PBI ACTUARIES & CONSULTANTS

2026 GUIDE TO GOVERNMENT BENEFITS IN EASTERN CANADA

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Introduction

This summary of government benefits lists changes to Canada's federal income security programs, provincial healthcare and prescription drug programs, and income taxation relevant to plan sponsors. Our source of information for this list was government websites. This was supplemented by our calculations when required. We recommend you visit these websites if you wish to learn more about these changes.

For more information on how the material in this document applies to your employee benefits programs, please get in touch with your PBI consultant or send a note to info@pbiactuarial.ca.

Canada Pension Plan

Annual Indexing

The yearly maximum pension earnings (YMPE) has been increased to $74,600 for 2026 from $71,300 for 2025.

The contribution rate for 2026 remains at 5.95% for employees and employers up to the YMPE of $74,600. However, a second earnings ceiling known as the yearly additional maximum pensionable earnings (YAMPE) has been increased to $85,000 for 2026 from $81,200 for 2025. The contribution rate on earnings between $74,600 and $85,000 will be 4.00% for both employee and employer.

The indexing rate for pensions paid on January 1, 2026, has decreased from 2.6% to 2.0%. This change was made to account for the increase of the Canadian Consumer Price Index for the 12-month period ending on October 31, 2025.

Source: Service Canada – CPP Overview

Canadian Pension Plan	2025	2026
Yearly Maximum Pension Earnings (YMPE)	$71,300.00	**$74,600.00**
Yearly Additional Maximum Pension Earnings (YAMPE)	$81,200.00	**$85,000.00**
Yearly Basic Exemption (YBE)	$3,500.00	**$3,500.00**
Contributory Earnings (YMPE minus YBE)	$67,800.00	**$71,100.00**
Contribution Rate (Maximum Annual Contribution) for Employees and Employers:	5.95% ($4,034.10)	**5.95% ($4,230.45)**
Additional Contribution Rate (Maximum Additional Annual Contribution) for Employees and Employers:	4.00% ($396.00)	**4.00% ($416.00)**
Maximum Monthly Pension for a New Retiree[1]:		
• Retiring at 65	$1,433.00	**$1,507.65**
• Retiring at 60	$917.12 36.0% reduction from age 65 amount	**$964.90** 36.0% reduction from age 65 amount
• Retiring at 70	$2,034.86 42.0% increase from age 65 amount	**$2,140.86** 42.0% increase from age 65 amount
Maximum Monthly Disability Benefit:		
• Employee	$1,673.24	**$1,741.20**
• Post-Retirement	$598.49	**$610.46**
Indexation Rate effective January	2.6%	**2.0%**

Source: Service Canada - CPP

CPP Enhancement

Starting in 2019, the Canada Pension Plan (CPP) has been gradually enhanced. For more information, go to the Government of Canada's web page on the Canada Pension Plan enhancement.

For CPP retirement pensions taken after age 65, the monthly increase applied to the number of months the retirement date exceeds age 65 remains 0.70% per month.

For CPP retirement pensions taken before age 65, the monthly reduction (applied to the number of months the retirement date precedes age 65) is 0.60% per month.

[1] Only a small minority of retirees qualify for the maximum amount.

Changes to the CPP

As part of the 2022–2024 Triennial Review, the ministers of finance agreed in principle to modest amendments to the CPP taking effect on January 1, 2025. These amendments will have no impact on the minimum CPP contribution rates.

New children's benefits for dependent children of disabled or deceased contributors attending school part-time.

These new benefits allow children of disabled or deceased contributors aged 18–24 who attend a recognized educational institution on a part-time basis to receive 50 percent of the amount paid by the CPP to full-time students. For 2026, this is a monthly flat rate of $153.91 for part-time students who qualify for the benefit. Students must meet a minimum school attendance level to qualify for the benefit.

Top-up to the death benefit for CPP contributors who die before claiming a retirement or disability pension and leave behind no spouse or common-law partner.

The estate of CPP contributors who die before collecting their retirement or disability pension and leave no spouse or common-law partner will receive a top-up of $2,500 to the existing death benefit of $2,500 (for a total of $5,000).

Extending eligibility for the Disabled Contributor's Child's Benefit (DCCB) when the parent reaches age 65.

This change ensures that children remain eligible for the DCCB when their parents reach the age of 65.

Ending entitlement to a survivor's pension following a CPP credit split.

The change ensures that individuals who are separated and request a credit split will no longer be eligible to receive a survivor's pension for their ex-partner, treating them the same as divorced or former common-law partners. Separated couples who reconcile and are living together at the time of death will regain eligibility for the survivor's pension.

Extending the incapacity provisions to protect the DCCB.

This amendment ensures that, when someone has been given a retroactive payment for a CPP disability benefit as a result of incapacity, the same extension applies to any DCCB payments applied for at the same time.

Source: Canada.ca - Backgrounder: Changes to the Canada Pension Plan.

Old Age Security & Guaranteed Income Supplement

The following table illustrates the maximum monthly benefits payable under the provisions of the Old Age Security (OAS) Act. The table also includes benefits payable from the Guaranteed Income Supplement, which provides a monthly non-taxable benefit to low-income OAS recipients.

Individuals can increase their OAS pension by delaying the start of their OAS pension by up to five years after the date they become eligible; the monthly pension payment will be increased by 0.60% for every month the pension is delayed, to a maximum of 36% after five years.

It should be noted that the monthly benefits are indexed quarterly (January, April, July, and October) to reflect the increase in the Canadian Consumer Price Index. The OAS indexing rate effective January 1, 2026, is 2.0%.

In July 2022, Old Age Security (OAS) pensions were permanently increased by 10% for individuals aged 75 and over. Seniors aged 75 and over will see an automatic 10% increase in their Old Age Security Pension in the month following their 75th birthday. This 10% increase to the maximum OAS pension amount will not affect the calculation of your Guaranteed Income Supplement (GIS) benefit.

Old Age Security (Monthly maximum benefits)	Starting January 1, 2025	Starting January 1, 2026
Old Age Security		
• 65 to 74	$727.67	**$742.31**
• 75 and over	$800.44	**$816.54**
Guaranteed Income Supplement:		
• Single[2]	$1,086.88	**$1,108.74**
• Married or Common-Law Partner (per person)	$654.23	**$667.41**
Combined:		
• Single		
○ 65 to 74	$1,814.55	**$1,851.05**
○ 75 and over	$1,887.32	**$1,925.28**
• Married or Common-Law Partner (per person)		
○ 65 to 74	$1,381.90	**$1,409.72**
○ 75 and over	$1,454.67	**$1,483.95**
Allowance for the surviving spouse	$1,647.34	**$1,680.47**

Source: Service Canada - OAS

Employment Insurance

The 2026 contribution rate for employees decreases to 1.63% of insurable earnings (decreases to 1.30% in Quebec), while the employer contribution rate decreases to 2.28% (decreases to 1.82% in Quebec). The maximum insurable earnings used for Employment Insurance (EI) in 2026 will be $68,900 ($65,700 in 2025). This was determined based on the growth in average earnings in Canada.

Employers providing a short-term disability plan that meets certain standards can qualify for a reduction in their EI premium rate with the Premium Reduction Program (PRP).

In addition, EI now offers sickness benefits for up to 26 weeks that can provide financial assistance if someone cannot work for medical reasons. A medical certificate showing a person who is unable to work and for how long is required to qualify for these benefits.

[2] Or whose spouse does not receive OAS.

Source: Employment and Social Development Canada – Employers Premium Reduction Program

Employment Insurance	2025	2026
Maximum Yearly Insurable Earnings	$65,700	**$68,900**
Maximum Annual Contribution:		
• Employee	1.64%/1.31% (QC) ($1,077.48/$860.67)	**1.63%/1.30% (QC) ($1,123.07/$895.70)**
• Employer	2.30%/1.83% (QC) ($1,508.47/$1,204.94)	**2.28%/1.82% (QC) ($1,572.30/$1,253.98)**
Maximum Weekly Benefit (55% of weekly insurable earnings)	$695	**$729**

Source: Service Canada - EI

Canadian Dental Care Plan

The Government of Canada has introduced the Canadian Dental Care Plan to help lower dental costs for eligible Canadians with an adjusted family net income of less than $90,000.

Adjusted Family Net Income	Covered by CDCP	Covered by you
Less than $70,000	100% of eligible oral health care service costs at CDCP established fees	0% of eligible oral health care service costs at CDCP established fees
$70,000 - $79,999	60% of eligible oral health care service costs at CDCP established fees	40% of eligible oral health care service costs at CDCP established fees
$80,000 - $89,999	40% of eligible oral health care service costs at CDCP established fees	60% of eligible oral health care service costs at CDCP established fees
$90,000 or more	Not Eligible	Not Eligible

Source: Canadian Dental Care Plan

You may have to pay additional fees if the cost of your oral health care services is more than what the CDCP will reimburse for these services or if services are included that the CDCP does not cover.

Beginning with the 2023 tax year, employers and pension plan administrators must report whether an employee, pension plan member or any of their family members were eligible to access dental insurance of any kind, including health spending and wellness accounts, due to their current or former employment.

In March 2025, the government announced that all remaining eligible Canadians aged 18 to 64 would be able to apply for the CDCP in May 2025, with coverage starting as early as June 1, 2025.

To qualify for the CDCP, applicants must:

- Not have access to dental insurance.
- Have filed their individual 2024 tax return in Canada (and their spouse's or common-law partner's, if applicable)
- Have an adjusted family net income of less than $90,000
- Be a Canadian resident for tax purposes

National Pharmacare

In general, to be eligible for national pharmacare you must be a resident of a province or territory that has an agreement in place with the federal government (British Columbia, Manitoba, Prince Edward Island, and Yukon as of May 2025), be eligible for public health insurance in your province or territory, and have a valid prescription and authorization for a covered medication or related product, if needed. You are covered no matter your age, income, or private or workplace health insurance status. There may be some differences depending on your province or territory, so check the agreement for more details.

The first phase of pharmacare covers a range of birth control options and diabetes medications. The costs will be paid for publicly, including the dispensing fee. This means the covered products and medications are available at the pharmacy counter for free. Delivery fees and prescribing fees from pharmacists are not covered. You won't need to coordinate benefits for covered products with private insurance plans.

Private and public drug plans will continue to cover a range of products outside the contraceptive and diabetes medications included in the pharmacare bilateral agreements.

Source: National Pharmacare

Income Tax Rate

- The Basic Personal Amount (BPA) has increased from $16,129 in 2025 to $16,452 in 2026 for individuals whose net income for the year is less than or equal to the amount at which the 29% tax rate applies ($181,440 in 2025).
- To ensure that this tax relief is granted to the people who need it the most, the increase in the BPA is gradually eliminated for people whose net income for the year is higher than the amount at which the 29% tax rate applies. For 2026, when an individual's net income is higher than $181,440, the BPA gradually decreases from $16,452 down to a minimum threshold of $14,829 (applicable to individuals whose net income is higher than $258,482). The minimum threshold will continue to be indexed in the future.

The federal indexing factor for January 1, 2026, is 2.0%, based on the change in the average federal inflation rate over the 12-month period ending September 30, 2025.

In 2026, the maximum contribution to an RRSP will be the lower of $33,810 or 18% of earnings from the previous year.

The annual TFSA contribution limit for 2025 will remain at $7,000.

Source: Canada Revenue Agency (Income Tax); Canada Revenue Agency (RRSP)

First Home Savings Account

Starting in 2023, the federal government introduced the First Home Savings Account (FHSA), allowing individuals who have never owned a home to make tax-deductible contributions to be used for the purchase of a home. The annual FHSA contribution limit for 2026 is $8,000. Individuals who opened an FHSA in 2024 can carry forward their unused contribution room from 2024 and 2025 over into 2026, providing a maximum 2026 contribution limit of $24,000 if no contributions were made in 2024 and 2025. Individuals can make a maximum total of $40,000 in FHSA contributions over their lifetime.

Source: Participating in your FHSAs

New Brunswick

Workers' Compensation

In October 2025, WorkSafeNB announced a 2026 average assessment rate of $1.10, equal to the 2025 average rate of $1.10 per $100 of insurable earnings. The Maximum Insurable Earnings has increased to $85,800 from $84,200 in 2026.

WorkSafeNB	2025	2026
Average Rate (per $100 of insurable earnings)	**$1.10**	**$1.10**
Maximum Insurable Earnings	**$84,200**	**$85,800**

Source: WorkSafeNB

Health Care Programs

There are currently no direct premiums for coverage in New Brunswick.

Prescription Drug Benefits

The New Brunswick Drug Plan

This plan is a voluntary program that provides prescription drug coverage for uninsured New Brunswickers.

Premiums are graduated based on family income, and plan members are responsible for a 30% copayment per prescription up to a set maximum determined by income level.

Premiums are:

Gross Annual Income (Individual)	Gross Annual Income (Family)	Annual Premium per Adult	Maximum per Prescription
$19,168 or less	$38,336 or less	$72	$5.25
$19,169 - $20,205	$38,337 - $40,087	$145	$6.65
$20,206 - $21,179	$40,088 - $41,736	$290	$8.10
$21,180 - $22,214	$41,737 - $43,488	$434	$9.75
$22,215 - $23,251	$43,489 - $45,240	$579	$12.65
$23,252 - $24,286	$45,241 - $46,992	$724	$14.10
$24,287 - $25,261	$46,993 - $48,640	$869	$15.55
$25,262 - $26,297	$48,641 - $50,391	$1,014	$17.05
$26,298 - $27,333	$50,392 - $52,143	$1,159	$18.45
$27,334 - $28,369	$52,144 - $53,895	$1,303	$19.95
$28,370 - $29,344	$53,896 - $55,545	$1,449	$21.40
$29,345 - $30,379	$55,546 - $57,297	$1,593	$22.85
$30,380 - $31,415	$57,298 - $59,049	$1,738	$24.30
$31,416 - $32,450	$59,050 - $60,800	$1,882	$25.57
$32,451 - $42,710	$60,801 - $77,213	$2,027	$27.20
$42,711 - $52,968	$77,214 - $93,626	$2,173	$28.70
$52,969 - $63,226	$93,627 - $110,039	$2,317	$30.15
$63,227 - $73,485	$110,040 - $126,453	$2,462	$31.60
$73,486 - $83,742	$126,454 - $142,866	$2,606	$33.10
$83,743 - $94,001	$142,867 - $159,279	$2,752	$34.50
Over $94,002	Over $159,280	$2,896	$36.00

Source: Department of Health - Government of New Brunswick

Biosimilars Initiative

The New Brunswick Department of Health launched a Biosimilars Initiative in 2021, which involves switching patients from originator biologic drugs to their biosimilar versions. Patients who use originator biologics must switch to a biosimilar brand to maintain their coverage under the New Brunswick Drug Plan.

As of May 31, 2022, the New Brunswick Drug Plan no longer covers NovoRapid®, Lovenox®, Humira®, Enbrel®, Remicade®, Lantus®, Humalog®, Rituxan®, and Copaxone® and requires switches to biosimilar versions of these drugs. Coverage for Lucentis® ends on February 28, 2024, while coverage for NovoRapid® in vial form ends on July 31, 2024. Coverage for Prolia® and Xgeva® ends on April 30, 2025, and patients will have to switch to Jubbonti® and Wyost®.

As of November 30, 2025, coverage for Actemra has ended, and patients will have to switch to Tyenne. From March 31, 2026, the coverage for Xolair will expire, and patients will have to switch to Omlyclo.

Source: Biosimilars Initiative

The New Brunswick Drugs for Rare Diseases Plan

This plan provides coverage for six drugs used in the treatment of six rare diseases. Request forms for a drug need to be completed by a physician, and individuals must be permanent residents of New Brunswick with a valid Medicare card to be eligible.

Drugs Covered	Used for the treatment of…
Aldurazyme (laronidase)	Hurler and Hurler-Scheie forms of Mucopolysaccharidosis I (MPS I)
Elaprase (idursulfase)	Hunter's Syndrome
Ilaris (canakinumab)	Cryopyrin-Associated Periodic Syndrome (CAPS), Muckle-Wells Syndrome (MWS), and Neonatal-Onset Multisystem Inflammatory Disease (NOMID)
Myozyme (alglucosidase alfa)	Infantile/early and adult/late-onset Pompe disease
Naglazyme (galsulfase)	Mucopolysaccharidosis VI (MPS VI)
Zavesca (miglustat)	Niemann Pick Type C (NPC)

Source: New Brunswick Drugs for Rare Diseases Plan

New Brunswick Prescription Drug Plan for Seniors

This plan provides coverage of prescription drugs for individuals who are aged 65 or older, are registered with New Brunswick Medicare, do not receive prescription drug coverage from another plan, and who meet any of the following criteria:

Qualification Criteria	Annual Premium	Cost
Receive the Federal Guaranteed Income Supplement (GIS)	None	Co-payment of $9.05 for each prescription to a maximum of $500 out-of-pocket costs in one calendar year

Source: New Brunswick Drug Plans for Seniors

Other Provincial Drug Programs

Program	Provides Coverage for…
Nursing Home Residents	Individuals living in a registered nursing home. Eligibility is determined by the Department of Social Development. There are no co-payments or fees.
Adults in Licensed Residential Facilities	Individuals living in a licensed adult residential facility. Eligibility is determined by the Department of Social Development. There are no co-payments or fees.
Social Development Clients	Individuals who hold a valid health card issued by the Department of Social Development. Adults pay a co-payment of $4.00 per prescription, and a co-payment of $2.00 per prescription for children under 18 years. Annual maximum of $250 out-of-pocket costs per family unit.

Program	Provides Coverage for…
Children in Care of the Minister of Social Development and Special Needs Children	Special needs children and children in the care of the Minister of Social Development. Eligibility is determined by the Department of Social Development. There are no co-payments or fees.
Cystic Fibrosis Plan	Individuals with cystic fibrosis without benefit coverage elsewhere and registered with Medicare. Individuals pay an annual premium of $50, with a 20% co-payment to a maximum of $20 per prescription and $500 per family unit per plan year (July 1 to June 30).
Multiple Sclerosis Plan	Individuals diagnosed with Multiple Sclerosis, with a prescription from a neurologist for an eligible drug and registered with Medicare. Individuals pay an annual premium of $50 and a co-payment per prescription, which is calculated based on their income.
Organ Transplant Plan	Individuals who have received (or are on the active waiting list to receive) a solid organ or bone marrow transplant without benefit coverage elsewhere and registered with Medicare. Individuals pay an annual registration fee of $50 and a co-payment of 20% to a maximum of $20 per prescription. Annual maximum of $500 in out-of-pocket costs per family unit per plan year (July 1 to June 30).
Growth Hormone Deficiency Plan	Individuals under the age of 19 diagnosed with growth hormone deficiency without coverage elsewhere and registered with Medicare. Individuals pay an annual registration fee of $50 and a co-payment of 20% to a maximum of $20 per prescription. Annual maximum of $500 out-of-pocket costs per family unit per plan year (July 1 to June 30).
HIV/AIDS Plan	Individuals diagnosed with HIV/AIDS and prescribed certain antiretroviral drugs listed on the NB Drug Plans Formulary. Individuals pay an annual registration fee of $50 and a co-payment of 20% to a maximum of $20 per prescription. Annual maximum of $500 out-of-pocket costs per family unit per plan year (July 1 to June 30).

Source: The New Brunswick Prescription Drug Program

COVID-19 Emergency Leave

Retroactive to March 1, 2020, employees have access to unpaid, job-protected leave when they are:

- In quarantine or self-isolation, follow guidelines, directives, or orders of public health authorities for reasons related to COVID-19.
- Providing care, support, or assistance to a close family member because of a matter related to COVID-19, including school and daycare closures.
- Directed by their employer not to work because the employer is concerned the employee may expose others to COVID-19.
- Affected by travel restrictions and cannot reasonably be expected to travel back to New Brunswick.

This leave shall end on the earliest date agreed upon by employer and employee, the date on which the purpose for the leave no longer exists, and the date on which this Regulation is repealed.

Source: Job Protection for Workers

Income Tax Rates

Starting January 2026, the provincial personal income tax parameters for New Brunswick will be indexed by 2.0%, which is based on the change in the average federal inflation rate over the 12-month period ending September 30, 2025.

Taxable Income	Effective Rate 2026	Marginal 2026		
		Provincial	Federal	Total
$25,000	9.0%	9.4%	14.0%	23.4%
$50,000	16.2%	9.4%	14.0%	23.4%
$75,000	21.4%	14.0%	20.5%	34.5%
$100,000	24.7%	14.0%	20.5%	34.5%
$125,000	27.3%	16.0%	26.0%	42.0%
$150,000	29.8%	16.0%	26.0%	42.0%
$200,000	33.2%	16.0%	26.0%	42.0%
$250,000	36.4%	19.5%	29.0%	48.5%
$300,000	38.9%	19.5%	29.0%	48.5%

Source: Canada Revenue Agency

Rates do not take into account the low-income tax reduction available to New Brunswick residents.

Newfoundland and Labrador

Workers' Compensation

In 2026, the average base assessment rate remains unchanged at $1.73 per $100 of insurable earnings. This rate includes a temporary discount of $0.21 used to reduce the Injury Fund's surplus over several years until the funded ratio reaches the targeted 110%. The Maximum Compensable and Assessable Earnings (MCAE) has been increased to $80,935 in 2026 from $79,345 in 2025.

Workplace Health, Safety and Compensation Commission	2025	2026
Average Rate (per $100 of insurable earnings)	$1.73	**$1.73**
Maximum Compensable and Assessable Earnings	$79,345	**$80,935**

Source: WorkplaceNL

Health Care Programs

The Health and Post-Secondary Education Tax

Employers whose annual remuneration exceeds an exemption threshold of $2 million are required to pay a payroll tax at a rate of 2%. This exemption threshold was increased from $1.3 million, effective January 1, 2023.

Source: Newfoundland & Labrador Department of Finance

Prescription Drug Benefits

Prescription drug benefits are covered under the Newfoundland and Labrador Prescription Drug Program (NLPDP), which consists of five main plans: The Access Plan, The Assurance Plan, The Foundation Plan, the 65Plus Plan, and The Select Needs Plan.

The Access Plan

The Access Plan is designed for qualifying low-income individuals. Coverage levels are determined by net income level and family status. Eligible individuals are:

- Families with children and a net annual income of $42,870 or less;
- Couples (without children) with a net annual income of $30,009 or less;
- Single individuals with a net annual income of $27,151 or less.

The Assurance Plan

The Assurance Plan is designed for individuals with high drug costs. Maximum out-of-pocket drug costs are capped at a level dependent on net family income. Qualifying applicants will be responsible for a co-payment depending on their income levels and drug costs.

Net Annual Family Income	Maximum Out-of-Pocket Drug Costs
Up to $39,999	5% of net family income
Between $40,000 and $74,999	7.5% of net family income
Between $75,000 and $149,999	10% of net family income

Remainder of NLPDP Plans

Program	Provides Coverage for …
The Foundation Plan	Individuals in receipt of income support benefits through the Department of Advanced Education and Skills, individuals in supervised care and certain individuals receiving services through regional health authorities. No application is necessary, and 100% of eligible costs are covered.
The 65Plus Plan	Individuals aged 65 or older receiving Old Age Security Benefits and the Guaranteed Income Supplement. Individuals pay the dispensing fee to a maximum of $6. No application is necessary. Individuals who qualify for a drug card under the 65Plus Plan also qualify for the Ostomy Subsidy Program, which covers 75% of the retail cost of ostomy items (no application is necessary).
The Select Needs Plan	Individuals with Cystic Fibrosis and Growth Hormone Deficiency. No application is necessary, and 100% of eligible costs are covered.

Source: Newfoundland & Labrador Department of Health & Community Services

Biosimilars Initiative

The Newfoundland and Labrador Prescription Drug Program (NLPDP) launched a Biosimilar Initiative in 2023, which involves switching patients from originator biologic drugs to their biosimilar versions. Patients who use originator biologics must switch to a biosimilar brand to maintain their coverage.

As of December 1, 2024, the NLPDP no longer provides coverage for Humira®, Lovenox®, Enbrel®, Copaxone®, Remicade®, Rituxan®, Lucentis®, NovoRapid®, Lantus®, and Humalog®. Patients using these drugs must transition to their biosimilar equivalents to maintain coverage. Coverage for Stelara® will end on May 1, 2025, and coverage for Prolia® and Xgeva® will end on September 1, 2025.

Source: NLDP Biosimilar Initiative

Communicable Disease Emergency Leave

Retroactive to March 1, 2020, employees have access to unpaid, job-protected leave when they are:

- in quarantine or self-isolation to follow guidelines, directives, or orders of public health authorities for reasons related to COVID-19;
- providing care, support, or assistance to a close family member because of a matter related to COVID-19, including school and daycare closures;
- directed by their employer not to work because the employer is concerned the employee may expose others to COVID-19;
- affected by travel restrictions and cannot reasonably be expected to travel back to the province.

This leave shall end on the earliest of the date on which the purpose for the leave no longer exists and the date on which COVID-19 is no longer designated as a communicable disease emergency.

Source: Communicable Disease Emergency Leave - NL

Income Tax Rates

Starting January 2026, the provincial personal income tax parameters for Newfoundland and Labrador will be indexed by 1.1%, which is based on the change in the average provincial inflation rate over the 12-month period ending September 30, 2025.

Taxable Income	Effective Rate 2026	Marginal 2026		
		Provincial	Federal	Total
$25,000	9.6%	8.7%	14.00%	22.70%
$50,000	16.8%	14.5%	14.00%	28.50%
$75,000	22.1%	14.5%	20.50%	35.00%
$100,000	25.5%	15.8%	20.50%	36.30%
$125,000	28.0%	15.8%	26.00%	41.80%
$150,000	30.3%	15.8%	26.00%	41.80%
$200,000	33.9%	17.8%	29.00%	46.80%
$250,000	36.7%	19.8%	29.00%	48.80%
$300,000	39.4%	20.8%	33.00%	53.80%

Source: Canada Revenue Agency

Rates do not consider the low-income tax reduction available to Newfoundland and Labrador residents.

Nova Scotia

Workers' Compensation

The average assessment rate has been constant for the past 21 years at $2.65 per $100 of insurable earnings. The Maximum Assessable Earnings has been increased to $79,900 in 2026 from $76,300 in 2025.

Workers' Compensation Board of Nova Scotia	2024	2025
Average Rate (per $100 of insurable earnings)	$2.65	$2.65
Maximum Assessable Earnings	$76,300	**$79,900**

Source: Workers' Compensation Board of Nova Scotia

Health Care Programs

There are currently no direct premiums for coverage in Nova Scotia.

Prescription Drug Benefits

Nova Scotia Pharmacare

Program	Provides Coverage for …
Drug Assistance for Cancer Patients	Individuals diagnosed with cancer, with a Nova Scotia Health Card, have a gross annual family income less than $35,000 and without private insurance that covers the cost of transportation and accommodation. 100% of eligible costs are covered.
Department of Community Services – Pharmacare Benefits	Income Assistance clients, Disability Support Program clients, Extended Pharmacare clients, transitional Pharmacare clients, Low Income Pharmacare for Children clients, and children in the care of child welfare. Eligibility is determined by the Department of Community Services.
Palliative Home Care Drug Coverage Program	Individuals with a Nova Scotia Health Card who have been diagnosed with a terminal illness and have less than 6 months to live, and wish to receive end-of-life care at home for as long as possible. Eligibility is determined by local specialist Palliative Care Teams in each District Health Authority. 100% of eligible costs are covered.
Family Pharmacare Program	Permanent Nova Scotia residents with a Nova Scotia Health Card and no drug coverage. Registration is done as a family unit. Individuals pay a deductible and co-payment (determined by family income and number of people in the family). Must agree to income verification by Revenue Canada and agree to provide family size every year.
Seniors' Pharmacare Program	Individuals aged 65 or older with a Nova Scotia Health Card and no drug coverage. Application to the program must occur within 90 days of the first of the month of an individual's 65th birthday or incur a late entry penalty (1.5 times the premium for the first five years of coverage) – new residents are exempt from the penalty. Individuals pay an annual fee (determined by income; annual maximum of $424) and a 30% co-payment per prescription (annual out-of-pocket co-payment maximum of $382).

Source: Nova Scotia Pharmacare

Biosimilars Initiative

The Government of Nova Scotia is expanding the use of biosimilar medications in Nova Scotia Pharmacare programs. Starting February 3, 2023, some brands of biologic medications won't be covered by Pharmacare if a biosimilar version is approved and available.

As of February 3, 2023, the Nova Scotia Pharmacare Program no longer covers NovoRapid®, Humira®, Enbrel®, Remicade®, Lantus®, Humalog®, Prolia®, Xgeva®, Stelara®, and Rituxan® and requires switching to biosimilar versions of these drugs. NovoRapid® vials will be covered for those using insulin pumps until compatibilities are established. Lantus® cartridges will be covered for those 17 or younger who require 0.5-unit dosing.

Source: Information for Patients about the Nova Scotia Biosimilar Initiative

Seniors' Pharmacare Program

The 2026 premiums are:

2025 Income Level (for single seniors)	Combined Income Level (for couples)	Annual Premium Range
Below $22,986	Below $26,817	No premiums payable
$22,986 to $35,000	$26,817 to $40,000	Less than $424
More than $35,000	More than $40,000	$424

Source: Nova Scotia Pharmacare

Boarding, Transportation, and Ostomy Program

The Boarding, Transportation, and Ostomy Program provides financial assistance related to boarding, transportation, and ostomy supply needs to Nova Scotians with an income of no less than $35,000 per year and no private insurance that covers transportation or accommodation costs.

The cost of boarding is considered for residents who travel more than 50 km one-way from their home to a treatment centre. Transportation costs will be reimbursed at $0.57 per km for residents who use a personal vehicle. Costs for patients who use a bus, shuttle, or community transportation service will be reimbursed.

Wig Program

The Wig Program helps Nova Scotians with the purchase of a wig with an income of no less than $35,000 per year and no private insurance that covers the cost of a wig.

Residents will be reimbursed for up to $300 for the purchase of a wig. Wig accessories, such as caps and adhesives, are not eligible for reimbursement. The wig can be purchased from anywhere, including from an online retailer.

Emergency Leave

Employees have access to unpaid, job-protected leave when they are:

- directed to stay home to follow a directive or order of a medical officer due to a contagious disease.
- providing care or assistance to a family member because of a matter related to a declared emergency, if the employee is the only person available to provide care.

This leave shall end when the employee is able to return to work, the family member no longer requires the employee's care, or the declared emergency is resolved.

Source: Leaves from Work - NS

Basic Needs Assistance

Nova Scotians who need help with necessities such as food, clothing, and shelter can receive an allowance called the Standard Household Rate.

Number of Recipients	Number of Dependent Children/Student Family Members	Standard Household Rate (Rent/Own)	Standard Household Rate (Board)
1	0	$726	$644
1	1	$1,018	$664
1	2 or more	$1,072	$707
2	0	$1,419	$1,067
2	1 or more	$1,473	$1,110

Source: Income Assistance

Income Tax Rates

Starting January 2026, the provincial personal income tax parameters for Nova Scotia will be indexed by 1.6%, which is based on the change in the average provincial inflation rate over the 12-month period ending August 30, 2025.

Effective July 1, 2025, the basic personal amount is set at the maximum amount regardless of income. A proration guide was provided by the Government of Nova Scotia for 2025. For 2026, all employees have the basic personal amount at $11,744.

Taxable Income	Effective Rate 2026	Marginal 2026		
		Provincial	Federal	Total
$25,000	9.4%	8.8%	14.0%	22.8%
$50,000	18.4%	15.0%	14.0%	29.0%
$75,000	23.7%	16.7%	20.5%	37.2%
$100,000	27.1%	17.5%	20.5%	38.0%
$125,000	29.6%	17.5%	26.0%	43.5%
$150,000	31.9%	17.5%	26.0%	43.5%
$200,000	35.9%	17.5%	26.0%	43.5%
$250,000	38.8%	21.0%	29.0%	50.0%
$300,000	40.6%	21.0%	29.0%	50.0%

Source: Canada Revenue Agency

Ontario

Workers' Compensation

Changes to the Maximum Insurable Earnings Ceiling are directly linked to changes in average earnings in Ontario. The Maximum Insurable Earnings Ceiling for 2026 is $121,700, which represents an increase of 4.0% from 2025. The average premium rate for 2026 is being lowered to $1.23 per $100 of insurable earnings, down from $1.25 in 2025 and more than a 50% decrease over the last decade.

Workplace Safety & Insurance Board	2025	2026
Average Rate (per $100 of insurable earnings)	$1.25	$1.23
Maximum Insurable Earnings	$117,000	**$121,700**

Source: Workplace Safety and Insurance Board

Health Care Programs

Ontario Health Premium

In Ontario, the Ontario Health Premium (OHP) is financed through the tax system. Premiums are based on an individual's taxable income, and the premiums increase as taxable income increases. Employees with annual earnings of $20,000 or less do not pay premiums.

Individual Taxable Income	OHP Premium for Tax Year
Up to $20,000	$0
$20,001 to $36,000	6% on income greater than $20,000 to a maximum of $300
$36,001 to $48,000	$300 + 6% on income greater than $36,000 to a maximum of $450
$48,001 to $72,600	$450 + 25% on income greater than $48,000 to a maximum of $600
$72,601 to $200,600	$600 + 25% on income greater than $72,000 to a maximum of $750
Above $200,600	$750 + 25% on income greater than $200,000 to a maximum of $900

Source: Canada Revenue Agency (Payroll Deduction Tables)

Employer Health Tax

The Employer Health Tax (EHT) is a payroll tax on remuneration paid to employees and former employees. Starting with the 2020 tax year, the exemption amount for "Eligible employers" (generally private sector) has increased from $490,000 to $1.0 million. This exemption amount is not due for indexation until 2029. This means eligible employers are exempt from Ontario's EHT for the first $1.0 million of annual Ontario payroll. For an associated group of employers, the exemption must be allocated amongst members of the associated group. The EHT rate for eligible employers with Ontario payroll above $1.0 million is 1.95%.

Additionally, since 2021, employers with an annual payroll of less than $1.2 million are no longer required to submit Employer Health Tax payments on a monthly basis, up from $600,000 in 2020.

Special exemption rules that apply to eligible employers who are registered charities and to employers who are associated with registered charities continue to be in force.

For non-eligible employers, the EHT rates are listed in the following table:

Employer Health Tax (EHT) – for Non-Eligible Employers Total Ontario Remuneration	Rate
Up to $200,000	0.980%
$200,001 to $230,000	1.101%
$230,001 to $260,000	1.223%
$260,001 to $290,000	1.344%
$290,001 to $320,000	1.465%
$320,001 to $350,000	1.586%
$350,001 to $380,000	1.708%
$380,001 to $400,000	1.829%
Above $400,000	1.950%

Source: Ontario Ministry of Finance (EHT)

Prescription Drug Benefits

Ontario Drug Benefit Program (ODB)

The ODB program provides coverage for prescription drug products, diabetic test strips, or nutrition products that are in the "Formulary" (a list of products covered by the ODB program). The ODB Exceptional Access Program may provide coverage for additional drugs not included in the Formulary under special circumstances, but approval is necessary. To qualify, an authorized Ontario doctor or other prescriber must have prescribed the drugs. The ODB program covers many drugs used to treat HIV/AIDS and in palliative care when prescribed by a registered doctor. The ODB program does not provide coverage for prescription drugs purchased outside Ontario and drugs purchased from a doctor who is not linked to the ministry's Health Network System.

All individuals with an Ontario health card and at least one of the following are eligible for the ODB program:

- Older than age 65;
- Living in a Long Term Care Home, Home for Special Care, or a Community Home for Opportunity;
- Enrolled in the Home Care program;
- Has high drug costs relative to their income and is registered in the Trillium Drug Program;
- Receiving social assistance through Ontario Works or the Ontario Disability Support Program;
- Registered in the OHIP+: Children and Youth Pharmacare for anyone age 24 years or younger.

The costs for the ODB program are listed in the tables below:

Category	Cost
Single senior (age 65+) with annual net income less than $25,000	Up to $2 for each prescription covered under ODB with no deductible
Single senior (age 65+) with annual net income of $25,000 or more	First $100 of total prescription drug costs AND up to $6.11 for each prescription covered under ODB
Senior couple with combined annual net income less than $41,500	Up to $2 for each prescription covered under ODB with no deductible
Senior couple with combined annual net income of $41,500 or more (at least one person is aged 65+)	First $100 per person of total prescription drug costs AND up to $6.11 for each prescription covered under ODB
Any of the following: • Registered with Ontario Works or Ontario Disability Support Program • Living in a Long-Term Care Home or Home for Special Care • Receiving Home Care service	Up to $2 for each prescription covered under ODB

In addition, the ODB program covers the cost for a maximum number of diabetic testing strips, depending on your current treatment method and clinical guidelines set by the Canadian Diabetes Association, as listed below:

Diabetes Treatment	Maximum Number of Strips (Annual)
Patients managing diabetes with insulin	3,000
Patients managing diabetes with medication with higher risk of hyperglycemia	400
Patients managing diabetes with medication with lower risk of hyperglycemia	200
Patients managing diabetes through diet/lifestyle therapy only	200

Under the Ontario Drug Benefit program, you can request a three-month supply of some drugs to treat some chronic conditions such as diabetes, high cholesterol, and high blood pressure, leading to reduced co-payment fees. Speak with your pharmacist to find out which drugs qualify and how to request a three-month supply.

Source: Ontario Ministry of Health and Long-Term Care

Biosimilars Initiative

The Government of Ontario is expanding the use of biosimilar drug treatments. Starting March 31, 2023, ODB recipients who are on an originator biologic will need to transition to a biosimilar version of the drug at no cost.

As of January 31, 2025, the Government of Ontario no longer provides coverage for NovoRapid®, Copaxone®, Humira®, Enbrel®, Remicade®, Lantus®, Humalog®, Rituxan®, Lovenox®, Lucentis®, Neupogen®, and Stelara®. Patients are required to switch to their biosimilar versions. Exemptions will be considered on a case-by-case basis for patients in specific clinical circumstances, in consultation with their healthcare provider.

Source: Ontario Ministry of Health and Long-Term Care

OHIP+: Children and Youth Pharmacare

Effective April 2019, only children and youth aged 24 and under who do not have private insurance will continue to receive drug coverage at no cost. Children and youth who are covered under private insurance will no longer enjoy this benefit and will have to rely on their private coverage. Enrollment will be automatic, and those eligible will only need to give pharmacists their health card number and a valid prescription. OHIP+ will cover all drugs currently available through the ODB program.

Source: Ontario Ministry of Health and Long-Term Care

OHIP Out-of-Country Reinstatement

Retroactive to January 1, 2020, the Ontario Ministry of Health reinstated OHIP coverage for out-of-country emergency hospitals, health facilities, and doctor services. Coverage will return to the same reimbursements and coverage criteria as in 2019, including up to $400 per day for inpatient care or $50 per day for outpatient and doctor services. Claimants must have a valid Ontario Health Card and reside in Ontario for at least half of 2 years before receiving access to this coverage. The Ontario Ministry of Health strongly recommends that Ontario residents purchase additional travel health insurance coverage and not rely solely on OHIP.

Source: Ontario Health Insurance Plan - Out-Of-Country Services

Trillium Drug Program

The Trillium Drug Program is intended for residents of Ontario with a valid health card who spend a large part of their income on prescription medications (roughly when costs exceed 4% of the total household net income); individuals who are not yet qualified under ODB, and only individuals with no private drug insurance coverage or with only partial drug coverage can apply. If any member of the household pays for all or part of their private health insurance premium directly, then the household may apply to be eligible for a credit to reduce the deductible (maximum of $100 for a single person or $200 for a household of two or more).

People covered by the program must still pay a set amount of their prescription drug costs each year. This deductible amounts to approximately 4% of total household net income. Once drug costs exceed the deductible, individuals in the Trillium Drug Program are responsible for up to $2 per prescription. Over-the-counter drugs purchased without a prescription are not eligible.

Enrolment is automatically renewed unless:

- Taxes were not filed annually, or CRA consent is missing.
- A household member turning 16 prior to August 1;
- No activity on the account in the previous two years;
- All household members are 65 years of age and over.

Other Provincial Drug Programs

For anyone who qualifies for any of the programs listed below, the program covers 100% of all approved costs.

Program	Provides Coverage for …
New Drugs Funding Program (NDFP)	Some high-cost injectable cancer drugs administered in hospitals or cancer centres.
Special Drugs Program (SDP)	Certain drugs used to treat serious diseases/conditions, such as, but not limited to: Cystic fibrosis, HIV infection, anemia due to end-stage kidney disease, schizophrenia, and Gaucher's disease.
Inherited Metabolic Diseases Program (IMD)	Drugs, supplements, and specialty foods used to treat metabolic disorders.
Respiratory Syncytial Virus (RSV) Prophylaxis Program	The drug palivizumab used to prevent a serious lower respiratory tract infection in certain high-risk infants less than 2 years of age. Also provides coverage for the RSV vaccine, Abrysvo®, for pregnant individuals from 32 to 36 weeks gestational age and for adults aged 60 and older.
Visudyne Program	Visudyne®, a drug that slows the eye disease called Age-Related Macular Degeneration.

Source: Ontario Ministry of Health & Long-Term Care (Public Drugs Programs)

Pharmacists' Expanded Scope of Practice

As of January 1, 2023, pharmacists in Ontario have the authority to prescribe drugs for certain minor ailments such as Hemorrhoids and Urinary Tract Infections. This comes on top of pharmacists having the expanded authority to administer the flu vaccine to children as young as two years old, renew prescriptions in quantities of up to one year's supply, and perform certain point-of-care tests (POCT) for chronic conditions.

Many pharmacies also offer one-on-one counselling to help individuals quit smoking or manage diabetes. Many also administer vaccines to patients aged 2 years or older.

Source: Ontario College of Pharmacists: Expanded Scope of Practice

Emergency Assistance

The Government of Ontario provides emergency financial support to help low-income households during emergency situations when they need assistance with paying for food and shelter. This benefit is $733 per month for a single person or more if that person is caring for one or more children. Depending on the specific situation, the benefit will be paid for up to 48 days. An emergency includes situations where you:

- have been affected by COVID-19
- are being evicted from your home
- are in or are leaving an abusive relationship
- are worried about your safety
- Are a Ukrainian refugee under the CUEAT program

Source: Emergency Assistance - Ontario

Income Tax Rates

Starting January 2026, Ontario's provincial personal income tax parameters will be indexed by 1.9%, which is based on the change in the average provincial inflation rate over the 12-month period ending September 30, 2025.

Taxable Income	Effective Rate 2026 (excluding surtax)	Marginal 2026 (before provincial surtax)		
		Provincial[3]	Federal	Total
$25,000	7.2%	5.05%	14.00%	19.05%
$50,000	13.1%	5.05%	14.00%	19.05%
$75,000	17.7%	9.15%	20.50%	29.65%
$100,000	20.7%	9.15%	20.50%	29.65%
$125,000	23.1%	11.16%	26.00%	37.16%
$150,000	25.4%	12.16%	26.00%	38.16%
$200,000	28.9%	12.16%	29.00%	41.16%
$250,000	31.6%	13.16%	29.00%	42.16%
$300,000	33.9%	13.16%	33.00%	46.16%

Source: Canada Revenue Agency

Rates do not take into account the low-income tax reduction available to Ontario residents or the Ontario Health Premium.

[3] Ontario has an additional provincial surtax of 20% on the basic provincial tax payable in excess of $5,710 and 36% on the basic provincial tax payable in excess of $7,307.

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