

# CIA PRACTICE EDUCATION COURSE

## Course of Reading - Group Benefits – 2010

### Taxation

Reference Title	Chapters and Pages	Page Totals	Source
CIA Study Note Taxation of Employee Benefits (Group Insurance) in Canada (2009 study note)	Full note		CIA mailing upon registration
Canadian Insurance Taxation, 2 <sup>nd</sup> Edition, PricewaterhouseCoopers, published by Butterworths	Chap. 4 (pages 35-37; 40-44) Chap. 6 (pages 69-88) Chap. 11 (pages 145-151)	35	Book is out of print. Please secure a copy from a previous candidate, or you can purchase one from the CIA.
Canadian Handbook of Flexible Benefits, 2007 edition	Section 12.4	9	Book may be ordered from: Fertile Ground – Business Bookstore, 11, Irwin Avenue, Toronto, ON, M4Y 1L1; (416) 964-0161

## Law & Regulation

Reference Title	Chapters and Pages	Page Totals	Source
Canadian Human Rights Commission: Prohibited grounds of discrimination in Canada (add footnote regarding insurance)	Full document	6	<a href="http://www.chrc-ccdp.ca/publications/pgd_mdi-en.asp">http://www.chrc-ccdp.ca/publications/pgd_mdi-en.asp</a>
Canadian Life & Health Insurance Law, by H. E. Jones	Chapters 16-17 (Pages 318-368)	50	CIA mailing upon registration
CIA study note entitled “Legal Aspects of Group Insurance in the province of Québec,” by Bruno Gagnon (2010 Edition)	Full document	15	CIA mailing upon registration
Canadian Life & Health Insurance Association: “The Protection of Personal Information under Group Benefits Plans: Some Questions and Answers”	Full document	15	CIA mailing upon registration
Canadian Life & Health Insurance Association: Guideline G3 - Group Life & Health Insurance Guideline G4 – Coordination of Benefits Guideline G7 – Creditor’s Group Insurance	Full document Full document Full Document	15 30 7	CIA mailing upon registration
Québec Drug Insurance Program and its Impact on Employee Benefits (2010 Edition)	Full document	10	CIA mailing upon registration
Benefits Canada, May 2001 Article: “The Ins and Outs of ASO”	Full article	Appr. 4	<a href="http://www.benefitscanada.com/content/legacy/Content/2001/05-01/a2.html">www.benefitscanada.com/content/legacy/Content/2001/05-01/a2.html</a>
A Common Sense Approach to the Definition of Death by Accidental Means – Did the Insured Expect to Die? By Lang Michener	Full article	2	<a href="http://www.langmichener.ca/uploads/content/LM%20Insurance%20Brief%20Apr%202003.pdf">http://www.langmichener.ca/uploads/content/LM%20Insurance%20Brief%20Apr%202003.pdf</a>
Firefighter who died of cancer was killed in the line of duty, court says - <i>Canadian Employment Law Today</i>	Full article	4	<a href="http://www.employmentlawtoday.com/ArticleView.aspx?l=1&amp;articleId=1230">http://www.employmentlawtoday.com/ArticleView.aspx?l=1&amp;articleId=1230</a>
West Nile victim wins \$130,000 insurance payout By the <i>Canadian Press</i>	Full article	2	<a href="http://www.ctv.ca/servlet/ArticleNews/story/CTVNews/20070515/westnile_victim_070515?s_name=&amp;no_ads=">http://www.ctv.ca/servlet/ArticleNews/story/CTVNews/20070515/westnile_victim_070515?s_name=&amp;no_ads=</a>
Supreme Court of Canada Revisits Notion of Accident in Insurance Law – Co-operators Life Ins Co v Gibbens		1	<a href="http://www.ogilvyrenault.com/en/resourceCentre_9995.htm">http://www.ogilvyrenault.com/en/resourceCentre_9995.htm</a>
Canadian Handbook of Flexible Benefits, 2007 edition	Chapter 13	15	Book may be ordered from: Fertile Ground – Business Bookstore, 11, Irwin Avenue, Toronto, ON, M4Y 1L1; (416) 964-0161
CIA Study Note on the Chaoulli Decision	Full document	18	CIA mailing upon registration

## Social Programs in Canada

Reference Title	Chapters and Pages	Page Totals	Source
Handbook of Canadian Pension & Benefit Plans – 14 <sup>th</sup> Edition	Chapters 3 (pages 72-77 only – “Determination and Payment of Benefits”), 14, 15, and 16	35	Book may be ordered from: Fertile Ground – Business Bookstore, 11, Irwin Avenue, Toronto, ON, M4Y 1L1; (416) 964-0161
23 <sup>rd</sup> Actuarial Report of the Canada Pension Plan	Pages 122-126 (Disability Expenditures)	5	<a href="http://www.osfi-bsif.gc.ca/app/DocRepository/1/eng/oca/reports/PPP/cpp23_e.pdf">http://www.osfi-bsif.gc.ca/app/DocRepository/1/eng/oca/reports/PPP/cpp23_e.pdf</a>
Benefits Legislation in Canada, 2009, by Mercer	Full Document except Section III – “Private Pension Plans”	14	<a href="http://www.mercer.ca/summary.htm?siteLanguage=1007&amp;idContent=1328645">http://www.mercer.ca/summary.htm?siteLanguage=1007&amp;idContent=1328645</a>
CIA Note on Social Programs (by Michael Warren)	Full Document	3	CIA mailing upon registration
CIA Position Paper: “National Pharmacare Coverage”	Full Document	5	<a href="http://www.actuaries.ca/publications/2002/202061e.pdf">www.actuaries.ca/publications/2002/202061e.pdf</a>
CIA Position Paper: “Does Medicare Really Need More Funds?”	Full Document	4	<a href="http://www.actuaries.ca/publications/2002/202060e.pdf">www.actuaries.ca/publications/2002/202060e.pdf</a>
CIA Position Paper: “The High Cost of Dying”	Full Document	2	<a href="http://www.actuaries.ca/publications/2002/202062e.pdf">www.actuaries.ca/publications/2002/202062e.pdf</a>
Manulife Financial – Employee Benefit News, 4 <sup>th</sup> Quarter 2000 “Summary of the provincial workers’ compensation plans” “Summary of the provincial drug plans”	Pages 4-7 <b>Background reading – not to be tested</b>	4	<a href="http://groupbenefits.manulife.com/canada/GB_v2.nsf/LookupFiles/DownloadableFileEBNQ4-English/\$File/EBN-Q4-2000.pdf">http://groupbenefits.manulife.com/canada/GB_v2.nsf/LookupFiles/DownloadableFileEBNQ4-English/\$File/EBN-Q4-2000.pdf</a>
CIA Note – Summary of Provincial Drug Benefit Plans	Full Document	4	CIA mailing upon registration
Employment Insurance Compassionate Care Benefits (Excerpts from the HRDC Website)	Full Document	5	CIA mailing upon registration

## Plan Design & Funding

Reference Title	Chapters and Pages	Page Totals	Source
Handbook of Canadian Pension & Benefit Plans - 14 <sup>th</sup> Edition	Extended Health and Dental Plans, Disability Benefits, and Group Life and Accident Insurance : Chap. 17 (p 345-361), Chap. 18 (p 363-377), Chap. 19 (p 379-390) Flexible Benefits: Chap. 23 (p 429-442) Other Employee Benefits: Chap. 24 (p 443-461)	46	Book may be ordered from: Fertile Ground – Business Bookstore, 11, Irwin Avenue, Toronto, ON, M4Y 1L1; (416) 964-0161
Manulife Financial – Employee Benefit News, 4 <sup>th</sup> Quarter 2001 “An explanation of reasonable and customary”	Page 6	1	<a href="http://groupbenefits.manulife.com/canada/GB_v2.nsf/LookupFiles/DownloadableFileEBN-Q4-2001e/\$File/EBNQ42001e.pdf">http://groupbenefits.manulife.com/canada/GB_v2.nsf/LookupFiles/DownloadableFileEBN-Q4-2001e/\$File/EBNQ42001e.pdf</a>
Group Critical Illness Insurance In Canada - Munich Reinsurance	Full document	10	CIA mailing upon registration
Manulife Financial – Employee Benefit News, 4 <sup>th</sup> Quarter 2002 “Eldercare”	Pages 1 to 3	3	<a href="http://groupbenefits.manulife.com/canada/GB_v2.nsf/LookupFiles/DownloadableFileEBNQ402/\$File/EBNQ402.pdf">http://groupbenefits.manulife.com/canada/GB_v2.nsf/LookupFiles/DownloadableFileEBNQ402/\$File/EBNQ402.pdf</a>
The Mercer Bulletin – Winter 2000 “Will You Still Need Me, Will You Still Feed Me When I’m 64”	Page 2	1	CIA mailing upon registration
Morneau Sobeco: Flexible Benefit Programs – An Evolutionary Perspective	Full document	12	<a href="http://www.morneausobeco.com/readfile.aspx?docId=410">http://www.morneausobeco.com/readfile.aspx?docId=410</a>
CIA Educational Note : Valuation of Group Life and Health Policy Liabilities (November 2000)	Section 5 – Financial Arrangements (pages 9 – 12) Note – this is a cross reference to this section as the full note is required reading under the Pricing and Reserving Section	48 for complete document	<a href="http://www.actuaries.ca/members/publications/2000/20067e.pdf">http://www.actuaries.ca/members/publications/2000/20067e.pdf</a>

## Post Employment Benefits

Reference Title	Chapters and Pages	Page Totals	Source
Handbook of Canadian Pension & Benefit Plans – 14 <sup>th</sup> Edition	Chapter 20 Post-retirement and Post-employment Benefits)	12	Book may be ordered from: Fertile Ground – Business Bookstore, 11, Irwin Avenue, Toronto, ON, M4Y 1L1; (416) 964-0161
Watson Wyatt Memorandum (September 1999)	Full Document	8	CIA mailing upon registration
CICA Handbook, Chapter 3461 – Implementation Guide	Pages xi-xviii Pages 142 and 143 <b>Background reading – not to be tested</b>	10	CIA mailing upon registration
CIA Study Note on Post-retirement and Post-employment Benefits (by Michael Warren)	Full document	4	CIA mailing upon registration
CICA Handbook, Chapter 3461	Paragraphs .001 to .100, .150 to .160, and Appendix B	35	Obtain from Canadian Institute of Chartered Accountants (CICA) Canadian Institute of Chartered Accountants 277 Wellington Street W. Toronto, ON M5V 3H2 1-800-268-3793
CIA Standards of Practice - Practice-Specific Standards for Post-Employment Benefit Plans (Final April 2009)	Full document	9	<a href="http://www.actuaries.ca/SOP_Doc/6000_PEBP/SOP_e_PEBP_6000.pdf">http://www.actuaries.ca/SOP_Doc/6000_PEBP/SOP_e_PEBP_6000.pdf</a>
CIBC 2009 Annual Accountability Report	MD&A discussion p 93 (pdf p 96) and note 22	5	<a href="http://www.cibc.com/ca/pdf/about/aar09-en.pdf">http://www.cibc.com/ca/pdf/about/aar09-en.pdf</a>
CIA Note – Overview of Post-retirement Benefit Calculations	Full Document	4	CIA mailing upon registration.
Benefits Canada Article – “Closing in on 2011: Getting Ready for IFRS”	Full document	3	<a href="http://www.benefitscanada.com/news/article.jsp?content=20080626_133515_872">http://www.benefitscanada.com/news/article.jsp?content=20080626_133515_872</a>
Study note: Transition from Canadian GAAP to IFRS, by Geoffrey M. Gibson	Full document	3	CIA mailing upon registration

## Pricing and Reserving

Reference Title	Chapters and Pages	Page Totals	Source
Canadian Institute of Actuaries Group Life Mortality Study	Pages 2 - 4 and tables <b>Background reading – not to be tested</b>	23	<a href="http://www.actuaries.ca/members/publications/1999/9943e.pdf">http://www.actuaries.ca/members/publications/1999/9943e.pdf</a> <a href="http://www.actuaries.ca/members/publications/1999/9943Table.pdf">http://www.actuaries.ca/members/publications/1999/9943Table.pdf</a>
TSA XXIII “Reserves for Lives Disabled Under Group Insurance Extended Death Benefit Provisions of the Premium Waiver Type”	Pages 419 - 437 <b>Background reading – not to be tested</b>	19	CIA mailing upon registration
Group Life Waiver Study based on 1988-1994 Canadian Group LTD Termination Experience	Pages 3-30	28	<a href="http://www.actuaries.ca/members/publications/2001/20184e.pdf">http://www.actuaries.ca/members/publications/2001/20184e.pdf</a>
TSA XXXIX “Group Long Term Disability Valuation Tables”	Pages 393 – 430 <b>Background reading – not to be tested</b>	38	CIA mailing upon registration
Society of Actuaries 2005 Group Term Life Waiver Reserve Table	Pages 1-8 <b>Background reading – not to be tested</b>	8	<a href="http://www.soa.org/files/pdf/research-05-gl-waiver.pdf">http://www.soa.org/files/pdf/research-05-gl-waiver.pdf</a>
Canadian Institute of Actuaries Group Long Term Disability Termination Study – Jan 2010	pages 1-17 and 28-32	22	<a href="http://www.actuaries.ca/members/publications/2010/210002e.pdf">http://www.actuaries.ca/members/publications/2010/210002e.pdf</a>
CIA Educational Note : Valuation of Group Life and Health Policy Liabilities (November 2000)	Full Document	48	<a href="http://www.actuaries.ca/members/publications/2000/20067e.pdf">http://www.actuaries.ca/members/publications/2000/20067e.pdf</a>
Office of the Superintendent of Financial Institutions (OSFI) MCCSR Guideline	Chapter 1(excl 1.1.7) Chapter 4.1 to 4.4	23 (also included in Life Insurance Company Management)	<a href="http://www.osfi-bsif.gc.ca/app/DocRepository/1/eng/guidelines/capital/guidelines/mccsr10_e.pdf">http://www.osfi-bsif.gc.ca/app/DocRepository/1/eng/guidelines/capital/guidelines/mccsr10_e.pdf</a>

## Life Insurance Company Management

Reference Title	Chapters and Pages	Page Totals	Source
Standards of Practice – Practice-Specific Standards for Insurers	Sections : 2130, 2140 up to and including .26, 2300 (excluding 2320.35 to 2320.39, 2340 and 2350.19 to 2350.30) 2500 excluding 2530.13	37	<a href="http://www.actuaries.ca/members/publications/2009/SOP_e_Insurers_2000_Dec09.pdf">http://www.actuaries.ca/members/publications/2009/SOP_e_Insurers_2000_Dec09.pdf</a>
CIA Educational Note on Dynamic capital Adequacy Testing (Nov 2007)	Sections 1, 2, 3, 4 and Appendix A (excluding sections 3, 4, 6, 10, 11)	24	<a href="http://www.actuaries.ca/members/publications/2007/207108e.pdf">www.actuaries.ca/members/publications/2007/207108e.pdf</a>
Simple CALM example (CIA study Note)	Full Document	3	CIA mailing upon registration
OSFI Guideline - Minimum Continuing Capital and Surplus Requirement (MCCSR) for Life Insurance Companies	Sections: 1 (excluding 1.1.7) 2.1 3.1 4.1, 4.2, 4.3, 4.4 5.1, 5.2	44 (23 already included under Pricing & Reserving)	<a href="http://www.osfi-bsif.gc.ca/app/DocRepository/1/eng/guidelines/capital/guidelines/mccsr10_e.pdf">http://www.osfi-bsif.gc.ca/app/DocRepository/1/eng/guidelines/capital/guidelines/mccsr10_e.pdf</a>
MCCSR example (CIA Study Note 2010)	Full Document		CIA mailing upon registration
SOA Economic Capital for Life Insurance Companies	Sections 1,3,8	17	<a href="http://www.soa.org/files/pdf/research-ec-report.pdf">http://www.soa.org/files/pdf/research-ec-report.pdf</a>
SOA Embedded Value Calculation for a Life Insurance Company	Sections 1 to 5 only <b>Background reading – not to be tested</b>	21	<a href="http://www.soa.org/library/journals/actuarial-practice-forum/2006/october/APF0610_2.pdf">http://www.soa.org/library/journals/actuarial-practice-forum/2006/october/APF0610_2.pdf</a>
Simple Embedded Value example (CIA study Note)	Full Document	1	CIA mailing upon registration
Embedded Value for Group (2004 CIA Study Note)	Full document	16	CIA mailing upon registration
Assuris : Consumer Protection Plan Information	Full Document (Including all hyperlinks relating to Group Life, AD&D, Disability Income, and Health plus sections titled “More Information”)	8	<a href="http://www.assuris.ca/Client/Assuris/Assuris_LP4W_LND_WebStation.nsf/page/Group+Insurance!OpenDocument">http://www.assuris.ca/Client/Assuris/Assuris_LP4W_LND_WebStation.nsf/page/Group+Insurance!OpenDocument</a>
OSFI Guideline – E18 – Stress Testing	Full document	12	<a href="http://www.osfi-bsif.gc.ca/app/DocRepository/1/eng/guidelines/sound/guidelines/e18_e.pdf">http://www.osfi-bsif.gc.ca/app/DocRepository/1/eng/guidelines/sound/guidelines/e18_e.pdf</a>