

EMPLOYEE VALUE PROPOSITION



Compensation

- ✓ Paid lunch break
- ✓ Bi-weekly payroll
- ✓ Timeliness
- ✓ Automated payments and pay slips
- ✓ Strong advocate for fair wages



Benefits

- ✓ Healthcare of Ontario Pension Plan (HOOPP)
- ✓ Extended Healthcare Benefits Plan
- ✓ Parking allowance or underground parking
- ✓ Telus Health's Employee Assistance Program (EAP)
- ✓ Perkopolis - Exclusive discount, reward, and benefits program with no fee
- ✓ Goodlife Fitness – discounted gym membership
- ✓ Teledoc



Career

- ✓ Professional development opportunities
- ✓ Webinars, guest speakers and other company events
- ✓ A growing organization with new opportunities
- ✓ Meaningful, purpose-based work
- ✓ Opportunities to develop and grow!



Work Environment

- ✓ Organizational commitment to work-life balance
- ✓ High performing teams
- ✓ Monday-Friday schedule
- ✓ Paid time off including vacation, sick and personal time
- ✓ 12 paid Stat holidays and one (1) extra float day
- ✓ Flexible work schedule with a hybrid work model



Connection and Community

- ✓ The HFHT is guided by, and committed to, the core values of equity, diversity, and inclusion (EDI).
- ✓ EDI committee and events
- ✓ Employee Engagement and Advisory Committee and events
- ✓ Green Initiative
- ✓ Ongoing leadership coaching and mentoring support
- ✓ Opportunities for peer, community and clinical connection

Investing in your future with the Healthcare of Ontario Pension Plan (HOOPP)!

A defined benefit pension plan (DB) like HOOPP provides a monthly income that begins in retirement and is paid for the rest of your life. HOOPP is one of Canada's largest and most respected DB pension plans.



Defined Benefit

HOOPP pension is based on a formula, not your contributions. When you retire, you'll get more than you've contributed.



Employer Contributions

You and your employer will both make regular contributions: For every dollar you contribute, the HFHT contributes \$1.26.



Survivor Benefits

Help protect your loved ones whether you pass away before or after retirement.



Secure and Predictable

A HOOPP pension offers you security, predictability and peace of mind throughout your life and career.



Pension Portability

If you choose to move to another HOOPP employer, your pension can come with you.



Buyback Options

If you take time off work and stop contributing to the Plan, purchasing past service can increase the overall value of your pension.



Early Retirement:

With a HOOPP pension, you can retire as early as 55 and may be eligible to receive an additional bridge benefit until the age of 65.



Disability Benefits

If you are unable to work because of an injury, or physical/mental illness, you may be eligible to receive disability benefits.



Inflation Protection

When you retire, your pension may receive cost of living increases.



Lifetime Pension

The best part? Once you start receiving your pension, you can count on it for life – even if you live to be 100+ years old.

[The HOOPP Handbook](#)

[Members: Your Life, Your Pension](#)

[HOOPP Connect \(Member Portal\)](#)