

CHRA - Statutory Monetary Benefits Practice Test (Sample)

Study Guide



Everything you need from our exam experts!

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

- 1. What is the impact of the spouse's detention on solo parent eligibility?**
 - A. It allows eligibility if it lasts for at least six months**
 - B. It is irrelevant to eligibility**
 - C. It always disqualifies the solo parent**
 - D. It allows immediate eligibility regardless of duration**
- 2. What must employees present to qualify for EI sickness benefits?**
 - A. A work-related injury report**
 - B. Medical documentation**
 - C. A letter from their supervisor**
 - D. A note from a family member**
- 3. Which aspect is not a characteristic of statutory monetary benefits?**
 - A. They are discretionary.**
 - B. They are legally mandated.**
 - C. They provide financial support.**
 - D. They vary based on legislation.**
- 4. What is the minimum duration of service required for an employee to be eligible for retirement wage benefits?**
 - A. Two (2) years**
 - B. Three (3) years**
 - C. Four (4) years**
 - D. Five (5) years**
- 5. What does CHRA stand for in the context of Canadian law?**
 - A. Canadian Health Rights Association**
 - B. Canadian Human Rights Act**
 - C. Canadian Human Resource Administration**
 - D. Canadian Health Regulation Agency**

- 6. How often are maximum insurable earnings under EI adjusted?**
- A. Monthly based on inflation**
 - B. Quarterly adjustments as needed**
 - C. Annually to reflect current limits**
 - D. Every five years during major reviews**
- 7. What is the duration of full pay for paternity leave according to RA 8187?**
- A. Five days**
 - B. Seven days**
 - C. Ten days**
 - D. Fourteen days**
- 8. What type of services does the Virtual Pag-IBIG for Employers provide to businesses?**
- A. Investment consultation services**
 - B. Access to loans with low interest rates**
 - C. A safe platform for Pag-IBIG services**
 - D. Training programs for employee development**
- 9. Which statements regarding special day compensation are correct?**
- A. Both statements are correct**
 - B. Both statements are incorrect**
 - C. Statement 1 is true while 2 is false**
 - D. Statement 2 is true while 1 is false**
- 10. Which of the following is a requirement for statutory monetary benefits?**
- A. Employer approval**
 - B. It must comply with federal regulations**
 - C. Consistent employment duration**
 - D. Voluntary opt-in by the employee**

Answers

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1. A
2. B
3. A
4. D
5. B
6. C
7. B
8. C
9. D
10. B

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Explanations

1. What is the impact of the spouse's detention on solo parent eligibility?

A. It allows eligibility if it lasts for at least six months

B. It is irrelevant to eligibility

C. It always disqualifies the solo parent

D. It allows immediate eligibility regardless of duration

The impact of a spouse's detention on solo parent eligibility hinges on the duration of that detention. When a spouse is detained, it can lead to specific circumstances that allow the other parent to qualify as a solo parent for benefits or assistance programs. In this case, if the detention lasts for at least six months, it signifies a substantial absence, which meets the criteria for solo parent eligibility. This extended period allows for a recognition of the challenges faced by the remaining parent, thus granting them access to resources and support intended for solo parents. This understanding is based on the recognition that the primary caregiver's situation is significantly altered when a partner is unable to participate in family responsibilities due to prolonged detention, effectively creating a solo parenting dynamic.

2. What must employees present to qualify for EI sickness benefits?

A. A work-related injury report

B. Medical documentation

C. A letter from their supervisor

D. A note from a family member

To qualify for Employment Insurance (EI) sickness benefits, employees must provide medical documentation. This documentation is critical as it serves as proof of the individual's inability to work due to illness or injury. The medical documentation typically includes a certificate or a note from a healthcare professional that outlines the condition and confirms that the employee is unable to fulfill work obligations. This requirement helps ensure that benefits are provided to those who genuinely need them due to health-related issues. The other options do not meet the criteria necessary for qualifying for EI sickness benefits. A work-related injury report would be relevant for workers' compensation but not specifically for EI sickness benefits. A letter from a supervisor does not substantiate the medical need for sick leave, and a note from a family member would not suffice since formal medical documentation from a licensed professional is required for such benefits.

3. Which aspect is not a characteristic of statutory monetary benefits?

- A. They are discretionary.**
- B. They are legally mandated.**
- C. They provide financial support.**
- D. They vary based on legislation.**

Statutory monetary benefits are specifically designed to provide financial support in compliance with legal frameworks, making them legally mandated. This means that employers are required by law to provide these benefits, ensuring that employees receive essential forms of financial assistance, such as unemployment benefits, worker's compensation, and family leave pay. The key characteristic of statutory monetary benefits is that their provision is not left to individual employer discretion; rather, they are determined by legislation. This means that the benefits are uniform and adhered to across different employers within the applicable jurisdictions, as dictated by law. Options reflecting that they provide financial support and may vary according to different laws are in line with the nature of statutory benefits. Thus, the notion that they are discretionary does not align with the essence of statutory monetary benefits, which require compliance with established legal standards rather than offering optional or voluntary assistance.

4. What is the minimum duration of service required for an employee to be eligible for retirement wage benefits?

- A. Two (2) years**
- B. Three (3) years**
- C. Four (4) years**
- D. Five (5) years**

The minimum duration of service required for an employee to be eligible for retirement wage benefits is typically five years. This requirement ensures that employees have a substantial period of engagement with the organization, which contributes to their eligibility for retirement benefits. Retirement wage benefits are designed to support employees after they have dedicated significant time to their employment, enabling them to enjoy a reliable income stream after retirement. By establishing a five-year minimum service period, employers encourage long-term commitment and provide a framework that aligns with the goal of offering financial security to employees in their retirement years. This also allows organizations to manage their benefits structure more effectively and ensure that those who qualify have made a significant investment in their employment relationships. Other durations of service suggested, such as two, three, or four years, may not provide the same assurance of stability or commitment from the employee and could lead to potential financial implications for the employer when providing retirement benefits.

5. What does CHRA stand for in the context of Canadian law?

- A. Canadian Health Rights Association**
- B. Canadian Human Rights Act**
- C. Canadian Human Resource Administration**
- D. Canadian Health Regulation Agency**

In the context of Canadian law, CHRA stands for the Canadian Human Rights Act. This legislation was enacted to provide a framework for protecting individuals from discrimination and promoting equality in various areas, including employment, housing, and services. The act's primary aim is to ensure that all individuals have equal rights and opportunities regardless of personal attributes such as race, gender, disability, or sexual orientation. By focusing on these protections, the Canadian Human Rights Act plays a crucial role in upholding human dignity and facilitating a more inclusive society. The other options, while they might sound plausible, do not accurately represent the CHRA in its legal context. Each alternative reflects a different aspect of Canadian society, but the Canadian Human Rights Act is the only one specifically designed to address human rights issues and discrimination within the framework of Canadian law. Understanding the precise mandate of the Canadian Human Rights Act is essential for grasping its significance in promoting equality and justice in Canada.

6. How often are maximum insurable earnings under EI adjusted?

- A. Monthly based on inflation**
- B. Quarterly adjustments as needed**
- C. Annually to reflect current limits**
- D. Every five years during major reviews**

The maximum insurable earnings under Employment Insurance (EI) are adjusted annually to reflect current limits. This practice ensures that the earnings threshold stays aligned with changes in the economy, particularly wage growth and inflation trends. By updating the maximum insurable earnings each year, the program can maintain its relevance and effectiveness in providing support to eligible claimants. This annual adjustment reflects the government's commitment to ensuring that the benefits available through EI correspond with the changing economic landscape, allowing for adequate support to those who may be unemployed. Adjusting annually rather than at different intervals enables a more consistent and predictable framework for both employees and employers regarding EI contributions and benefits.

7. What is the duration of full pay for paternity leave according to RA 8187?

- A. Five days**
- B. Seven days**
- C. Ten days**
- D. Fourteen days**

The duration of full pay for paternity leave according to Republic Act No. 8187 is indeed seven days. This law was enacted in the Philippines to provide paternity leave benefits to male employees in the private sector who are expecting or have a child. The specific provision allows fathers to spend time with their newborn and support their partners during the critical period following childbirth. This leave is separate from other types of leave and is designed to ensure that new fathers can play an active role in their child's early life, fostering family support and bonding. While the options present various durations, only the seven-day leave aligns with the provisions set forth by RA 8187. Understanding this framework is crucial for anyone involved in human resources or employee benefits management, as it allows for compliance with national laws and enhances employee support programs.

8. What type of services does the Virtual Pag-IBIG for Employers provide to businesses?

- A. Investment consultation services**
- B. Access to loans with low interest rates**
- C. A safe platform for Pag-IBIG services**
- D. Training programs for employee development**

The correct answer highlights the role of the Virtual Pag-IBIG for Employers as a digital platform that offers a secure and convenient way for businesses to access Pag-IBIG services. This service allows employers to efficiently manage their employees' contributions, loans, and other benefits without the need for physical visits to Pag-IBIG offices. The emphasis on a safe platform indicates that it prioritizes security and user confidentiality, which is crucial for handling financial transactions and personal data in today's digital landscape. In contrast, while investment consultation services and training programs for employee development are valuable, they do not specifically align with the core functions of Virtual Pag-IBIG for Employers. Additionally, access to loans with low interest rates is a part of the broader Pag-IBIG offerings, but it does not encapsulate the unique aspect of how employers interact with the Pag-IBIG system through a virtual and secure platform.

9. Which statements regarding special day compensation are correct?

- A. Both statements are correct**
- B. Both statements are incorrect**
- C. Statement 1 is true while 2 is false**
- D. Statement 2 is true while 1 is false**

In the context of special day compensation, the correct answer indicates that one statement is true while the other is false. This suggests that there is an essential nuance in understanding how special day compensation is applied in practice. Special day compensation is often tied to specific conditions or criteria that must be met for an employee to be eligible. For instance, one statement may correctly outline the circumstances under which an employee qualifies for special day compensation, while the other statement may mistakenly describe an exception or a scenario that does not apply. Understanding the true statement is crucial as it reflects the accurate interpretation of how special day compensation works under statutory provisions. It emphasizes the need for clarity in the legal language surrounding compensation laws, which can often lead to misinterpretation if not thoroughly analyzed. On the other hand, the incorrect statement likely contains common misconceptions or outdated information that does not align with the current legal framework surrounding special day compensation. Therefore, distinguishing between these two statements helps reinforce the correct application of statutory monetary benefits within employment practices.

10. Which of the following is a requirement for statutory monetary benefits?

- A. Employer approval**
- B. It must comply with federal regulations**
- C. Consistent employment duration**
- D. Voluntary opt-in by the employee**

Statutory monetary benefits must comply with federal regulations because these regulations establish the minimum standards that employers must adhere to when providing benefits to employees. This compliance is crucial to ensure that employees receive protections and entitlements that are mandated by law, such as minimum wage, unemployment insurance, and workers' compensation. These laws are designed to safeguard employees' rights and provide them with financial support in various situations, highlighting the importance of federal regulation in the implementation of these benefits. Other options, while they may seem relevant to workplace benefits, do not fulfill the fundamental requirement as defined by statutory obligations. Employer approval is not a necessary condition since statutory benefits are imposed by law rather than being contingent on individual employer policies. Consistent employment duration can affect eligibility for some benefits but it is not a universal requirement across all statutory monetary benefits. Likewise, voluntary opt-in by the employee does not apply, as statutory benefits are typically mandated and automatically provided without requiring voluntary acceptance by the employee.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://chrastatutorymonetarybenefits.examzify.com>

We wish you the very best on your exam journey. You've got this!