

# TOTAL REWARDS @ UHN



## Total Compensation

- Base pay / Hourly wage
- Total Compensation Program (TCP) UHN's annual non-union salary review and pay adjustment program
- Job Evaluation & Job Reviews
- Other Compensation policies (Overtime, shift or responsibility premiums, etc.)



## Insurance Plans

- Extended healthcare, vision & dental coverage
- Health care spending account
- Disability insurance (*short-term / long-term*)
- Life Insurance, travel accident insurance
- Accidental Death & Dismemberment Insurance
- Optional Critical Illness & Spousal Life Insurance

## IMPORTANT NOTE:

**Items listed may not apply to you and are subject to eligibility.**

Refer to your collective agreement or benefits booklet for more information or contact P & C at [HRAdminsupport@uhn.ca](mailto:HRAdminsupport@uhn.ca) or visit the [People & Culture Intranet](#).

*Some programs have been temporarily suspended or limited due to COVID 19 protocols.*



## Paid and Unpaid Leaves

- Paid vacation
- Personal and emergency leaves
- Paid sick days
- Adoption leave
- Maternity / Paternity top-ups
- Organ Donor Leave



## Additional Perks

- On-site parking \$
- On-site massage therapy
- On-site uniform cleaning
- On-site employee health services
- Telecommunications discounts
- Auto insurance discount
- Relocation reimbursement (new hire)



## Flexible Work Arrangements

- Working remotely
- Banking time
- Phased retirement / Return to work
- Job sharing
- Flex-time program
- Prepaid Leave



## Savings & Retirement

- HOOPP Defined Benefit Pension Plan: UHN funds over and above employee contribution (*currently at 126%*)
- UHN hosts HOOPP retirement sessions (*including one on one*) and general info sessions at our sites & virtually yearly
- Group RESP



## Recognition

- Long service ceremonies
- Excellence awards
- Employee Star program
- Summer BBQs
- Holiday cookie, coffee & cider
- Peer-to-peer UHN values badges
- E-cards (*intranet based*)
- Team celebrations



## Wellbeing

- Employee & Family Assistance program (EFAP)
- Wellness services & offerings
- BRITE building resiliency program
- On-site gyms & fitness classes
- On-site annual flu vaccination
- External gym membership discount
- IDEA & councils



## Work-life harmony

- Adoption & Surrogate subsidy
- Working Moms Mentorship Program
- Staff children scholarships
- On-site pharmacies (*10% off*)
- On-site dry cleaning (*discount*)
- Staff lounges & rest spaces
- Multiple corporate discounts (*e.g. travel, spas, restaurants, etc.*)



## Development

- UHN leadership programs
- Education - 25% off @ Michener
- Professional development (*eLearnings, classroom, etc.*)
- Tuition assistance program
- Onboarding programs
- 360° feedback
- Inclusion, Diversity, Equity & Accessibility
- On-site libraries



## Communication

- Weekly CEO updates
- Quarterly CEO Open forum
- Employee engagement surveys
- Departmental newsletters
- UHN intranet
- Employee Helpline: 416-340-4800 ext. 5995
- Payroll Helpline: 416-340-4800 ext. 6363