



SHEPP

SASKATCHEWAN HEALTHCARE
EMPLOYEES' PENSION PLAN

Participating Employer Newsletter



July 2015

Ensure Your Organisation is Following Eligibility Rules

SHEPP contracts 3sHealth to perform eligibility measurements for participating employers through the membership eligibility system maintained within 3sHealth's iHRIS payroll system. Although every effort is made to ensure the system returns accurate results it is still important that employers audit and review their eligibility results to ensure employees are enrolled according to the Plan's eligibility rules. A general overview of the eligibility rules is provided below.

Permanent Employees

Membership in the Plan is mandatory for permanent full-time and part-time employees. Permanent employees must be enrolled in the Plan effective the first of the month coinciding with or immediately following their appointment to permanent employment.

Non-Permanent Employees

Membership is optional for non-permanent employees (casual or temporary). Non-permanent employees may choose to join SHEPP if they are actively at work and work at least:

- 780 hours in the preceding calendar year; or
- 700 hours in each of the two preceding calendar years.

Once eligible, they may choose to join on the first day of any month that calendar year and should be enrolled accordingly.

Non-permanent employees who choose not to join in that year will have to qualify again in a subsequent year to become eligible to join the Plan.

It is the employer's responsibility to determine eligibility and ensure employees who qualify are aware of their option to enrol.

Once an employee is enrolled in the Plan (either permanent or non-permanent) their membership will continue until they have terminated employment with all SHEPP participating employers.

Ineligible Employees

Employees not actively at work on the date they would otherwise be enrolled in SHEPP are not eligible to join until they return to active employment.

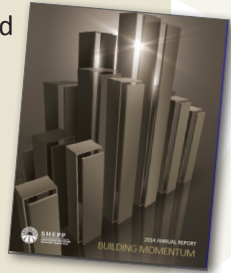
Employees who are receiving a monthly pension from SHEPP are ineligible to join.

A SHEPP employer may, at its discretion, exclude: its CEO; up to six vice-presidents (15 in the case of a health region); management staff and employee groups excluded from participation in September 2002; and additional individuals granted exclusion by the SHEPP Board of Trustees.

For rules regarding union-affiliated employees who work for more than one SHEPP employer, excluded employees, or more detailed information regarding eligibility procedures refer to the SHEPP Employer Administration Manual available on SHEPPWeb.

2014 Annual Report Available Online

SHEPP recently published its 2014 Annual Report which highlights some of the Plans major achievements and financial indicators throughout the year.



The Fund achieved a 12.5% rate of return in 2014 meeting the benchmark, and bringing the total market value to \$5.42 billion.

Fund returns have been strong in the last four years, with double-digit returns in three out of the last four years. On a four-year annualised basis, the return was 10.7% outperforming the benchmark of 9.3%.

The annual report also provides an update on the initial progress made in achieving the four strategic goals identified in the 2014-2016 Strategic Plan.

The 2014 Annual Report is available at www.shepp.ca.

Book a Pension Information Session

To schedule a presentation for your employees please contact:



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Communications Officer
E-mail: astuckel@shepp.ca
Phone: 306.751.8346



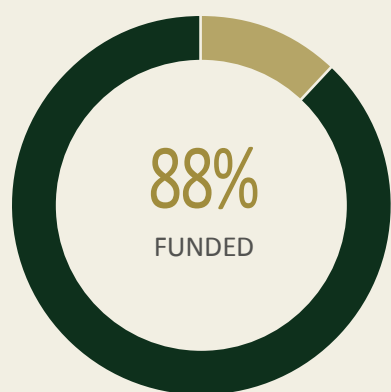
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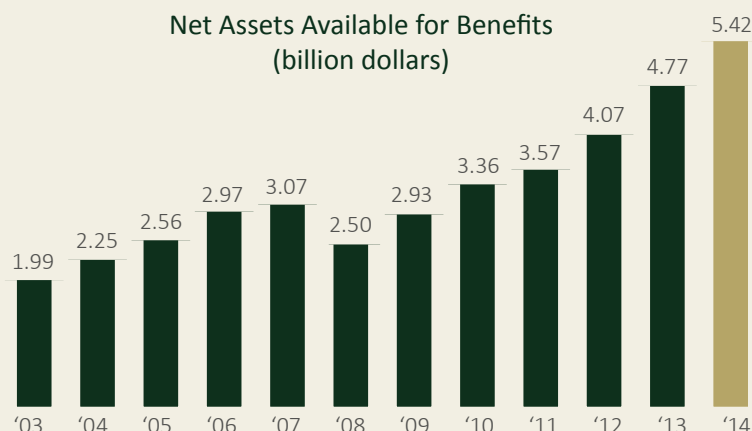
PLAN Highlights

2014 AT A GLANCE

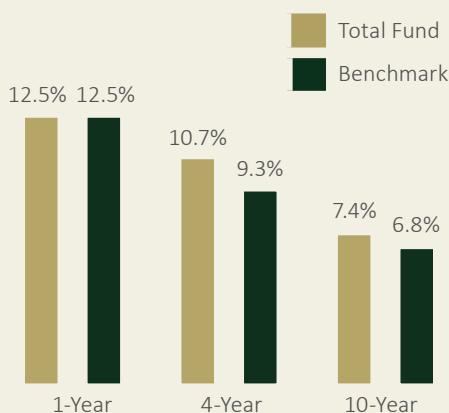


Going-concern
funded status as at
December 31, 2013

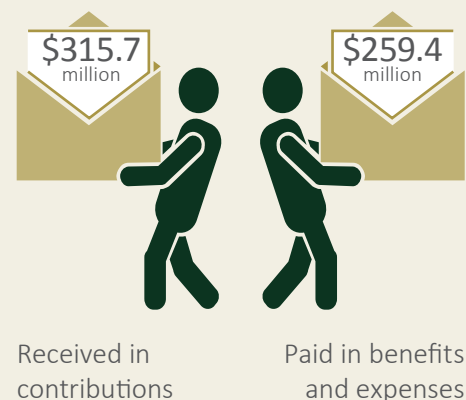
Net Assets Available for Benefits
(billion dollars)



Historical Rate of Return (Annualised)



Cash-flow Positive



Answers to questions we've recently received from employers

You asked...

I have an employee who is retiring and then will be coming back to work. Should she be enrolled in SHEPP?

Employees who retire/terminate and elect a monthly pension from SHEPP are ineligible to join and therefore **should not** be enrolled. Employees who retire/terminate and elect to transfer their benefit out of SHEPP in lieu of a monthly pension (this is only an option for those members who terminate/retire prior to being eligible to receive an unreduced pension) **are eligible** to join the Plan in accordance with the eligibility rules and therefore should be enrolled accordingly.

SHEPP provides 3sHealth with a list of all members who are in receipt of a monthly pension on a weekly basis to be used in eligibility measurement. Therefore, your eligibility measurement will correctly identify those members who should be enrolled upon re-hire.

If you are unsure about an employee's SHEPP status, contact SHEPP to confirm prior to enrolment.

Are earnings made during a return to work program pensionable?

"Return to work" or rehabilitative earnings paid to a member during a period of 3sHealth approved disability are not pensionable. During this period the employee receives "deemed" earnings from SHEPP and thus still receives credited service.

This differs from an employee that completes their period of approved disability and the employer continues to assist them in returning to the work. The employer sponsored return to work (RTW) is pensionable; the 3sHealth RTW while on approved disability is not.

