



2023-2024

Canadian Government
Benefit Rates / Summary

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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 2023-2024.

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/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 | 2023 | 2024 |
|----------------------------------------------------------------------------------------|------------|------------|
| CPP/QPP Yearly maximum pensionable earnings (YMPE) | \$66,600 | \$68,500 |
| CPP/QPP Basic annual exemption | \$3,500 | \$3,500 |
| CPP/QPP Contributory Earnings | \$63,100 | \$65,000 |
| CPP Contribution rate (employer & employee; double for self-employed) | 5.95% | 5.95% |
| CPP Maximum Annual Contribution amount (employer & employee; double for self-employed) | \$3,754.45 | \$3,867.50 |
| QPP Contribution rate (employer & employee; double for self-employed) | 5.95% | 6.40% |
| QPP Maximum Annual Contribution amount (employer & employee; double for self-employed) | \$3,754.45 | \$4,160 |

| BENEFITS | 2023 | 2024 |
|-----------------------------------------------------|------------|------------|
| CPP / QPP death benefit (maximum lump sum amount) | \$2,500 | \$2,500 |
| CPP / QPP Indexation Rate | 6.50% | 4.40% |
| Maximum CPP monthly retirement pension at 65 | \$1,306.57 | \$1,364.60 |
| Maximum CPP monthly retirement pension at 60 (64%) | \$836.20 | \$873.34 |
| Maximum CPP monthly retirement pension at 70 (142%) | \$1,855.33 | \$1,937.73 |

| Maximum CPP monthly disability pension | 2023 | 2024 |
|----------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|
| - Contributor | \$1,538.67 in January. Increases monthly to \$1,546.05 in Dec. | \$1,606.78 in January. Increases monthly to \$1,616.52 in Dec. |
| - Basic Payment Amount | \$558.74 | \$583.32 |
| - CPP Children's Benefit (per child) | \$294.12 | \$294.12 |

| Monthly CPP survivors' pension | 2023 | 2024 |
|-------------------------------------------------------------------------------------------------|-----------------|-----------------|
| - Spouse age 65 and over (60% of CPP pension) to Maximum shown | \$817.55 | \$818.76 |
| - Spouse 45-64 years of age with a disability (up to 60% of CPP pension, + flat-rate component) | Up to 60% + FRC | Up to 60% + FRC |
| - Spouse 45-64 years of age (37.5% of CPP pension, + flat-rate component) | 37.5% + FRC | 37.5% + FRC |
| - Child of a disabled / deceased contributor maximum benefit | \$294.12 | \$294.12 |

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) | 2023 (Reviewed Quarterly) | | | | 2024 (Reviewed Quarterly) | | | |
|------------------------------------------------------------------------------------------|---------------------------|------------|------------|------------|---------------------------|------------|------------|----|
| | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| Old Age Security (OAS) | | | | | | | | |
| - Age 65-74 | \$687.56 | \$691.00 | \$698.60 | \$707.68 | \$713.34 | \$713.34 | \$718.33 | |
| - Age 75 and Above | \$756.32 | \$760.10 | \$768.46 | \$778.45 | \$784.67 | \$784.67 | \$790.16 | |
| Guaranteed Income Supplement (GIS) | | | | | | | | |
| - Age 65 and Above. Single (or whose spouse does not receive OAS) | \$1,026.96 | \$1,032.10 | \$1,043.45 | \$1,057.01 | \$1,065.47 | \$1,065.47 | \$1,072.93 | |
| - Age 65 and Above. Married or Common Law (per person) | \$618.15 | \$621.25 | \$628.09 | \$636.26 | \$641.35 | \$641.35 | \$645.84 | |
| Allowance | | | | | | | | |
| - Age 60-64 | \$1,305.71 | \$1,312.25 | \$1,326.69 | \$1,343.94 | \$1,354.69 | \$1,354.69 | \$1,364.17 | |
| - Age 60-64. Allowance for the Survivor | \$1,556.51 | \$1,564.30 | \$1,581.51 | \$1,602.07 | \$1,614.89 | \$1,614.89 | \$1,626.20 | |

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 | 2023 | 2024 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|--------------------------------------------------|
| Money Purchase Limit Defined Contribution Registered Pension Plan/Simplified Pension Plan (DC RPP)/(SPP) | 18% of current year revenue up to \$31,560 | 18% of current year revenue up to \$32,490 |
| Defined Benefit Limit Annual defined benefit pension per year of Service (DB RPP). | \$3,506.67 | \$3,610.00 |
| 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 \$30,780 | 18% of last year earned income up to \$31,560 |
| DPSP Limit (Half of Money Purchase limit) | \$15,780 | \$16,245 |
| YAMPE (Year's Additional Max Pensionable Earnings for CPP2) | n/a | \$73,200 |
| 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. | \$6,500 | \$7,000 |
| (ALDA) Advanced Life Deferred Annuity | \$160,000 | \$170,000 |

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 | 2023 | 2024 |
|------------------------------------------------------------------|------------|------------|
| Maximum annual insurable earnings | \$61,500 | \$63,200 |
| Employee contribution rate per \$100 of gross insurable earnings | | |
| Outside Québec | \$1.63 | \$1.66 |
| Québec | \$1.27 | \$1.32 |
| Maximum annual employee contribution | | |
| Outside Québec | \$1,002.45 | \$1,049.12 |
| Québec | \$781.05 | \$834.24 |
| Employer contribution rate per \$100 of gross insurable earnings | | |
| Outside Québec | \$2.28 | \$2.32 |
| Québec | \$1.78 | \$1.85 |
| Maximum annual employer contribution | | |
| Outside Québec | \$1,403.43 | \$1,468.77 |
| Québec | \$1,093.47 | \$1,167.94 |
| Basic benefit rate (% of average insurable earnings) | 55% | 55% |
| Maximum weekly amount | \$650 | \$668 |
| Based on last weeks of salary | 26 weeks | 26 weeks |
| Waiting period | 1 week | 1 week |
| Maximum duration of sickness benefits | 15 weeks | 15 weeks |
| Tax status of benefits | Taxable | Taxable |

| QUÉBEC PARENTAL INSURANCE PLAN (QPIP) | 2023 | 2024 |
|---------------------------------------|----------|----------|
| Maximum insurable earnings | \$91,000 | \$94,000 |
| Employee premium rate | 0.494% | 0.494% |
| Maximum employee contribution | \$449.54 | \$464.36 |
| Employer premium rate | 0.692% | 0.692% |
| Maximum employer contribution | \$629.72 | \$650.48 |
| Self Employed premium rate | 0.878% | 0.878% |
| Maximum contribution | \$798.98 | \$825.32 |

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 2023 | AVERAGE ASSESSMENT RATE* 2023 | MAXIMUM ASSESSABLE EARNINGS 2024 | AVERAGE ASSESSMENT RATE* 2024 | DISABILITY BENEFITS | WEBSITE |
|-------------------------|----------------------------------|-------------------------------|----------------------------------|-------------------------------|------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
| British Columbia | \$112,800 | \$1.55 | \$116,700 | \$1.55 | 90% of net income (for accidents before June 30, 2002: 75% of gross income) | worksafebc.com |
| Alberta | \$102,100 | \$1.26 | \$104,600 | \$1.36 | 90% of net income (not subject to a maximum for accidents on or after September 1, 2018) | wcb.ab.ca |
| Saskatchewan | \$96,945 | \$1.28 | \$99,945 | \$1.28 | 90% of net income | wcb.sask.ca |
| Manitoba | \$153,380 | \$0.95 | \$160,510 | \$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 | \$110,000 | \$1.30 | \$112,500 | \$1.30 | 85% of net income | wsib.on.ca |
| Québec | \$91,000 | \$1.50 | \$94,000 | \$1.48 | 90% of net income | csst.qc.ca/en |
| New Brunswick | \$74,800 | \$1.31 | \$76,900 | \$1.18 | 85% of net income | worksafenb.ca |
| Nova Scotia | \$69,800 | \$2.65 | \$72,500 | \$2.65 | 75% of net income for the first 26 weeks, 85% thereafter | wcb.ns.ca |
| Prince Edward Island | \$65,000 | \$1.37 | \$78,400 | \$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 | \$72,870 | \$1.69 | \$76,955 | \$1.73 | 85% of net income (for accidents before April 1, 2018: 80% of net income) | workplacnl.ca/ |
| Northwest Territories | \$107,400 | \$2.40 | \$110,600 | \$2.40 | 90% of net income | wscc.nt.ca |
| Nunavut | \$107,400 | \$2.40 | \$110,600 | \$2.40 | 90% of net income | wscc.nt.ca |
| Yukon | \$98,093 | \$2.09 | \$102,017 | \$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

Application Schedule

| Group | Applications open |
|-------------------------------------------------------|------------------------|
| Seniors aged 87 and above | Starting December 2023 |
| Seniors aged 77 to 86 | Starting January 2024 |
| Seniors aged 72 to 76 | Starting February 2024 |
| Seniors aged 70 to 71 | Starting March 2024 |
| Seniors aged 65 to 69 | Starting May 2024 |
| Adults with a valid Disability Tax Credit certificate | Starting June 2024 |
| Children under the age of 18 | Starting June 2024 |
| All remaining eligible Canadian residents | Starting 2025 |

For more information: www.canada.ca/en/revenue-agency/services/child-family-benefits/dental-benefit.html

Interim Canada Dental Benefit – Children Under 12

An interim benefit is available for parents and guardians who pay for dental care for eligible children under age 12. Depending on your adjusted family net income, a tax-free payment of \$260, \$390, or \$650 is available for each eligible child. You can apply for a maximum of 2 payments per child.

Applications are open until June 30, 2024 for:

- dental care received between July 1, 2023 and June 30, 2024
- one additional payment if you meet the criteria

Benefit payments are administered by the Canada Revenue Agency (CRA).





About Penad Pension Services Limited

Founded in 1983, Penad is Canada's pension administration specialist.

Penad takes care of the pension administration needs of plan sponsors across Canada and internationally with third-party plan administration, consulting, and actuarial services.

Clients include Fortune 500 companies, institutions, associations, governments, corporations, and multi-employer unions.

In addition to administration services, Penad also develops leading software solutions which are used by banks, insurance companies, and larger pension plan sponsors to administer DB and DC pension plans, Group Life & Health plans, and entire books of business. Penad products cut turnaround times and dramatically improve member communications while enabling plan sponsors and administrators to manage complex requirements.

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