

November 17, 2023

To: Benefit Administrators / Human Resource Personnel

From: Shiona Buckshaw
Manager, Partner Services - Employee Benefits

Re: Employer Obligation to Report Dental Coverage on Employee T4 Slips
Employee Benefit Plans

Last year, the federal government established a new Canada Dental Benefit, a government-administered insurance program providing dental benefits for uninsured children under the age of 12. This program applies to families whose household income falls under \$90,000, guaranteeing up to \$650 per year for children who qualify.

In this year's federal budget, the government announced plans to enhance the program, providing dental coverage for all uninsured Canadians with a family income of less than \$90,000 (with no copayments for those whose family income is under \$70,000).

The Canada Dental Benefit does not impact employee eligibility for dental coverage. Employees with dental coverage through their employer will not be eligible for the Canada Dental Benefit.

As a result of new legislative requirements, it is mandatory for employers to report dental coverage on T4 tax slips starting with the 2023 tax year. Dental coverage will be reported in Box 45 to indicate if the employee and their family members were eligible for dental coverage on December 31 of that year. The dental plans, administered by 3sHealth, provide family coverage to all eligible plan members which includes coverage for the employee, their spouse, and their eligible dependent children. Therefore, Box 45 must contain one of two codes:

- Code 1, which means the employee had no dental coverage on December 31, or
- Code 3, which means the employee had dental coverage on December 31 for themselves, their spouse, and their dependents.

As part of the 3sHealth Provincial Payroll and Scheduling Services (PP&SS) T4 processing, 3sHealth Employee Benefits will provide a list of employees who have and do not have dental coverage on December 31.

- The employees with dental coverage on December 31 will have code 3 populated in Box 45.
- The employees that do not have dental coverage on December 31 will have code 1 populated in Box 45.

Employees on an approved disability claim paid by 3sHealth Employee Benefits will be issued a T4A tax slip. This year, to meet the new legislative requirements the T4A tax slips will include Box 15 to identify Payer-offered dental benefits. Box 15 will have one of two codes:

- Code 1, which means the plan member had no dental coverage on December 31, or
- Code 3, which means the plan member had dental coverage on December 31 for themselves, their spouse, and their dependents.

For additional information on the employer's responsibility to complete Box 45 Employer-offered dental benefits, please refer to the Government of Canada website [T4 slip - Canada.ca](https://www.canada.ca/en/revenue-agency/services/tax/t4-slips/t4-slip-canada-ca.html).

If you have additional questions about this bulletin, please call a Benefit Services Officer at 1.866.278.2301, option 4. You can also contact us by email at ebp@3sHealth.ca.