

# Extended Health Care Plan



## Annual Report for 2018

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# Letters of Transmittal



His Honour, The Honourable W. Thomas Molloy  
Lieutenant Governor of the Province of Saskatchewan

May it Please Your Honour:

I have the honour to transmit herewith the twenty-third Annual Report of the Extended Health Care Plan for the year ending December 31, 2018.

A handwritten signature in cursive script that reads "Donna Harpauer".

Donna Harpauer  
Minister of Finance

The Honourable Donna Harpauer  
Minister of Finance

Madam:

On behalf of the Joint Board of Trustees, I have the honour to transmit herewith the twenty-third Annual Report of the Extended Health Care Plan for the year ending December 31, 2018.

A handwritten signature in cursive script that reads "Dave Wild".

Dave Wild  
Associate Deputy Minister  
Public Employees Benefits Agency  
Ministry of Finance

## Extended Health Care Plan

### Introduction

The Extended Health Care Plan was established on October 1, 1996.

The Fund is used to account for the transactions of the Extended Health Care Plan which provides health care benefits to PS/GE SGEU and CUPE 600 employees.

As at December 31, 2018, participation in the Plan has been approved by the Lieutenant Governor in Council for all government organizations whose employees are employees of the Government of Saskatchewan as defined under *The Public Service Act, 1998*, and who are members of PS/GE SGEU or CUPE 600.

### Joint Board of Trustees

Rachel Cheruvallath  
Ministry of Health

Peggy Atkinson  
Public Service Commission

Dave Morhart  
Ministry of Health

Carrie Bjola-Matileg  
Public Service Commission

Gwen Mowbray  
Public Service Commission

Terry Kuyek  
Public Service Commission

Saskatchewan Government and General  
Employees' Union (SGEU):

Timothy McKay  
Mac Trost  
Kirk Hogarth  
Lovyl Zweifel

Canadian Union of Public Employees (CUPE)  
Local No. 600:

Jacalyn Luterbach  
Nancy Seman

## Participating Employers

The following employers participate in The Extended Health Care Plan:

With respect to employees who are members of the Saskatchewan Government and General Employees' Union (SGEU):

Advocate for Children and Youth (Office of The Board of Arbitration under *The Surface Rights Acquisition and Compensation Act* (The eHealth Saskatchewan  
Farm Land Security Board  
Financial and Consumer Affairs Authority of Saskatchewan  
Information and Privacy Commissioner (Office of the)  
Innovation Saskatchewan  
Livestock Services of Saskatchewan Corporation  
Ombudsman (Office of the)  
Prairie Diagnostic Services Inc.  
Provincial Archives of Saskatchewan  
Public Interest Disclosure Commissioner (Office of the)  
Saskatchewan Health Authority, with respect to employees who were members of the Saskatchewan Government and General Employees' Union and were transferred to the Authority on April 1, 2018 pursuant to clause 9-1(1)(b) of the Provincial Health Authority Act  
Saskatchewan Milk Marketing Board  
Saskatchewan Municipal Board  
Technical Safety Authority of Saskatchewan  
The Government of Saskatchewan with respect to members of the Public Service of Saskatchewan as defined under *The Public Service Act, 1998*

With respect to employees who are members of the Canadian Union of Public Employees (CUPE), Local No. 600-3 and 600-5:

The Government of Saskatchewan with respect to members of the Public Service of Saskatchewan as defined under *The Public Service Act, 1998*.

## Administration

The Public Employees Benefits Agency has established a fund pursuant to *The Financial Administration Act, 1993*, for the purpose of providing benefits under the Plan. A Joint Board of Trustees, comprised of an equal number of management and union representatives, has been established and is responsible for reviewing the ongoing operations of the Plan.

The Plan pays a monthly premium to The Great-West Life Assurance Company on behalf of employees. The Plan's risk is limited to the payment of the monthly premium as follows under the two-year contract effective January 1, 2018:

Single	\$56.19	per month
Couple	\$109.72	per month
Family	\$135.59	per month

## Funding

Separate funding agreements are in effect for both PS/GE SGEU and CUPE 600 employees.

Funding for PS/GE SGEU members covered is:

- effective October 1, 1996, 1.03 per cent of straight time annual payroll to the fund on a monthly basis for payment of premiums of eligible employees;
- effective October 1, 2001, 1.28 per cent of straight time annual payroll;
- effective October 1, 2006, 1.78 per cent of straight time annual payroll;
- effective October 7, 2012, 1.79 per cent of straight time annual payroll;
- effective October 6, 2013, 1.80 per cent of straight time annual payroll;
- effective October 5, 2014, 1.82 per cent of straight time annual payroll;
- effective October 4, 2015, 1.84 per cent of straight time annual payroll;
- effective October 2, 2016, 1.86 per cent of straight time annual payroll;
- effective October 1, 2017, 1.87 per cent of straight time annual payroll;

- contributions to the Benefit Plans' Surplus fund are:
  - effective September 30, 1996 - 0.07 per cent of straight time annual payroll;
  - effective September 30, 1997 – 0.37 per cent of straight time annual payroll;
  - effective October 1, 1999 - 0.47 per cent of straight time annual payroll;
  - effective October 1, 1999 – lump sum contributions \$2.0 million;
  - effective October 1, 2001 – lump sum contributions \$3.5 million;
  - effective October 1, 2004 – lump sum contributions \$6.9 million;
  - for the period December 1, 2004, to November 30, 2005, the Government and PS/GE SGEU decided to divert the 0.25 per cent funding from the Retiree Plan to the PS/GE SGEU Benefit Plans' Surplus Fund. This amounted to \$1,013,682;
  - effective August 1, 2007, to December 31, 2009, and extended to March 31, 2010, the 0.47 per cent SGEU Benefit Plans' Surplus Funding was redirected to the Public Employees Dental Plan; and
  - effective June 28, 2013, SGEU arbitration settlement of \$8,561,193.

Funding for CUPE 600 members covered is:

- effective October 1, 1996, 1.08 per cent of straight time annual payroll to the fund on a monthly basis for payment of premiums of eligible employees;
- effective September 30, 1997 - 1.23 per cent of straight time annual payroll;
- effective October 1, 2006 - 1.43 per cent of straight time annual payroll;
- effective December 28, 2003, to December 31, 2004, additional contribution rates were \$11.54 per pay period for members paid bi-weekly and \$25.00 per pay period for members paid monthly.

- contributions to the Benefit Plans' Surplus fund are:
  - effective September 30, 1996 - 0.07 per cent of straight time annual payroll; plus the amount required to make up the difference between contributions and the cost of monthly premiums for eligible employees, up to 0.15 per cent of straight time annual payroll;
  - effective September 30, 1997 - 0.37 per cent of straight time payroll;
  - effective December 20, 1999 - 0.82 per cent of straight time annual payroll; and
  - effective January 1, 2005 – lump sum contributions of \$748,070.

### **Benefits**

An employee is eligible for benefits at the start of the pay period immediately following a six month period of employment.

Claims are paid on behalf of eligible family members and covers certain health and vision care benefits.

# Management's Report

To the Members of the Legislative Assembly of Saskatchewan

As members of management of the Extended Health Care Plan, we are responsible for the preparation and presentation of the following financial statements in accordance with Canadian public sector accounting standards.

The significant accounting policies adopted in the preparation of the financial statements are fully and fairly disclosed in the financial statements.

The Extended Health Care Plan has a system of internal controls adequate to provide reasonable assurance that the accounts are faithfully and properly kept to permit the preparation of accurate financial statements in accordance with Canadian public sector accounting standards.

A Joint Board of Trustees, comprised of an equal number of management and union representatives, has been established and is responsible for reviewing the ongoing operations of the Plan.

Enclosed are the financial statements of the Extended Health Care Plan for the year ended December 31, 2018, and the Provincial Auditor's report on these financial statements.

Regina, Saskatchewan  
April 8, 2019



Dave Wild  
Associate Deputy Minister  
Public Employees Benefits Agency  
Ministry of Finance

**Extended Health Care Plan**

**Financial Statements**

**Year Ended December 31, 2018**



## INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

### Opinion

We have audited the financial statements of the Extended Health Care Plan, which comprise the statement of financial position as at December 31, 2018, the statement of operations and change in net assets and accumulated surplus and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Extended Health Care Plan as at December 31, 2018, and the results of its operations, its changes in net assets, and its cash flow for the year then ended in accordance with Canadian public sector accounting standards.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Extended Health Care Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other Information

Management is responsible for the other information. The other information comprises the information included in The Extended Health Care Plan *Annual Report for 2018*, but does not include the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or any knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in this auditor's report. We have nothing to report in this regard.

### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards for Treasury Board's approval, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Extended Health Care Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Extended Health Care Plan's financial reporting process.



## Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Extended Health Care Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Extended Health Care Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Extended Health Care Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Regina, Saskatchewan  
April 8, 2019

Judy Ferguson, FCPA, FCA  
Provincial Auditor  
Office of the Provincial Auditor

**Extended Health Care Plan  
Statement of Financial Position**

**Statement 1**

**As at December 31**

	<b>2018</b>				<b>2017</b>
	<b>Extended Health Care Fund</b>	<b>PS/GE SGEU Benefit Plans' Surplus Fund</b>	<b>CUPE Benefit Plans' Surplus Fund</b>	<b>Total</b>	<b>Total</b>
<b>Financial Assets</b>					
Due from General Revenue Fund (Note 3)	\$483,866	\$24,399,885	\$333,091	\$ 25,216,842	\$23,979,708
Contributions Receivable	793,120	194,034	12,106	999,260	988,328
Other Receivables	4,291	103,371	1,345	109,007	60,623
	<u>1,281,277</u>	<u>24,697,290</u>	<u>346,542</u>	<u>26,325,109</u>	<u>25,028,659</u>
<b>Liabilities</b>					
Accounts Payable and Accrued Liabilities	<u>15,428</u>	<u>-</u>	<u>-</u>	<u>15,428</u>	<u>9,280</u>
Net Assets and Accumulated Surplus (Statement 2)	<u>\$1,265,849</u>	<u>\$24,697,290</u>	<u>\$346,542</u>	<u>\$26,309,681</u>	<u>\$25,019,379</u>

(See accompanying notes to the financial statements)

**Extended Health Care Plan**  
**Statement of Operations and Change in Net Assets and Accumulated Surplus**

**Statement 2**

**For The Year Ended December 31**

	2018					2017
	Budget (Note 7)	Extended Health Care Fund	PS/GE SGEU Benefit Plans' Surplus Fund	CUPE Benefit Plans' Surplus Fund	Total	Total
<b>Revenues</b>						
Contributions (Note 1)	\$13,565,013	\$10,729,178	\$2,622,611	\$168,921	\$13,520,710	\$13,463,734
Interest Income (Note 3)	234,231	11,248	327,164	4,096	342,508	164,557
	<u>13,799,244</u>	<u>10,740,426</u>	<u>2,949,775</u>	<u>173,017</u>	<u>13,863,218</u>	<u>13,628,291</u>
<b>Expenses</b>						
Insurance Premiums	12,456,876	12,258,845	-	-	12,258,845	11,669,011
Transfer to PEDF (Note 1)	900,000	-	500,000	-	500,000	600,000
Provincial Sales Tax (Note 6)	747,412	(283,388)	-	-	(283,388)	283,388
Administration	148,315	97,459	-	-	97,459	86,999
	<u>14,252,603</u>	<u>12,072,916</u>	<u>500,000</u>	<u>-</u>	<u>12,572,916</u>	<u>12,639,398</u>
Surplus (Deficit) for the Year before the following:	(453,359)	(1,332,490)	2,449,775	173,017	1,290,302	988,893
Interfund Transfers (Note 1) (Statement 3)	-	1,750,000	(1,550,000)	(200,000)	-	-
Operating Surplus (Deficit)	(453,359)	417,510	899,775	(26,983)	1,290,302	988,893
Net Assets and Accumulated Surplus, Beginning of Year	25,019,379	848,339	23,797,515	373,525	25,019,379	24,030,486
Net Assets and Accumulated Surplus, End of Year (Statement 1)	<u>\$24,566,020</u>	<u>\$1,265,849</u>	<u>\$24,697,290</u>	<u>\$346,542</u>	<u>\$26,309,681</u>	<u>\$25,019,379</u>

(See accompanying notes to the financial statements)

**Extended Health Care Plan  
Statement of Cash Flow**

**Statement 3**

**For The Year Ended December 31**

	<b>2018</b>				<b>2017</b>
	<b>Extended Health Care Fund</b>	<b>PS/GE SGEU Benefit Plans' Surplus Fund</b>	<b>CUPE Benefit Plans' Surplus Fund</b>	<b>Total</b>	<b>Total</b>
<b>Cash Flow From (Used in) Operating Activities</b>					
Contributions Received	\$10,719,174	\$2,618,858	\$171,746	\$13,509,778	\$13,488,804
Interest Received	7,653	282,785	3,686	294,124	133,850
Insurance Premiums Paid	(12,258,845)	-	-	(12,258,845)	(12,609,151)
Provincial Sales Tax	283,388	-	-	283,388	(283,388)
Administration Expense Paid	(91,311)	-	-	(91,311)	(102,351)
Cash flow (Used in) From Operating Activities	<u>(1,339,941)</u>	<u>2,901,643</u>	<u>175,432</u>	<u>1,737,134</u>	<u>627,764</u>
Net (Decrease) Increase Due From General Revenue Fund	(1,339,941)	2,901,643	175,432	1,737,134	627,764
Interfund Transfers (Note 1) (Statement 2)	1,750,000	(1,550,000)	(200,000)	-	-
Transfer to PEDF (Note 1)	-	(500,000)	-	(500,000)	(600,000)
Due from General Revenue Fund, Beginning of Year	410,059	851,643	(24,568)	1,237,134	27,764
Due from General Revenue Fund, End of Year	<u>73,807</u>	<u>23,548,242</u>	<u>357,659</u>	<u>23,979,708</u>	<u>23,951,944</u>
	<u>\$483,866</u>	<u>\$24,399,885</u>	<u>\$333,091</u>	<u>\$25,216,842</u>	<u>\$23,979,708</u>

(See accompanying notes to the financial statements)

## Extended Health Care Plan Notes to the Financial Statements

December 31, 2018

### 1. Description of the Plan

The Extended Health Care Plan (Plan) was established on October 1, 1996, pursuant to subsection 64(2) of *The Financial Administration Act, 1993*. The Plan provides extended health care benefits to certain unionized employees of the Government of Saskatchewan.

The Plan consists of the Extended Health Care Fund, the Saskatchewan Government and General Employees' Union (PS/GE SGEU) Benefit Plans' Surplus Fund and the Canadian Union of Public Employees', Local 600 (CUPE) Benefit Plans' Surplus Fund.

The Public Employees Benefits Agency (PEBA) manages the Plan under direction from the Joint Board of Trustees. The Joint Board of Trustees is made up of equal representation of union members and employers' representatives.

#### Extended Health Care Fund

The Extended Health Care Fund covers members from employers, whose participation in the Plan has been approved by the Lieutenant Governor in Council. The contribution rate is 1.87 per cent of regular payroll for PS/GE SGEU and 1.43 per cent of regular payroll for CUPE members. The contribution rates are established pursuant to PS/GE SGEU and CUPE collective bargaining agreements with the Government.

The Government, through the Minister of Finance, has entered into an agreement with an insurance company to provide eligible employees with extended health coverage. The Plan pays premiums for eligible employees to the insurance company as set out in the agreement. The Plan's risk is limited to the payment of these premiums.

#### Benefit Plans' Surplus Funds

The PS/GE SGEU Benefit Plans' Surplus Fund and the CUPE Benefit Plans' Surplus Fund (Surplus Funds) were established to meet the terms of the PS/GE SGEU and CUPE collective bargaining agreements with the Government. The Surplus Funds receive contributions on behalf of members from employers whose participation in the Plan has been approved by the Lieutenant Governor in Council. The contribution rates are as follows:

- 0.47 per cent of regular payroll of PS/GE SGEU members.
- 0.82 per cent of regular payroll of CUPE members.

The intent of the Surplus Funds is to offset cost increases of the benefit plans. Enhanced dental benefits are provided to PS/GE SGEU and CUPE members through the Public Employees Dental Fund (PEDF). The Joint Board of Trustees must approve the use of the net assets of the Surplus Funds.

The Joint Board of Trustees authorized PEBA to transfer adequate resources from the Surplus Funds to the Extended Health Care Fund in order to provide extended health care benefits over the term of the contract with the insurance company. Accordingly, PEBA transferred to the Extended Health Care Fund \$200,000 (2017 - \$175,000) from the CUPE Benefit Plans' Surplus Fund, and \$1,550,000 (2017 - \$650,000) from the PS/GE SGEU Benefit Plans' Surplus Fund.

The Joint Board of Trustees also authorized PEBA to transfer adequate resources from the PS/GE SGEU Benefit Plans' Surplus Fund to the PEDF in order to provide enhanced dental benefits to participating SGEU members to December 31, 2018. Accordingly, PEBA transferred \$500,000 (2017 - \$600,000) from the PS/GE SGEU Benefit Plans' Surplus Fund to PEDF.

## 2. Significant Accounting Policies

These financial statements are prepared in accordance with Canadian public sector accounting standards. These statements do not present a Statement of Re-measurement Gains and Losses as the Plan has no re-measurement gains or losses. The following accounting policies are considered significant:

### a) Contributions

Contribution billings are done at the end of each month. Contributions are recognized as revenue when due.

### b) Interest Revenue

Interest is recognized as income when earned.

### c) Financial Instruments

The Canadian Public Sector Accounting Handbook, Section 3450 establishes standards for recognizing and measuring financial assets and financial liabilities. The measurement basis depends on whether the financial assets or liabilities have been categorized in one of two measurement categories: fair value, or cost or amortized cost.

The Plan's financial assets include Due from the General Revenue Fund, contributions receivable and other receivables. The Plan's financial liabilities include accounts payable and accrued liabilities. The Plan has categorized and measured all its financial assets and financial liabilities at cost.

### d) Accounting Policy changes

Effective for fiscal years beginning on or after April 1, 2017, certain new standards, amendments to standards and interpretations were adopted

- i) PS 2200 Related Party Disclosures, a new standard defining related parties and establishing disclosure requirements for related party transactions;
- ii) PS 3210 Assets, a new standard providing guidance for applying the definition of assets and establishing disclosure standards for assets;
- iii) PS 3320 Contingent Assets, a new standard defining and establishing disclosure standards on contingent assets;
- iv) PS 3380 Contractual Rights, a new standard defining and establishing disclosure standards on contractual rights; and
- v) PS 3420 Inter-Entity Transactions, a new standard establishing guidance on accounting for and reporting on transactions between entities that comprise a government's reporting entity.

The adoption of these new and amended standards had no impact on the financial statements.

### 3. Due from General Revenue Fund

The monies of the Extended Health Care Fund and Benefit Plans' Surplus Funds are co-mingled in one bank account. The Plan's bank account is included in the Consolidated Offset Bank Concentration arrangement for the Government of Saskatchewan. The Plan's bank account balance is recorded as Due from General Revenue Fund to the Benefit Plans' Surplus Funds and to the Extended Health Care Fund separately on the Statement of Financial Position.

The General Revenue Fund calculates interest earned and owing on a quarterly basis using the Government's thirty day borrowing rate, and the Plan's average daily bank account balance. The Government's average thirty day borrowing rate in 2018 was 1.41 per cent (2017 – 0.70 per cent).

### 4. Financial Risk Management

The nature of the Plan's operations results in a statement of financial position that consists primarily of financial instruments. The risk that arises from financial instruments is credit risk. The Plan is not exposed to market risk or liquidity risk as it does not hold any investments.

#### Credit Risk

Credit risk is the risk that one party does not pay funds owed to another party. The Plan's credit risk arises primarily from the following distinct sources:

	<u>2018</u>	<u>2017</u>
Due from General Revenue Fund	\$25,216,842	\$23,979,708
Contributions Receivable	999,260	988,328
Other Receivables	109,007	60,623

The maximum credit risk to which the Plan is exposed is limited to the carrying value of the financial assets summarized above.

The Plan is exposed to minimal credit risk from the potential non-payment of contributions and other receivables as these are receivables from government agencies and were collected shortly after year end. The Due from General Revenue Fund account is minimal risk as the funds are held in the Plan's own bank account under the Consolidated Offset Bank arrangement for the Government of Saskatchewan. There has been no change in the risk exposure in 2018.

### 5. Related Party Transactions

Included in these financial statements are transactions with various Saskatchewan Crown corporations, ministries, agencies, boards and commissions related to the Plan by virtue of common control by the Government of Saskatchewan, as well as key management personnel and their close family members (collectively referred to as "related parties"). Related party transactions with the Plan are in the normal course of operations and are recorded at fair market value.

## **6. Provincial Sales Tax**

Provincial Sales Tax (PST) of six per cent applied to all insurance premiums with an effective date on or after August 1, 2017.

On February 26, 2018, the Government of Saskatchewan announced that there will be a reinstatement of the PST exemption on life and health insurance premiums. The exemption is retroactive to August 1, 2017. As a result, the Plan recorded a PST refund of \$283,388 in 2018.

## **7. Budget**

PEBA prepares the budget for approval by the Joint Board of Trustees. The budget was approved on January 19, 2018.