

COMMUNIQUÉ

To Group Insurance plan administrators
Health and wellness

Group healthcare plans in focus

While the pandemic has shown the importance and quality of group plans, evolving them in an inflationary environment is challenging. Here is our complete report.

The pandemic has highlighted the value of group insurance plans and the need to improve access to healthcare services, particularly in the area of mental health. All the while, needs are evolving, and concerns for the sustainability of plans are growing.

These are just a few of the key findings from the 2023 Benefits Canada Healthcare Survey¹. iA Financial Group, as a platinum partner of the 26th annual study, would like to give you the opportunity to look back at the key industry trends revealed by the survey: [the influence that physical and mental health have on overall wellness](#), [the challenge of evolving plans](#) and [the growing importance of wellness in the workplace](#).

In this three-part series, we present the results of this wide-ranging survey as well as avenues for reflection and action, with each article exploring one of the issues in depth.

1 - [Physical and mental health influence overall wellness](#) (October 2023)

It's clear that physical and mental health are interconnected and influence overall wellness. An integrated total wellness strategy must therefore consider these two aspects in a complementary way. With stress on the rise in organizations, and one in two people saying they are affected by at least one chronic health condition, it shouldn't come as a surprise that poor physical health can cause or worsen mental health problems, and vice versa.

2 - [The ups and downs of group insurance plans](#) (November 2023)

The pandemic highlighted the importance of healthcare coverage for plan members. More effective cost management, better communication and addressing new priorities such as mental health and virtual care are key to the future of health plans.

3 - [Wellness, a pillar of satisfaction](#) (December 2023)

Promoting health and wellness is key, and a group healthcare plan that meets personal needs is the cornerstone of employee satisfaction. Fostering wellness in the workplace relies on a documented strategy, support from senior management, dedicated staff and constant evaluation of the measures put in place.

A [communiqué](#) will be sent to group insurance plan administrators on January 22.
View the [French version](#) of the communiqué.

Interested in learning more about how iA can support you in enhancing your group benefits plan, including the addition of effective workplace wellness initiatives? Talk to your Client Relationship Manager.

¹ *The online plan member survey was fielded by Ipsos on behalf of Contex Group between March 28 and April 4, 2023. In total, a national sample of 1,004 primary holders of group health benefit plans completed the study. For more information, visit the [Benefits Canada website](#).*

If you have any questions, please contact your advisor or your iA Financial Group Account Executive.

You, as the plan administrator, have an important role to play in informing your plan members about their group insurance plan. We also look to your support to give them all explanatory and administrative documents upon enrolment or upon request. We will help you show them where they can consult this documentation if it is not available in hard copy. If you have any questions, please feel free to consult your administrator's guide or to contact your local Account Executive or Client Relationship Manager.

This communiqué and past publications are also available on our website [ia.ca](#).

iA Financial Group is a business name and trademark of
Industrial Alliance Insurance and Financial Services Inc.

1-877-422-6487

January 22, 2024

MIKGI2024-01-ACC)