Public Service Announcement

Changes to former Government of Nunavut employee health and dental benefits

Start Date: **February 10, 2025**
End Date: **February 17, 2025**
Nunavut-wide   **60 sec**

Effective January 1, 2025, the Government of Nunavut (GN) has made updates to the health and dental benefits for former GN employees who have retired. These changes were made to control costs and mirror some of the changes to the Government of Canada's Public Service Health Care Plan (PSHCP). Changes to the benefits package include:

- Costs now being split 50/50 between the GN and the retiree instead of the previous 80/20 cost share.
- Amalgamation of health coverage to one level (level three).
- The eligibility criteria now require six years of cumulative pensionable service instead of the previous two-year requirement.

The changes to the benefits are also associated with enhancements in the coverage provided to retirees, including:

- Private hospital room coverage up to $220 per day.
- No annual deductibles for health and dental care.
- Removal of the requirement for a referral for massage therapy.

Benefit rates for retirees will increase because of the amalgamation of the health coverage levels (i.e., removal of levels one and two), and because of rising coverage costs in general. A summary of the impact of these changes on retiree monthly benefit rates is provided below.

Overview of Changes to Individual Benefit Rates

Individual	Health	Dental	Combined
Previous Level 3 Rate	$77.91	$32.50	$110.41
Updated Rate	$167.82	$51.68	$219.50
Increase from Previous	$89.91	$19.18	$109.09

Overview of Changes to Family Plan Benefit Rates

Family	Health	Dental	Combined
Previous Level 3 Rate	$97.50	$65.00	$162.50
Updated Rate	$183.42	$103.35	$286.77
Increase from Previous	$85.92	$38.00	$124.27

For more information, please contact Tracey Moyles, Director of Compensation and Benefits at tmoyles@gov.nu.ca.

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