

March 1, 1962 The Retirement Plan for Employees of Contributing Member Hospitals and Allied Organizations of the Saskatchewan Hospital Association is established.



The Royal University and Pasqua Hospitals join the Plan.

Maximum enrolment age changed to under 64. Previously employees had to be under age 55 to be enrolled in the Plan.

Rule of 80 early retirement introduced. Previously, minimum age to retire was age 62 with at least 20 years of credited service. Voluntary contributions are no longer permitted and the concept of Prior Service is introduced.

1962

1973

1981

1986



1970

1976



1982

1987

Permanent part-time employees become eligible for Plan membership. Previously, only permanent full-time employees were eligible.

Plan administration is allocated to the Saskatchewan Health-Care Association and the Plan is renamed the Saskatchewan Health-Care Association Retirement Plan.

The minimum required form of pension changes for retiring members with a spouse. They must now choose a form of pension that guarantees lifetime payments to their surviving spouse.

Special care homes receive pension funding and join the Plan en masse.

SAHO and six major healthcare unions (CUPE, SEIU, SUN, HSAS, SGEU, and RWDSU) sign an agreement in principle to jointly trustee the Plan. Provincial government devolves over 2,000 employees from executive government to health districts in 1995, 1997 and 1998. All are given the choice to join the Plan; 400 do so.

Government of Canada changes locking-in rule to two years of pensionable service. Previously, members were locked-in when their age plus continuous service (min. one year) totalled 45 years. Also, Saskatoon City Hospital transfers 900 employees into the Plan.

Bridge Benefit introduced for members who have met the Rule of 80 and retire before age 65

Government of Canada introduces Pension Adjustments (PA) to level the playing field for all working Canadians tax-sheltering savings for retirement.

1998

1994

1992

1990

1997



1993

1991

Government of Canada introduces Pension Adjustment Reversals (PAR) designed to make the tax-assisted retirement savings system more effective for people who change jobs or move in and out of the workforce.

Saskatchewan Health-Care Association, the Saskatchewan Association of Special Care Homes and the Saskatchewan Home Care Association amalgamate and form the Saskatchewan Association of Health Organizations (SAHO). The Plan is renamed the SAHO Retirement Plan and membership is extended to employees of SAHO members, including various agencies and associations that provide health education and regulation services in Saskatchewan. The Health Districts Act consolidates employers to approximately 120 (previously over 200).

Casual and Temporary employees become eligible for Plan membership once they have met minimum requirements.

Mandatory enrolment for permanent full-time and part-time employees is implemented. Previously, employers were permitted to apply a one-year waiting period. Home care receives pension funding and joins the Plan en masse.

Plan amendment: changed to best 4-year average earnings (previously 5-year); remove minimum age 55 from Rule of 80; and formula changed to full 2% for pre-1990 service.

An Agreement and Declaration of Trust to jointly trustee the Plan, between SAHO and six healthcare unions, takes effect. The Plan is renamed the Saskatchewan Healthcare Employees' Pension Plan (SHEPP). A Board of eight Trustees becomes the Plan Administrator.

Services provided by SAHO are transitioned to 3sHealth. Labour relations services, including collective bargaining, remain with SAHO. SHEPP moves its office to Parliament Avenue, Regina.



1999



2003



2012

2001

2004

Today

Plan amendment: formula changed to 1.65%/2% step rate accrual for service between 1990 and 2000. SAHO and six healthcare unions sign a second agreement further defining the principles under which the Plan will be jointly trusteesd.

SHEPP staff move to independent office space on Henderson Drive, Regina.

SHEPP is the largest defined benefit plan in Saskatchewan, with approximately \$9.3 billion in assets, over 63,000 members and 49 employers.