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PlanTalk

Pension Plan | Data Integrity Project

Accurate member data is the foundation for all pension and benefit entitlements.

The Healthcare Employees' Pension Plan (HEPP) relies on accurate data from your employer regarding your service, salary, and contributions to calculate benefit entitlements and provide pension benefit information to you. This Fall, HEPP launched a large-scale data integrity project. This project, endorsed by the HEPP Board of Trustees, is a major initiative to review and correct all historical data

within member files, and to ensure that current data being submitted from employers is correct.

The data integrity project will:

- help ensure that member accounts with HEPP/HEBP are complete and accurate,
- enable faster processing times when members request information,
- allow HEPP/HEBP to provide pension and benefit entitlements based on actual service and salary information,

- facilitate better and faster processing of new information received from facilities, and
- help identify ways HEPP can improve methods for acquiring information and providing information to members.

The data integrity project is expected to be completed by 2012. Look for updates on our progress on our website at www.hepp.mb.ca and in future issues of PlanTalk.

HEBP Disability & Rehabilitation Plan Registered Nurse (Extended Practice) Accepted as Physician under the D&R Plan

The Disability & Rehabilitation (D&R) Plan Text has been amended to include a Registered Nurse (Extended Practice), or RN (EP), within the definition of Physician. This means HEBP will now accept an Attending Physician's Statement and other medical correspondence completed by an RN (EP).

To be accepted for benefits under the

D&R Plan, a claimant must be under the Regular Care of a Physician. The recent amendment allows the Regular Care to be provided by an RN (EP).

RN (EP) refers to a registered nurse who is listed in the extended practice register of the College of Registered Nurses of Manitoba. The scope of practice for an RN (EP) includes prescribing medications, ordering and

managing the results of screening and diagnostic tests, and performing minor surgical and invasive procedures. The RN (EP) consults and collaborates with other healthcare professionals as appropriate to ensure that the overall healthcare needs of clients are met.

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HEBP Disability & Rehabilitation Plan Global Plan Review and Benefit Restoration

On June 1, 2002, the HEBP Long Term Disability (LTD) Plan was restructured and became a fully self-insured, self-administered Disability & Rehabilitation (D&R) Plan. When the pre-existing LTD Plan was brought in-house, HEBP assumed the deficit that existed at that time.

A five-year recovery plan was developed, which ended December 31, 2007. The recovery plan was successful, and the 2007 Actuarial

Report identified a surplus of \$39 million.

The D&R Plan conducted an extensive Global Review to analyze its funding situation and compare the D&R Plan with other plans. Upon reviewing the results of the Global Review and the 2007 Actuarial Report, the Trustees have adopted a Funding Policy with respect to the determination and utilization of surplus arising under the Plan.

The Funding Policy will help to ensure the Plan is managed to generate a reasonable surplus to ensure stability in contribution rates, financial position, and benefit levels.

Benefit Restoration

Effective January 1, 2009, the D&R Plan will restore the monthly benefit level that a claimant receives to 66 2/3% of their Monthly Earnings as of the last day worked.

HEBP Disability & Rehabilitation Plan Academic Allowance to be Included in D&R Benefit Calculation

Effective January 1, 2009, academic allowance will be included when calculating the D&R monthly Benefit.

Contact Information Changes

Has your contact information changed? If information such as your name, address, or telephone number has changed, please be sure to notify your Benefits Representative at your facility/RHA as well as HEPP/HEBP.

As HEPP/HEBP cannot accept contact information changes by e-mail, please send your request in writing to:

Healthcare Employees' Pension and Benefits Plans
Attention: Member Records
900-200 Graham Avenue
Winnipeg, MB R3C 4L5

Please ensure your request:

- Is dated and signed,
- Includes your first name, last name and HEPP/HEBP ID number, and
- States your previous and new contact information.

Please contact us if you do not have a record of your HEPP/HEBP ID number.

PM# 40064761

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO:

HEPP/HEBP MANITOBA
900-200 GRAHAM AVE
WINNIPEG MB R3C 4L5

We Appreciate Your Questions and Feedback

If you have questions or comments about the information provided in *PlanTalk*, please contact us at:

Mail: PlanTalk
HEPP/HEBP Manitoba
900-200 Graham Avenue
Winnipeg MB R3C 4L5

Phone: (204) 942-6591 or toll-free (outside Winnipeg) 1-888-842-4233
Fax: (204) 943-3862
E-mail: info@hepp.mb.ca
Website: www.hepp.mb.ca