

# GREEN SHIELD CANADA'S HEALTH CARE SPENDING ACCOUNT (HCSA)



Provided through Green Shield Canada (GSC)

## What is a Health Care Spending Account?

A Health Care Spending Account (HCSA) is a non-taxable, defined-contribution plan where an employer decides on an amount to provide employees with for eligible health expenses. HCSA's are regulated by the Canada Revenue Agency (CRA), who determine what expenses are eligible. The CRA has a [long list of eligible expenses](#), but **here are some common uses:**

- Ambulance services
- Cancer treatment
- Dental services
- Vision Care
- Medical cannabis
- Crutches
- Fertility treatments
- Hearing aids
- Heart monitoring devices
- Pacemaker

Benefits by Design (BBD) Inc. has compiled a more extensive listing of common expenses for HCSAs, which can be found [here](#).

## Product Specifications:

Employees will receive a Green Shield Canada (GSC) Deferred Drug Card; claims are paid out-of-pocket and reimbursement is made to the employee via direct deposit or by cheque. If the provider has electronic claims submission, the claim is filed automatically and the submission of a paper claim is not required.

HCSAs are billed two months in arrears. An employer will be billed on the March invoice for claims paid in January.

## Plan Design Requirements:

A three-month minimum security deposit, plus applicable administration fees and taxes, is required. This required deposit is reduced to a two-month security deposit for those who have set up a [Pre-Authorized Payment Plan](#).

Eligible employees are required to work a minimum of 20+ hours per week.

