



2024-2025

Canadian Government
Benefit Rates / Summary

Penad

Summary

Several federally and provincially legislated programs affect the administration and coverage available under private benefit plans. We are pleased to present you with an updated outline of the benefits provided under various legislated programs for 2024-2025.

Disclaimer: Every effort has been made to ensure the accuracy of the included information, however rates are subject to change. Please consult your benefits advisor or the corresponding agency's website for the most up-to-date rates and information.

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For most up-to-date rates summary, visit www.penad.ca/resources/rates



CPP & QPP Plans

Canada Pension Plan (CPP) & Québec Pension Plan (QPP)

The Canada Pension Plan (CPP) is a national insurance program that provides income for Canadians when they retire or if they become disabled.

The Québec Pension Plan (QPP) fulfills the same role in the province of Québec.

CPP/QPP contributions are directly related to annual pensionable earnings. The basic exemption, maximum contribution limit, and benefits are adjusted annually to reflect changes in the average cost of living. Benefit amounts differ depending on the age at which you claim the pension.

Canada Pension Plan website: www.servicecanada.gc.ca/eng/services/pensions/cpp/index.shtml

Canada Pension Plans Quarterly Rates & Stats: www.canada.ca/en/employment-social-development/programs/pensions/pension.html

Québec Pension Plan website: www.rrq.gouv.qc.ca/en/programmes/regime_rentes

Enhancements: The CPP is being gradually enhanced, in a process that began in 2019.

Visit the CPP website for more information: www.canada.ca/en/services/benefits/publicpensions/cpp/cpp-enhancement.html

CONTRIBUTIONS	2024	2025
CPP/QPP Yearly maximum pensionable earnings (YMPE)	\$68,500	\$71,300
CPP/QPP Basic annual exemption	\$3,500	\$3,500
CPP/QPP Contributory Earnings	\$65,000	\$67,800
CPP Contribution rate (employer & employee; double for self-employed)	5.95%	5.95%
CPP Maximum Annual Contribution amount (employer & employee; double for self-employed)	\$3,867.50	\$4,034.10
QPP Contribution rate (employer & employee; double for self-employed)	6.40%	6.40%
QPP Maximum Annual Contribution amount (employer & employee; double for self-employed)	\$4,160	\$4,339.20

BENEFITS	2024	2025
CPP / QPP death benefit (maximum lump sum amount)	\$2,500	\$2,500
CPP / QPP Indexation Rate	2.70%	2.70%
Maximum CPP monthly retirement pension at 65	\$1,364.60	\$1,433.00

Maximum CPP monthly disability pension	2024	2025
- Contributor	\$ 1,606.78 in January. Increases monthly to \$1,616.52 in Dec.	\$1,673.24 in January. Increases monthly to \$1,685.61 in Dec.
- CPP Post-retirement Disability Benefit	\$583.32	\$598.49
- CPP Children's Benefit (per child)	\$294.12	\$301.77

Monthly CPP survivors' pension	2024	2025
- Spouse age 65 and over (60% of CPP pension) to Maximum shown	\$818.76	\$859.80
- Survivor's Pension – younger than 65	\$739.31	\$770.88
- Child of a disabled / deceased contributor maximum benefit (under age 18)	\$294.12	\$301.77

OAS & GIS Plans

Old Age Security (OAS)

The OAS is provided to seniors 65 and over who meet residence requirements in Canada. The actual benefit amount is based on the number of years a person has lived in Canada since the age of 18. This amount is indexed quarterly based on cost-of-living increase. The program is funded from the federal government's general revenue, so no direct contribution is required from the employer or the employee.

OAS website: www.canada.ca/en/services/benefits/publicpensions/cpp/old-age-security.html

Guaranteed Income Supplement (GIS)

The Guaranteed Income Supplement (GIS) is a monthly payment you can get if you are 65 or older. The Supplement is based on income and is available to Old Age Security pensioners with low income. It is not taxable.

GIS website: www.canada.ca/en/services/benefits/publicpensions/cpp/old-age-security/guaranteed-income-supplement.html

Quarterly Rates

OAS/GIS Program Quarterly Rates & Stats: www.canada.ca/en/employment-social-development/programs/pensions/pension.html

Allowance

The Allowance is provided for Canadian citizens or legal residents who are between the ages of 60-64 and whose spouse or common-law partner receives an OAS pension and is eligible, based on income, to receive the GIS.

See this website for eligibility rules:

www.canada.ca/en/services/benefits/publicpensions/cpp/old-age-security/guaranteed-income-supplement/allowance/eligibility.html

OAS/GIS Monthly Benefits (amount eligible is subject to the income of each recipient)	2024 (Reviewed Quarterly)				2025 (Reviewed Quarterly)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Old Age Security (OAS)								
- Age 65-74	\$713.34	\$713.34	\$718.33	\$727.67	\$727.67	\$727.67	\$734.95	\$740.09
- Age 75 and Above	\$784.67	\$784.67	\$790.16	\$800.44	\$800.44	\$800.44	\$808.45	\$814.10
Guaranteed Income Supplement (GIS)								
- Age 65 and Above. Single (or whose spouse does not receive OAS)	\$1,065.47	\$1,065.47	\$1,072.93	\$1,086.88	\$1,086.88	\$1,086.88	\$1,097.75	\$1,105.43
- Age 65 and Above. Married or Common Law (per person)	\$641.35	\$641.35	\$645.84	\$654.23	\$654.23	\$654.23	\$660.78	\$665.41
Allowance								
- Age 60-64	\$1,354.69	\$1,354.69	\$1,364.17	\$1,381.90	\$1,381.90	\$1,381.90	\$1,395.73	\$1,405.50
- Age 60-64. Allowance for the Survivor	\$1,614.89	\$1,614.89	\$1,626.20	\$1,647.34	\$1,647.34	\$1,647.34	\$1,663.81	\$1,675.45

CRA Contribution Limits

Every year, the Canada Revenue Agency (CRA) releases new limits for contributing to an employer Retirement and/or Savings Plan. These amounts should not be exceeded as penalties could be incurred either by the employer and/ or the employee. For inquiries or additional information on said limits, do not hesitate to contact your local CRA office:

Montreal

3448 Stanley Street
Montreal, QC, H3A 1R8
514-843-3632

Toronto

2010 - 181, University Avenue
Toronto, ON, M5H 3M7
416-599-5530

Vancouver

1177 West Hastings Street, Suite 200
Vancouver, BC, V6E 2K3
604-669-9600

Québec

TBC 600 - 2590, Laurier Boulevard
Québec, QC, G1V 4M6
416-658-6337

Calgary

200 - 1167 Kensington Crescent NW
Calgary, AB, T2N 1X7
403-451-4132

Overview of CRA Plan Limits

This table outlines the annual Canadian money purchase (MP), defined benefit (DB), registered retirement savings plan (RRSP), deferred profit-sharing plan (DPSP), advanced life deferred annuity (ALDA), tax-free savings account (TFSA) limits, and the year's additional maximum pensionable earnings (YAMPE).

See annual updated and historical numbers here:

www.canada.ca/en/revenue-agency/services/tax/registered-plans-administrators/pspa/mp-rrsp-dpsp-tfsa-limits-ympe.html

Plan Types	2024	2025
Money Purchase Limit Defined Contribution Registered Pension Plan/Simplified Pension Plan (DC RPP)/(SPP)	18% of current year revenue up to \$32,490	18% of current year revenue up to \$33,810
Defined Benefit Limit Annual defined benefit pension per year of Service (DB RPP).	\$3,610.00	\$3,756.67
RRSP Dollar Limit Additional RRSP space could be available from previous years, please refer to the Notice of Assessment sent by the CRA after each Income tax report. Is reduced by the prior year's pension adjustment and prior year carry-forward plus pension adjustment reversals, less past service pension adjustments.	18% of last year earned income up to \$31,560	18% of last year earned income up to \$32,490
DPSP Limit (Half of Money Purchase limit)	\$16,245	\$16,905
YMPE	\$68,500	\$71,300
YAMPE (Year's Additional Max Pensionable Earnings for CPP2)	\$73,200	\$81,200
TFSA (Tax Free Savings Account) Limit Subject to adjustment for prior year TFSA carry-forwards and withdrawals. Additional contribution room may be available if not used in previous years or if money was withdrawn.	\$7,000	\$7,000
(ALDA) Advanced Life Deferred Annuity	\$170,000	\$180,000

Employment Insurance

To be eligible for sickness, maternity or parental benefits under the Employment Insurance Act, an employee must have accumulated 600 insurable hours in the 52-week period preceding the claim.

Sickness and maternity benefits are payable for a maximum of 15 weeks and parental leave benefits are payable for a maximum of 35 weeks.

A combination of maternity, parental leave and sickness benefits can be paid up to a maximum of 65 weeks if specific conditions are met. The amount of the weekly benefit depends on the employee's earnings in the last 26 weeks of employment.

Employment Insurance website: www.canada.ca/en/services/benefits/ei.html

Québec Parental Insurance Plan website: www.rqap.gouv.qc.ca

EMPLOYMENT INSURANCE	2024	2025
Maximum annual insurable earnings	\$63,200	\$65,700
Employee contribution rate per \$100 of gross insurable earnings		
Outside Québec	\$1.66	\$1.64
Québec	\$1.32	\$1.31
Maximum annual employee contribution		
Outside Québec	\$1,049.12	\$1,077.48
Québec	\$834.24	\$860.67
Employer contribution rate per \$100 of gross insurable earnings		
Outside Québec	\$2.32	\$2.30
Québec	\$1.85	\$1.83
Maximum annual employer contribution		
Outside Québec	\$1,468.77	\$1,508.47
Québec	\$1,167.94	\$1,204.94
Basic benefit rate (% of average insurable earnings)	55%	55%
Maximum weekly amount	\$668	\$695
Based on last weeks of salary	26 weeks	14 to 22 of "best weeks" (varies by region)
Waiting period	1 week	1 week
Maximum duration of sickness benefits	15 weeks	Up to 26 weeks
Tax status of benefits	Taxable	Taxable

QUÉBEC PARENTAL INSURANCE PLAN (QPIP)	2024	2025
Maximum insurable earnings	\$94,000	\$98,000
Employee premium rate	0.494%	0.494%
Maximum employee contribution	\$464.36	\$484.12
Employer premium rate	0.692%	0.692%
Maximum employer contribution	\$650.48	\$678.16
Self Employed premium rate	0.878%	0.878%
Maximum contribution	\$825.32	\$860.44

Workers' Compensation

Workers' compensation plans are governed by provincial Legislation and financed by employers. In some provinces, participation in such plans is mandatory for certain employers or groups of workers.

Premiums vary according to the type of industry and the size of the company or rating class in each province. Workers' compensation plans mainly provide for income replacement benefits but can also reimburse certain medical costs. These benefits are not taxable.

PROVINCE	MAXIMUM ASSESSABLE EARNINGS 2024	AVERAGE ASSESSMENT RATE* 2024	MAXIMUM ASSESSABLE EARNINGS 2025	AVERAGE ASSESSMENT RATE* 2025	DISABILITY BENEFITS	WEBSITE
British Columbia	\$116,700	\$1.55	\$121,500	\$1.55	90% of net income (for accidents before June 30, 2002: 75% of gross income)	worksafebc.com
Alberta	\$104,600	\$1.36	\$106,400	\$1.41	90% of net income (not subject to a maximum for accidents on or after September 1, 2018)	wcb.ab.ca
Saskatchewan	\$99,945	\$1.28	\$104,531	\$1.28	90% of net income	wcb.sask.ca
Manitoba	\$160,510	\$0.95	\$167,050	\$0.95	90% of net income (for accidents before January 1, 2006: 90% of net income for the first 24 months and 80% thereafter)	wcb.mb.ca
Ontario	\$112,500	\$1.30	\$117,000	\$1.25	85% of net income	wsib.on.ca
Québec	\$94,000	\$1.48	\$98,000	\$1.48	90% of net income	csst.qc.ca/en
New Brunswick	\$76,900	\$1.18	\$84,200	\$1.10	85% of net income	worksafenb.ca
Nova Scotia	\$72,500	\$2.65	\$76,300	\$2.65	75% of net income for the first 26 weeks, 85% thereafter	wcb.ns.ca
Prince Edward Island	\$78,400	\$1.25	\$82,900	\$1.25	85% of net income (for accidents before January 1, 2014: 80% of net income for the first 38 weeks and 85% thereafter)	wcb.pe.ca
Newfoundland & Labrador	\$76,955	\$1.73	\$79,345	\$1.73	85% of net income (for accidents before April 1, 2018: 80% of net income)	workplacnl.ca/
Northwest Territories	\$110,600	\$2.40	\$112,600	\$2.40	90% of net income	wscc.nt.ca
Nunavut	\$110,600	\$2.40	\$112,600	\$2.40	90% of net income	wscc.nt.ca
Yukon	\$102,017	\$2.09	\$104,975	\$2.09	75% of net income	wcb.yk.ca

*Preliminary: Subject to change.

Provincial Health Insurance Plans

The federal and provincial governments share responsibility for Canada's healthcare system. Healthcare services vary from province to province and the coverage provided are constantly being reviewed and revised.

PROVINCE	WEBSITE
British Columbia	gov.bc.ca/health
Alberta	health.gov.ab.ca
Saskatchewan	saskatchewan.ca/government/government-structure/ministries/health
Manitoba	gov.mb.ca/health/index.html
Ontario	health.gov.on.ca
Québec	msss.gouv.qc.ca/en
New Brunswick	gov.nb.ca/health
Nova Scotia	gov.ns.ca/health
Prince Edward Island	princeedwardisland.ca/en/topic/health-care-coverage
Newfoundland and Labrador	gov.nl.ca/health
Northwest Territories	hss.gov.nt.ca/en
Nunavut	gov.nu.ca/health
Yukon	yukon.ca/en/department-health-social-services



Canadian Dental Care Plan (CDCP)

Canadian Dental Care Plan (CDCP)

The CDCP was introduced in 2023 to support eligible Canadian residents with family income below \$90,000 and no access to dental insurance.

Eligibility criteria

To qualify for the CDCP, you must:

- not have access to dental insurance
- have an adjusted family net income of less than \$90,000
- be a Canadian resident for tax purposes
- have filed your tax return in the previous year

Applications

Applications now open for:

- Seniors aged 65 and over
- Children under the age of 18
- Adults with a valid federal Disability Tax Credit certificate for 2023

Renewals for the 2025-26 coverage period are now open to currently enrolled CDCP members.

For more information: www.canada.ca/en/services/benefits/dental/dental-care-plan.html





About Penad Pension Services Limited

Penad is a leading provider of pension administration technology, offering innovative software solutions alongside expert third-party administration (TPA) services. Since 1983, Penad has helped organizations across Canada and internationally streamline and manage their pension programs with confidence.

At the heart of Penad's solutions is **PX3000™**, a powerful and user-friendly software suite designed to simplify pension administration. With an intuitive web portal, members and employers can securely access their accounts from any device, while administrators benefit from advanced case and work management tools, automated workflows, and real-time data insights—improving efficiency, accuracy, and compliance.

Beyond software, Penad provides full-service third-party administration, offering **end-to-end administration** of DB and DC pension plans for organizations of all sizes.

By combining cutting-edge technology with decades of administrative expertise, Penad delivers scalable, secure, and user-focused solutions that empower organizations to manage their pension programs with ease.

SOLUTION READY

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