

2023 Bulletin

on British Columbia
Social Legislation



beneva

2023 Beneva Bulletin

on British Columbia Social Legislation

We are pleased to present the 2023 edition of the Beneva Bulletin on British Columbia 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 British Columbians 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.	B.C. Family Benefit	8
4.	Workplace Safety and Insurance Act	10
5.	Employment Standards Act	12
6.	Automobile Insurance	14
7.	Canada Pension Plan.	16
8.	Old Age Security Act	18
9.	Health Insurance	19
10.	Canada Dental Benefit ^{NEW}	22
11.	Income Support	23
12.	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](#)

MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT

3. B.C. Family Benefit

The B.C. Family Benefit (BCFB) is a tax-free monthly payment for families with children under the age of 18. The amount is combined with the CCB into a single monthly payment. This program is fully funded by the Government of British Columbia and administered by the Canada Revenue Agency.

Eligibility

Eligibility for the BCFB and the amount awarded are determined by:

- family net income
- the number of children in the parents' care under age 18

Calculating Benefits

The maximum benefit is available to families with an adjusted annual net income below \$25,806. For families with an annual income above this threshold, the benefit is calculated as follows:

- **Family income of \$25,806 to \$82,578:** the BCFB is reduced by 4% of the portion of the adjusted family net income exceeding \$25,806.
- **Family income of \$82,578 or higher:** the remaining BCFB is reduced by 4% of the portion over \$82,578 until it is reduced to zero.

The \$25,806 and \$82,578 thresholds are indexed every year.

Monthly Benefits Based on Income and Family Size

July 1, 2022, to June 30, 2023			
Number of children	Less than \$25,806	\$25,806 to \$82,578	More than \$82,578
First child	\$133.33	\$58.33 to \$133.33	\$0 to \$58.33
Second child	\$83.33	\$56.67 to \$83.33	\$0 to \$83.33
Each additional child	\$66.67	\$55.00 to \$66.67	\$0 to \$66.67

As of July 1, 2023			
Number of children	Less than \$27,354	\$27,354 to \$87,533	More than \$87,533
First child	\$145.83	\$64.58 to \$145.83	\$0 to \$64.58
Second child	\$91.67	\$62.50 to \$91.67	\$0 to \$62.50
Each additional child	\$75.00	\$60.41 to \$75.00	\$0 to \$60.41

Supplement for Single Parents ^{NEW}

As of July 2023, benefits for single-parent families will be enhanced. Single parents with an annual income below \$27,354 will receive a supplement of \$500 to their maximum annual benefit (\$41.67 per month). Those with an income above \$27,354 will receive a reduced supplement, the amount of which will be determined as part of the overall calculation of their BCFB.

Benefit Enhancement – January to March 2023 TEMPORARY MEASURE

The B.C. government is providing a temporary benefit enhancement of up to \$175 per child from January 2023 to March 2023. The enhancement will be combined with regular monthly benefit amounts into one payment for January, February and March 2023.

Overview – Total Enhanced Benefit Amounts

Enhanced monthly benefits based on adjusted family net income			
Number of children	Less than \$25,806	\$25,806 to \$82,578	More than \$82,578
First child	\$191.66	\$108.33 to \$191.66	\$0 to \$108.33
Second child	\$141.67	\$106.67 to \$141.67	\$0 to \$106.67
Each additional child	\$125.00	\$105.00 to \$125.00	\$0 to \$105.00

Additional Information

[B.C. Family Benefit](#)

WORKSAFEBC

4. Workplace Safety and Insurance Act

Workers' Compensation

WorkSafeBC provides an income replacement plan and a range of benefits for workers who sustain a work-related injury or illness.

Premium Rate

The 2023 average premium rate is set at \$1.55 per \$100 of assessable payroll, which has been maintained at the same level since 2018.

Calculating Wage-Loss Benefits

For the purpose of calculating benefits, the maximum insurable earnings ceiling for 2023 is \$112,830. This amount is adjusted once a year. It was \$108,400 in 2022.

Wage-loss payments are usually 90% of the worker's average net earnings at the time of the injury. The minimum benefit is \$476.87 per week.

Permanent Disability Benefits

Workers who sustain a permanent impairment as the result of a work-related injury are entitled to a permanent disability benefit. It is paid to compensate for the loss of earning capacity, not for the loss of enjoyment of life in general.

Permanent Total Disability

If a permanent total disability results from a work injury, WorkSafeBC will pay 90% of the worker's average net earnings. The minimum benefit is \$2,066.77 per month.

Permanent Partial Disability

Benefits are generally based on the permanent functional impairment (PFA). The worker's functional level is measured and compared to established standards to calculate the disability rating. This percentage is then applied to the loss of earnings benefit amount (i.e., 90% of the long-term wage rate).

In 2023, minimum weekly payments are equal to the partial disability percentage multiplied by \$476.87 per week or 100% of average weekly earnings, if less.

The amounts are paid monthly, in the same way as wage-loss benefits. However, in certain circumstances, a lump-sum payment may be requested.

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 injury.

Survivor Benefits

Type of benefit	Payment details
Spouse without dependent children	
50 years of age or older, or incapable of earning	Monthly payment of an amount that, when combined with 50% of the federal benefits payable to the dependent spouse, would equal 60% of the monthly rate of compensation that would have been payable to the worker for a permanent total disability Minimum monthly payment: \$1,350.64
Under 50 years of age and not incapable of earning	Monthly payment of an amount that, when combined with 50% of the federal benefits payable to the dependent spouse, would equal the product of: <ul style="list-style-type: none"> the percentage determined by subtracting 1% from 60% for each year that the age of the dependent spouse (but not less than 30%), at the time of the worker's death, is under 50 years of age, and the monthly rate of compensation that would have been payable if the deceased worker had, at the time of death, sustained a permanent total disability Minimum monthly payment: \$1,350.64
Spouse with dependent children	
1 child	Monthly payment of an amount that, when combined with 50% of the federal benefits payable to the dependent spouse, would equal 85% of the monthly rate of compensation that would have been payable to the worker for a permanent total disability
2 or more children	Monthly payment of an amount that, when combined with 50% of the federal benefits payable to the dependent spouse, would equal 100% of the following amounts: <ul style="list-style-type: none"> the monthly rate of compensation that would have been payable to the worker for a permanent total disability if there are more than 2 dependent children, \$417.95 per month for each additional child
Dependent children (the deceased worker had no spouse)	Monthly payment of an amount that, when combined with 50% of the federal benefits payable to the child, would equal the following monthly rate of compensation that would have been payable to the worker for a permanent total disability: <ul style="list-style-type: none"> 1 child: 40% 2 children: 50% 3 children: 60% Each additional child: 60% + \$417.95 per month
Funeral expenses	<ul style="list-style-type: none"> Lump-sum payment of \$3,216.42 to the spouse or dependent spouse Funeral expenses up to the amount established by legislation The employer must bear the cost of transporting the body to the nearest location where funeral services are available. WorkSafeBC may pay the costs of any additional transportation, up to the maximum amount established by legislation
Transportation of the remains and burial	

Additional Information

[WorkSafeBC](#)

MINISTRY OF LABOUR

5. Employment Standards Act

The *Employment Standards Act* (ESA) provides the minimum standards for most employees working in British Columbia. 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	Maximum length	Conditions for employees
Sick leave	5 days of paid leave and 3 days of unpaid leave per calendar year	Cannot be carried over to the following year
Maternity leave	17 weeks Leave can be extended for an additional 6 weeks if the employee is unable to return to work for reasons related to childbirth or the pregnancy ending	Leave can start up to 13 weeks before the expected delivery date After the birth: leave continues for at least 6 weeks Termination of a pregnancy: 6 weeks starting on the date a pregnancy ends Provide a note from a doctor or nurse practitioner stating the expected or actual delivery date
Parental leave (birth or adoption)	62 weeks Extended up to 5 weeks if the child needs more care	Leave can begin at any time within 78 weeks of the birth or day the child comes into the care of the employee Parental leave can be taken immediately after maternity leave ends
Leave respecting domestic or sexual violence	5 days of paid leave and 5 days of unpaid leave per calendar year	Paid leave is calculated using the average salary received during the 30 calendar days prior to the start of the leave
Bereavement leave	3 days per calendar year	Cannot be carried over to the following year
Family responsibility leave	5 days per 12-month period from the date of employment	Cannot be carried over to the following year
Critical illness or injury leave	To care for a family member whose life is at risk as the result of an illness or injury <ul style="list-style-type: none"> • Child: 36 weeks • Persons age 19 or older: 16 weeks 	Provide a medical certificate stating the health of the family member has significantly changed and as a result, their life is at risk
Compassionate care leave	27 days per calendar year	Provide a medical certificate that states the family member has a serious medical condition and is at risk of death within 26 weeks
Leave respecting the death of a child	104 consecutive weeks	Provide the employer with a written plan that indicates the weeks leave will be taken

Leaves of Absence and Requirements (continued)

Leave	Maximum length	Conditions for employees
Leave respecting the disappearance of a child	53 weeks from the date of the child's disappearance The leave ends: <ul style="list-style-type: none"> • 14 days after the child is found alive • on the date the child is found dead (the employee can then take leave respecting the death of a child) • at the end of the 52 weeks off or, if the employee has taken time off in different units, the last day of the last unit of time 	Leave may be taken in different units of time with the employer's consent The employer may request reasonable information evidencing the child's disappearance is likely the result of a crime The leave also ends if it is probable that the child's disappearance was not the result of a crime or if the employee is charged with a crime in relation to the child's disappearance

NOTE: The ESA provides for other job-protected leaves, including for reservists and jury duty.

Annual Vacation

Employees with 12 consecutive months of employment are entitled to two weeks of vacation. After five years, they get three weeks of annual vacation.

Minimum Wage

	Hourly rate
Since June 1, 2022	\$15.65
Effective June 1, 2023	\$16.75

Standard Work Week

The length of a normal work day is eight hours and a standard work week is 40 hours. Employees who work beyond these hours must be paid overtime pay.

Calculating Overtime Pay

Overtime	Rate
Daily overtime (even if the employee does not work more than 40 hours in a week)	Employees are paid time-and-a-half for any time worked over eight hours in a day, up to 12 hours Employees are paid double time for any time worked over 12 hours during a day
Weekly overtime (even if the employee does not work more than 8 hours in a day)	Employees are paid time-and-a-half for any time worked over 40 hours worked in a week (Sunday to Saturday) Only the first eight hours worked in a day count towards weekly overtime

Public Holidays

Most employees are entitled to take public holidays off work and be paid public holiday pay. Employees who choose to work overtime hours on a holiday are paid an average day's pay plus time-and-a-half for the hours worked. They are paid double time for hours worked beyond 12 hours.

Exceptions may apply for some categories of workers or for some job categories.

Additional Information

[Employment standards and workplace safety](#)

INSURANCE CORPORATION OF BRITISH COLUMBIA

6. Automobile Insurance

Drivers in British Columbia must take out insurance coverage through the Insurance Corporation of British Columbia (ICBC). Their plan must include third-party liability coverage of at least \$200,000.

The basic plan helps drivers, their passengers and members of their household with medical costs, wage loss and more in the event of an injury in a motor vehicle accident. It is a no-fault insurance plan.

Benefits in the Event of an Accident

Coverage	Amounts
Medical expenses	No time or amount limit
Income replacement	Up to 90% of net income, based on gross annual income below \$105,000 Option to purchase Enhanced Care coverage for a higher limit
School interruption	Per school year missed <ul style="list-style-type: none"> • Kindergarten to grade 8: \$5,852 • Grades 9 to 12: \$10,845 • Post-secondary studies: \$21,691 <p>If the child is still unable to return to school or work at age 18, he or she receives an income replacement benefit equal to the provincial average wage of \$58,274.94. This amount is adjusted once a year</p> <p>The benefit continues to be paid as long as he or she is eligible</p>
Help hired for a family business	Up to \$837 per week 26 weeks maximum
Permanent impairment	<ul style="list-style-type: none"> • catastrophic injury: \$271,834 • non-catastrophic injury: \$859 to \$172,154 based on severity of impairment
Assistance for activities of daily living needs	Monthly maximum <ul style="list-style-type: none"> • non-catastrophic injury: \$5,174 • catastrophic injury that doesn't require 24-hour care: \$6,187 • catastrophic injury that requires 24-hour care: \$10,280
Care expenses	Weekly maximum <ul style="list-style-type: none"> • 1 person: \$150 • 2 persons: \$191 • 3 persons: \$232 • 4 or more persons: \$273
Caregiver benefit	Weekly benefit <ul style="list-style-type: none"> • 1 person: \$600 • 2 persons: \$652 • 3 persons: \$703 • 4 or more persons: \$739
Extended catastrophic injury benefit	\$1,229,910

Survivor Benefits

Type of benefit	Amounts
Surviving spouse	Amount based on the age and income of the deceased <ul style="list-style-type: none"> • Minimum: \$68,863 • Maximum gross income eligible: \$500,000
Dependents	\$32,708 to \$61,680 per person
Additional payment for dependent with a disability	\$30,127
Non-dependent parents and children (if the deceased had no spouse or dependents)	\$15,336
Funeral expenses	Up to \$9,386
Grief counselling	\$3,925 per person (maximum) Each session is reimbursable up to the following amounts: <ul style="list-style-type: none"> • \$127 for counselling sessions • \$207 for psychology sessions

Additional Information

[Insurance Corporation of British Columbia \(ICBC\)](#)

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](#)

9. Health Insurance

In British Columbia, public health insurance is called the Medical Services Plan (MSP). It covers essential medical care for residents of British Columbia.

Eligibility

To qualify for medical coverage under MSP, applicants must:

- be Canadian citizens, permanent residents or hold a valid permit to work or study and be legally admitted to Canada
- make B.C. their primary residence
- be physically present in B.C. at least six months per calendar year

All B.C. residents must enrol with the MSP. It is the responsibility of each individual to register themselves and their dependents who reside in the province. Residents covered under the MSP are given a unique lifetime identifier for health care called the Personal Health Number (PHN), which is indicated on their B.C. Services Card. They must present this card to receive provincial health insurance coverage.

A CLOSER LOOK AT GROUP INSURANCE

Keeping employees engaged and healthy

The MSP 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 by the MSP

Care or services	Coverage
Medical services	Care or treatment in a clinic or hospital, including: <ul style="list-style-type: none"> • emergency care • out-patient care • surgery or a diagnostic tests • in-patient care further to surgery or for chronic illnesses • maternity care
Healthcare professionals (supplementary benefits)	Eligibility: households with an adjusted net income below \$42,000 MSP supplementary benefits support the following services from approved providers: <ul style="list-style-type: none"> • acupuncture • chiropractic • physical therapy • massage therapy • naturopathy • non-surgical pediatrics

Overview – Care and Services Covered by the MSP (continued)

Care or services	Coverage
Hospital services	<ul style="list-style-type: none"> • Accommodation and meals in a standard ward • Nursing services • Diagnostic services • Routine surgical equipment and supplies • Inter-facility transfer in British Columbia by ambulance
Diagnostic services	Diagnostic services, including x-rays, prescribed by a registered healthcare professional and provided at approved diagnostic facilities
Optometry (vision care)	<ul style="list-style-type: none"> • Adults ages 19 to 64: medically required eye examinations • Children ages 0 to 18 and seniors age 65 and older: annual eye examinations
Dental care	<ul style="list-style-type: none"> • Dental and oral surgery, when medically required to be performed in hospital • Orthodontic services related to severe congenital facial abnormalities
Insulin pumps and diabetes supplies Individuals covered under the following Fair PharmaCare programs: <ul style="list-style-type: none"> • Plan B – Residents of Long-Term Care Facilities • Plan C – Recipients of B.C. Income Assistance • Plan F – Children in the At Home Program • Plan W – First Nations Health Benefits 	Maximum coverage: 70% to 100%, depending on the system and specific coverage plan What's covered: <ul style="list-style-type: none"> • the Omnipod Insulin Management System or YpsoPump If an endocrinologist or diabetes physician specialist determines that these systems are unsuitable, exceptional coverage may be provided for a MiniMed Insulin Pump System <ul style="list-style-type: none"> • insulin pump supplies
Limb prostheses Individuals covered under the following Fair PharmaCare programs: <ul style="list-style-type: none"> • Plan B – Residents of Long-Term Care Facilities • Plan C – Recipients of B.C. Income Assistance • Plan F – Children in the At Home Program • Plan W – First Nations Health Benefits 	The lowest cost device that helps maintain basic function and/or prevents further deformity: <ul style="list-style-type: none"> • designated, pre-approved prostheses and supplies for eligible patients of any age • designated, pre-approved orthoses for eligible patients age 18 or younger
Breast prostheses and supplies for the treatment of lymphedema following mastectomy	Breast prostheses: <ul style="list-style-type: none"> • 1 every 2 years or at the end of the manufacturer's warranty • maximum \$450 for mastectomy and \$350 for lumpectomy Lymphedema arm sleeves: <ul style="list-style-type: none"> • 2 per mastectomy, per year Costs above \$400 must be pre-approved Gloves or gauntlets for lymphedema arm sleeves: <ul style="list-style-type: none"> • 2 per mastectomy, per year • maximum \$150 for off-the-shelf products and \$300 for custom-fit products

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 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.

PharmaCare

PharmaCare helps pay for eligible prescription drugs, certain medical supplies, and pharmacy services. To be eligible, applicants must be actively enrolled in the B.C. Medical Services Plan.

The program includes several plans, the most common of which is Fair PharmaCare. Families registered for Fair PharmaCare pay full prescription costs until they meet their deductible during a calendar year. Once their deductible is met, the plan covers 70% of eligible costs until the family maximum established for their household is reached. Once the family maximum is reached, PharmaCare covers 100% of eligible drug costs for the rest of the calendar year. The deductible and family maximum are determined based on family net income.

Enhanced Assistance for Low-Income Families

Low-income families have lower deductibles and family maximums. Families earning up to \$14,000 per year have no deductible and no family maximum. Enhanced assistance for families with at least one registrant born before 1940 covers 75% of eligible costs.

[See Fair PharmaCare assistance levels](#)

Calculating Drug Coverage per Calendar Year

Assistance levels	Portion paid by recipients	Portion covered by PharmaCare
Until deductible is reached	100%	0%
After deductible is reached		
Regular assistance	30%	70%
Enhanced assistance	25%	75%
After family maximum is reached	0%	100%

The [Fair PharmaCare Calculator](#) provides residents with an estimate of their deductible and family maximum.

A CLOSER LOOK AT GROUP INSURANCE

Free Prescription Birth Control ^{NEW}

Starting April 1, 2023, PharmaCare covers the full cost of many prescription contraceptives. These include:

- oral and hormonal contraceptives
- injections and intrauterine devices (IUDs)
- emergency oral contraceptives (“morning-after pill”)

To benefit, covered individuals will need to submit a prescription from their physician. Starting in May, pharmacists will also be able to prescribe contraception themselves.

Thus, private insurance plans will only reimburse prescription contraceptives that are not covered by the MSP and are initially included in the policy.

Additional Information

[Medical Services Plan for British Columbia Residents](#)

10. 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](#)

MINISTRY OF SOCIAL DEVELOPMENT AND POVERTY REDUCTION

11. Income Support

B.C. residents in need and who have no other resources may be eligible for income assistance to cover their basic living and essential expenses. This assistance is paid monthly and calculated based on family situation and size.

Overview – Monthly Payments

Family situation	Maximum amount
Single person	\$935
Couple with no dependent children where both spouses are on assistance	\$1,525
Single parent with one dependent child	\$1,280
Couple with dependent children where both spouses are on assistance	\$1,720

Families receiving income assistance can also get health insurance coverage for care or services that aren't covered by the public Medical Services Plan.

Earned Income Exemption

Income assistance recipients can earn employment income without having their monthly benefits reduced.

Exemption Based on Household Composition

Family situation	Monthly exemption
Single person or couple with no children	\$500
Family with children	\$750
Family with a child with a disability	\$900
Single person or family (at least one adult) with persistent multiple barriers	\$900

Additional Information

[Income Assistance](#)

12. 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.