



NEWSLETTER – NEW COSTS FOR INSURANCE COVERAGE FOR 2024 December 12th 2023

Dear Members,

You will find below, the premium rates for the group insurance plan for the year 2024 adopted by the Treasury Board.

It should be noted that the trend of growth in drug costs observed for several years continued in the last year. Claims for medications related to depression, anxiety and other mental health issues are on the rise. In addition, innovation in the field of specialty medications, which has greatly improved the treatment of patients with serious or chronic illnesses, has also contributed to this increase. The premium rates adopted therefore reflect this trend.

Beneva (SSQ Assurance) will post a new version of the *Your plan at a glance* leaflet on the Customer Space website at the end of December. This will include the content of the insurance protections offered to policyholders, the new features for 2024, as well as the pricing.



1. Compulsory basic accident and health insurance Plan, average increase of 7% compared to the levels of 2023
2. Premium rates are unchanged and remain identical to those of 2023

compulsory basic accident and health insurance Plan

For members under 65, the average insurance premium is increased by 7.0%, or a maximum increase of \$8.60 per 14-day period.

For members aged 65 and over, the applicable rate corresponds to the rate for members under 65 adjusted to take into account the premium payable to the RAMQ.

These changes include any variation in pooling fees, as well as the addition of kinesiologist coverage to the same pool and with the same reimbursement parameters as the physiotherapist.

The rates are adjusted to generate a ratio of 1.4 between single-parent, and individual protection statuses, and a ratio of 2.4 between family and individual protection statuses.

The pooling fee for eligible drugs increases from 1.85% to 0.75% of premiums and the annual limit increases from \$500,000 to \$1,000,000 per 12-month period per certificate.

Other coverage

Premium rates are unchanged and remain identical to those of 2023.

Modification of the compulsory basic long-term salary insurance Plan

The contractual provisions relating to the coordination of the annuity of the compulsory basic long-term salary insurance plan will be adjusted in order to take into account the modifications to the annuities payable in the event of disability by the Quebec Pension Plan (QPP) which will come into force, effective January 1st, 2024.

The adjustments will apply to disability pensions which begin on or after January 1, 2024. Those already in payment will not be affected by these adjustments. The goal of these adjustments is to maintain a level of coverage equivalent to that which existed before the changes to the pensions payable in the event of disability by the QPP came into force.

Collective insurance coverage Plan of the administrators and managers of the public and parapublic sectors of Quebec

Premium rate per 14-day period from January 1st to December 31st 2024

Plans	Employer		Employee		Total		Subprime for 65 and over(1)
	less than 65 or 65 and more	65 and more	less than 65 or 65 and more	65 and more	less than 65 or 65 and more	65 and more	
Compulsory basic health and accident (in \$)							
Individual	24,79 \$	24,79 \$	49,36 \$	23,66 \$	74,15 \$	48,45 \$	109,95 \$
Single parent	34,71 \$	34,71 \$	69,10 \$	43,40 \$	103,81 \$	78,11 \$	153,93 \$
Family	59,50 \$	59,50 \$	118,46 \$	67,05 \$	177,96 \$	126,55 \$	263,88 \$
Compulsory basic life-insurance (in % of the salary of the member)							
For the member		0,000%		0,063%		0,063%	
For the spouse and dependent children		0,000%		0,018%		0,018%	
For mutilation by accident		0,000%		0,006%		0,006%	
TOTAL		0,000%		0,087%		0,087%	
Compulsory long-term disability insurance (in % of the salary tt)		0,741%		0,000%		0,741%	
Complementary compulsory long-term disability insurance (in % of the salary)		0,015%		0,000%		0,015%	

The premiums do not take into consideration the provincial sale's tax of 9%.

(1) Additional premium paid by members aged 65 or over if they request to be insured by the plan's drug guarantee rather than by the RAMQ.

Plans (2)	Member's optional Additional life insurance plan (3) (level by 1 000 \$ of protection and in % of the salary)				Optional additional life insurance for the spouse (4) (level by 10 000 \$ of protection)	
	Men				Men (5)	
	Smoker		Non Smoker		Smoker	Non Smoker
	Employee	Employee in % of the salary	Employee	Employee in % of The salary	Employee	Employee
Less than 35	0,021 \$	0,055%	0,011 \$	0,029%	0,21 \$	0,11 \$
35 à 39	0,035 \$	0,091%	0,015 \$	0,039%	0,35 \$	0,15 \$
40 à 44	0,052 \$	0,136%	0,025 \$	0,065%	0,52 \$	0,25 \$
45 à 49	0,085 \$	0,222%	0,040 \$	0,104%	0,85 \$	0,40 \$
50 à 54	0,142 \$	0,370%	0,075 \$	0,196%	1,42 \$	0,75 \$
55 à 59	0,234 \$	0,610%	0,135 \$	0,352%	2,34 \$	1,35 \$
60 à 64	0,473 \$	1,234%	0,173 \$	0,451%	4,73 \$	1,73 \$
65 à 69	0,707 \$	1,845%	0,252 \$	0,657%	7,07 \$	2,52 \$
70 à 74	0,991 \$	2,585%	0,399 \$	1,041%	9,91 \$	3,99 \$
75 à 79	1,283 \$	3,347%	0,576 \$	1,503%	12,83 \$	5,76 \$
80 or more	2,044 \$	5,333%	1,419 \$	3,702%	20,44 \$	14,19 \$
	Women				Women (5)	
Less than 35	0,010 \$	0,026%	0,004 \$	0,010%	0,10 \$	0,04 \$
35 à 39	0,025 \$	0,065%	0,013 \$	0,034%	0,25 \$	0,13 \$
40 à 44	0,045 \$	0,117%	0,021 \$	0,055%	0,45 \$	0,21 \$
45 à 49	0,066 \$	0,172%	0,032 \$	0,083%	0,66 \$	0,32 \$
50 à 54	0,108 \$	0,282%	0,053 \$	0,138%	1,08 \$	0,53 \$
55 à 59	0,161 \$	0,420%	0,098 \$	0,256%	1,61 \$	0,98 \$
60 à 64	0,375 \$	0,978%	0,133 \$	0,347%	3,75 \$	1,33 \$
65 à 69	0,489 \$	1,276%	0,185 \$	0,483%	4,89 \$	1,85 \$
70 à 74	0,617 \$	1,610%	0,273 \$	0,712%	6,17 \$	2,73 \$
75 à 79	0,723 \$	1,886%	0,357 \$	0,931%	7,23 \$	3,57 \$
80 or more	1,519 \$	3,963%	1,010 \$	2,635%	15,19 \$	10,10 \$

The premiums do not take into consideration the provincial sale's tax of 9%.

(2) Any change in the premium rate following a change of age of the participant takes effect on January 1 which coincides with or follows the change of age.

(3) The life insurance amounts available without proof of insurability are 3 times the salary before age 40, \$186,400 from ages 40 to 49 and \$77,700 after age 49. However, proof of insurability is required at all times when the request for an addition or increase is presented more than 60 days after the eligibility date.

(4) Proof of insurability is required at all times.

(5) In spouse's additional life insurance, the rates are established according to smoking habits (smoker or not) and the spouse's sex, but according to the member's age.