

# Employee Benefit Plans

for Saskatchewan health-care employees  
2023 Annual Report

A photograph of a family of four (a woman, a child, a girl, and a man) holding hands and walking away from the camera in a field of tall grass. The scene is backlit by a bright sun, creating a warm, golden glow and silhouettes of the family members. The sun is positioned in the upper center of the frame, casting long shadows and creating a lens flare effect.

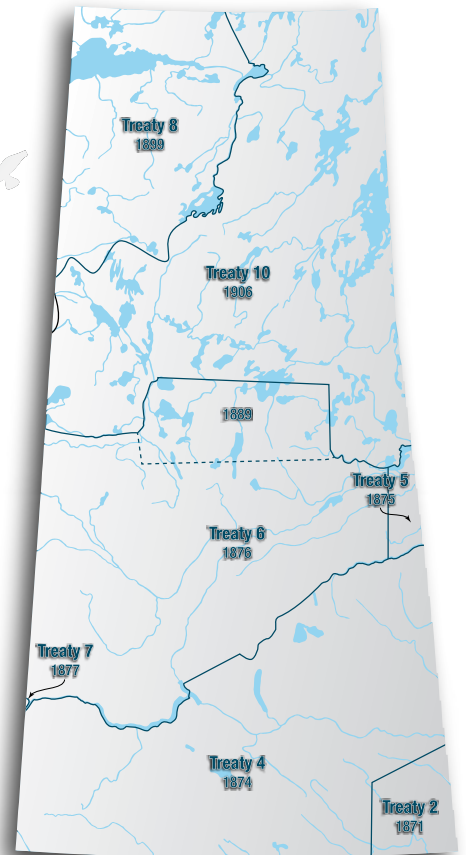
We take care of the caregivers



## First Nations and Métis/Michif land acknowledgment

We acknowledge that the Saskatchewan health-care system works and meets on the territory covered by Treaties 2, 4, 5, 6, 7, 8, and 10, the traditional territories of the Cree, Sauteaux, Dakota, Lakota, Nakota, Stoney, and Dene, and the Homeland of the Métis/Michif. Recognizing this history and the Truth and Reconciliation Commission Calls to Action are important to our future and our efforts to close the gap in health outcomes between Indigenous and non-Indigenous peoples.

**As treaty people, we pay respect to the traditional caretakers of this land.**



## 2023 Annual Report

Message from Chairs Karen Knelsen and Russell Doell	2
Message from Mark Anderson, Chief Executive Officer	3
Employee Benefit Plans Board of Trustees	4
Claims paid in 2023	8
What are the Employee Benefit Plans?	10
Investment Summary	12
Governance of the Employee Benefit Plans	13
Joint Trusteeship Achieved	14
Delivering on the Employee Benefit Plan Promise	14
2023 Plan Developments	15
Service metrics	20
Financial highlights	27
Summary financial information	31

## Message from the Chairs



**Karen Knelsen**  
Chair

2023 was a landmark year for the Employee Benefit Plans that provide group life insurance, disability income, and health and dental benefits to over 46,000 plan members and 20,000 retirees in the Saskatchewan health-care system.

As your new Chair and Vice-chair of the Employee Benefit Plans Board of Trustees, we are proud to share that the Board is now jointly trusteeed. This means both the unions representing health-care system employees and employers have an equal presence on the Board of Trustees that oversees plan members' benefits.

We would like to extend our thanks to all of the people and organizations that made this achievement possible.

We also extend a welcome to our new trustees. You can learn more about the new trustees on page 4.

The Employee Benefit Plans Board of Trustees have fiduciary responsibility for the plans, with a duty to act in the best interests of the beneficiaries. On behalf of the Board of Trustees, we are proud to present the 2023 Employee Benefit Plans Annual Report.

"The Board of Trustees is responsible for the financial health and stewardship of the benefit plans on which health-care employees rely," said Chair of the Board of Trustees Karen Knelsen. "After the significant collaboration, negotiation, and trust it has taken to achieve joint trusteeship, we are in the strongest possible position to maintain the plans into the future."

"This is an important achievement for all plan members," said newly appointed Vice-chair Russell Doell. "The Plans provide significant benefits and help to 'take care of the caregivers,' and this kind of joint trusteeship is the best practice model. I am pleased that all parties involved now have an equal footing."



**Russell Doell (SEIU-West)**  
Vice-chair

## Message from the Chief Executive Officer

Tens of thousands of health-care workers rely on the work of the Employee Benefits team to administer their benefit plans each year. Our staff are there to help people through some of the most challenging and difficult days they will experience in their lives, such as disability or the loss of a loved one.

I am proud of the Employee Benefits team for introducing the Employee Benefit Plans Promise. This pledge, found on page 14 of this report and on our website, is reflected in the care and attention provided by the service line every day. The promise outlines the areas in which 3sHealth promises to “take care of the caregiver.” This means:

- We commit to doing the right thing and following through on our promise;
- We find the right answer and stay with the person until they feel taken care of;
- We find the right solution;
- We follow due process to deliver reliable services; and
- We will treat everyone with dignity and respect.

These guiding principles informed much of the work Employee Benefits has done in 2023. You will find details of many of these improvements in this report, including our efforts to streamline benefits information on our website, visiting health-care facilities in person to see the work care providers do and how it impacts their health, and the creation of helpful tools for plan members, like our “Retirement at a Glance” brochure.



**Mark Anderson**  
3sHealth CEO

## Board of Trustees



**Karen Knelsen**  
Chair

Ms. Knelsen's considerable experience as a registered nurse, Director of Nursing, and facility administrator, in addition to her board experience with health-care facilities, with the Saskatchewan Registered Nurses Association, and as a representative of affiliated agencies, significantly contributes to the work of the 3sHealth Board of Trustees. Ms. Knelsen currently serves as the Chair of the Employee Benefit Plans Board of Trustees and is a representative to the Employee Benefits Committee. She has been immersed in the health sector for several years and is known and respected for her commitment to a high-quality, patient-centered health-care system.

Ms. Knelsen also serves on the 3sHealth Board of Directors. She has achieved the Foundation of Trust Management Standards® and Advanced Trust Management Standards™ certificates, as well as the Masters of Trust Management Standards through the International Foundation of Employee Benefit Plans.



**Russell Doell (SEIU-West)**  
Vice-chair

Mr. Doell brings a strong perspective to his work as Vice-chair on the Employee Benefit Plans Board of Trustees, thanks in part to his decades of experience in both the health-care system and labour relations. After spending his first 25 years of employment working in various positions at Saskatoon's Royal University Hospital, he moved to a staff position with SEIU-West in 2006. He held many different executive positions with SEIU-West, including one term as president. As part of Mr. Doell's current role as Deputy Director at SEIU-West, he is responsible for member benefit plans. He has completed his Master of Trust Management Standards certification.

He has been involved with the 3sHealth extended health plan since 2000 and is a long-serving member of the Employee Benefit Plans and Working Committees.

In addition to his position as Vice-chair with the Employee Benefit Plans Board of Trustees, Mr. Doell also sits as a trustee on the Saskatchewan Health Employees' Pension Plan Board of Trustees.





**Al Boutin (HSAS)**

Mr. Boutin serves as the Executive Director of Health Sciences Association of Saskatchewan (HSAS), bringing two decades of leadership in both management and labour leadership roles in the Saskatchewan public sector to the position. These roles have included benefit plan negotiation and administration, experience which supports his role as a trustee.

In addition to providing leadership and advocacy for and with the HSAS membership, he also joined the Employee Benefit Plans Committee and Working Committee in 2023.

As a relationship builder in, across, and outside of HSAS, Al recognizes that innovative and positive solutions can be arrived at through a collaborative spirit, curiosity, and flexibility. He is a firm believer that developing and building positive, productive, and purposeful relationships can create strong, effective member advocacy and desired outcomes for our province's health care.



**Andrew Cartmell**

Mr. Cartmell's experience and leadership as the former President and CEO of SGI provide him with an excellent foundation to support innovative change within the health-care system. He is accustomed to working within a complex organization that needs to be responsive to many stakeholders, and he has experience as a member of the Facility Association Board, an insurance industry association, as a Director on the 3sHealth board, and with the board of SGI. Mr. Cartmell has strong financial, insurance, and enterprise risk management skills. He is a Fellow of the Canadian Institute of Actuaries. Mr. Cartmell has also achieved the Foundation of Trust Management Standards and Advanced Trust Management Standards certificates through the International Foundation of Employee Benefit Plans.



**Arnie Shaw**

Mr. Shaw is a Chartered Professional Accountant (CPA, CA), a retired Certified Management Consultant (CMC) and is currently the President of Centennial Plumbing, Heating & Electrical and Centennial Kitchen & Bath. Prior to that, Mr. Shaw was in public practice as a CPA for 15 years and later established a management consulting practice, which specialized in consulting to and operating companies in financial difficulty. In addition to his business roles, Mr. Shaw has several current and past for-profit and not-for-profit board and committee affiliations, including Blue Cross Life of Canada, Saskatchewan Blue Cross, Canadian Association of Blue Cross Plans, Saskatoon Centennial Auditorium & Convention Centre, Nexstar Network, Rise Air, Saskatoon Fastprint, and the B'nai Brith Silver Plate Dinner. Mr. Shaw also currently serves as Vice-chair of the 3sHealth Board of Directors and the Chair of the 3sHealth Board's Audit, Finance, and Risk Committee. He has also achieved the Foundation of Trust Management Standards and Advanced Trust Management Standards certificates through the International Foundation of Employee Benefit Plans.



**Audrey Yaremy (SGEU)**

Ms. Yaremy's background is well-suited to her role on the Employee Benefit Plan Board of Trustees, possessing significant experience as an Executive Board Member, Vice-president and National Vice-president and Trustee with particular interest in the financial aspects of the budgetary processes in the Saskatchewan Government and Employees Union. She spent 28 years in long-term care, with 13 years of service in labour relations. This includes a position as Labour Relations Officer with the Saskatchewan Government Employees Union.

Ms. Yaremy retired in 2019. In addition to her role as a trustee, she continues to volunteer with a long-term care auxiliary. She also enjoys spending time with her grandchild, gardening, cooking, and baking.



**Dave Jackson**

Mr. Jackson is currently the Chief Executive Officer of the Canadian Lawyers Insurance Association (CLIA). He has an excellent foundation to support his role as a Trustee for the 3sHealth Employee Benefit Plans. He has worked in all areas of the benefits sector, with operational and management responsibilities at both for-profit and not-for-profit organizations. He has been working with the CLIA Board for the last eight years, and has acted as the Chair of the provincial and national Risk and Insurance Management Society. He continues to be actively involved in the risk management community.

Mr. Jackson has a Bachelor of Arts degree in Economics and a Master of Public Administration degree from the University of Regina. He also has a certification in Risk Management from the University of Toronto.



**Dean Biesenthal**

Mr. Biesenthal is the Associate Vice-president of Human Resources, University of Regina. He has more than 20 years of experience in the human resources (HR) field, working in benefits administration and oversight in the broader public sector as well. His work in the public education, health, and post-secondary sectors have helped him become accustomed to working in complex and ever-changing environments with multiple stakeholders. Currently, Mr. Biesenthal serves on the HR Committee of the Neutral Ground Artist Run Centre's board of directors and is a member of several board committees at the University of Regina, including the Academic & Administrative Benefits Board Committee, the Joint Pension & Investment Board Committee, the Trust & Endowment Board Committee, and the Non-Academic Benefits Board Committee, which he chairs.

Mr. Biesenthal is a graduate of the University of Regina in Business, holds a Masters of Education in Leadership from the University of Saskatchewan, and is a Chartered Professional in Human Resources.





**Denise Dick (SUN)**

Ms. Dick has been a registered nurse for over 41 years, with 31 years spent as an active front-line nurse working in the pediatrics, general surgery, women's health, labour and delivery, and newborn nursery units. She has also provided years of service to the Saskatchewan Union of Nurses (SUN), acting as First Vice-president since 2013, Chair of the Finance Committee, and Chair of the Board's Governance and Policy Committees. Her work with SUN led to Ms. Dick's ongoing participation in the Employee Benefit Plans and Working Committees in 2013. Ms. Dick has also brought her expertise and experience to roles as Chair of the Saskatchewan Association for Safe Workplaces in Health's Board of Directors, board member for the Saskatchewan Nurses Foundation, treasurer of the Saskatchewan Health Coalition, and Vice-president of the Executive Council of the Saskatchewan Federation of Labour.

Ms. Dick has also been recognized for her contributions to nursing and health care. In 2021, she received the prestigious Bread and Roses Award from the Canadian Federation of Nurses Unions for her outstanding contributions to policy and decision-making, raising public awareness for nursing issues, and patient advocacy.



**Judy Henley (CUPE)**

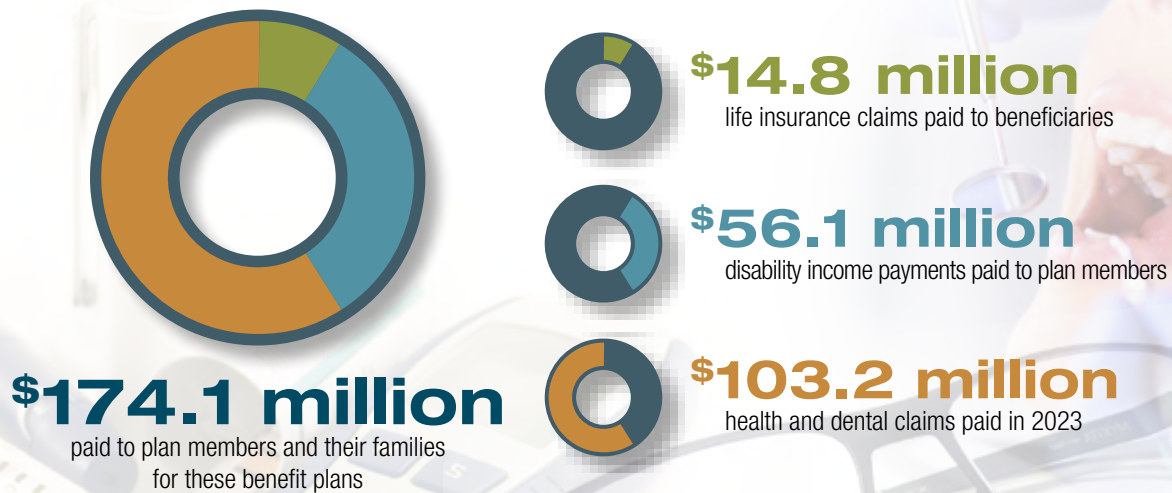
Ms. Henley works in the health-care system as a Payroll and Benefits Officer for the Saskatchewan Health Authority. She has also served in many leadership roles within the Canadian Union of Public Employees (CUPE) at the local, provincial, and national levels, including National General Vice-president, Regional Vice-president (representing 31,000 Saskatchewan members) on the National Executive Board, Secretary-Treasurer of CUPE Saskatchewan, and President of CUPE Saskatchewan. She has acted as a labour representative first as a part-time and currently serves in full-time roles for the Workers' Compensation Board.

In 2022, Ms. Henley was awarded the Queen Elizabeth II Platinum Jubilee Medal (Saskatchewan) in recognition of her valuable contribution to the province. She has also been recognized and awarded the CUPE Saskatchewan Award for union activism for her outstanding contributions to CUPE and the community.

## Claims paid in 2023

3sHealth administers 10 Saskatchewan health-care system Employee Benefit Plans, including the Group Life Insurance Plan, Extended Health Care and Enhanced Dental Plan, and the Disability Income Plans. Since 1967, the 3sHealth Employee Benefits team has acted as the administrator of the plans. 3sHealth Employee Benefits supports the Board of Trustees and manages the employee benefit plan investments and trust fund assets of \$652.3 million. In addition to running day-to-day operations, the 3sHealth Employee Benefits team provides customer service and support to 71 health-care employers, over 46,000 active plan members, and 20,000 retirees. The team adjudicates disability claims, pays disability benefits, performs the weekly and annual eligibility determination on behalf of all health-care employers, assesses lifestyle spending account claims, and facilitates and pays life insurance claims.

### Benefits paid in 2023



In 2023, the Employee Benefit Plan Trusts paid \$174,115,709 in Group Life insurance, Disability Income Plan benefits, and health and dental claim reimbursements to eligible plan members. This amount represents a seven per cent increase over the total for claims paid in 2022.

### Group Life insurance

The Group Life Insurance Plan paid \$14,789,568. This total includes \$10,310,676 paid to loved ones when a plan member passed away.

The plan also paid \$626,550 directly to plan members when their spouse or child passed away.

As of December 31, 2023, there were 46,882 plan members across Saskatchewan enrolled in the Group Life Insurance Plan, with approximately \$8,148,721,000 of life insurance coverage in place.

### Disability Income Plans

3sHealth issued \$54,711,777 in payments to plan members on approved disability claims. This figure represents 3,593 claims and an increase of over \$3 million in payments to plan members compared to 2022.

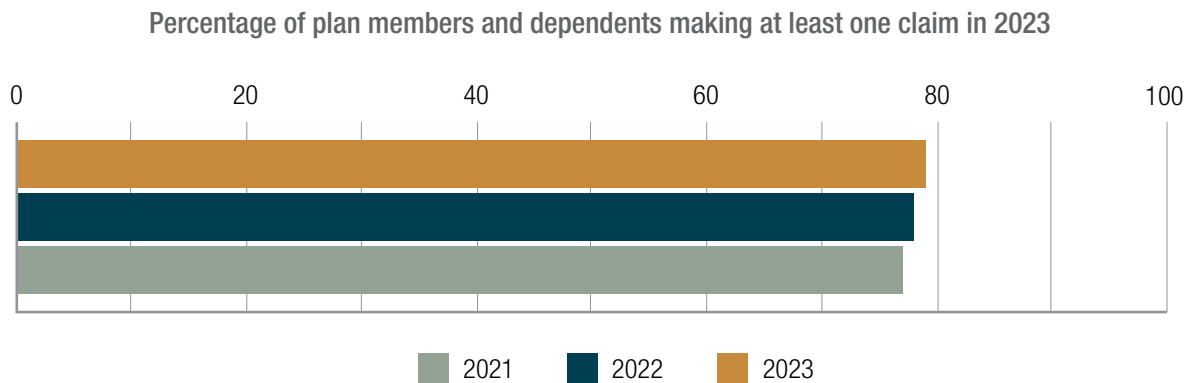
In addition, the Disability Income Plans provided treatment support in the amount of \$1,391,672 to plan members on an approved claim throughout 2023. Treatment support most commonly comes in the form of physiotherapy, psychology, and assessments to provide collaborative support with beneficiaries on their path to health. The Employee

Benefit Plans Board of Trustees has committed to helping plan members on an approved disability claim as soon as possible to support their recovery. As a result of that effort, the Disability Income Plans paid out \$610,633 more in treatment funding in 2023 compared to 2022.

### Dental plans

The dental plans paid a total of \$47,189,863 in reimbursements for plan members and their families. This is an increase of three per cent over 2022.

The number of plan members and dependents utilizing their dental plan benefits has continued to climb in recent years, reaching nearly 80 per cent in 2023.

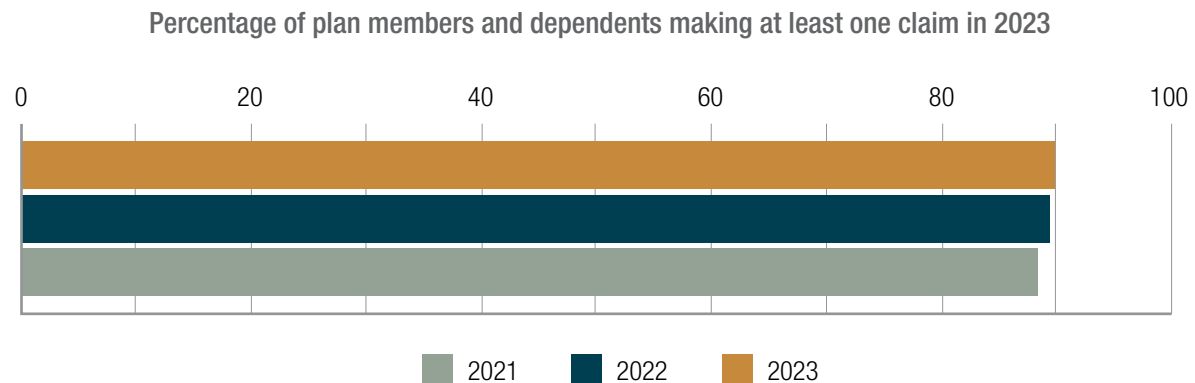


The dental plans provide coverage in accordance with the 3sHealth Maximum Reimbursement Schedule. Updated annually in accordance with the Saskatchewan Dental Association fee guide, the maximum reimbursement schedule provides the amount payable for each eligible dental procedure code.

### Extended health care plans

Plan members and their families received \$56,032,829 in health claim reimbursements. This figure represents 1,220,265 claims.

As with the dental plans, usage of the extended health care plans has grown steadily the last three years. Over 90 per cent of plan members and their families utilized the extended health care plans in 2023.



Plan members submitted 851,128 claims for prescription medications, making it the most-claimed benefit in 2023.

Plan members received reimbursement totaling \$20,870,622 for prescription medication claims. The top 10 therapeutic drug classifications in 2023 are:

2022 Rank	2023 Rank	Therapeutic classification	Total amount paid	% Total amount paid	# of Claimants
1	1	Diabetes Treatments and Supplies	\$3,726,559	17.9%	6,086
2	2	Depression	\$2,234,367	10.7%	16,427
4	3	Central Nervous System Agent	\$1,787,941	8.6%	3,458
3	4	Cardiac Disease/Blood Pressure	\$1,520,039	7.3%	14,895
5	5	Allergies/Respiratory Diseases	\$1,145,581	5.5%	14,792
6	6	Skin Disorders/Acne	\$1,134,861	5.4%	13,538
7	7	Birth Control	\$929,113	4.5%	6,454
9	8	Gastrointestinal/Ulcers	\$896,249	4.3%	13,053
8	9	Rheumatoid Arthritis	\$873,914	4.2%	302
10	10	Cholesterol Disorders	\$698,491	3.3%	8,728
<b>Top 10 total</b>				<b>71.6%</b>	

There was \$4.9 million reimbursed to families for psychology and social worker treatment last year, representing 6,517 unique claimants.

Another \$8.5 million was reimbursed for massage therapy, representing 31,640 unique claimants for this service.

Members purchased 5,831 glasses frames, including prescription sunglasses and safety glasses. Plan members received \$1,016,149 in reimbursements.

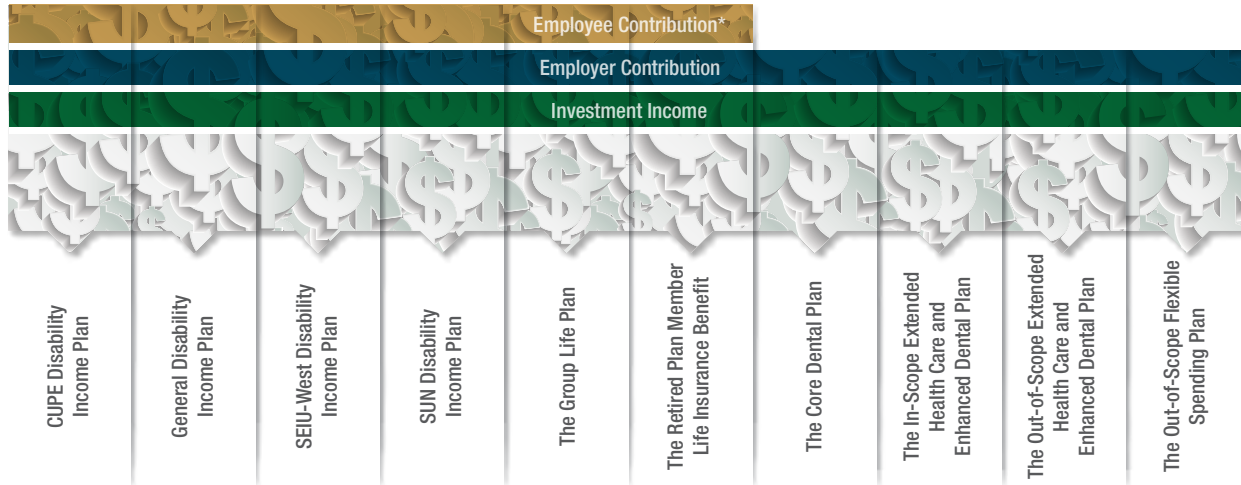
## What are the Employee Benefit Plans?

There are 10 health system Employee Benefit Plans. Saskatchewan health-care system employees are members in these plans depending on where they work and their union membership.

The Employee Benefit Plans are governed with reference and adherence to the Saskatchewan Health Authority collective bargaining agreements and the out-of-scope terms and conditions. Other Saskatchewan health-care employers can participate in the plans. Depending on an employer's collective bargaining agreements and/or personnel policies, premiums and contributions may be paid by the employer, the employee, or with costs shared between them. 3sHealth holds these contributions in trust.

### How are the plans funded?

Employers and employees contribute funds to these plans to be held in trust and administered on their behalf. The 3sHealth Board of Trustees has the ultimate fiduciary responsibility for the plan trusts. It oversees the governance of the plans and appoints 3sHealth to administer the plans.



\* Some participating organizations have a different cost-sharing arrangement compared to the one depicted here.

These plans are:

- CUPE Disability Income Plan
- SEIU-West Disability Income Plan
- SUN Disability Income Plan
- General Disability Income Plan
- Core Dental Plan
- In-Scope Extended Health Care and Enhanced Dental Plan
- Out-of-Scope Extended Health Care and Enhanced Dental Plan
- Group Life Insurance Plan
- Retired Plan Member Life Insurance Benefit Plan
- Out-of-Scope Flexible Spending Plan

3sHealth's legislation, *The Health Shared Services Saskatchewan (3sHealth) Act*, sets out that 3sHealth may establish, operate, administer, support, or manage employee benefit, insurance, and disability plans and related trusts.

# Investment Summary

## Market overview

After a challenging 2022, 2023 saw a strong recovery for public markets globally. Stock markets posted double-digit returns, with the U.S. market particularly high due to developments in artificial intelligence. Bonds markets recovered much, but not all, of what was lost in 2022 due to anticipated interest rate cuts and subsiding fears of a global recession.

Within alternative investments, the real estate sector continues to adjust to post-pandemic work trends, facing challenges, while infrastructure investments demonstrated stability despite valuation pressures from higher interest rates.

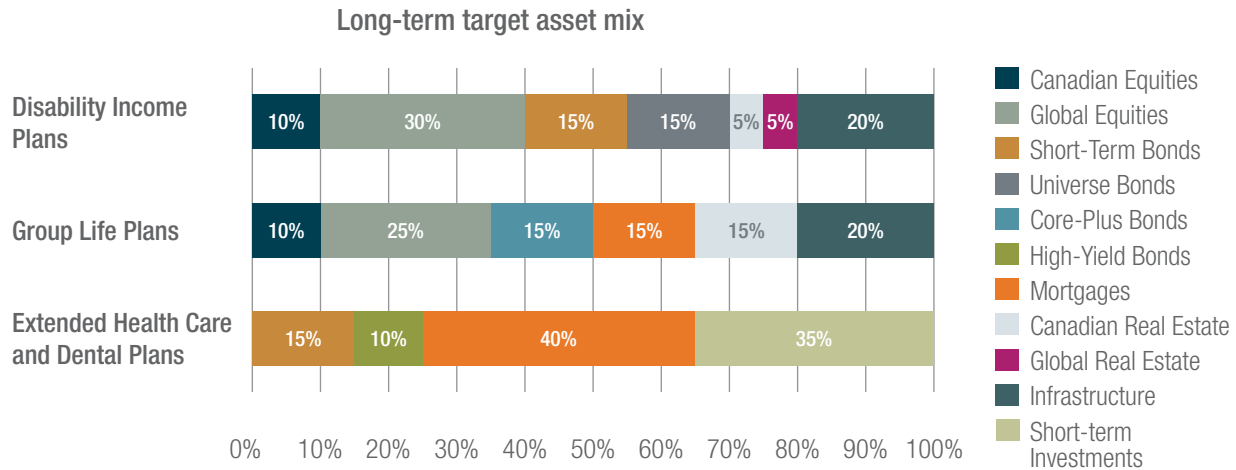
Heading into 2024, global uncertainty and geopolitical events continue to impact market volatility. However, the plans remain well positioned with diversified risk exposures, which should help them withstand future market challenges.

Performance as at December 31, 2023 (Net of Fees)	Total Investment	Portfolio Returns			
		1 Year	2 Years	4 Years	10 Years
<b>Disability Income Plans</b>	<b>\$ 274,901,000</b>	<b>8.0%</b>	<b>3.8%</b>	<b>5.6%</b>	<b>6.0%</b>
Market Benchmark Portfolio		9.4%	1.2%	5.4%	6.2%
Value-added		-1.4%	2.6%	0.2%	-0.2%
<b>Group Life Plans</b>	<b>\$ 98,342,000</b>	<b>8.9%</b>	<b>1.3%</b>	<b>5.3%</b>	<b>5.4%</b>
Market Benchmark Portfolio		7.3%	0.7%	4.8%	6.0%
Value-added		1.6%	0.6%	0.5%	-0.6%
<b>Extended Health Care and Dental Plans</b>	<b>\$ 222,187,000</b>	<b>7.4%</b>	<b>0.4%</b>	<b>2.1%</b>	<b>2.2%</b>
Market Benchmark Portfolio		6.5%	0.6%	1.8%	1.9%
Value-added		0.9%	-0.2%	0.3%	0.3%

## 2023 investment highlights

- All plans had positive rates of return for the year, with returns in the high single digits.
- The Group Life Plans and Extended Health Care and Dental Plans outperformed their benchmark portfolios over the year. While the Disability Income Plans delivered a strong absolute one-year return, they lagged behind the benchmark portfolio. The defensive nature of the Disability Income Plans portfolio helps protect during periods of market weakness, as demonstrated by the outperformance over two years, which includes a significant downturn in 2022.
- The plans have demonstrated strong performance over the past four years, with all plans outperforming their respective benchmark portfolios.
- The Extended Health Care and Dental Plans began implementing a new asset mix at the start of 2024. This new asset mix aims to reduce portfolio risk while capitalizing on a more favourable outlook for fixed income and returns, considering the current and anticipated future interest rate environment.

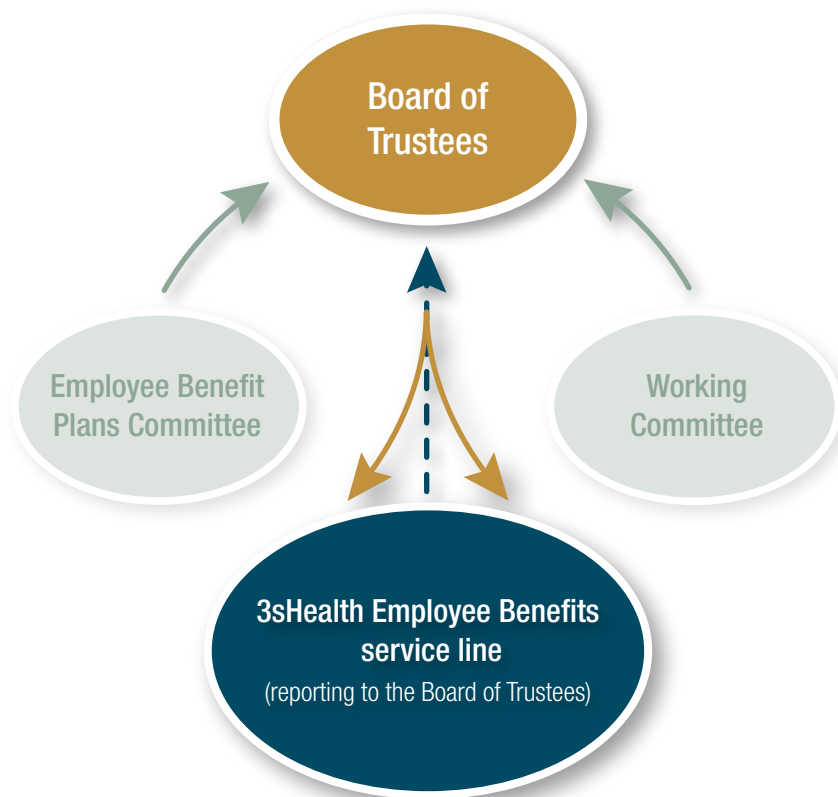




For more detail on the financial performance of the plans, please see the *Financial Highlights* and *Summary Financial Information* sections of this report on page 27.

## Governance of the Employee Benefit Plans

The Board of Trustees has fiduciary responsibility for the employee benefit plan trusts. Along with the Board of Trustees, two committees support trust governance. Made up of an equal number of union and employer representatives, the Employee Benefit Plans Committee makes recommendations to the Board of Trustees on matters related to the Group Life Insurance, Retired Plan Member Life Insurance Benefit, Core Dental, and the Disability Income Plans. In addition, the committee makes recommendations to the Board of Trustees on investments and the asset mix. The collective bargaining agreements stipulate the composition of the Employee Benefit Plans Committee. The Working Committee comprises 10 union representatives: two from each of the health sector unions including CUPE, HSAS, SEIU-West, SGEU, and SUN. The Working Committee makes recommendations to the Board of Trustees for matters related to the In-Scope Extended Health Care and Enhanced Dental Plan.



## Joint Trusteeship Achieved

The Employee Benefit Plans reached a significant milestone in October of 2023. The Employee Benefit Plans Board of Trustees is now jointly trusteeed. The joint trusteeship agreement, several years in the making, ensures both the unions representing health-care system employees and the employers have an equal presence on the Board of Trustees that oversees plan members' benefits. Experts consider this governance model the best practice. Joint trusteeship also keeps the Employee Benefit Plans Employee Life and Health Trust compliant, ensuring the plans are in the most favorable tax position possible.

There are now five union trustees and five employer trustees on the board. The trustees have a fiduciary duty to act in the best interest of the beneficiaries of the plans, with the newly amended Trust Agreements providing guidance to the trustees.

## Delivering on the Employee Benefit Plans Promise

3sHealth is dedicated to continuous improvement for plan members and their families. Many improvements for plan members have resulted from the 3sHealth Employee Benefits' departments multi-year strategic project "Delivering on the Employee Benefit Plans Promise." Creating a promise statement to plan members, seeing health care in action, digitization—these are just some of the improvements that stem from "Delivering on the Employee Benefit Plans Promise."

### The Employee Benefit Plans Promise



#### Ownership

We commit to doing the right thing and following through on our promise



#### Guide

We find the right answer and stay with the person until they feel taken care of



#### Resourceful

We find the right solution



#### Accurate

We follow due process to deliver reliable services



#### Empathetic

We will treat everyone with dignity and respect

Employees from across the Employee Benefits department recently collaborated to create The Employee Benefit Plans Promise.

We know that plan members rely on these benefit plans, both throughout the year and during some of the most challenging times of their lives. Plan members turn to their benefits during a period of disability, the loss of a loved one, or to maintain good health for their family.

This is our promise to you, the plan member. It is also the high standard we set for ourselves when "taking care of the caregiver" by administering their benefit plans.

# 2023 Plan Developments

## Making benefits information easier to access and understand

### Life Events

Find the right information for your personal circumstances by selecting one of the life event tabs below. These pages help you learn how changes in your life affect your benefits.

- New Employee
- Family Changes
- Leave of Absence
- Retirement
- Death

Family changes such as new children, changes in marital status, and children attending post-secondary education all affect your benefits. Learn what you need to do to keep your benefits updated.

[Learn More](#)



3sHealth made benefits information easier to access and understand. Plan members can now find the benefits answers they need on 3sHealth.ca organized by “Life Event.” Plan members will see information organized by the following life events:

- New Employee;
- Family Changes;
- Leave of Absence;
- Retirement; and
- Death.

Each section contains answers to frequently asked questions.

This improvement for plan members originated from consultations with stakeholders during 3sHealth Employee Benefits’ multi-year strategic project, “Delivering on the Employee Benefit Plans Promise.” 3sHealth gathered plan member, employer, and union input. A Patient Family Partner and a small sample of plan members also reviewed and provided feedback on the content to make improvements.

“We are always looking to improve our plan member service. Hearing the plan member and stakeholder voice is crucial to the work that we do. We took the feedback we received and set up benefits information on our website in an accessible and intuitive way.”

Lorne Shiplack  
Director of Benefit Services

### Treatment funding change

The Employee Benefit Plans Board of Trustees made a change to how 3sHealth administers treatment funding to make life easier for plan members on a disability claim. When plan members are on an approved disability claim, there is treatment funding available to them to aid in their recovery. 3sHealth first made treatment funding available through the “Path to Health” project to help plan members return to work. Claim adjudicators, with the support of advisors, specialists, and medical consultants, work with plan members to fund necessary treatment.

Previously, 3sHealth used to ensure that plan members first use up their Extended Health Care Plan coverage before treatment funding.

Plan members on a disability claim who attend a treatment program have an 89 per cent success rate of completing their program and returning to work. Sixty-five per cent of plan members on a disability claim attend a treatment program.

The Board of Trustees approved paying treatment funding costs directly from the Disability Income Plan trusts. This change not only ensures a streamlined process, but also that plan members have their health coverage available to them upon their return to work.

### **Athletic therapists now covered**

Effective January 1, 2024, the Employee Benefit Plans cover visits to athletic therapists under the same maximum as physiotherapists. Plan members can claim up to \$400 per year per insured person.

This enhancement to the Employee Benefit Plans originated from feedback that 3sHealth received from a plan member.

“A plan member contacted us and requested that the plans cover the work of athletic therapists,” says Director of Benefit Services Lorne Shiplack. “We took their request to the governance committees, along with information on the role of athletic therapists, the projected cost, and the sustainability of the enhancement. The Working Committee agreed that it was worth pursuing and made a recommendation to the Employee Benefit Plans Board of Trustees. After some research, the Board of Trustees approved the enhancement.”



Athletic therapists are registered members of the Canadian Athletic Therapists Association (CATA). According to CATA, athletic therapists focus on treating musculoskeletal injuries using various “manual therapies, modalities, exercise prescription, and even bracing and taping.” The types of patients that could work with an athletic therapist include those suffering from chronic pain, experiencing aches and discomfort with their daily activities, having concussion symptoms, or recovering from accidents or surgeries.

### **Hearing aid support increased**

Members of the Employee Benefit Plans administered by 3sHealth received an increase in coverage for hearing aids in 2023. Approved by the Employee Benefit Plans Board of Trustees, coverage expanded from a combined \$1,500 for both ears, every five years, to \$1,500 for each ear, every five years.

This change took effect on September 1, 2023. Eligible costs include charges for the purchase, repair (excluding batteries or routine maintenance), and installation of hearing aid(s) based on the written recommendation of an audiologist.

This bolsters coverage for audiologist-performed hearing tests, which provides a maximum of \$120 every four years for plan members or their spouse and \$140 every four years for each child under age 18.



## Immediate support for surviving family members

No one is ever emotionally prepared for the passing of a loved one. The last thing on your mind when dealing with the grief of losing someone close to you is the responsibility and cost of dealing with their death.

On October 1, 2023, the Employee Benefit Plans added the option for a quick payment of up to \$10,000 to help with immediate death-related expenses, such as funeral and travel costs. This payment is available to one named beneficiary of a Group Life Insurance plan member within 72 hours of 3sHealth receiving notification of that plan member's passing.

For participating plan members, this option is automatically available for all life claims over \$50,000 with a named individual as a beneficiary.

## Naming beneficiaries assistance

**Naming Beneficiaries is Easy**

**If something were to happen to you, you want to be sure your loved ones are taken care of.**

Health-care employees know better than most people how quickly tragedy can strike.

As part of its continuous improvement efforts, the Employee Benefit team endeavoured to make sure plan members always have the guidance they need to name or change their beneficiaries. This is the best way to make sure that members' families are taken care of if something unfortunate should happen.

Employee Benefits created a video to walk plan members through the process, step-by-step.

[Click image to view online](#)

## Health care in action

The 3sHealth Employee Benefits department has been focusing on seeing health care in action. For example, employees from 3sHealth paid a visit to Santa Maria Senior Citizens Home in Regina to get a first-hand look at what working in a health-care facility is like. A manager, specialist, and three disability claims adjudicators spent the afternoon learning from front-line health-care employee plan members, discussing the challenges of working in long-term care.

EBP's work administering the Saskatchewan health-care system's benefit plans includes disability benefits, which are paid to workers who are unable to perform their duties because of illness or injury. It is the privilege of the claims services team to do all it can to assist plan members in their journey back to health. The best way to do that is to ensure the team fully understands the requirements and challenges inherent in all health-care jobs and how a member's illness or injury impacts their work.

Going to where the health care happens is important to understand a plan member's work setting. "It was so beneficial to see the environment of the senior citizen's home," said one adjudicator. "Seeing staff lift the carts and use the laundry facilities really helps us understand the physical demands of the job."

This outreach into workplaces will help 3sHealth better understand the barriers that may prevent plan members from returning to their job and identify where assistance is needed. It is another important step as 3sHealth works with plan members on their path to health.

The department has also visited Saskatoon's City Hospital and the Dr. F.H. Wigmore Regional Hospital in Moose Jaw.

### Retirement at a glance

Retirement is an exciting life change. It is also a time to make important financial decisions. 3sHealth knows that understanding benefit plan options is a critical part of any retirement plan. To make the retirement transition easier for plan members, 3sHealth created a brochure called "Retirement at a Glance." Plan members can find all the information they need in one convenient place. The new document also contains a handy "Retirement Checklist" with useful steps for plan members to take to ensure a smooth transition into retirement.



### Digitization

3sHealth Employee Benefits has digitized its paper files. Both benefit files and disability claim files are now digitized, meaning faster processing times for plan members, a more streamlined process for employees, and a more environmentally friendly approach to benefits administration.

### A plan member's story: "I am very thankful"

A plan member on a disability claim has given 3sHealth permission to share her story. We have changed her name to protect her privacy. Jennifer is a plan member who works as a Licensed Practical Nurse (LPN). Jennifer is on a disability claim due to an autoimmune disease.

*To all at 3sHealth,*

*I'm sending this email as a way to say thank you and to show my appreciation for the physiotherapy program that my 3sHealth Claims Adjudicator set up for my rehabilitation. The importance of this program cannot be overstated.*

*I am dealing with pain and stiffness throughout my joints from my autoimmune disease. My disease left me with bony deposits on the joints of my feet and hands, particularly my dominant hand.*

*For the past five years, it has become an uphill struggle to perform daily tasks and functions at work. A depression set in when I saw and felt my body deteriorating. I use my whole body for my job. I am an LPN and I work in a few units, including the Mother-Baby Unit. I am on my feet for 8-to-12-hour shifts handling, bathing, and caring for little ones. I teach breastfeeding (which can be super hard on your back) and teach dressing changes in a variety of, and not always optimal, settings. I care for people with many sorts of physical needs.*



*Since I began my physiotherapy program, I have definitely seen improvement in my joint mobility. The joint stiffness has greatly decreased now, which in turn helps my pain control. I loved how I have been given a program that specifically works for people with my physical condition!*

*I also appreciate the accountability aspect of the program. Someone who is depressed due to their disability does not always have the motivation or knowledge to improve their problems. Now that I have been working with therapists and pushing myself to get better, with their help, I definitely see improvement. I feel like they have brought me to a place where my body can now function for a return to work.*

*I am very thankful to all those involved in my care. This is definitely a plan of action that can benefit those struggling with their disabilities.*

*Thank you for the assistance in helping me to learn how to better take care of myself while struggling with this disease. It has helped my life immensely!*

*Sincerely, Jennifer N. LPN*

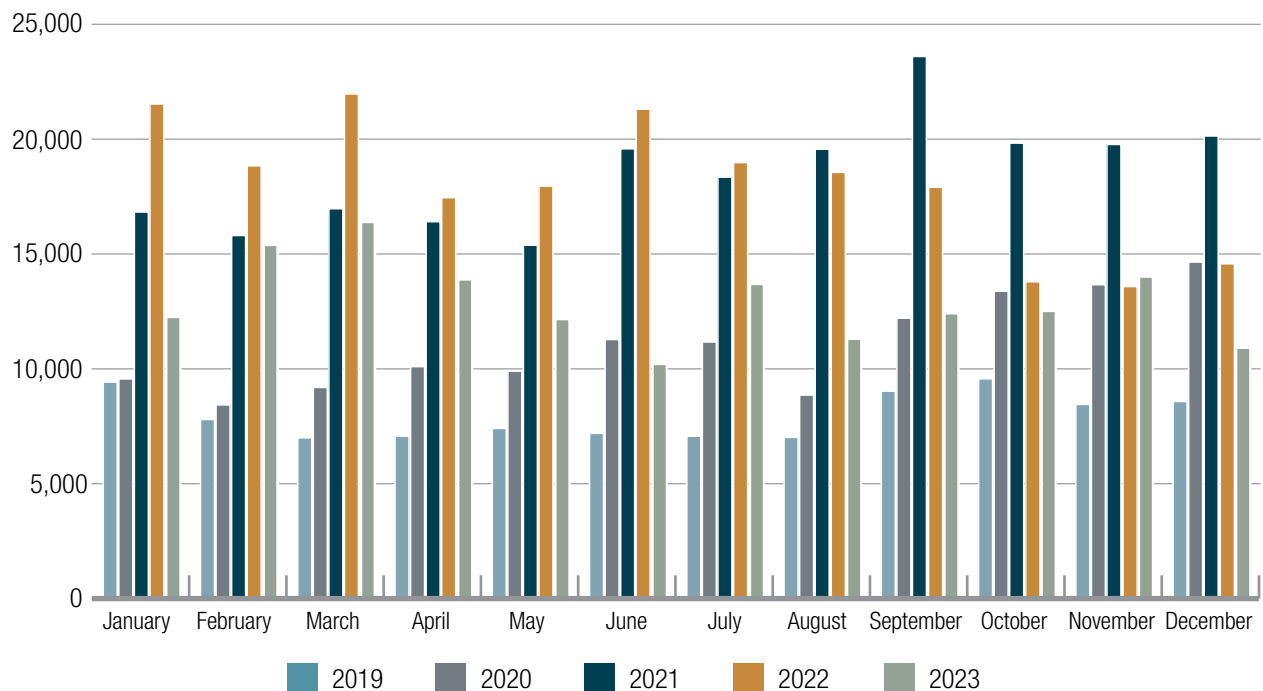
## Service Metrics

3sHealth’s Employee Benefits team prides itself on providing world-class customer service to plan members to “take care of the caregivers.”

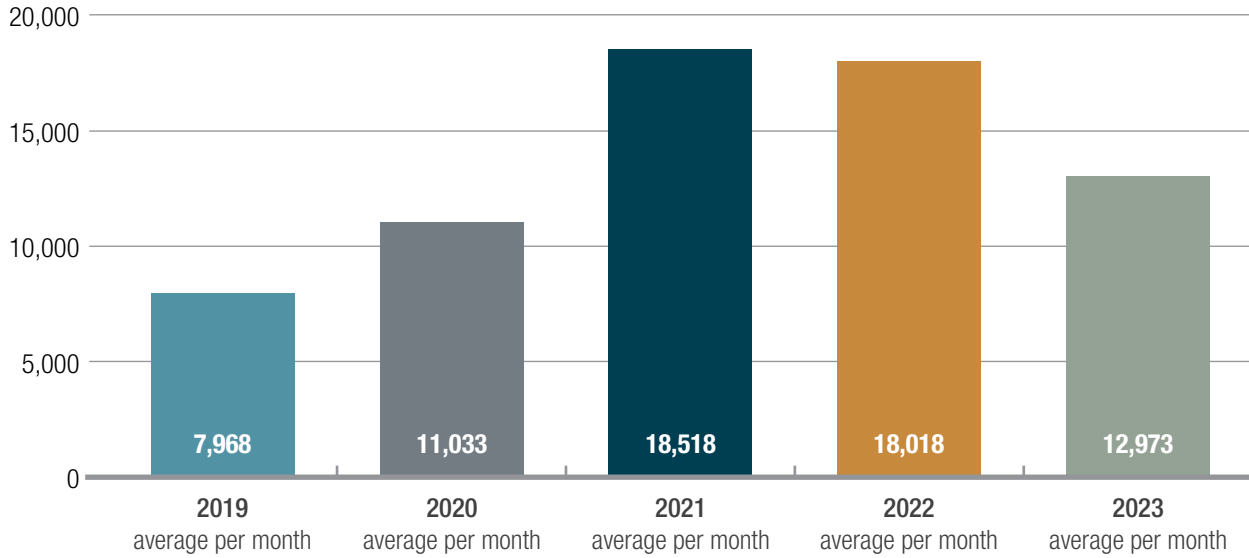
The charts below illustrate the demand for the services 3sHealth Employee Benefits provides and the results of our commitment to quality and efficiency. Results are reported regularly to 3sHealth’s Senior Leadership team and to the Employee Benefit Plans Board of Trustees.

### All work by month for the Benefits team

Includes initial disability applications, incoming and outgoing phone calls, chats, emails, paper and electronic requests, and system queries.



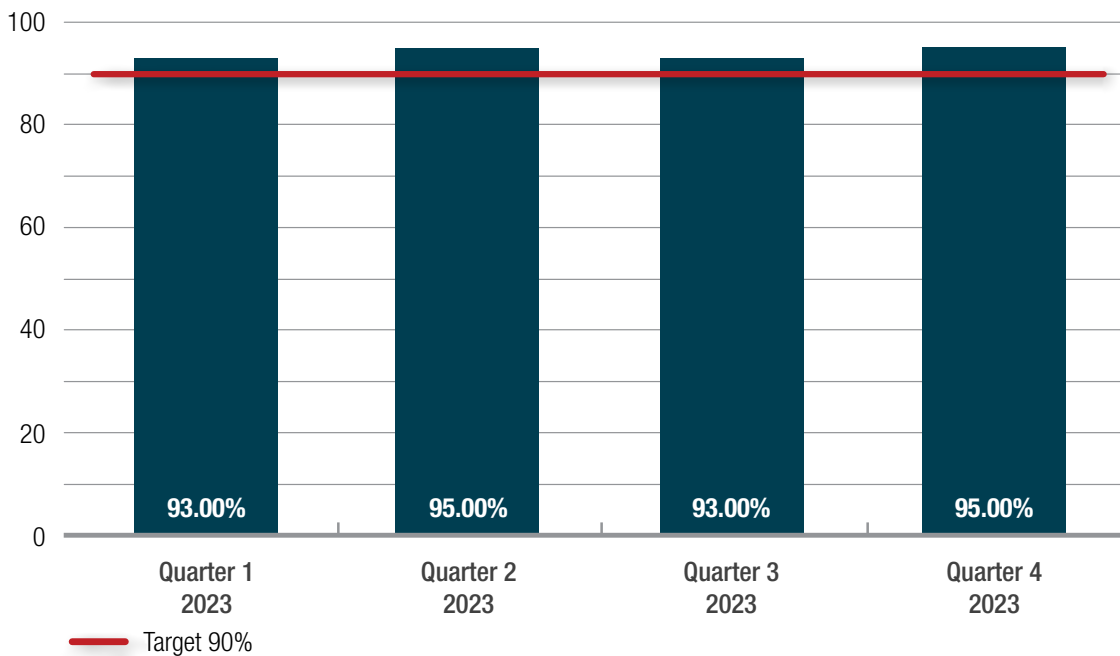
### Average service requests per month



The following charts explain 3sHealth’s commitment to providing world-class customer service. 3sHealth Employee Benefits sets service standard targets to ensure that plan members are receiving prompt responses to all of their benefits inquiries. Striving to meet and exceed these targets is one way that the Employee Benefits team takes care of the caregiver.

### Benefits customer contact - quarterly

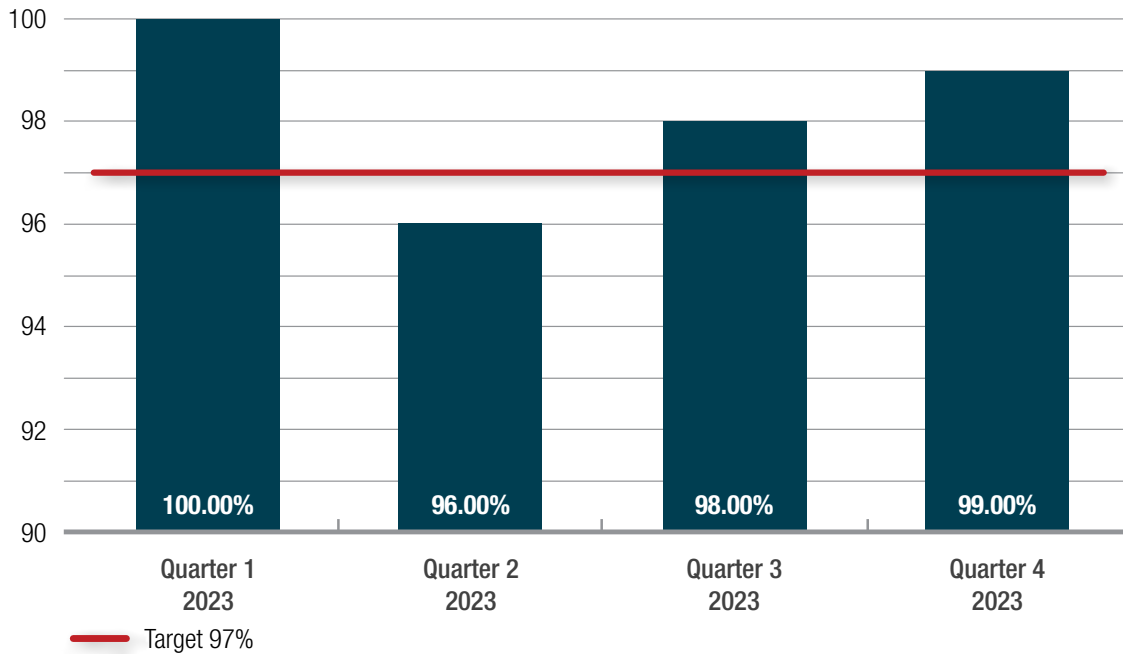
Percentage of phone calls and chats responded to within the standard of 30 seconds



The Employee Benefits team answered 49,336 calls and chats during this time period, representing a seven per cent decrease from the previous year that saw 53,228 calls and chats.

### Benefits phone quality - quarterly

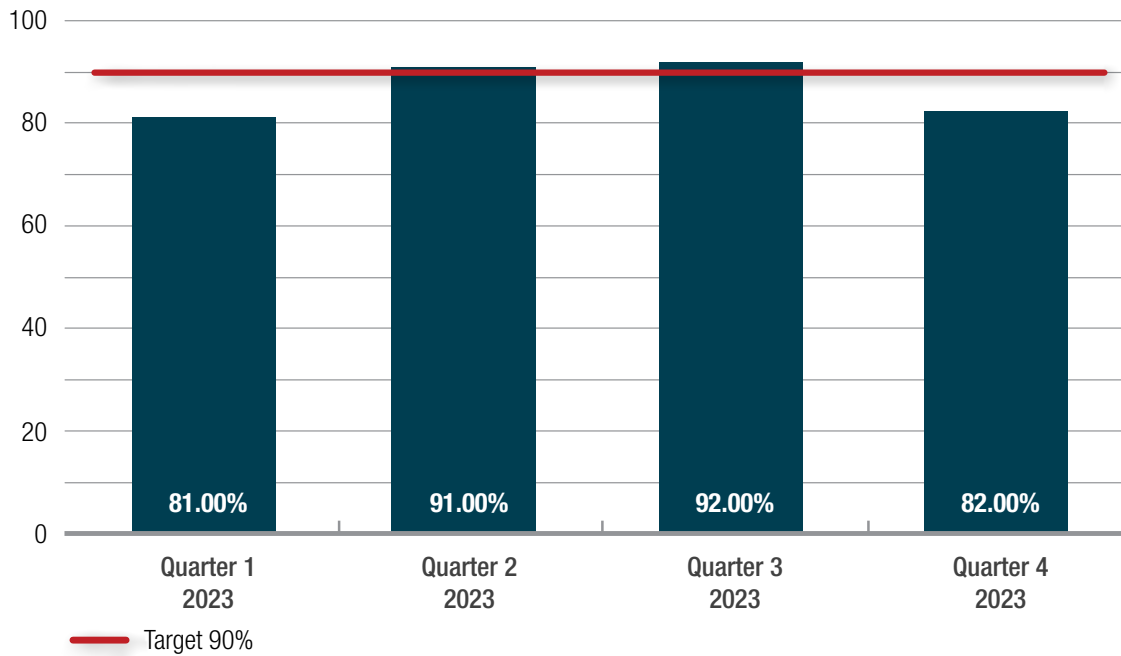
Percentage of audited calls within standard of 97 per cent audited



Benefit Services Officers are also empowered to audit their own calls. By reviewing their own performance, Benefit Services Officers are able to build improvement plans to provide better service to plan members.

### Benefits email correspondence – quarterly

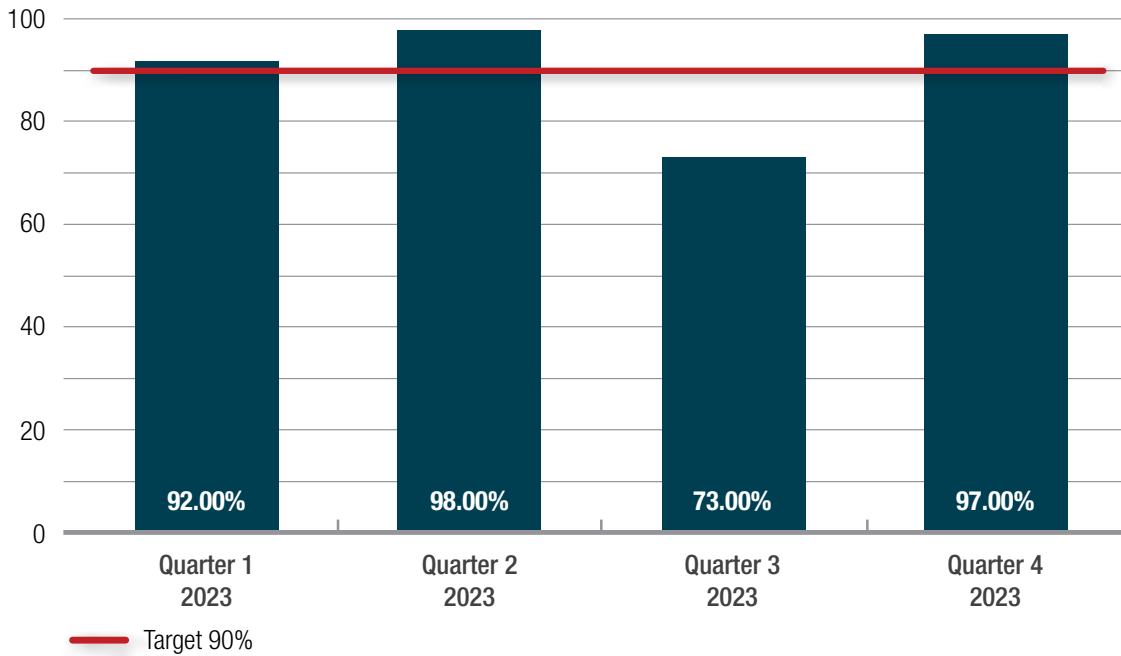
Percentage of email messages responded to within 24 hours



The Employee Benefits team responded to 14,236 email messages during this time period, a 6.5 per cent decrease compared to the 15,234 emails received in the previous year.

### Benefits document processing - quarterly

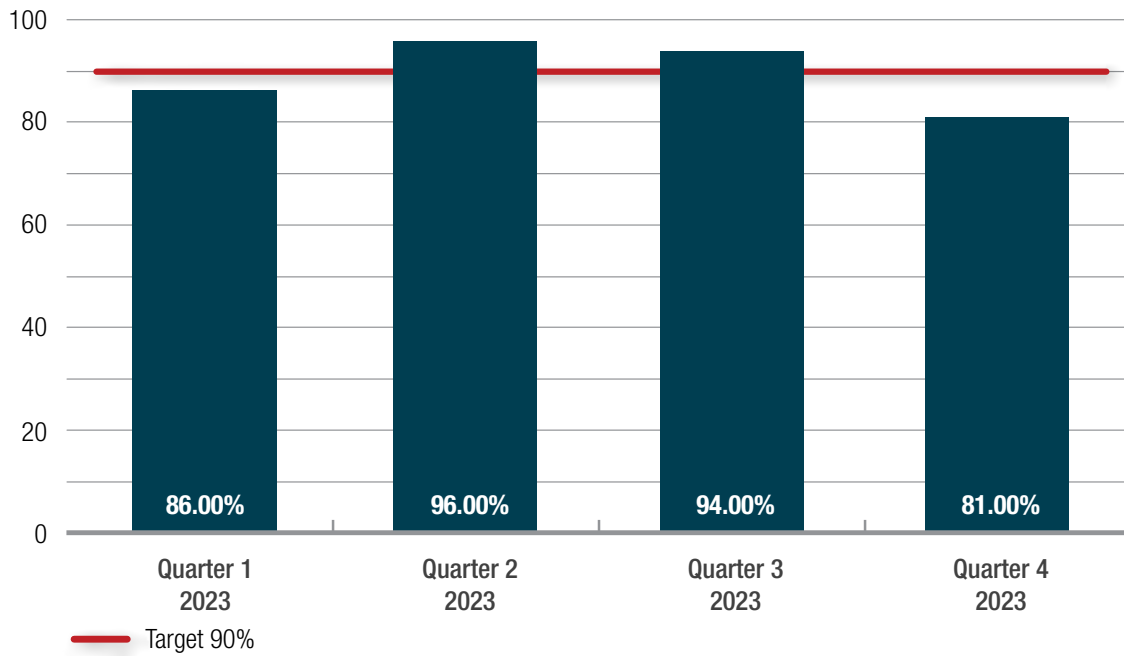
Percentage of documents and forms processed within standard of three business days



The Employee Benefits team processed 90,232 documents and forms during this time period.

### Disability initial claims processed - quarterly

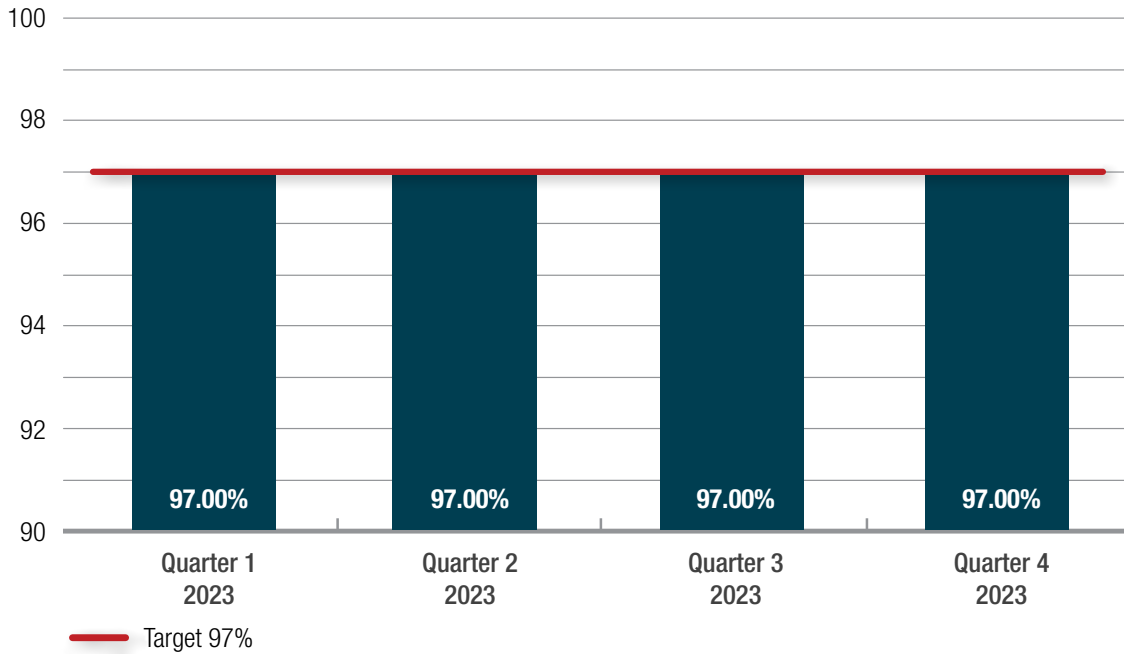
Percentage of disability claims adjudicated within standard of four business days



The trend of increasing disability income applications continued, albeit only slightly. In 2023, 3sHealth paid 3,583 disability income claims, compared with 3,539 in 2022. This was an increase of 1.5 per cent year over year.

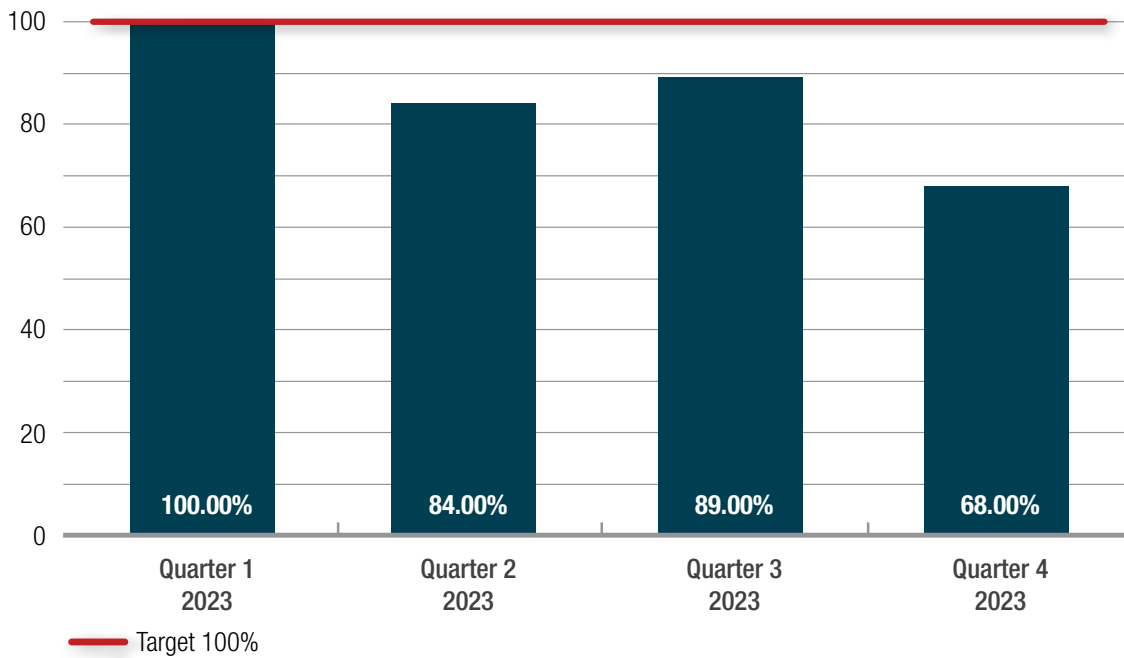
### Benefits processing quality - quarterly

Percentage of documents processed without errors



### Appeals processed - quarterly

Percentage of appeals reviewed and completed within standard of 30 business days





## GMS 3sHealth Retiree Benefits Plan

3sHealth understands that the loss of health and dental coverage at retirement happens at a time when personal income may be limited, and health issues may be more frequent.

3sHealth partners with Group Medical Services (GMS) to offer retired plan members the option to join the GMS 3sHealth Retiree Benefits Plan. Coverage is guaranteed if elected in the first ninety days of retirement. Retired plan members can elect health, dental, or both health and dental coverage for themselves and their eligible family members.

3sHealth offers the GMS 3sHealth Retiree Benefits Plan as a service to retired plan members. GMS provides all administrative and customer service from its offices in Regina.

The GMS 3sHealth Retiree Benefit Plan is 100 per cent plan member paid. In 2023, plan membership grew by five per cent, up to a total of 7,730 individual members participating. Over half of plan members participate in couple or family coverage.

The tables below detail the premium collected versus the claims paid for the Retiree Benefit Plan for the last three calendar years.

### Health

	2023	2022	2021
Premium	\$ 8,481,929	\$ 9,639,055	\$ 11,253,984
Claims Paid	\$ 8,001,943	\$ 9,140,239	\$ 10,306,859
Claims Incurred	\$ 8,005,830	\$ 9,148,002	\$ 10,312,165
<b>Incurring Claims Ratio</b>	<b>94.4%</b>	<b>94.9%</b>	<b>91.6%</b>

### Dental

	2023	2022	2021
Premium	\$ 3,906,109	\$ 4,254,297	\$ 4,850,365
Claims Paid	\$ 3,533,313	\$ 4,062,673	\$ 4,585,145
Claims Incurred	\$ 3,596,814	\$ 4,096,674	\$ 4,618,790
<b>Incurring Claims Ratio</b>	<b>92.1%</b>	<b>96.3%</b>	<b>95.2%</b>

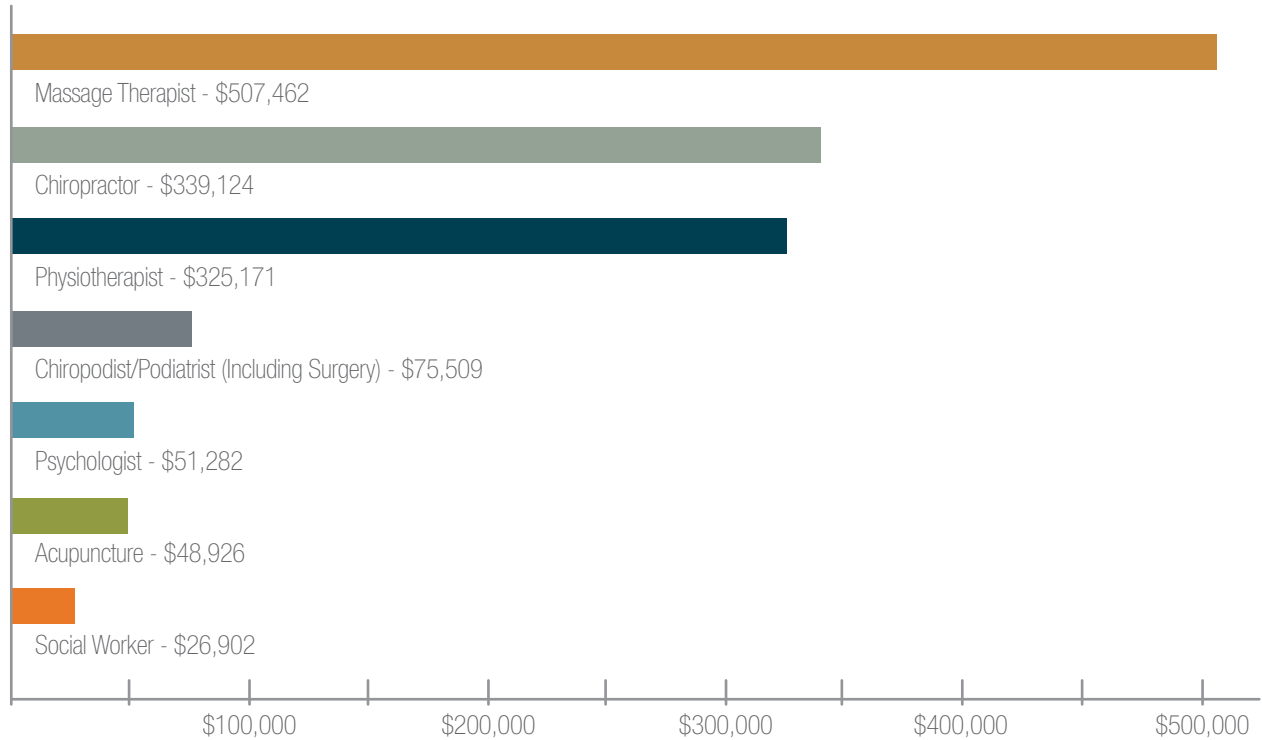
In an effort to control premium rates, the Member's Assistance Program (MAP) was discontinued on May 31, 2023. This reduced the monthly premium by \$2.40 for single coverage and \$4.00 for couple or family coverage. Since its inception in 2019, plan member utilization of MAP was very low. The majority of MAP usage was for counselling services. To ensure plan members still had access to counselling services, effective June 1, 2022, the psychology coverage under the health plan increased to \$1,000 per policy year from \$300 with no impact to the monthly premium.

Prescription claims made up 71 per cent of all health claims paid with \$7,499,347 reimbursed to plan members. The most expensive drug was Inflectra, which is used to reduce the signs and symptoms of rheumatoid arthritis, ankylosing spondylitis, psoriatic arthritis, and ulcerative colitis.

The highest prescription drug cost was for Ozempic, with \$345,285 reimbursed to plan members. Ozempic is used for the treatment of diabetes.

Paramedical practitioners was the next highest category with 13 per cent of health claims paid totaling \$1,374,376. The most used service was massage therapy, with \$507,462 reimbursed to plan members.

### Paramedical reimbursement values



In 2023, plan members were reimbursed \$298,121 for vision claims. This is an increase of 17.7 per cent from 2022.

For the dental plan, a total of \$4,585,145 was reimbursed to retired plan members. The number of dental claims submitted increased by 10.7 per cent over the previous year with the average claim amount increasing to \$715 per person, which is a 6.4 per cent increase over 2022.

## Financial Highlights

The 3sHealth Employee Benefit Plan's financial statements are prepared in accordance with Canadian accounting standards for pension plans as prescribed by the Chartered Professional Accountants of Canada (CPA Canada) Handbook section 4600, Pension Plans. Key financial information has been summarized for the purpose of this annual report, based on the information presented in the audited financial statements. Copies of the audited financial statements are available online at [www.3shealth.ca/pdfs/ebp-docs/EBP-2023-Financials-Statements.pdf](http://www.3shealth.ca/pdfs/ebp-docs/EBP-2023-Financials-Statements.pdf) or upon request. The financial highlights are intended to be read in conjunction with the December 31, 2023, *Summary of Financial Information*, beginning on page 31 of this annual report.

### Disability Income Plans

For the year ended December 31, 2023, three of the four disability income plans (C.U.P.E., S.E.I.U.-West, and General) saw a decrease in net assets while one disability income plan (S.U.N.) saw an in-year increase. The net overall decrease across the four plans was \$639 thousand, compared to a decrease in net assets of \$22.9 million in the prior fiscal year (2022).

Investment performance during the year was a key item leading the plans close to a break-even status. All four disability income plans had strong unrealized gains as the markets bounced back from a sub-par 2022. In 2022, markets were hampered by increasing inflation and interest rates, whereas 2023 saw stabilization and a return to less volatile markets. Contribution revenue increased over prior year due to a combination of increased membership, annual salary increases, and increased contribution rates in the C.U.P.E., S.E.I.U.-West, and General disability income plans.

In 2023, we continued to see increases in disability applicants across most plans, resulting in an increase in total disability benefit payments made to claimants in all disability income plans except S.E.I.U.-West, which saw a slight decrease. Operating expenses also trended upward year-over-year, primarily due to continued inflation that impacted staff costs, vendor costs, and administration costs.

The disability plans receive an actuarial valuation annually to account for the future disability obligations to be paid from the plans. This estimate accrues future disability obligations based on plan experience and a number of assumptions about future events. For the year ended December 31, 2023, the C.U.P.E., General, and S.U.N. disability income plans saw an increase in the future disability obligations over the prior year, whereas the S.E.I.U.-West disability income plan saw a decrease in the future disability obligation.

The actuary also calculates a funding ratio, which identifies whether the plans hold enough assets to pay out disability benefits to its current and future members. All four disability income plans were considered fully funded in both the current and prior fiscal years.

### Health and Dental Plans

For the year ended December 31, 2023, the Core Dental Plan and Out-of-Scope Extended Health & Enhanced Dental plan saw a decrease in net assets while the In-Scope Extended Health & Enhanced Dental Plan experienced an increase in net assets. The net change across the three plans was a \$9.9 million increase, compared to a decrease in net assets of \$19.2 million in the prior fiscal year (2022). The increase was primarily due to the In-Scope Extended Health & Enhanced Dental Plan's investment performance.

Investment performance during the year was significant for all three plans. All three plans saw stable interest income year-over-year coupled with unrealized gains, resulting in a significant increase in net assets for the In-Scope Extended Health & Enhanced Dental Plan, as well as limiting the decrease in net assets for both the Core Dental Plan

and the Out-of-Scope Extended Health & Enhanced Dental Plan. The strong investment performance in the plans was tied to the stabilization of interest rates, inflation, and the markets after a volatile 2022.

All three health and dental plans have restricted a portion of net assets (Rate Stabilization Fund), intended to absorb negative plan experience fluctuations and promote rate stability. As this is tied to the health and dental costs of the plan, all three health and dental plans saw an increased restriction in net assets related to the Rate Stabilization Fund over 2022.

### **Group Life Insurance Plan**

For the year ended December 31, 2023, the Group Life Insurance Plan saw an increase in net assets of \$6.5 million, compared to a decrease of \$5.7 million in 2022. The largest contributing factor to the year-over-year increase was the strong investment performance in interest income, dividend income, and unrealized gains. Similar to other plans, the investment portfolio was able to bounce back in 2023 after a challenging 2022. The 2023 fiscal year erased the significant unrealized losses experienced in 2022 as the markets continued to stabilize in a rebounding post-pandemic market.

The Group Life Insurance Plan utilizes two restricted amounts from net assets as a way to manage fluctuations and unforeseen circumstances. The Rate Stabilization Fund is intended to absorb negative plan experience fluctuations and to promote rate stability. This fund can be drawn upon if claims exceed contributions. The Multi-year Catastrophic Loss Reserve is held to provide the plan with a temporary additional funding source during an event, such as a pandemic. This fund can only be accessed with approval from the Board of Trustees based on identified criteria.

The Group Life Insurance Plan receives two actuarial valuations annually to estimate future benefit obligations for the plan. These are based on plan experience and a number of assumptions about future events. For the year ended December 31, 2023, there was a \$2.7M increase in the benefit obligations over the prior year.

### **Out-of-Scope Flexible Spending Plan**

For the year ended December 31, 2023, the Out-of-Scope Flexible Spending Plan saw an increase in net assets of \$254 thousand, compared to an increase of \$150 thousand in 2022. The largest contributing factors to the year-over-year increase was higher contribution revenue, as well as increased investment income. Prior to 2022, the full Health Spending credits for all eligible members were invoiced to participating organizations and any unused credits were returned at the end of the second year. In order to meet certain criteria for income tax legislation changes, the plan was required to discontinue the return of unused credits. As a result of maintaining these credits, the plan holds higher investment balances, which allow additional investment income to be earned and utilized by the plan.

The Health Spending Account claims expense also increased year-over-year. This expense will fluctuate based on the number of claims submitted during the year. In 2023, there were an increased number of claims during the year, as well as an increase in participants in the Plan.

The plan calculates an annual year-end accounting estimate for financial reporting purposes to estimate the cost of claims that have been incurred but not yet reported at year-end. For the year ended December 31, 2023, there was an increase in the provision for unpaid claims as a result of higher claim volumes submitted during the 60-day period after the end of the calendar year.



## Management's Responsibility for Financial Information

The Employee Benefit Plans are administered by Health Shared Services Saskatchewan (3sHealth). The summary of financial information and all other information contained in the Annual Report is the responsibility of 3sHealth management and has been approved by the Board of Trustees.

Management prepared the nine sets of financial statements in accordance with Canadian public sector accounting standards. Copies of the audited financial statements and the Auditor's Reports are available online at [www.3shealth.ca/pdfs/ebp-docs/EBP-2023-Financials-Statements.pdf](http://www.3shealth.ca/pdfs/ebp-docs/EBP-2023-Financials-Statements.pdf) or upon request. Key financial information from the audited financial statements has been summarized for the purpose of this Annual Report. Management is responsible for the reliability and integrity of the financial summaries and other information contained in the Annual Report. All financial information presented in this Annual Report is consistent with that in the audited financial statements.

Management maintains a comprehensive system of internal controls to ensure that transactions are accurately recorded on a timely basis, are properly approved and result in reliable financial statements. The adequacy and operation of the control systems are monitored on an ongoing basis by the internal audit department.



Mark Anderson  
CEO



Tim Frass  
Vice-president, Supply Chain Services  
and Chief Financial Officer

**Summary Financial Information**  
Health Shared Services Saskatchewan  
Employee Benefit Plans  
As at December 31, 2023

**Disability Income Plans**  
**Health Shared Services Saskatchewan**  
**Summary of Financial Information**  
**As at December 31, 2023**  
*(thousands of dollars)*

	Disability Income Plan - C.U.P.E.		Disability Income Plan - S.E.I.U. West		Disability Income Plan - General		Disability Income Plan - S.U.N.		Total	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
<b>Assets</b>										
Investments	\$ 77,228	\$ 76,945	\$ 52,250	\$ 52,347	\$ 57,886	\$ 58,130	\$ 87,537	\$ 85,776	\$ 274,901	\$ 273,198
Cash	590	1,157	865	1,505	927	1,255	986	1,545	3,368	5,462
Accounts receivable employees	452	498	402	419	303	277	382	380	1,539	1,574
Accounts receivable employers	452	498	402	419	303	277	446	446	1,603	1,640
Accounts receivable other	215	402	216	241	321	109	103	251	855	1,003
<b>Total Assets</b>	<b>78,937</b>	<b>79,500</b>	<b>54,135</b>	<b>54,931</b>	<b>59,740</b>	<b>60,048</b>	<b>89,454</b>	<b>88,398</b>	<b>282,266</b>	<b>282,877</b>
<b>Liabilities</b>										
Accounts payable	587	534	472	468	404	411	492	514	1,955	1,927
<b>Total Liabilities</b>	<b>587</b>	<b>534</b>	<b>472</b>	<b>468</b>	<b>404</b>	<b>411</b>	<b>492</b>	<b>514</b>	<b>1,955</b>	<b>1,927</b>
<b>Net Assets Available for Benefits</b>	<b>78,350</b>	<b>78,966</b>	<b>53,663</b>	<b>54,463</b>	<b>59,336</b>	<b>59,637</b>	<b>88,962</b>	<b>87,884</b>	<b>280,311</b>	<b>280,950</b>
Provision for future disability obligation	35,994	33,473	31,477	32,408	43,661	40,261	59,782	50,799	170,914	156,941
<b>Surplus</b>	<b>\$ 42,356</b>	<b>\$ 45,493</b>	<b>\$ 22,186</b>	<b>\$ 22,055</b>	<b>\$ 15,675</b>	<b>\$ 19,376</b>	<b>\$ 29,180</b>	<b>\$ 37,085</b>	<b>\$ 109,397</b>	<b>\$ 124,009</b>
<b>Increase in Net Assets</b>										
Contributions - Employees	\$ 5,880	\$ 5,634	\$ 5,177	\$ 4,934	\$ 3,723	\$ 3,486	\$ 4,899	\$ 4,705	\$ 19,679	\$ 18,759
Contributions - Employers	5,880	5,634	5,177	4,934	3,723	3,486	5,751	5,523	20,531	19,577
Dividend income	625	575	421	402	465	441	724	629	2,235	2,047
Commingled fund income	228	275	154	193	181	214	279	305	842	987
Interest income	1,057	980	721	665	804	747	1,214	1,122	3,796	3,514
Partnership income	-	107	-	77	-	78	-	112	-	374
Realized gain on investments	385	1,119	364	726	432	853	648	1,379	1,829	4,077
Unrealized gain on investments	4,255	-	2,805	-	3,091	1	4,553	-	14,704	1
Recoveries	343	511	235	304	119	264	281	231	978	1,310
<b>Total Increase in Net Assets</b>	<b>18,653</b>	<b>14,835</b>	<b>15,054</b>	<b>12,235</b>	<b>12,538</b>	<b>9,570</b>	<b>18,349</b>	<b>14,006</b>	<b>64,594</b>	<b>50,646</b>
<b>Decrease in Net Assets</b>										
Disability benefits	16,306	15,279	13,050	13,082	10,604	9,960	14,668	13,055	54,628	51,376
Administrative expenses	1,454	1,213	1,326	1,213	1,325	1,207	1,325	1,206	5,430	4,839
Consulting fees	656	619	697	622	279	433	388	509	2,020	2,183
Custodian fees	8	8	7	7	7	7	8	9	30	31
Fund management fees	666	674	463	462	484	493	700	708	2,313	2,337
Unrealized loss on investments	-	3,303	-	2,203	-	2,688	-	4,075	-	12,269
Partnership loss	54	-	39	-	39	-	57	-	189	-
Professional fees	125	164	272	140	101	99	125	100	623	503
<b>Total Decrease in Net Assets</b>	<b>19,269</b>	<b>21,260</b>	<b>15,854</b>	<b>17,729</b>	<b>12,839</b>	<b>14,887</b>	<b>17,271</b>	<b>19,662</b>	<b>65,233</b>	<b>73,538</b>
<b>Change in Net Assets for the Year</b>	<b>(616)</b>	<b>(6,425)</b>	<b>(800)</b>	<b>(5,494)</b>	<b>(301)</b>	<b>(5,317)</b>	<b>1,078</b>	<b>(5,656)</b>	<b>(639)</b>	<b>(22,892)</b>
Net Assets Available for Benefits, Beginning of Year	78,966	85,391	54,463	59,957	59,637	64,954	87,884	93,540	280,950	303,842
<b>Net Assets Available for Benefits, End of Year</b>	<b>\$ 78,350</b>	<b>\$ 78,966</b>	<b>\$ 53,663</b>	<b>\$ 54,463</b>	<b>\$ 59,336</b>	<b>\$ 59,637</b>	<b>\$ 88,962</b>	<b>\$ 87,884</b>	<b>\$ 280,311</b>	<b>\$ 280,950</b>

The Summary of Financial Information above provides information on the four Disability Income Plan's as presented in their audited financial statements at December 31, 2023. Copies of the audited financial statements are available upon request.



**Health & Dental Benefit Plans**  
**Health Shared Services Saskatchewan**  
**Summary of Financial Information**  
**As at December 31, 2023**  
*(thousands of dollars)*

	Core Dental Plan		In-Scope Extended Health/ Enhanced Dental Plan		Out-of-Scope Extended Health/ Enhanced Dental Plan		Total	
	2023	2022	2023	2022	2023	2022	2023	2022
<b>Assets</b>								
Investments	\$ 16,877	\$ 16,470	\$ 203,199	\$ 191,514	\$ 2,111	\$ 3,315	\$ 222,187	\$ 211,299
Contributions and other receivables	2,902	2,883	19	310	202	116	3,123	3,309
Receivable from Canada Life Assurance Company	-	-	5,004	4,415	498	490	5,502	4,905
Cash	2,168	3,835	4,375	5,011	997	770	7,540	9,616
<b>Total Assets</b>	<b>21,947</b>	<b>23,188</b>	<b>212,597</b>	<b>201,250</b>	<b>3,808</b>	<b>4,691</b>	<b>238,352</b>	<b>229,129</b>
<b>Liabilities</b>								
Dental Claims and other accounts payable	2,589	2,823	1,244	1,914	421	362	4,254	5,099
Deferred Contributions	-	-	4,068	3,583	-	-	4,068	3,583
Provision for unpaid claims	701	931	2,019	2,112	346	323	3,066	3,366
<b>Total Liabilities</b>	<b>3,290</b>	<b>3,754</b>	<b>7,331</b>	<b>7,609</b>	<b>767</b>	<b>685</b>	<b>11,388</b>	<b>12,048</b>
<b>Net Assets</b>	<b>18,657</b>	<b>19,434</b>	<b>205,266</b>	<b>193,641</b>	<b>3,041</b>	<b>4,006</b>	<b>226,964</b>	<b>217,081</b>
Net Assets Available for Benefits, restricted for Rate Stabilization Fund	17,672	16,896	63,916	61,630	4,751	4,407	86,339	82,933
<b>Net Assets Available for Benefits</b>	<b>\$ 985</b>	<b>\$ 2,538</b>	<b>\$ 141,350</b>	<b>\$ 132,011</b>	<b>\$ (1,710)</b>	<b>\$ (401)</b>	<b>\$ 140,625</b>	<b>\$ 134,148</b>
<b>Increase in Net Assets</b>								
Contributions - Employees and Employers	\$ 33,428	\$ 32,378	\$ 62,684	\$ 61,361	\$ 8,662	\$ 7,474	\$ 104,774	\$ 101,213
Interest income	914	702	8,918	6,946	148	150	9,980	7,798
Change in provision for unpaid claims	253	-	93	-	-	7	346	7
Realized gain on investments	-	-	-	-	-	(1)	-	(1)
Unrealized gain on investments	504	-	6,050	-	180	-	6,734	-
Other Revenue	4	-	13	-	3	-	20	-
<b>Total Increase in Net Assets</b>	<b>35,103</b>	<b>33,080</b>	<b>77,758</b>	<b>68,307</b>	<b>8,993</b>	<b>7,630</b>	<b>121,854</b>	<b>109,017</b>
<b>Decrease in Net Assets</b>								
Dental claims	34,037	32,548	11,511	11,631	1,643	1,634	47,191	45,813
Health premiums	-	-	52,004	49,581	7,798	7,117	59,802	56,698
Administrative expenses <sup>1</sup>	1,653	1,575	1,651	1,618	318	307	3,622	3,500
Consulting fees	40	26	84	57	20	13	144	96
Professional fees	93	109	552	562	59	46	704	717
Unrealized loss on investments	-	1,378	-	18,775	-	319	-	20,472
Realized loss on investments	58	322	331	424	98	89	487	835
Change in provision for unpaid claims	-	85	-	11	22	-	22	96
<b>Total Decrease in Net Assets</b>	<b>35,881</b>	<b>36,043</b>	<b>66,133</b>	<b>82,659</b>	<b>9,958</b>	<b>9,525</b>	<b>111,972</b>	<b>128,227</b>
<b>Change in Net Assets for the Year</b>	<b>(778)</b>	<b>(2,963)</b>	<b>11,625</b>	<b>(14,352)</b>	<b>(965)</b>	<b>(1,895)</b>	<b>9,882</b>	<b>(19,210)</b>
Net Assets, Beginning of Year	19,435	22,397	193,641	207,993	4,006	5,901	217,082	236,291
<b>Net Assets, End of Year</b>	<b>\$ 18,657</b>	<b>\$ 19,434</b>	<b>\$ 205,266</b>	<b>\$ 193,641</b>	<b>\$ 3,041</b>	<b>\$ 4,006</b>	<b>\$ 226,964</b>	<b>\$ 217,081</b>

<sup>1</sup> Includes administrative expenses and adjudication fees

The Summary of Financial Information above provides information on the three Health & Dental Benefit Plan's as presented in their audited financial statements at December 31, 2023. Copies of the audited financial statements are available upon request.

**Group Life Insurance Plan**  
**Health Shared Services Saskatchewan**  
**Summary of Financial Information**  
**As at December 31, 2023**  
*(thousands of dollars)*

	<b>Group Life Insurance Plan</b>	
	<b>2023</b>	<b>2022</b>
<b>Assets</b>		
Investments	\$ 98,342	\$ 91,964
Cash	970	779
Receivable from Canada Life Assurance Company	365	312
Other receivables	14	13
<b>Total Assets</b>	<b>99,691</b>	<b>93,068</b>
<b>Liabilities</b>		
Accounts payable	1,205	1,146
Provision for unpaid claims	1,204	1,160
<b>Total Liabilities</b>	<b>2,409</b>	<b>2,306</b>
<b>Net Assets</b>	<b>97,282</b>	<b>90,762</b>
Net Assets Available for Benefits, restricted for Rate Stabilization Fund		
	2,416	2,258
Net Assets Available for Benefits, restricted for Multi-Year Catastrophic Loss Reserve		
	2,619	2,646
<b>Net Assets Available for Benefits</b>	<b>92,247</b>	<b>85,858</b>
<b>Benefit Obligations</b>		
Disabled life waiver	18,635	17,156
Retired Plan Member Life Insurance Benefit	28,807	27,610
<b>Total Benefit Obligations</b>	<b>47,442</b>	<b>44,766</b>
<b>Surplus</b>	<b>\$ 44,805</b>	<b>\$ 41,092</b>
<b>Increase in Net Assets</b>		
Member premiums	\$ 14,498	\$ 15,112
Dividend income	870	987
Interest income	1,571	1,335
Recovery of excess premiums	-	-
Realized gain on investments	292	670
Unrealized gain on investments	5,793	-
Other income	117	107
Change in provision for unpaid claims	-	75
<b>Total Increase in Net Assets</b>	<b>23,141</b>	<b>18,286</b>
<b>Decrease in Net Assets</b>		
Premium expense	14,451	14,544
Life claims expense	309	221
Change in provision for unpaid claims	44	-
Administrative expense	1,053	976
Investment management fees	602	495
Professional fees	103	118
Consulting fees	59	39
Unrealized loss on investments	-	7,583
<b>Total Decrease in Net Assets</b>	<b>16,621</b>	<b>23,976</b>
<b>Change in Net Assets for the Year</b>	<b>6,520</b>	<b>(5,690)</b>
Net Assets, Beginning of Year	90,762	96,452
<b>Net Assets, End of Year</b>	<b>\$ 97,282</b>	<b>\$ 90,762</b>

The Summary of Financial Information above provides information on the Group Life Insurance Plan as presented in the audited financial statements at December 31, 2023. Copies of the audited financial statements are available upon request.

**Out-of-Scope Flexible Spending Plan**  
**Health Shared Services Saskatchewan**  
**Summary of Financial Information**  
**As at December 31, 2023**  
*(thousands of dollars)*

	<b>Out-of-Scope Flexible Spending Plan</b>	
	<b>2023</b>	<b>2022</b>
<b>Assets</b>		
Cash	\$ 421	\$ 351
Short term investments	1,300	1,059
Contributions and other receivables	25	11
Receivable from Canada Life Assurance Company	67	67
<b>Total Assets</b>	<b>1,813</b>	<b>1,488</b>
<b>Liabilities</b>		
Accounts payable	31	31
Claims payable	141	104
Provision for unpaid claims	132	99
<b>Total Liabilities</b>	<b>304</b>	<b>234</b>
<b>Net Assets Available for Benefits</b>	<b>\$ 1,509</b>	<b>\$ 1,254</b>
<b>Increase in Net Assets</b>		
Contributions - Employers	\$ 1,054	\$ 907
Administrative contributions	270	251
Interest income	83	31
Change in provision for unpaid claims	-	15
Other revenue	2	-
<b>Total Increase in Net Assets</b>	<b>1,409</b>	<b>1,204</b>
<b>Decrease in Net Assets</b>		
Health Spending Account claims expense	834	794
Administrative expense	287	261
Change in provision for unpaid claims	33	-
<b>Total Decrease in Net Assets</b>	<b>1,154</b>	<b>1,055</b>
<b>Change in Net Assets for the Year</b>	<b>255</b>	<b>149</b>
Net Assets Available for Benefits, Beginning of Year	1,254	1,105
<b>Net Assets Available for Benefits, End of Year</b>	<b>\$ 1,509</b>	<b>\$ 1,254</b>

The Summary of Financial Information above provides information on the Out-of-Scope Flexible Spending Plan as presented in the audited financial statements at December 31, 2023. Copies of the audited financial statements are available upon request.

## Board of Trustees Expenses

In fulfilling their fiduciary duties, the Trustees incurred travel and per diem expenses in 2023 as follows:

	<b>Per Diem</b>	<b>Expenses</b>	<b>2023 Total</b>
Barber, Brian*	\$ 9,243	3,490	12,734
Biesenthal, Dean	8,866	382	9,249
Boutin, Allan (\$1,000 paid to HSAS)	2,749	1,142	3,892
Cartmell, Andrew	8,896	5,177	14,073
Dick, Denise (\$2,432 paid to SUN)	2,000	774	2,774
Doell, Russell (\$5,355 paid to SEIU-West)	3,637	1,718	5,355
Henley, Judy	2,437	333	2,770
Jackson, David	10,741	1,719	12,461
Katerynych, Janice*	8,954	3,198	12,152
Knelsen, Karen (Chair)	23,837	3,285	27,123
McLellan, Stephen*	5,866	198	6,065
Meredith, Twyla*	5,824	135	5,960
Ring, Kevin*	9,929	3,443	13,372
Shaw, Arnie	13,418	3,945	17,363
Yaremy, Audrey	2,749	365	3,115
<b>Total Board Expenses</b>	<b>\$ 119,154</b>	<b>\$ 29,311</b>	<b>\$ 148,466</b>

**Per Diem** includes annual retainer, travel time, meeting attendance, and education attendance.

**Expenses** includes mileage, accomodations, parking, meal per diem, and other travel related expenses such as air fare.

\* On October 12, 2023, the Employee Benefit Plan Trusts became jointly trusteeed. The Board of Trustees wishes to thank Brian Barber, Janice Katerynych, Stephen McLellan, Twyla Meredith, and Kevin Ring for their service as Trustees.





**3sHealth**  
*better together*

3sHealth  
600 - 1919 Saskatchewan Drive  
Regina, SK S4P 4H2  
306-347-5500  
[www.3sHealth.ca](http://www.3sHealth.ca)