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EMPLOYER PAID COVERAGE

PURPOSE

1. The Government of Nunavut has assumed the cost of providing certain insurance benefits under the Public Service Management Insurance Plan and the Public Service Health Care Plan to employees classified in the Senior Management Group. These positions conform to federal sector employees identified as eligible for employer paid benefits by Treasury Board of Canada.

PROVISIONS

2. Employer-paid coverage applies to:
 - Ministers of the Government of Nunavut
 - Executive Assistants to Ministers
 - Positions within the Government, its boards or agencies that are evaluated under the Senior Management Job Evaluation Plan. This includes but is not limited to:
 - Deputy Ministers and their equivalents;
 - Chief Executive Officers and their equivalents;
 - Assistant Deputy Ministers and their equivalents;
 - Directors and their equivalents;
 - Regional Directors and Superintendents; and
 - CEO's and their equivalents.
3. Where an employee entitled to employer-paid PSMIP coverage, does not want the coverage, the payroll office should have a waiver form signed by the employee. The employee must be aware that there is a five year waiting period, should the employee later decide to cancel the waiver and have PSMIP coverage reinstated.
4. Employees temporarily performing the duties of a position to which employer-paid insurance benefits apply are not entitled to the employer-paid insurance benefits.

	
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5. The effective date of the Government-paid coverage is the later of the date of appointment or, the date of the instrument of appointment to an eligible position.

AUTHORITIES AND REFERENCES

6. Senior Managers' Handbook
7. Superannuation Administration Manual

CONTACTS

6. For further information or clarification, please contact:

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 Department of Finance
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