



**NSAHO Long Term Disability Trustees
Meeting Highlights
June 20, 2025**

The LTD Trustees met June 20, 2025, at Health Association Nova Scotia, 2 Dartmouth Road, Bedford, Nova Scotia and via MS Teams, hosted by Health Association Nova Scotia.

- The Auditors' report for the year ending March 31, 2025, was accepted as presented to the Trustees. A clean audit and unqualified opinion on the Plan's financial statements was confirmed. Final audit results will be presented to the Health Association Nova Scotia Board of Directors.
- The audited financial statements for the period ending March 31, 2025, as presented by the Fund's Comptroller, were accepted by the LTD Trustees.
- The NSAHO LTD Plan was invited to participate in a relative value/benchmarking study of comparable LTD Plans. Nine plans in addition to our LTD Plan participated in the benchmarking. The results demonstrated that the NSAHO LTD (Path2Health) Plan is highly competitive within the marketplace. This survey satisfies the external plan survey requirements of the Trustees Benefits Policy. The Trustees have requested staff explore conducting an internal plan survey, a survey that would include plan members, claimants and other interest holders.
- The annual extrapolation, as at **March 31, 2025**, reports market value assets of \$314,280,278 and total liabilities of \$271,406,000 resulting in a projected funding surplus of \$42,874,000. Any contemplated changes to the level of benefits or contribution rates would not be considered before the next biennial Valuation scheduled as of August 31, 2026.
- The LTD Fund Market Value as at March 31, 2025, is \$298.8 Million.
- The LTD Fund Outsourced Chief Investment Officer (OCIO) investment model delegates full discretion to the OCIO to implement, manage, and monitor strategic investment decisions. Hiring an OCIO does not relieve Trustees of fiduciary liability and strategic decisions. The Chief Investment Officer joined the meeting to meet directly with Trustees and jointly presented with the Fund's Investment Consultant the Plans Quarterly Investment Review for the period ending March 31, 2025.
- The Trustees approved their 2024-2025 Annual Report for submission to the Health Association Nova Scotia Board of Directors.

- The Disability Program Manager and Manulife (the Plan's claims adjudicator) presented the statistical report for the period April 1, 2024, to March 31, 2025:

- Claims Received	438	1.57% decrease
- Claims in Payment	1618	3.2% decrease
- % Claims approved	78%	8% decrease
- Claimants returned to work	140	15% decrease
- Contributions Received	\$73,902,850	25% increase
- Benefits Paid	\$45,934,453	.10% decrease
- Rehab Charges	\$501,119	4.0% decrease
- Recovered Amounts	\$3,371,511	16.5% increase
- Manulife shared their approach to analytics and AI in helping plan members recover.
- The path Program Manager and Lifemark (service provider) presented the statistical report for the period April 1, 2024, to March 31, 2025:
 - The path program experienced another busy year with an increase in participation and a strong return-to-work rate.
 - Participation increased from 754 to 771
 - The return-to-work rate decreased modestly from 70.4% to 69.1%
 - Mental Health files continue as the top diagnosis, remaining high at 47.7%
 - Survey results remain strong with an 86% overall satisfaction with the program.
- The LTD Plan Trust maintains contract agreements with three distinct Legal Dispute Resolution service providers to operate its Alternate Dispute Resolution (ADR) process. These contracts appoint the firms as independent mediation/arbitration DRAs under the Plan. The agreements are reaching the end of the contracted two-year period and the Trustees approved retaining the services of the existing DRA's for the one-year extension period to November 1, 2026.
- The LTD Trustees' next scheduled business meeting is September 19, 2025.

Respectfully submitted,

LTD Trustee
NSAHO LTD Trustee
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If you have questions regarding the LTD Plan and its governance, please contact Mike White, Director, Group Benefits Solutions at mike.white@healthassociation.ns.ca

For more information, visit www.healthassociation.ns.ca/path2health