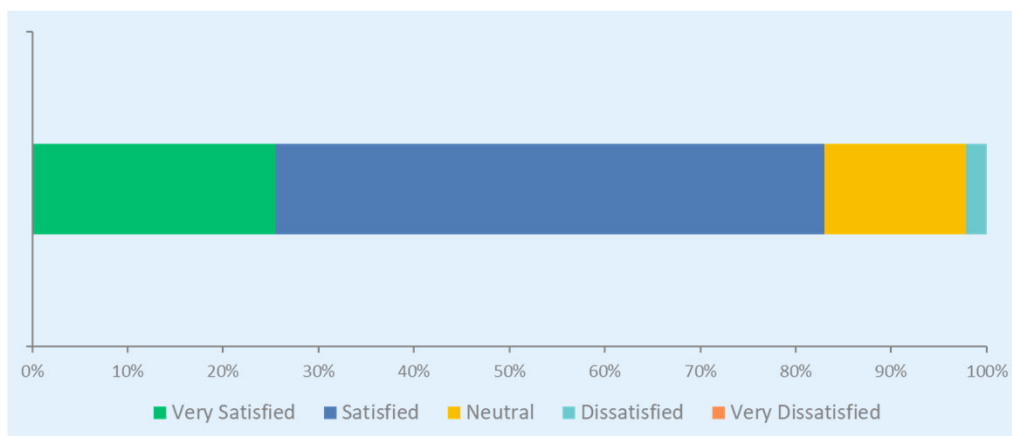


Middlesex Centre Employees - Healthcare Benefits Survey

Jan 18 to Feb 4, 2024
Full-time Employees, 47 Responses

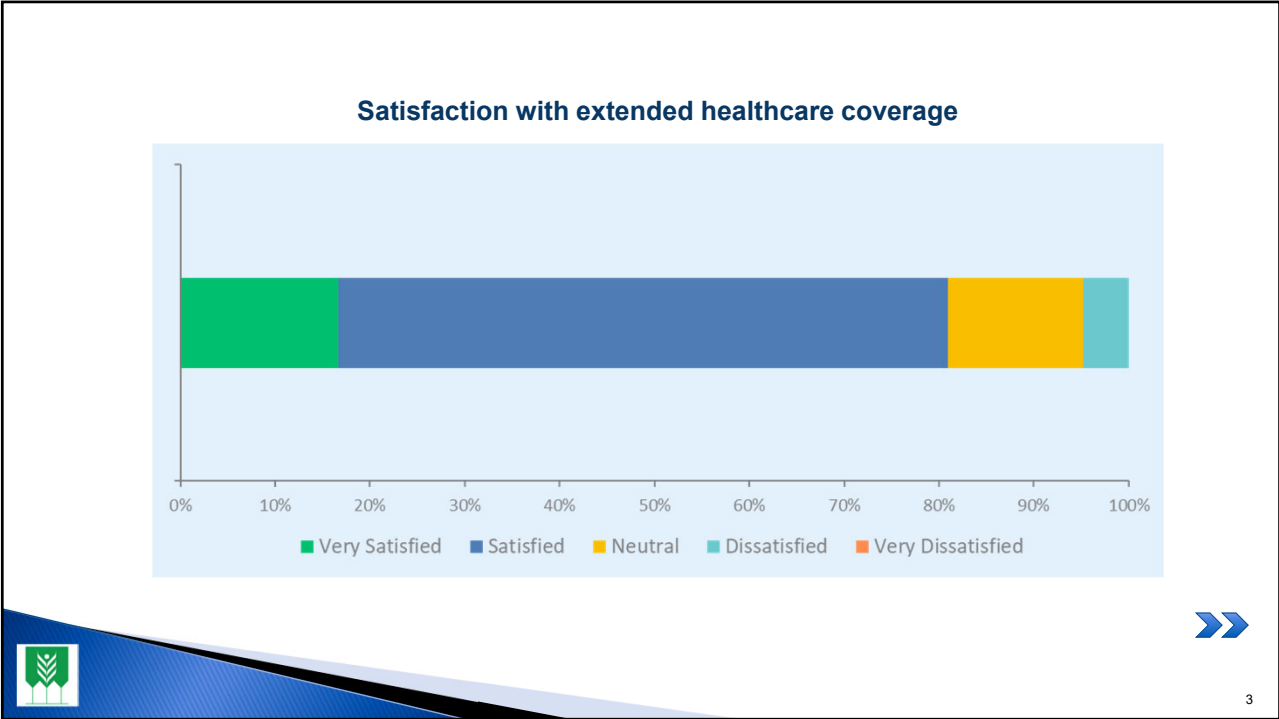
1

Overall satisfaction with healthcare and dental benefits (full-time staff)



2

2



3

Comments on Extended Healthcare Benefits

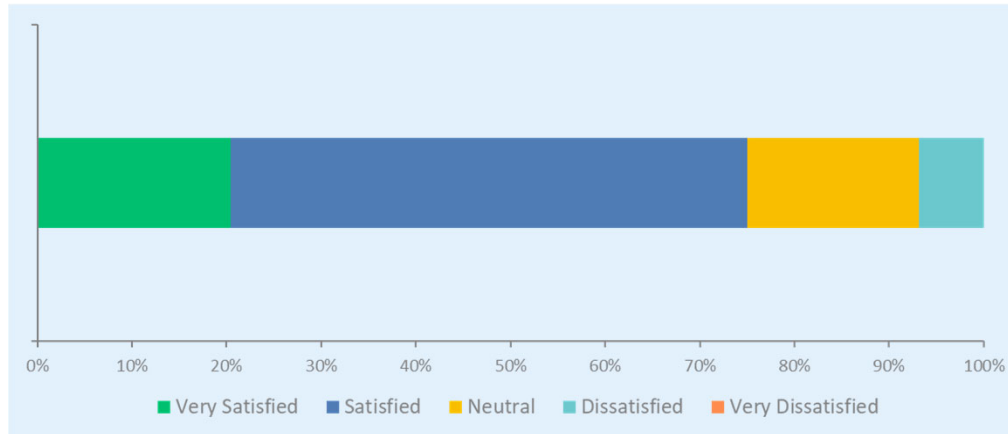
Written Comments – Themes

- ▶ 20 suggested additional benefits or changing how benefits are provided for paramedical services (chiropractor, massage, dietitian, social workers, etc.)
 - Including more in the combine service maximum
 - Raising maximums
- ▶ 7 suggested additional vision coverage (laser eye surgery, higher maximums)
- ▶ 2 each suggested additional coverage for hearing aids, orthotics, and weight loss medication (new services or higher maximums)

28 Written Comments Received (some with multiple themes)

4

Satisfaction with dental coverage



Comments on Dental Benefits

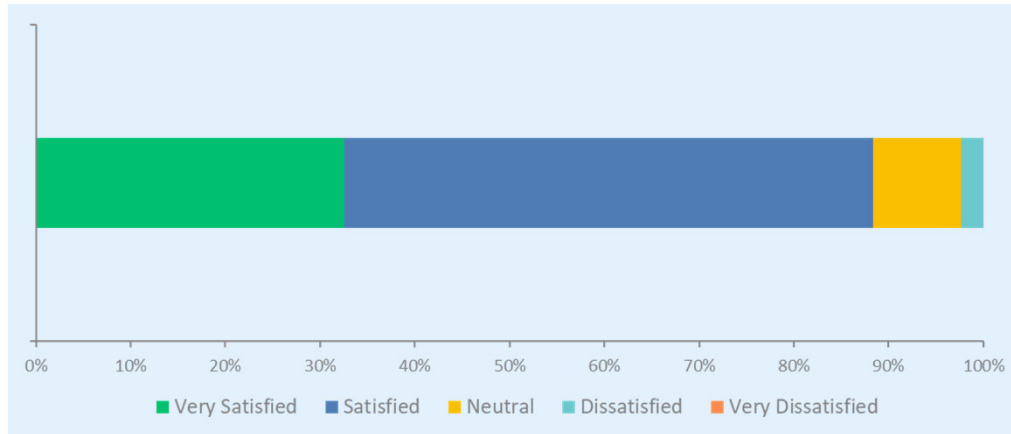
Written Comments - Themes

- ▶ 8 suggested more restorative treatment coverage
- ▶ 5 suggested more orthodontic coverage

14 Written Comments Received



Satisfaction with Healthcare Spending Account



7

7

Comments on Healthcare Spending Account

Written Comments - Themes

- ▶ 5 suggested increasing the amount available
- ▶ 2 suggested allowing the healthcare spending account to be used for health and fitness programs
- ▶ 2 commented they thought this was a good benefit for staff

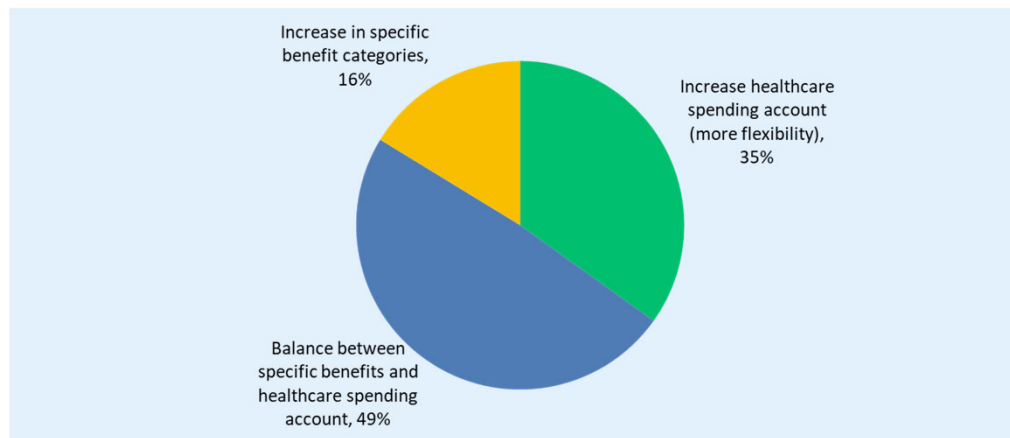
11 Written Comments Received



8

8

Preference: Greater Flexibility or Increase in Specific Benefit Categories



9

9

Overall Comments

Written Comments - Themes

- ▶ 4 commented they were happy with the benefits provided
- ▶ 4 suggested having a benefit or allowing healthcare spending account to be used for programs and services related to healthy and active living
- ▶ Several comments reiterated their comments from earlier in the survey

14 Written Comments Received



10

10