

Clinical Faculty – Benefits at a Glance

New Hires

Extended Health Care

Vision

- \$250 per person every 24 months, rolling benefit

Intraocular Lenses

- Lenses required as a result of cataract surgery, up to \$250 per eye

Eye Exams

- One eye exam up to \$100 every 24 months for employee only

Paramedical: Physiotherapists, Osteopaths, Chiropractors, Podiatrists, Chiropodists, Naturopaths, Christian Science Practitioners

- 100% of costs up to \$300 per person, per practitioner, per benefit year, No per visit max

Massage Therapists

- \$300 per person, per benefit year, no per visit maximum, when ordered by a doctor

Psychologists

- \$300 per person, per benefit year, no per visit maximum

Speech Therapists

- Up to maximum \$200 per person per benefit year

Orthotics

- 80% up to \$400 per person over 2 benefit years

Hearing Aids

- 75% up to \$500 per person over 3 benefit years, reimbursement for 2nd aid under same condition

Hospital Coverage & Private Room

- Difference between ward & semi-private to max \$110 per day. Where costs exceed \$300 per person per year, out of pocket expenses beyond \$300 reimbursed at 100%
- Private Room - \$10 per day per person

Dental

Preventative

- 100% every 9 months, children under 15 every 6 months

Periodontal

- 1st unit of scaling 100%, then all other 85%

Basic Restorative

- 85%
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Major

- 70%, max \$2500 per person per benefit yr

Orthodontic

- 50%, max \$2500 per person per lifetime

Life Insurance

- Basic - 175% annual salary (mandatory)
- Optional – 25% - 500% annual salary
- Combined maximum \$675,000
- Insurable annual earnings maximum of \$100,000

Long Term Disability

- LTD Coverage – RBC Financial

Tuition Assistance

- Clinical Faculty are eligible for tuition assistance provided they are employed:
 - On a continuing appointment for at least half the normal FT hrs
 - On a contractually limited appointment for at least half the normal FT hrs for a minimum of one year
- Clinical Faculty who work less than half the normal FT hours on a continuing or contractually limited appointment for at least one year or more will be eligible on a pro-rata basis

Tuition Bursary

- The bursary programme is available to the spouse and dependents of:
 - Clinical Faculty who hold FT or continuous PT appointments provided that they have held a teaching course load equivalent to 9 units of undergraduate teaching per year for at least a 3 year period
- Applies only to those degree courses and programmes offered by the University for which the Board of Governors sets the fees