



Human Resources

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Flexible Benefits Spending Accounts - General Information

The Flexible Benefits Spending Account offers two account streams, a non-taxable Health Spending Account (HSA) and a taxable Wellness Spending Account (WSA).

Eligible faculty members will receive an annual dollar allocation for their discretionary use for health and wellness claims not covered by their core health plan. Members choose how they will allocate the dollars between non-taxable Health Spending and taxable Wellness Spending prior to the benefit year. More information on this process would be provided later.

Program Features

The non-taxable Health Spending Account (HSA) offers a practical, affordable and tax effective solution to you and your family's changing health benefit needs. It provides you with added plan flexibility and tax advantages while giving you choices, enhanced benefits, and increased coverage levels.

Allowable expenses are expenses found on Canada Revenue Agency's list of [eligible medical expenses](#).

The taxable Wellness Spending Account (WSA) provides an opportunity for you to direct your dollars towards your wellness and work-life balance. Examples of eligible services and products are outlined in the attached document.

Claims can be submitted using the Alberta Blue Cross portal where benefit booklets and claims history can also be viewed.

Please see attached more detailed information provided by Alberta Blue Cross.