

Hastings Prince Edward Public Health

Total Rewards Overview for a New Full-Time Employee

Type of Compensation	Description
Group Benefits (Employer Paid)	[3 month waiting period, single or family options]
Extended Health	<p><i>Coverage includes:</i></p> <ul style="list-style-type: none"> prescription drugs 50% of private hospital coverage in Ontario up to \$2,000 per person per year out of province emergency and referred services medical services and equipment paramedical services including (licensed) psychologist or social worker, massage therapist, physiotherapist, naturopath, osteopath and podiatrist or chiropract vision benefits including coverage amounts for every 24 months which include eye exam, glasses, contact lenses, laser eye correction surgery emergency travel assistance (60 days of coverage)
Dental Care	<p><i>Coverage includes:</i></p> <ul style="list-style-type: none"> up to \$1400 per year per person, without deductible 1 complete oral examination every 24 months up to 2 recall examinations every 12 months 1 complete series of x-rays or 1 panorex every 24 months other services including polishing, diagnostic tests, removal of impacted teeth, pit and fissure sealants etc. basic dental procedures include fillings, teeth extraction, basic restorations, endodontics, periodontics, and oral surgery
Life Insurance	Life coverage provides a benefit for your beneficiary if you die while covered, of two times your annual salary rounded to the next higher \$1,000.
Accidental Death & Dismemberment	Accident insurance provides a lump sum benefit to you if you suffer loss due to an accident, of use of a limb, sight, speech or hearing.
Short Term Disability (STD)	After 3 months of service, employees are eligible for STD benefits (salary continuance) during an illness, injury, or other medical disability that causes an employee to be totally disabled and unable to report to work. STD is paid to a maximum of 17 weeks and the number of weeks at 100% of salary increases with years of service completed.
Long Term Disability (LTD)	HPEPH pays 100% of the cost of LTD premiums. LTD is a policy of insurance to provide salary continuance for 66.67% of monthly basic earnings (up a maximum monthly amount), for an employee who has exhausted their STD benefits.
Employee Assistance Program	A confidential and free employee (and family) assistance program is available for all employees. Counselling is available to support a variety of topics. You are eligible for up to six (6) sessions per person, per year and additional sessions may be available at a discounted rate.
Optional Life Insurance (Employee Paid)	An employee can choose to purchase Optional Life coverage in units of \$10,000, up to a maximum coverage of \$500,000
Optional Dependent Life Insurance (Employee Paid)	An employee can choose to purchase Optional Dependent Life Insurance in units of \$10,000, up to a maximum coverage of \$500,000.
OMERS Pension Plan	The OMERS (Ontario Municipal Employees Retirement System) pension plan is a defined benefit pension plan whose members are mainly employees of Ontario municipalities, local boards, public utilities and non teaching school board staff. The defined benefits paid pension plan is funded by equal contributions from the employer and the employee. A defined benefit plan means that an employee can expect a predictable monthly income in retirement. OMERS also includes features such as an early retirement option, disability protection and survivor benefits.
Other Benefits and Entitlements	
Bereavement Leave	In the case of the death of a family member, employees may be entitled to paid time off as follows. A maximum of three (3) days of leave with pay for the death of employee's sibling, parent-in-law, sibling-in-law, child-in-law, grandchild or grandparent. A maximum of five (5) days of leave with pay for the death of employee's parent, step-parent, child, step-child, or spouse (including common-law partner or same-sex spouse).
Personal Leave	Four (4) paid personal days per calendar year are provided to take care of personal and family commitments (pro-rated in your first year based on your hire date).
Vacation	Vacation entitlement begins at four (4) weeks of leave per calendar year (pro-rated in your first year based on hire date).
Sick Days	Up to six (6) days available to use for incidental illness or injury at 100% pay (pro-rated in your first year based on hire date).

Kilometrage Personal automobile kilometrage is reimbursed monthly based on the CRA rate which as of 2023 is \$0.68/km up to 5000 km and \$0.61/km over 5000 km. Amounts are adjusted annually based on CRA's maximum allowance rates.

Leave of Absence up to 12 Months Employees may be granted Personal Leave of Absence without pay of up to twelve (12) months.

Self Funded Leave A prepaid leave program may be available for employees wishing to spread 4 years salary over a 5 year period to enable them to take a Leave of Absence for a period of time of approximately between 6 - 12 months. The leave period is funded solely by employee (10% to 20% of employee's gross annual earnings will be deducted and held for four years for the employee until the year of leave).

Maternity Top Up Supplemental income top-up equal to the difference between 80% of your regular weekly earnings and the sum of your weekly EI benefits plus any other earnings. If an employee is taking both maternity and parental leave, they are eligible for a maximum of 25 weeks of top up payments (15 weeks maternity + 10 weeks parental).

Paternity Top Up Supplemental income top up equal to the difference between 80% of your regular weekly earnings and the sum of your weekly EI benefits plus any other earnings. Top up will be provided for a maximum of 10 weeks.

Paternity Days 5 continuous days paid paternity leave of absence contiguous to the birth of a child or the return home of the mother.

Paid Holidays Paid holidays are offered as follows: New Years Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday (1st Mon in Aug), Labour Day, Thanksgiving, Remembrance Day, Half day on the last working day before Christmas (pm), Christmas day, Boxing Day, Half day on the last working day before New Years Day (pm). (Employees must meet eligibility requirements to receive holiday pay. Paid holidays are pro-rated for part-time employees.)

Overtime Typical hours are Monday to Friday, 8:30 am to 4:30 pm (or 8:00 am to 4:00 pm). If pre-approved work is required outside of typical work hours, overtime worked will be compensated by pay or banked time at one and half times (1.5x).

Training Support is provided to attend job related training. Conventions, conferences, and education courses as approved by employer are reimbursed plus payment of related costs (meals, travel, accommodation).

Tuition Reimbursement Support is also provided for on-going education activities. Up to seventy-five percent (75%) of Tuition Costs may be reimbursed (Tuition Only) for employees who have at least 2 years of full time experience with HPEPH and received a passing grade course. The course objectives are to improve the employee's skill, broaden qualifications for promotion, and to increase potential value to HPEPH. This policy has a maximum of \$1000.00 per employee for a 12 month period.