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Benefit Plan Guiding Principles

As stewards of the AOMBT Benefit Plan and on behalf of plan members, Trustees will ensure the following principles guide and inform decision-making:

1. Strategic direction

While the Trustees have fiduciary obligations, the strategic direction of the benefit plan will focus primarily on the needs of midwife members.

- Strategic direction of the trust takes into consideration needs of the midwife members.
- Employer/other groups that elect to participate in the plan will not control but influence strategic direction and will be financially self-sustaining.

2. Sustainability

The benefit plan will be designed to ensure financial sustainability by managing risk and costs in both the short- and long-term. This will be achieved by making the best possible use of third-party providers and progressive delivery systems to deliver benefits services to members in a timely and cost-effective manner

- Cost control is important, however, the Trust should consider cost without sacrificing value
- Benefits should be designed to manage risk and costs in both the short and long-term

3. Flexibility

The benefit plan should offer members some level of choice to address individual benefits needs and preferences.

- When contemplating flexibility, the Trust will first assess feasibility and implications of providing flexibility
- The Trust will consider options for midwives with reduced workload and/or alternative models of care
- The Trust will maintain a group benefits structure to achieve efficiencies and group buying power

4. Protection

The benefit plan should provide eligible members with access to group insurance to promote their physical, mental and financial health. This protection will be considered in the context of available resources, plan experience trends (current and anticipated), cost-sharing arrangements and insurance best practices.

- The plan will provide some form of income protection for midwives who are unable to work as a result of illness or injury

5. Simplicity

To align with the Trust's goals of cost management, sustainability and continuous improvement, the plan should be easy and economical to administer, update and communicate.

- The Program should be simple and straightforward to administer

6. Mutual responsibility

Benefits costs are a shared responsibility between the Trust and members, and members are expected to take ownership of their health and their benefits plan needs.

- Promote smart consumerism
- Offer Self-service model, where possible
- Create communications that enhance informed choice