers are entitled to two weeks of paid vacation for each full year of employment. Employees with 15 or more years of continuous service with the same employer get three weeks of vacation per year.

Calculating Vacation Time and Pay

Employment period	Annual vacation	Vacation pay
Less than 15 years	2 weeks	4% of gross earnings
15 years or more	3 weeks	6% of gross earnings

Minimum Wage

The province of Newfoundland and Labrador has a three-phase plan to raise the minimum wage to \$15.00 per hour by October 1, 2023.

Effective date	Hourly rate
October 1, 2022	\$13.70
April 1, 2023	\$14.50
October 1, 2023	\$15.00

Standard Work Week

A standard work week is 40 hours. The standard work week is used to determine at what point workers begin to do overtime, in which case the regular hourly rate must be increased by 50% (time and a half). Some exceptions are provided for under the law.

Public Holidays

Most employees are entitled to take public holidays off work and be paid public holiday pay. When the holiday falls on a non-working day, the employer can offer the employee another working day off with pay in lieu of the holiday, or a regular day's pay for the holiday.

Employees who work on public holidays are entitled to one of the following options:

- wages at twice their regular rate for the hours worked on the holiday
- an additional day off with pay within 30 days
- an additional vacation day on a date agreed upon with the employer

Additional Information

[Labour Standards Division](#)

EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA

7. Canada Pension Plan

The Canada Pension Plan (CPP) retirement pension is a taxable monthly benefit that provides partial income replacement upon retirement. Those who qualify receive the CPP retirement pension for the rest of their lives.

Eligibility

To be eligible for the CPP, individuals must:

- be at least 60 years old
- have made at least one valid contribution to the CPP

Contributions

Every person over the age of 18 who works in Canada and earns more than \$3,500 per year must contribute to the CPP. Employees pay half the required contributions and their employer pays the other half. Those who are self-employed pay 100% of the contribution.

At age 70, workers no longer contribute to the CPP, even if they are still working.

The contribution amount is based on employment income. The contribution rate is indexed on January 1 of each year.

Benefits

The standard age to start collecting CPP benefits is 65. Workers, however, can take a permanently reduced pension as early as age 60.

Contributions entitle workers to the following benefits:

- Retirement pension
- Post-retirement benefit
- Disability benefits
- Survivor's pension

The CPP allows pension splitting for married or common-law couples and credit splitting for divorced or separated couples under certain conditions.

A contributor who wishes to receive benefits must [submit an application](#).

Overview of CPP Amounts

Basic amounts for 2023	
Maximum annual pensionable earnings	\$66,600
Basic exemption	\$3,500
Contribution rate	
Employee and employer	5.95%
Self-employed worker	11.90%
Maximum contribution	
Employee and employer	\$3,754.45
Self-employed worker	\$7,508.90
Maximum amount for lump-sum payment	
Death benefit	\$2,500

Overview of CPP Amounts (continued)

Maximum monthly amounts**Retirement and post-retirement pensions**

Retirement pension (at age 65)	\$1,306.57
Post-retirement benefit	\$40.25

Disability benefits

Disability benefit	\$1,538.67
Post-retirement disability benefit	\$558.74
Children of disabled CPP contributor	\$281.72

Survivor's pension

Contributor younger than age 65	\$707.95
Contributor age 65 and older	\$783.94
Children of deceased CPP contributor	\$281.72

Additional Information

[Canada Pension Plan](#)

EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA

8. Old Age Security Act

The *Old Age Security Act* provides for the payment of four benefits in accordance with the following conditions:

Benefits	Eligibility
Old Age Security (OAS) pension	<ul style="list-style-type: none"> • Must be a Canadian citizen • Must be at least 65 years old
Guaranteed Income Supplement (GIS) Provides additional income to low-income seniors living in Canada	<ul style="list-style-type: none"> • Receive the OAS pension • Meet requirements related to income
Allowance Offered to low-income seniors	<ul style="list-style-type: none"> • Must be aged 60 to 64 • Must be a Canadian citizen or a person authorized to reside in Canada at the time the Allowance application is approved, or had been approved the last time they travelled outside of Canada • Must be the spouse or common-law partner of a person who receives the OAS pension and GIS, or who is eligible to receive them • Must have lived in Canada for at least 10 years after turning age 18 • Have an annual income below the prescribed limit
Allowance for the Survivor Additional income for low-income seniors	<ul style="list-style-type: none"> • Must be aged 60 to 64 • Must be a Canadian citizen or a person authorized to reside in Canada at the time the Allowance application is approved, or had been approved the last time they travelled outside of Canada • Has a spouse or common-law partner who has died, and has not remarried or lived in a common-law union for more than 12 months since the death • Must have lived in Canada for at least 10 years after turning age 18 • Have an annual income below the prescribed limit

Payment Amounts

Old Age Security payments are revised on a quarterly basis (January, April, July and October) to reflect the cost of living increase as measured by the Consumer Price Index.

Maximum Payments and Income Thresholds – April to June 2023

Benefits	Maximum amount ¹	Income level cut-off ²	Income level cut-off for top-ups
Old Age Security (OAS) pension^{3, 4}			
Ages 65 to 74	\$691.00	\$129.757	n/a
Age 75 and older ^{NEW}	\$760.10	\$129.757	n/a
Guaranteed Income Supplement (GIS)			
Single, widowed or divorced	\$1,032.10	\$20.952	\$9.680
Spouse/common-law partner of someone who:			
Does not receive the OAS pension	\$1,032.10	\$50.208	\$19.360
Receives the OAS pension	\$621.25	\$27.648	\$8.416
Receives the Allowance	\$621.25	\$38.736	\$8.416
Allowance⁴	\$1,312.25	\$38.736	\$8.416
Allowance for the Survivor	\$1,564.30	\$28.224	\$9.680

1. The maximum amount includes top-ups to the Guaranteed Income Supplement and Allowances.

2. The income level cut-offs do not include the OAS pension, the first \$5,000 of employment or self-employment income and 50% of employment or self-employment income between \$5,000 and \$15,000.

3. The OAS pension repayment range in 2023 is for net world income from \$86,912 to \$141,917, for individuals ages 65 to 74. For those aged 75 and over, the upper threshold is \$147,418. Net worth income includes the OAS pension.

4. Individuals can defer receiving the OAS pension beyond age 65 in exchange for a higher pension. The monthly OAS pension is increased by 0.6% for every month it is delayed up to a maximum of 36% at age 70.

Additional Information

[Old Age Security Pension](#)

DEPARTMENT OF FINANCE

9. Newfoundland and Labrador Seniors' Benefit

The Government of Newfoundland and Labrador provides additional financial assistance to low-income seniors to help them meet their needs.

Benefit Amount

From July 2022 to June 2023, the maximum benefit is of \$1,444. Whether single or as a couple, seniors with family net income of up to \$29,402 are eligible.

Seniors will get part of this payment if their adjusted family net income is between \$29,402 and \$42,404.

The payment is combined with the quarterly federal GST/HST credit payment. This program is fully funded by the Government of Newfoundland and Labrador, and administered by the Canada Revenue Agency.

Additional Information

[Newfoundland and Labrador Seniors' Benefit](#)

DEPARTMENT OF HEALTH AND COMMUNITY SERVICES

10. Medical Care Plan

The Newfoundland and Labrador Medical Care Plan (MCP) is a comprehensive plan of medical care insurance designed to cover the cost of physician services for residents of the province.

Eligibility

To qualify for coverage under the MCP, applicants must:

- be Canadian citizens or permanent residents lawfully entitled to be or remain in Canada
- be permanent residents of Newfoundland and Labrador

It is the responsibility of each individual to register themselves and their dependents who reside in the province. Individuals covered under the plan receive a card with a personal health identification number, which they must present to receive coverage.

A CLOSER LOOK AT GROUP INSURANCE

Keeping employees engaged and healthy

The MCP provides basic coverage for many healthcare services. Private insurance through a group plan offers more generous coverage that allows employers to rely on healthy workers. Benefits are also an excellent way to stand out as an employer of choice. When it comes to choosing an employer, many workers consider the possibility of, for example, protecting their children while they are in school, getting coverage for vaccinations and tests that would not otherwise be covered, or paying a fraction of the fees of other healthcare services with comprehensive health insurance coverage.

Overview – Care and Services Covered

Care or services	Coverage
Medical services	<ul style="list-style-type: none"> • Visits to a physician's office, hospital or beneficiary's residence • Surgical, diagnostic and therapeutic procedures, including anaesthesia • Nursing services • Medical and surgical supplies • Pre- and post-operative care • Complete maternity care • Use of radiotherapy facilities and radioactive isotopes
Hospital services	<ul style="list-style-type: none"> • Accommodation and meals in a standard ward • Accommodation in a private or semi-private room if provided for medical reasons or if standard accommodation is not available
Diagnostic services	Laboratory, x-ray and other diagnostic procedures, including EKG, nuclear medicine, respiratory therapy
Optometry (vision care)	Children in kindergarten (if parents are not covered under a private plan or another government program) <ul style="list-style-type: none"> • 1 eye exam • 1 pair of prescription eyeglasses (if required)

Overview – Care and Services Covered (continued)

Care or services	Coverage
Dental care	<p>All insured persons:</p> <ul style="list-style-type: none"> • certain surgical-dental procedures which are medically necessary and performed in hospital by a dentist or oral surgeon <p>Children age 12 years and under:</p> <ul style="list-style-type: none"> • 1 examination every 6 years • 1 cleaning per year • fluoride applications every year • routine fillings and extractions • sealants <p>Adults covered under the plan:</p> <ul style="list-style-type: none"> • 1 examination and 2 x-rays every 3 years • routine fillings and extractions on a 3 year cycle • standard dentures once every 8 years <p>No preventive services (no cleanings and/or fluorides)</p> <p>Other programs are available for specific groups Details</p>
Home Support Program	<p>For seniors age 65 and older, adults and children with disabilities, persons requiring end-of-life care or short-term support upon discharge from hospital</p> <p>Eligibility and services based on needs</p> <p>Services covered include:</p> <ul style="list-style-type: none"> • personal care (bathing, dressing, moving from one place to another, etc.) • homemaking services (light house work, laundry, making meals and feeding) • respite (caregiver support to give main caregivers some respite) • behavioural support (programs and interventions implemented by a behaviourist) <p>Details</p>
Medical equipment and supplies	<p>Some basic medical supplies and equipment</p> <p>Details</p>

A CLOSER LOOK AT GROUP INSURANCE

Anything can happen when you're travelling. Do you have private insurance?

The cost of healthcare services is generally higher when outside of your province of residence. It is essential to take out private travel insurance that will cover you in case of illness or accident while travelling. Most group insurance contracts include travel insurance. In addition to covering the costs to obtain emergency health care not covered by public insurance, this type of insurance often comes with trip cancellation insurance or travel assistance services.

Prescription Drug Program

The Newfoundland and Labrador Prescription Drug Program (NLPDP) provides financial assistance for the purchase of eligible prescription drugs for those who reside in the province. There are five main plans under the program.

Overview - Prescription Drug Program Coverage

Plan	Eligibility	Coverage
Foundation Plan	Income assistance recipients Individuals receiving services through the regional health authorities	100% of eligible prescription drugs
65Plus Plan	Seniors age 65 and older who receive Old Age Security benefits and the Guaranteed Income Supplement	<ul style="list-style-type: none"> • Copayment: \$6 maximum per prescription • Ostomy: 75% reimbursement of ostomy items
Access Plan	Individuals and families with low incomes: <ul style="list-style-type: none"> • families with children, including single parents, with a net annual income of \$42,870 or less • couples without children with net annual incomes of \$30,009 or less • single individuals with net annual incomes of \$27,151 or less 	Copayment based on family income and drug costs
Assurance Plan	Individuals and families whose eligible drug costs exceed: <ul style="list-style-type: none"> • 5% of net income for those who earn below \$40,000 • 7.5% of net income for those who earn from \$40,000 to under \$75,000 • 10% of net income for those who earn from \$75,000 to under \$150,000 	Copayment based on family income and drug costs
Select Needs Plan	Individuals suffering from: <ul style="list-style-type: none"> • cystic fibrosis • growth hormone deficiency 	100% for disease-specific medications and supplies

Additional Information

[Medical Care Plan Coverage](#)

11. Canada Dental Benefit ^{NEW}

The interim Canadian Dental Benefit is a two-year program that covers part of the dental care costs for children under the age of 12. Families receiving the Canada Child Benefit whose annual income is less than \$90,000 and who do not have access to a private dental insurance plan are eligible.

Depending on adjusted family net income, a tax-free payment of \$260, \$390, or \$650 is available for each eligible child. This interim dental benefit is only available for two periods and is administered by the CRA.

- First period: October 1, 2022, to June 30, 2023
- Second period: July 1, 2023, to June 30, 2024

Eligibility

First Benefit Period: October 1, 2022, to June 30, 2023

For expenses to qualify for payment, the following criteria must be met:

- the child must be under 12 years old as of December 1, 2022
- the dental care services were received between October 1, 2022, and June 30, 2023
- the child does not have access to a private dental insurance plan
- the child's dental costs are not fully covered by another dental program provided by any level of government

Benefit Amount

The benefit amount is based on adjusted family net income and does not change based on dental costs.

Adjusted family net income	Payment amount (full custody)	Payment amount (shared custody)
Less than \$70,000	\$650	\$325
\$70,000 to \$79,999	\$390	\$195
\$80,000 to \$89,999	\$260	\$130
\$90,000 or more	Not eligible	Not eligible

Additional Payment for Higher Dental Costs

The interim Canada Dental Benefit can provide an additional payment for some children who have dental costs higher than \$650 in one of the benefit periods. The additional payment is the same amount the family received for the benefit period it applied for.

First Benefit Period: October 1, 2022, to June 30, 2023

To be eligible for an additional payment, the following criteria must be met:

- the family was eligible and received a payment for the first benefit period (October 1, 2022, to June 30, 2023)
- no one applied for this benefit for the child in the second benefit period (July 1, 2023, to June 30, 2024)
- the child's dental costs were more than \$650 for services received between October 1, 2022, and June 30, 2023

Second Benefit Period: July 1, 2023, to June 30, 2024

Families can apply for an additional payment on or after July 1, 2023. They must apply for their child's first payment for the second benefit period before they can apply for the additional payment.

Additional Information

[Canada Dental Benefit](#)

DEPARTMENT OF CHILDREN, SENIORS AND SOCIAL DEVELOPMENT

12. Income Support

Income support provides financial benefits and other services to eligible low-income residents to assist them in meeting daily living expenses such as food, clothing and shelter.

Income Support Benefits

The program provides monthly benefits for food, clothing, personal care, household maintenance, utilities, and shelter, among other things. Additional benefits may be available depending on the individual's needs, such as certain health benefits.

Benefit amounts are determined by a variety of factors, such as:

- family income and other family resources
- household composition
- living arrangements
- the types of benefits needed according to specific circumstances
- employment related expenses the recipient or their spouse may have, such as transportation and childcare

Monthly Basic Income Support Benefits

Household composition	Homeowner/tenant	Living with relatives
1 adult	\$561	\$339
1 adult – no dependent children but with 1 dependent student	\$794	\$674
1 adult – no dependent children but with 2 dependent students	\$906	\$801
1 adult – with dependent children	\$729	\$599
1 adult – with dependent children and 1 dependent student	\$779	\$779
1 adult – with dependent children and 2 dependent students	\$906	\$906
Couple – no dependent children	\$794	\$674
Couple – no dependent children but with 1 dependent student	\$906	\$906
Couple – with dependent children	\$779	\$779
Couple – with dependent children and 1 dependent student	\$906	\$906
Each additional dependent student (single recipients or couples)	\$127	\$127

NOTE: Amounts are reduced for tenants where heating and/or electricity costs are included in the rent.

Monthly Shelter Income Support Benefits

Type of benefit	Maximum amount
Rent/Mortgage	
1 adult living alone	\$149
2 or more persons	\$372
Fuel supplement	
Island	\$71
Labrador	\$132
Cost of living allowance (coastal Labrador only)	\$150

Earned Income Exemption

Income support recipients can earn employment income without having their benefits reduced. Only a portion of their earnings is taken into account in the calculation of their monthly income assistance.

Exemption Based on Household Composition

Household composition	Exemption
1 adult living alone	100% of income up to \$75 + 20% of any income over \$75
2 or more persons	100% of income up to \$150 + 20% of any income over \$150
1 adult requiring supportive services	100% of income up to \$150 + 20% of any income over \$150
2 adults requiring supportive services	100% of income up to \$250 + 20% of any income over \$250

NOTE: Other income may be taken into account and partially exempted, including scholarships or bursaries, or winnings from games of chance or a lottery. Thresholds are then calculated differently.

Employment Assistance

The income assistance program includes an employment support component to help recipients find work and become self-sufficient. Financial employment supports may be offered through:

- wage subsidies
- linkages with community based employment agencies
- employment development supports
- supports and services that may assist applicants or recipients prepare for, access and keep work (transportation, childcare)

Supports vary for applicants and recipients based on their different circumstances and needs.

Additional Information

[Income Support](#)

13. Tax Impact of Group Insurance

From a fiscal standpoint, some of the group insurance premiums that the employer pays for its employees are considered taxable employment benefits. For the employer, these taxable benefits increase the total payroll and, as a result, increase the contributions to various governmental programs. For employees, these employment benefits are added to their income and thus indirectly increase income taxes.

The table below shows the tax impact of the various benefits included in group insurance plans.

Coverage	Contribution deductible for the employer	Employer contribution taxable for employee	Benefits taxable for the employee
Life	Yes	Yes	–
Accidental death and dismemberment, dismemberment due to illness and critical illness	Yes	Yes	–
Dependents' life	Yes	Yes	–
Short term disability	Yes	–	Yes ¹
Long term disability	Yes	–	Yes ¹
Health	Yes	–	–
Dental care	Yes	–	–

1. If the employer pays any part of the premium, regardless of the amount.

If you have any comments or questions about this Bulletin, please write to bulletin@beneva.ca.