

GROUP BENEFITS · BRITISH COLUMBIA

Great benefits for your team. None of the paperwork.

A plain-language guide to drug, health and dental benefits for BC businesses with 2 to 50 employees, with FPS running the administration for you.

INSIDE THIS GUIDE

01**The cost of going without**

What skipping a plan really costs

02**Prescription drugs**

Coinsurance and the drug card

03**Extended health**

Paramedical, vision, travel and more

04**Dental**

Preventive, major and orthodontic

05**Tax treatment**

How premiums are taxed

06**We handle the admin**

What FPS takes off your desk

01 · WHY IT MATTERS

The cost of going without a plan

Some owners skip benefits because running a plan looks like a burden. Skipping it doesn't remove the cost. It moves it somewhere more expensive.

LOSS 1 · TAX EFFICIENCY

Pay it as wages and \$3,000 shrinks to \$1,780

-\$1,220
about 41% lost

As a plan premium

\$3,000 of coverage reaches the employee

As a raise

\$1,780 take-home

Employee tax, CPP and EI: \$992 Employer CPP and EI: \$228

Illustration: a \$3,000 benefit budget for a BC employee earning \$60,000 in 2026. Combined marginal income tax 28.2%; CPP 5.95% and EI 1.63% for the employee; CPP 5.95% and EI 2.28% for the employer, paid from the same budget.

LOSS 2 · TURNOVER

≈ \$12,600

to replace one \$60,000 employee

Research puts the typical cost of turnover at about 21% of salary: recruiting, interviewing, training and lost output.

LOSS 3 · HIRING AND RETENTION

1 in 3

Canadian workers would quit for better mental-health benefits

Among workers aged 18 to 24, the figure rises to 63%. Competitors with a plan have the edge.

The paperwork? That's our job.

FPS handles enrolment, changes, billing checks, employee questions and renewals, so the plan never becomes your burden. See page 8.

02 · PRESCRIPTION DRUGS

Prescription drug coverage

Drugs are usually the largest share of health claims, and the part of the plan where your design choices move the premium most.

Choose the share the plan pays

Set anywhere from 50% to 100% in 5% steps. On a \$100 eligible prescription:

100%		Richest coverage Nothing to pay at the counter. Highest premium; a strong tool for keeping key staff.
90%		Strong, with light cost-sharing A small co-payment keeps employees mindful of cost while protecting them well.
80%		The balanced middle A popular small-business choice: meaningful protection at a moderate premium.
70%		Budget-conscious Lower premium; mirrors BC PharmaCare's 70% share once its deductible is met.

 Paid by the plan  Paid by the employee

Fine-tune the drug plan

Per-prescription deductible

None, a flat \$1 to \$10, an amount equal to the pharmacy dispensing fee, or combined with a percentage.

Annual maximum

From \$3,000 per person per year up to unlimited coverage for high-cost medications.

Generic substitution

Voluntary or mandatory. Mandatory pays up to the lowest-cost generic unless the prescriber specifies no substitution.

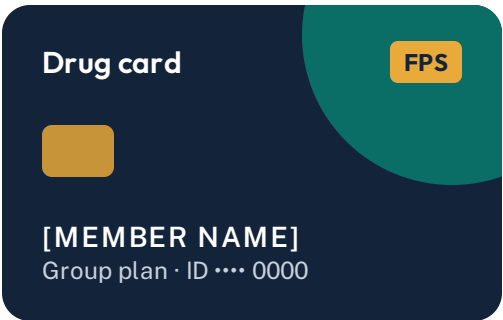
Drug list

All prescription drugs, or a managed or provincial list. Vaccines and lifestyle drugs can be in or out.

02 · PRESCRIPTION DRUGS, CONTINUED

The pay-direct drug card

The insurer pays the pharmacy directly. Employees pay only their share, with no large outlay, no claim forms and no waiting for a refund.



Accepted at virtually any pharmacy in Canada.

- 1 Present the card**
Hand over the card with the prescription.
- 2 Checked in seconds**
Covered? Special authorization needed? Member's share?
- 3 Employee pays their share**
Only the coinsurance or deductible portion.
- 4 Insurer pays the pharmacy**
The balance is paid straight to the supplier.

For your employees

- No large outlay for costly medication
- No paperwork or waiting for a cheque
- Pharmacist alerted to drug interactions
- Enrolled dependants use the same card

For your business

- Limits on dispensing fees and prices
- Generic and special-authorization controls
- Drug reviews keep costs sustainable
- Coordinates with BC PharmaCare

Three ways drug claims can be paid

METHOD	AT THE PHARMACY	WHO PAYS WHOM
Reimbursement, no card	Pays 100%, then claims	Reimbursed later by cheque or deposit
Deferred-payment card	Coverage confirmed; pays 100%	Reimbursed later by deposit
Pay-direct card (recommended)	Pays only their share	Insurer pays the pharmacy

Working with BC PharmaCare

Ask every employee to register for Fair PharmaCare; it is free. It sets a family deductible from net income, then pays 70% of eligible costs, and 100% after the family maximum. The group plan works alongside it. Unregistered families face a default \$10,000 deductible.

03 · EXTENDED HEALTH CARE

Extended health care

Covers everyday and unexpected costs that BC's Medical Services Plan doesn't, and it is the part of the plan employees use most.

Paramedical practitioners

Choose a tier. Each practitioner is typically covered at 50% to 100%, up to \$250 to \$1,000 per year (per practitioner or combined), with optional per-visit limits.

Basic
Chiropractor,
physiotherapist, psychologist

Standard
Basic, plus registered
massage therapist,
osteopath, podiatrist,
naturopath, speech therapist

Enhanced
Standard, plus
acupuncturist, counselling
practitioners, dietitian,
athletic therapist, audiologist

What else a plan can include

Vision care
\$50 to \$300 every two years for glasses or contacts, with an annual option for children.

Medical equipment and supplies
Mobility aids, braces and other prescribed supplies.

Orthotics and orthopaedic shoes
Custom foot supports and footwear, with set maximums.

Emergency out-of-country care
Up to a \$5,000,000 lifetime maximum, with 24/7 travel assistance.

Hospital room
Semi-private or private room upgrades beyond standard ward care.

Hearing aids
A set amount, commonly renewed every five years.

Private duty nursing
Medically necessary home nursing, to an annual maximum.

Ambulance
Licensed ambulance services when medically required.

Health spending account
A fixed yearly allowance for eligible costs the plan doesn't cover. Predictable for you.

Employee assistance
Confidential short-term counselling for employees and their families.

Plan-wide settings
Deductible \$0 to \$200 single, \$0 to \$300 family.
Coinsurance 50% to 100%.

04 · DENTAL CARE

Dental care

Regular preventive care catches problems early, when they are simplest and least expensive to treat.

BASIC SERVICES 50–100% · Exams and cleanings · X-rays · Fillings and extractions · Root canals and gum care (often included) Annual maximum: \$500 to \$5,000, or unlimited	MAJOR SERVICES 50–80% · Crowns · Bridges · Dentures · Inlays and onlays Annual maximum: \$500 to \$5,000	ORTHODONTICS 50–60% · Braces and orthodontic treatment · Usually for dependent children · Needs enough members on family coverage Lifetime maximum: \$1,000 to \$3,000, by group size
---	--	---

Levers that shape the premium

Recall exams Every 6, 9 or 12 months. Longer intervals lower the premium.	Fee guide Pays to the current BC Dental Association fee guide, or one or two years behind it for a lower premium.
Deductible and maximums Same deductible as health care. Basic and major can share one combined annual maximum.	Extras Adult fluoride, a two-year survivor benefit for dependants, and coverage to age 65, 70 or 75.

A note on the federal dental plan

The Canadian Dental Care Plan is for residents without access to dental insurance who fall under an income limit. Employees offered dental coverage through work generally don't qualify, so for most working families a group plan is how dental care gets covered.

05 · TAX TREATMENT

How premiums are taxed

One of the most tax-efficient ways to reward your people.

DRUG, HEALTH AND DENTAL	FOR THE PLAN MEMBER	FOR THE BUSINESS
Premiums the employer pays	Not a taxable benefit: nothing added to T4, no CPP or EI.	Deductible expense, no CPP or EI on top.
Premiums the employee pays	Paid after tax; claimable under the Medical Expense Tax Credit.	No cost to the business.
Claim payments	Received tax-free; reimbursements are not income.	None.
Member's own share	Deductibles and coinsurance are claimable under the Medical Expense Tax Credit.	None.
Health spending account	Eligible reimbursements are received tax-free.	Deductible business expense.

If the plan adds life or disability cover

Life, AD&D, critical illness: employer pays	Premiums are a taxable benefit on the T4.	Deductible business expense.
Disability: employer pays	No tax on premiums; disability income is taxable.	Deductible business expense.
Disability: employee pays	Disability income is received tax-free.	No cost to the business.

A common design

Employer pays health and dental; employees pay the disability premium, so disability income is tax-free.

For incorporated owners

As an employee of your company you can usually join on staff terms, paying family health costs with business dollars.

06 · PLAN ADMINISTRATION

We take the administration off your desk

A plan runs on a steady stream of small tasks. FPS handles them, so you get the benefits without the burden.

THE TASK	WHAT FPS DOES FOR YOU
Plan set-up	Eligibility, classes, waiting periods and enrolment forms
New hires	Track waiting periods, enrol on time, issue drug cards
Life events	Add spouses and newborns, update students and salary changes
Departures	End coverage correctly and explain conversion options
Monthly billing	Reconcile the insurer's bill to your staff list
Payroll and year-end	Deduction and taxable-benefit figures for your payroll
Employee questions	Coverage queries, declined claims, special authorizations
Annual renewal	Review claims, negotiate rates and compare the market



Your part: tell us when someone joins, leaves or has a life event. We take care of the rest.



FPS Financial Planning Services

Let's design your plan

Book a no-obligation benefits review for your business.

Lourens le Roux

Licensed insurance agent, BC
lourenslerox@shaw.ca
Port Coquitlam, BC

This brochure describes plan options commonly available from Canadian group insurers and is general information only. Coverage, limits, eligibility and premiums vary by insurer and are subject to underwriting and the group contract. BC PharmaCare and tax details reflect 2026 rules and may change.