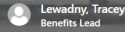


## Making your mental health a priority, enhanced benefits available April 1



Lewadny, Tracey  
Benefits Lead

In January, the Total Rewards department announced [upcoming enhancements to our benefits package for eligible employees](#). Today, we are excited to roll out our improvements to your mental health coverage.

Your wellness is a priority at Manitoba Hydro, and we recognize that mental health makes just as big a difference to your well-being as physical health does. We are committed to reducing or removing barriers so you and your family can access mental health supports you may need.

Here's a summary of the improvements that will be available to you starting April 1, 2024:

- The **yearly amount for mental health practitioners is increasing** from \$350 per person, per year to **\$3,000 per person, per year**.
- The **list of eligible mental health practitioners is expanding**. Instead of just psychologists, you will also be covered for care from registered counsellors, certified clinical counsellors, psychoanalysts, psychotherapists, social workers, and family, marriage, and sex counsellors.
- Manitoba Hydro is introducing **new coverage for addictions treatment**, to a lifetime total of \$30,000 per person.

Previously, your Health Spending Account (HSA) was one of the only options for covering mental health support costs, so the above improvements are intended to help you and your family access the assistance you need.

**Tracey Lewadny** (Total Rewards) says she has already heard from employees expressing relief that they now have the extra room to prioritize care for everyone in their family. "Many parents may have found themselves sacrificing their own mental health so that they can focus available finances on their children's needs."

Be aware that:

- The \$3,000 coverage is **per person**, not a family maximum.
- For the period of January 1, 2024 to March 31, 2024, the maximum coverage for psychologist visits is still \$350. The increased limit begins April 1, 2024.

### More freedom to choose your care provider

Increasing the amount of coverage would not be helpful if you still couldn't access a mental health practitioner. Our old coverage was for psychologists only, and anyone who has tried to see a psychologist knows there are a limited number of these professionals in Manitoba so the waitlists are long.

By expanding the list of eligible mental health practitioners, you should be able to have faster access to care and to choose the practitioner that best meets your needs. Covered mental health practitioners include psychologists, counsellors, certified clinical counsellors, psychoanalysts, psychotherapists, social workers, and family, marriage, and sex counsellors.

When choosing a practitioner, ensure they are registered or certified with a recognized governing body. If you are unsure, [contact ClaimSecure](#) to see if a specific practitioner is covered.

Due to the wide number of service providers and governing bodies, ClaimSecure may not have all therapists listed. [Contact ClaimSecure](#) directly to confirm that a specific practitioner is covered and to have them added to the list.

If you don't have a provider in mind, most governing associations have a list of registered members on their websites. Here are some options for recognized associations that offer membership searches on their websites: [Canadian Counselling and Psychotherapy Association's \(CCPA\)](#), the [Association of Cooperative Counselling Therapists \(ACCT\)](#), the [Canadian Association for Marriage and Family Therapy \(CAMFT\)](#), and the [Manitoba College of Social Workers](#).

Other information to be aware of:

- You do not require a doctor's referral for this coverage.
- Occupational therapists are not eligible practitioners under this coverage.
- Direct billing is offered by some, but not all providers.
- [eClaim](#) and Photoclaim are quick and easy ways to submit your claims.
- If submitting via eClaim, select 'Extended Health', then 'Paramedical Practitioner', and then the specific practitioner type.

### New coverage for addictions treatment

In-patient treatment programs can be life changing for people who are struggling with addictions, so Manitoba Hydro prioritized adding coverage for these programs to our health benefits plan. Like hospital coverage, addictions treatment is covered 100%, up to the lifetime maximum of \$30,000.

Other information to be aware of:

- A doctor's referral is not required for this coverage.
- Out-patient treatment is not covered.
- The coverage is for program costs, including room and board.
- The clinic can be publicly funded or privately funded.
- [eClaim](#) and Photoclaim are quick and easy ways to submit your claims. If submitting via eClaim, select 'Extended Health', then 'Hospital', and then 'Semi-Private Convalescent – Addiction'.

**Dave Muir** (Total Rewards) said, "In the spirit of our CARE principles, we want to empower employees so they can contribute to a thriving Manitoba Hydro with their hearts, hands, and minds. Just as important, we want to help employees secure a healthy future for themselves and their loved ones. We hope these improved benefits help employees achieve greater wellness, both at work and at home."

