

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

Expired Rates

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Adult Day Program Worker (Uncertified)	2015	Hourly	16.117	16.601	17.099	17.611	18.140	18.684		19.058
		Monthly	2,706.313	2,787.585	2,871.207	2,957.180	3,046.008	3,137.355		3,200.156
		Annual	32,475.755	33,451.015	34,454.485	35,486.165	36,552.100	37,648.260		38,401.870
Health Care Aide (Uncertified)	2015	Hourly	17.733							18.088
		Monthly	2,977.666							3,037.277
		Annual	35,731.995							36,447.320
Activity / Recreation Worker - (Certified)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174		21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468		3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610		43,517.955
Activity / Recreation Aide (Certified)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174		21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468		3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610		43,517.955
Rehabilitation Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174		21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468		3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610		43,517.955
Unit Assistant	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174		21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468		3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610		43,517.955
Activity Worker (Certified)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174		21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468		3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610		43,517.955
Adult Day Program Worker (Certified)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174		21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468		3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610		43,517.955
Health Care Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174		21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468		3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610		43,517.955
Resident Aide	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174		21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468		3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610		43,517.955
P.C.A. (Trained)	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174		21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468		3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610		43,517.955
Activity / Recreation Coordinator	2015	Hourly	19.291	19.870	20.466	21.080	21.712	22.363		22.811
		Monthly	3,239.280	3,336.504	3,436.583	3,539.683	3,645.807	3,755.120		3,830.347
		Annual	38,871.365	40,038.050	41,238.990	42,476.200	43,749.680	45,061.445		45,964.165
Recreation Coordinator	2015	Hourly	19.291	19.870	20.466	21.080	21.712	22.363		22.811
		Monthly	3,239.280	3,336.504	3,436.583	3,539.683	3,645.807	3,755.120		3,830.347
		Annual	38,871.365	40,038.050	41,238.990	42,476.200	43,749.680	45,061.445		45,964.165
Senior Activity Worker	2015	Hourly	19.291	19.870	20.466	21.080	21.712	22.363		22.811
		Monthly	3,239.280	3,336.504	3,436.583	3,539.683	3,645.807	3,755.120		3,830.347
		Annual	38,871.365	40,038.050	41,238.990	42,476.200	43,749.680	45,061.445		45,964.165

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Activity / Recreation Supervisor	2015	Hourly	20.091	20.694	21.315	21.954	22.613	23.291		23.757
		Monthly	3,373.614	3,474.868	3,579.144	3,686.443	3,797.100	3,910.947		3,989.196
		Annual	40,483.365	41,698.410	42,949.725	44,237.310	45,565.195	46,931.365		47,870.355
Mental Health - Proctor 2 *	2080	Hourly	13.567	13.935	14.219	14.576				
		Monthly	2,351.613	2,415.400	2,464.627	2,526.507				
		Annual	28,219.360	28,984.800	29,575.520	30,318.080				
Home Care Attendant 1 - Uncertified *	2080	Hourly	13.613	13.928	14.221	14.513				
		Monthly	2,359.587	2,414.187	2,464.973	2,515.587				
		Annual	28,315.040	28,970.240	29,579.680	30,187.040				
Home Care Attendant 2 - Certified *	2080	Hourly	19.371	19.813	20.254	20.659	21.075			
		Monthly	3,357.640	3,434.253	3,510.693	3,580.893	3,653.000			
		Annual	40,291.680	41,211.040	42,128.320	42,970.720	43,836.000			
Mental Health - Proctor 3 *	2080	Hourly	19.371	19.813	20.254	20.659	21.075			
		Monthly	3,357.640	3,434.253	3,510.693	3,580.893	3,653.000			
		Annual	40,291.680	41,211.040	42,128.320	42,970.720	43,836.000			
Home Visitor 1 **	1885	Hourly	15.040	15.487	15.934					
		Monthly	2,362.533	2,432.750	2,502.966					
		Annual	28,350.400	29,192.995	30,035.590					
Palliative Care Volunteer Coordinator **	1885	Hourly	15.424	15.753	16.121	16.462	16.702			
		Monthly	2,422.853	2,474.534	2,532.340	2,585.906	2,623.606			
		Annual	29,074.240	29,694.405	30,388.085	31,030.870	31,483.270			
Community Health Worker - Healthy Baby **	1885	Hourly	16.272	16.740	17.196	17.651	18.120	18.601		
		Monthly	2,556.060	2,629.575	2,701.205	2,772.678	2,846.350	2,921.907		
		Annual	30,672.720	31,554.900	32,414.460	33,272.135	34,156.200	35,062.885		
Indigenous Support Worker **	1885	Hourly	17.172	17.677	18.170	18.685	19.190	19.706		
		Monthly	2,697.435	2,776.762	2,854.204	2,935.102	3,014.429	3,095.484		
		Annual	32,369.220	33,321.145	34,250.450	35,221.225	36,173.150	37,145.810		
Home Visitor 2 **	1885	Hourly	17.172	17.677	18.170	18.685	19.190	19.706		
		Monthly	2,697.435	2,776.762	2,854.204	2,935.102	3,014.429	3,095.484		
		Annual	32,369.220	33,321.145	34,250.450	35,221.225	36,173.150	37,145.810		
Health Corner Worker **	1885	Hourly	18.828	19.299	19.781	20.275	20.782	21.301	21.832	22.378
		Monthly	2,957.565	3,031.551	3,107.265	3,184.865	3,264.506	3,346.032	3,429.443	3,515.211
		Annual	35,490.780	36,378.615	37,287.185	38,218.375	39,174.070	40,152.385	41,153.320	42,182.530
Audiometrist **	1885	Hourly	19.631	20.238	20.864	21.510	22.175	22.861	23.568	
		Monthly	3,083.703	3,179.053	3,277.387	3,378.863	3,483.323	3,591.082	3,702.140	
		Annual	37,004.435	38,148.630	39,328.640	40,546.350	41,799.875	43,092.985	44,425.680	
Activity Instructor 2 **	1885	Hourly	19.769	20.408	21.097	21.841	22.556	23.287		
		Monthly	3,105.380	3,205.757	3,313.987	3,430.857	3,543.172	3,658.000		
		Annual	37,264.565	38,469.080	39,767.845	41,170.285	42,518.060	43,895.995		
Community Health Worker **	1885	Hourly	22.543	23.259	24.061	24.927	25.747	26.686	27.610	28.625
		Monthly	3,541.130	3,653.601	3,779.582	3,915.616	4,044.425	4,191.926	4,337.071	4,496.510
		Annual	42,493.555	43,843.215	45,354.985	46,987.395	48,533.095	50,303.110	52,044.850	53,958.125
Activity Worker ***	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174		21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468		3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610		43,517.955

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurses Aide (Trained) ***	2015	Hourly	18.265	18.813	19.377	19.958	20.557	21.174			21.597
		Monthly	3,066.998	3,159.016	3,253.721	3,351.281	3,451.863	3,555.468			3,626.496
		Annual	36,803.975	37,908.195	39,044.655	40,215.370	41,422.355	42,665.610			43,517.955
Activities Coordinator ***	2015	Hourly	19.291	19.870	20.466	21.080	21.712	22.363			22.811
		Monthly	3,239.280	3,336.504	3,436.583	3,539.683	3,645.807	3,755.120			3,830.347
		Annual	38,871.365	40,038.050	41,238.990	42,476.200	43,749.680	45,061.445			45,964.165
Activity Worker ***	2015	Hourly	19.291	19.870	20.466	21.080	21.712	22.363			22.811
		Monthly	3,239.280	3,336.504	3,436.583	3,539.683	3,645.807	3,755.120			3,830.347
		Annual	38,871.365	40,038.050	41,238.990	42,476.200	43,749.680	45,061.445			45,964.165

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Adult Day Program Worker (Uncertified)	2015	Hourly	16.318	16.809	17.313	17.831	18.367	18.918		19.296
		Monthly	2,740.064	2,822.511	2,907.141	2,994.122	3,084.125	3,176.648		3,240.120
		Annual	32,880.770	33,870.135	34,885.695	35,929.465	37,009.505	38,119.770		38,881.440
Health Care Aide (Uncertified)	2015	Hourly	17.955							18.314
		Monthly	3,014.944							3,075.226
		Annual	36,179.325							36,902.710
Activity / Recreation Worker - (Certified)	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005
Activity / Recreation Aide (Certified)	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005
Rehabilitation Aide	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005
Unit Assistant	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005
Activity Worker (Certified)	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005
Adult Day Program Worker (Certified)	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005
Health Care Aide	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005
Resident Aide	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005
P.C.A. (Trained)	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005
Activity / Recreation Coordinator	2015	Hourly	19.532	20.118	20.722	21.344	21.983	22.643		23.096
		Monthly	3,279.748	3,378.148	3,479.569	3,584.013	3,691.312	3,802.137		3,878.203
		Annual	39,356.980	40,537.770	41,754.830	43,008.160	44,295.745	45,625.645		46,538.440
Recreation Coordinator	2015	Hourly	19.532	20.118	20.722	21.344	21.983	22.643		23.096
		Monthly	3,279.748	3,378.148	3,479.569	3,584.013	3,691.312	3,802.137		3,878.203
		Annual	39,356.980	40,537.770	41,754.830	43,008.160	44,295.745	45,625.645		46,538.440
Senior Activity Worker	2015	Hourly	19.532	20.118	20.722	21.344	21.983	22.643		23.096
		Monthly	3,279.748	3,378.148	3,479.569	3,584.013	3,691.312	3,802.137		3,878.203
		Annual	39,356.980	40,537.770	41,754.830	43,008.160	44,295.745	45,625.645		46,538.440

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Activity / Recreation Supervisor	2015	Hourly	20.342	20.953	21.581	22.228	22.896	23.582		24.054
		Monthly	3,415.761	3,518.358	3,623.810	3,732.452	3,844.620	3,959.811		4,039.068
		Annual	40,989.130	42,220.295	43,485.715	44,789.420	46,135.440	47,517.730		48,468.810
Mental Health - Proctor 2 *	2080	Hourly	13.567	13.935	14.219	14.576				
		Monthly	2,351.613	2,415.400	2,464.627	2,526.507				
		Annual	28,219.360	28,984.800	29,575.520	30,318.080				
Home Care Attendant 1 - Uncertified *	2080	Hourly	13.613	13.928	14.221	14.513				
		Monthly	2,359.587	2,414.187	2,464.973	2,515.587				
		Annual	28,315.040	28,970.240	29,579.680	30,187.040				
Home Care Attendant 2 - Certified *	2080	Hourly	19.371	19.813	20.254	20.659	21.075			
		Monthly	3,357.640	3,434.253	3,510.693	3,580.893	3,653.000			
		Annual	40,291.680	41,211.040	42,128.320	42,970.720	43,836.000			
Mental Health - Proctor 3 *	2080	Hourly	19.371	19.813	20.254	20.659	21.075			
		Monthly	3,357.640	3,434.253	3,510.693	3,580.893	3,653.000			
		Annual	40,291.680	41,211.040	42,128.320	42,970.720	43,836.000			
Home Visitor 1 **	1885	Hourly	15.040	15.487	15.934					
		Monthly	2,362.533	2,432.750	2,502.966					
		Annual	28,350.400	29,192.995	30,035.590					
Palliative Care Volunteer Coordinator **	1885	Hourly	15.424	15.753	16.121	16.462	16.702			
		Monthly	2,422.853	2,474.534	2,532.340	2,585.906	2,623.606			
		Annual	29,074.240	29,694.405	30,388.085	31,030.870	31,483.270			
Community Health Worker - Healthy Baby **	1885	Hourly	16.272	16.740	17.196	17.651	18.120	18.601		
		Monthly	2,556.060	2,629.575	2,701.205	2,772.678	2,846.350	2,921.907		
		Annual	30,672.720	31,554.900	32,414.460	33,272.135	34,156.200	35,062.885		
Indigenous Support Worker **	1885	Hourly	17.172	17.677	18.170	18.685	19.190	19.706		
		Monthly	2,697.435	2,776.762	2,854.204	2,935.102	3,014.429	3,095.484		
		Annual	32,369.220	33,321.145	34,250.450	35,221.225	36,173.150	37,145.810		
Home Visitor 2 **	1885	Hourly	17.172	17.677	18.170	18.685	19.190	19.706		
		Monthly	2,697.435	2,776.762	2,854.204	2,935.102	3,014.429	3,095.484		
		Annual	32,369.220	33,321.145	34,250.450	35,221.225	36,173.150	37,145.810		
Health Corner Worker **	1885	Hourly	18.828	19.299	19.781	20.275	20.782	21.301	21.832	22.378
		Monthly	2,957.565	3,031.551	3,107.265	3,184.865	3,264.506	3,346.032	3,429.443	3,515.211
		Annual	35,490.780	36,378.615	37,287.185	38,218.375	39,174.070	40,152.385	41,153.320	42,182.530
Audiometrist **	1885	Hourly	19.631	20.238	20.864	21.510	22.175	22.861	23.568	
		Monthly	3,083.703	3,179.053	3,277.387	3,378.863	3,483.323	3,591.082	3,702.140	
		Annual	37,004.435	38,148.630	39,328.640	40,546.350	41,799.875	43,092.985	44,425.680	
Activity Instructor 2 **	1885	Hourly	19.769	20.408	21.097	21.841	22.556	23.287		
		Monthly	3,105.380	3,205.757	3,313.987	3,430.857	3,543.172	3,658.000		
		Annual	37,264.565	38,469.080	39,767.845	41,170.285	42,518.060	43,895.995		
Community Health Worker **	1885	Hourly	22.543	23.259	24.061	24.927	25.747	26.686	27.610	28.625
		Monthly	3,541.130	3,653.601	3,779.582	3,915.616	4,044.425	4,191.926	4,337.071	4,496.510
		Annual	42,493.555	43,843.215	45,354.985	46,987.395	48,533.095	50,303.110	52,044.850	53,958.125
Activity Worker ***	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurses Aide (Trained) ***	2015	Hourly	18.493	19.048	19.619	20.207	20.814	21.439		21.867
		Monthly	3,105.283	3,198.477	3,294.357	3,393.092	3,495.018	3,599.965		3,671.834
		Annual	37,263.395	38,381.720	39,532.285	40,717.105	41,940.210	43,199.585		44,062.005
Activities Coordinator ***	2015	Hourly	19.532	20.118	20.722	21.344	21.983	22.643		23.096
		Monthly	3,279.748	3,378.148	3,479.569	3,584.013	3,691.312	3,802.137		3,878.203
		Annual	39,356.980	40,537.770	41,754.830	43,008.160	44,295.745	45,625.645		46,538.440
Activity Worker ***	2015	Hourly	19.532	20.118	20.722	21.344	21.983	22.643		23.096
		Monthly	3,279.748	3,378.148	3,479.569	3,584.013	3,691.312	3,802.137		3,878.203
		Annual	39,356.980	40,537.770	41,754.830	43,008.160	44,295.745	45,625.645		46,538.440

* Former MGEU Community Support Agreement. 0% General Increase in 2017/18

** Former MGEU AFM Agreement. 0% General Increase in 2017/18

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Adult Day Program Worker (Uncertified)	2015	Hourly	16.522	17.019	17.529	18.054	18.597	19.154		19.537
		Monthly	2,774.319	2,857.774	2,943.411	3,031.568	3,122.746	3,216.276		3,280.588
		Annual	33,291.830	34,293.285	35,320.935	36,378.810	37,472.955	38,595.310		39,367.055
Health Care Aide (Uncertified)	2015	Hourly	18.179							18.543
		Monthly	3,052.557							3,113.679
		Annual	36,630.685							37,364.145
Activity / Recreation Worker - (Certified)	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100
Activity / Recreation Aide (Certified)	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100
Rehabilitation Aide	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100
Unit Assistant	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100
Activity Worker (Certified)	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100
Adult Day Program Worker (Certified)	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100
Health Care Aide	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100
Resident Aide	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100
P.C.A. (Trained)	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100
Activity / Recreation Coordinator	2015	Hourly	19.776	20.369	20.981	21.611	22.258	22.926		23.385
		Monthly	3,320.720	3,420.295	3,523.060	3,628.847	3,737.489	3,849.658		3,926.731
		Annual	39,848.640	41,043.535	42,276.715	43,546.165	44,849.870	46,195.890		47,120.775
Recreation Coordinator	2015	Hourly	19.776	20.369	20.981	21.611	22.258	22.926		23.385
		Monthly	3,320.720	3,420.295	3,523.060	3,628.847	3,737.489	3,849.658		3,926.731
		Annual	39,848.640	41,043.535	42,276.715	43,546.165	44,849.870	46,195.890		47,120.775
Senior Activity Worker	2015	Hourly	19.776	20.369	20.981	21.611	22.258	22.926		23.385
		Monthly	3,320.720	3,420.295	3,523.060	3,628.847	3,737.489	3,849.658		3,926.731
		Annual	39,848.640	41,043.535	42,276.715	43,546.165	44,849.870	46,195.890		47,120.775

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Activity / Recreation Supervisor	2015	Hourly	20.596	21.215	21.851	22.506	23.182	23.877		24.355
		Monthly	3,458.412	3,562.352	3,669.147	3,779.133	3,892.644	4,009.346		4,089.610
		Annual	41,500.940	42,748.225	44,029.765	45,349.590	46,711.730	48,112.155		49,075.325
Mental Health - Proctor 2 *	2080	Hourly	13.703	14.074	14.361	14.722				
		Monthly	2,375.187	2,439.493	2,489.240	2,551.813				
		Annual	28,502.240	29,273.920	29,870.880	30,621.760				
Home Care Attendant 1 - Uncertified *	2080	Hourly	13.749	14.067	14.363	14.658				
		Monthly	2,383.160	2,438.280	2,489.587	2,540.720				
		Annual	28,597.920	29,259.360	29,875.040	30,488.640				
Home Care Attendant 2 - Certified *	2080	Hourly	19.565	20.011	20.457	20.866	21.286			
		Monthly	3,391.267	3,468.573	3,545.880	3,616.773	3,689.573			
		Annual	40,695.200	41,622.880	42,550.560	43,401.280	44,274.880			
Mental Health - Proctor 3 *	2080	Hourly	19.565	20.011	20.457	20.866	21.286			
		Monthly	3,391.267	3,468.573	3,545.880	3,616.773	3,689.573			
		Annual	40,695.200	41,622.880	42,550.560	43,401.280	44,274.880			
Home Visitor 1 **	1885	Hourly	15.115	15.564	16.014					
		Monthly	2,374.315	2,444.845	2,515.533					
		Annual	28,491.775	29,338.140	30,186.390					
Palliative Care Volunteer Coordinator **	1885	Hourly	15.501	15.832	16.202	16.544	16.786			
		Monthly	2,434.949	2,486.943	2,545.064	2,598.787	2,636.801			
		Annual	29,219.385	29,843.320	30,540.770	31,185.440	31,641.610			
Community Health Worker - Healthy Baby **	1885	Hourly	16.353	16.824	17.282	17.739	18.211	18.694		
		Monthly	2,568.784	2,642.770	2,714.714	2,786.501	2,860.645	2,936.516		
		Annual	30,825.405	31,713.240	32,576.570	33,438.015	34,327.735	35,238.190		
Indigenous Support Worker **	1885	Hourly	17.258	17.765	18.261	18.778	19.286	19.805		
		Monthly	2,710.944	2,790.585	2,868.499	2,949.711	3,029.509	3,111.035		
		Annual	32,531.330	33,487.025	34,421.985	35,396.530	36,354.110	37,332.425		
Home Visitor 2 **	1885	Hourly	17.258	17.765	18.261	18.778	19.286	19.805		
		Monthly	2,710.944	2,790.585	2,868.499	2,949.711	3,029.509	3,111.035		
		Annual	32,531.330	33,487.025	34,421.985	35,396.530	36,354.110	37,332.425		
Health Corner Worker **	1885	Hourly	18.922	19.395	19.880	20.376	20.886	21.408	21.941	22.490
		Monthly	2,972.331	3,046.631	3,122.817	3,200.730	3,280.843	3,362.840	3,446.565	3,532.804
		Annual	35,667.970	36,559.575	37,473.800	38,408.760	39,370.110	40,354.080	41,358.785	42,393.650
Audiometrist **	1885	Hourly	19.729	20.339	20.968	21.618	22.286	22.975	23.686	
		Monthly	3,099.097	3,194.918	3,293.723	3,395.828	3,500.759	3,608.990	3,720.676	
		Annual	37,189.165	38,339.015	39,524.680	40,749.930	42,009.110	43,307.875	44,648.110	
Activity Instructor 2 **	1885	Hourly	19.868	20.510	21.202	21.950	22.669	23.403		
		Monthly	3,120.932	3,221.779	3,330.481	3,447.979	3,560.922	3,676.221		
		Annual	37,451.180	38,661.350	39,965.770	41,375.750	42,731.065	44,114.655		
Community Health Worker **	1885	Hourly	22.656	23.375	24.181	25.052	25.876	26.819	27.748	28.768
		Monthly	3,558.880	3,671.823	3,798.432	3,935.252	4,064.688	4,212.818	4,358.748	4,518.973
		Annual	42,706.560	44,061.875	45,581.185	47,223.020	48,776.260	50,553.815	52,304.980	54,227.680
Activity Worker ***	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurses Aide (Trained) ***	2015	Hourly	18.724	19.286	19.864	20.460	21.074	21.707		22.140
		Monthly	3,144.072	3,238.441	3,335.497	3,435.575	3,538.676	3,644.967		3,717.675
		Annual	37,728.860	38,861.290	40,025.960	41,226.900	42,464.110	43,739.605		44,612.100
Activities Coordinator ***	2015	Hourly	19.776	20.369	20.981	21.611	22.258	22.926		23.385
		Monthly	3,320.720	3,420.295	3,523.060	3,628.847	3,737.489	3,849.658		3,926.731
		Annual	39,848.640	41,043.535	42,276.715	43,546.165	44,849.870	46,195.890		47,120.775
Activity Worker ***	2015	Hourly	19.776	20.369	20.981	21.611	22.258	22.926		23.385
		Monthly	3,320.720	3,420.295	3,523.060	3,628.847	3,737.489	3,849.658		3,926.731
		Annual	39,848.640	41,043.535	42,276.715	43,546.165	44,849.870	46,195.890		47,120.775

* Former MGEU Community Support Agreement. 0.5% General Increase in 2018/19

** Former MGEU AFM Agreement. 0.0% General Increase in 2018/19

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Adult Day Program Worker (Uncertified)	2015	Hourly	16.753	17.257	17.774	18.307	18.857	19.422		19.811
		Monthly	2,813.108	2,897.738	2,984.551	3,074.050	3,166.405	3,261.278		3,326.597
		Annual	33,757.295	34,772.855	35,814.610	36,888.605	37,996.855	39,135.330		39,919.165
Health Care Aide (Uncertified)	2015	Hourly	18.434							18.803
		Monthly	3,095.376							3,157.337
		Annual	37,144.510							37,888.045
Activity / Recreation Worker - (Certified)	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011		22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014		3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165		45,236.750
Activity / Recreation Aide (Certified)	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011		22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014		3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165		45,236.750
Rehabilitation Aide	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011		22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014		3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165		45,236.750
Unit Assistant	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011		22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014		3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165		45,236.750
Activity Worker (Certified)	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011		22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014		3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165		45,236.750
Adult Day Program Worker (Certified)	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011		22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014		3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165		45,236.750
Health Care Aide	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011		22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014		3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165		45,236.750
Resident Aide	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011		22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014		3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165		45,236.750
P.C.A. (Trained)	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011		22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014		3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165		45,236.750
Activity / Recreation Coordinator	2015	Hourly	20.053	20.654	21.275	21.914	22.570	23.247		23.712
		Monthly	3,367.233	3,468.151	3,572.427	3,679.726	3,789.879	3,903.559		3,981.640
		Annual	40,406.795	41,617.810	42,869.125	44,156.710	45,478.550	46,842.705		47,779.680
Recreation Coordinator	2015	Hourly	20.053	20.654	21.275	21.914	22.570	23.247		23.712
		Monthly	3,367.233	3,468.151	3,572.427	3,679.726	3,789.879	3,903.559		3,981.640
		Annual	40,406.795	41,617.810	42,869.125	44,156.710	45,478.550	46,842.705		47,779.680
Senior Activity Worker	2015	Hourly	20.053	20.654	21.275	21.914	22.570	23.247		23.712
		Monthly	3,367.233	3,468.151	3,572.427	3,679.726	3,789.879	3,903.559		3,981.640
		Annual	40,406.795	41,617.810	42,869.125	44,156.710	45,478.550	46,842.705		47,779.680

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Activity / Recreation Supervisor	2015	Hourly	20.884	21.512	22.157	22.821	23.507	24.211		24.696
		Monthly	3,506.772	3,612.223	3,720.530	3,832.026	3,947.217	4,065.430		4,146.870
		Annual	42,081.260	43,346.680	44,646.355	45,984.315	47,366.605	48,785.165		49,762.440
Mental Health - Proctor 2	2080	Hourly	13.895	14.271	14.562	14.928				
		Monthly	2,408.467	2,473.640	2,524.080	2,587.520				
		Annual	28,901.600	29,683.680	30,288.960	31,050.240				
Home Care Attendant 1 - Uncertified	2080	Hourly	13.941	14.264	14.564	14.863				
		Monthly	2,416.440	2,472.427	2,524.427	2,576.253				
		Annual	28,997.280	29,669.120	30,293.120	30,915.040				
Home Care Attendant 2 - Certified	2080	Hourly	19.839	20.291	20.743	21.158	21.584			
		Monthly	3,438.760	3,517.107	3,595.453	3,667.387	3,741.227			
		Annual	41,265.120	42,205.280	43,145.440	44,008.640	44,894.720			
Mental Health - Proctor 3	2080	Hourly	19.839	20.291	20.743	21.158	21.584			
		Monthly	3,438.760	3,517.107	3,595.453	3,667.387	3,741.227			
		Annual	41,265.120	42,205.280	43,145.440	44,008.640	44,894.720			
Home Visitor 1	1885	Hourly	15.327	15.782	16.238					
		Monthly	2,407.616	2,479.089	2,550.719					
		Annual	28,891.395	29,749.070	30,608.630					
Palliative Care Volunteer Coordinator	1885	Hourly	15.718	16.054	16.429	16.776	17.021			
		Monthly	2,469.036	2,521.816	2,580.722	2,635.230	2,673.715			
		Annual	29,628.430	30,261.790	30,968.665	31,622.760	32,084.585			
Community Health Worker - Healthy Baby	1885	Hourly	16.582	17.060	17.524	17.987	18.466	18.956		
		Monthly	2,604.756	2,679.842	2,752.728	2,825.458	2,900.701	2,977.672		
		Annual	31,257.070	32,158.100	33,032.740	33,905.495	34,808.410	35,732.060		
Indigenous Support Worker	1885	Hourly	17.500	18.014	18.517	19.041	19.556	20.082		
		Monthly	2,748.958	2,829.699	2,908.712	2,991.024	3,071.922	3,154.548		
		Annual	32,987.500	33,956.390	34,904.545	35,892.285	36,863.060	37,854.570		
Home Visitor 2	1885	Hourly	17.500	18.014	18.517	19.041	19.556	20.082		
		Monthly	2,748.958	2,829.699	2,908.712	2,991.024	3,071.922	3,154.548		
		Annual	32,987.500	33,956.390	34,904.545	35,892.285	36,863.060	37,854.570		
Health Corner Worker	1885	Hourly	19.187	19.667	20.158	20.661	21.178	21.708	22.248	22.805
		Monthly	3,013.958	3,089.358	3,166.486	3,245.499	3,326.711	3,409.965	3,494.790	3,582.285
		Annual	36,167.495	37,072.295	37,997.830	38,945.985	39,920.530	40,919.580	41,937.480	42,987.425
Audiometrist	1885	Hourly	20.005	20.624	21.262	21.921	22.598	23.297	24.018	
		Monthly	3,142.452	3,239.687	3,339.906	3,443.424	3,549.769	3,659.570	3,772.828	
		Annual	37,709.425	38,876.240	40,078.870	41,321.085	42,597.230	43,914.845	45,273.930	
Activity Instructor 2	1885	Hourly	20.146	20.797	21.499	22.257	22.986	23.731		
		Monthly	3,164.601	3,266.862	3,377.135	3,496.204	3,610.718	3,727.745		
		Annual	37,975.210	39,202.345	40,525.615	41,954.445	43,328.610	44,732.935		
Community Health Worker	1885	Hourly	22.973	23.702	24.520	25.403	26.238	27.194	28.136	29.171
		Monthly	3,608.675	3,723.189	3,851.683	3,990.388	4,121.553	4,271.724	4,419.697	4,582.278
		Annual	43,304.105	44,678.270	46,220.200	47,884.655	49,458.630	51,260.690	53,036.360	54,987.335
Activity Worker ***	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011		22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014		3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165		45,236.750

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurses Aide (Trained) ***	2015	Hourly	18.986	19.556	20.142	20.746	21.369	22.011			22.450
		Monthly	3,188.066	3,283.778	3,382.178	3,483.599	3,588.211	3,696.014			3,769.729
		Annual	38,256.790	39,405.340	40,586.130	41,803.190	43,058.535	44,352.165			45,236.750
Activities Coordinator ***	2015	Hourly	20.053	20.654	21.275	21.914	22.570	23.247			23.712
		Monthly	3,367.233	3,468.151	3,572.427	3,679.726	3,789.879	3,903.559			3,981.640
		Annual	40,406.795	41,617.810	42,869.125	44,156.710	45,478.550	46,842.705			47,779.680
Activity Worker ***	2015	Hourly	20.053	20.654	21.275	21.914	22.570	23.247			23.712
		Monthly	3,367.233	3,468.151	3,572.427	3,679.726	3,789.879	3,903.559			3,981.640
		Annual	40,406.795	41,617.810	42,869.125	44,156.710	45,478.550	46,842.705			47,779.680

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Adult Day Program Worker (Uncertified)	2015	Hourly	16.837	17.343	17.863	18.399	18.951	19.519		19.910
		Monthly	2,827.213	2,912.179	2,999.495	3,089.499	3,182.189	3,277.565		3,343.221
		Annual	33,926.555	34,946.145	35,993.945	37,073.985	38,186.265	39,330.785		40,118.650
Health Care Aide (Uncertified)	2015	Hourly	18.526							18.897
		Monthly	3,110.824							3,173.121
		Annual	37,329.890							38,077.455
Activity / Recreation Worker - (Certified)	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121		22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485		3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815		45,462.430
Activity / Recreation Aide (Certified)	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121		22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485		3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815		45,462.430
Rehabilitation Aide	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121		22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485		3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815		45,462.430
Unit Assistant	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121		22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485		3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815		45,462.430
Activity Worker (Certified)	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121		22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485		3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815		45,462.430
Adult Day Program Worker (Certified)	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121		22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485		3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815		45,462.430
Health Care Aide	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121		22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485		3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815		45,462.430
Resident Aide	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121		22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485		3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815		45,462.430
P.C.A. (Trained)	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121		22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485		3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815		45,462.430
Activity / Recreation Coordinator	2015	Hourly	20.153	20.757	21.381	22.024	22.683	23.363		23.831
		Monthly	3,384.025	3,485.446	3,590.226	3,698.197	3,808.854	3,923.037		4,001.622
		Annual	40,608.295	41,825.355	43,082.715	44,378.360	45,706.245	47,076.445		48,019.465
Recreation Coordinator	2015	Hourly	20.153	20.757	21.381	22.024	22.683	23.363		23.831
		Monthly	3,384.025	3,485.446	3,590.226	3,698.197	3,808.854	3,923.037		4,001.622
		Annual	40,608.295	41,825.355	43,082.715	44,378.360	45,706.245	47,076.445		48,019.465
Senior Activity Worker	2015	Hourly	20.153	20.757	21.381	22.024	22.683	23.363		23.831
		Monthly	3,384.025	3,485.446	3,590.226	3,698.197	3,808.854	3,923.037		4,001.622
		Annual	40,608.295	41,825.355	43,082.715	44,378.360	45,706.245	47,076.445		48,019.465

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Activity / Recreation Supervisor	2015	Hourly	20.988	21.620	22.268	22.935	23.625	24.332		24.819
		Monthly	3,524.235	3,630.358	3,739.168	3,851.169	3,967.031	4,085.748		4,167.524
		Annual	42,290.820	43,564.300	44,870.020	46,214.025	47,604.375	49,028.980		50,010.285
Mental Health - Proctor 2	2080	Hourly	13.964	14.342	14.635	15.003				
		Monthly	2,420.427	2,485.947	2,536.733	2,600.520				
		Annual	29,045.120	29,831.360	30,440.800	31,206.240				
Home Care Attendant 1 - Uncertified	2080	Hourly	14.011	14.335	14.637	14.937				
		Monthly	2,428.573	2,484.733	2,537.080	2,589.080				
		Annual	29,142.880	29,816.800	30,444.960	31,068.960				
Home Care Attendant 2 - Certified	2080	Hourly	19.938	20.392	20.847	21.264	21.692			
		Monthly	3,455.920	3,534.613	3,613.480	3,685.760	3,759.947			
		Annual	41,471.040	42,415.360	43,361.760	44,229.120	45,119.360			
Mental Health - Proctor 3	2080	Hourly	19.938	20.392	20.847	21.264	21.692			
		Monthly	3,455.920	3,534.613	3,613.480	3,685.760	3,759.947			
		Annual	41,471.040	42,415.360	43,361.760	44,229.120	45,119.360			
Home Visitor 1	1885	Hourly	15.404	15.861	16.319					
		Monthly	2,419.712	2,491.499	2,563.443					
		Annual	29,036.540	29,897.985	30,761.315					
Palliative Care Volunteer Coordinator	1885	Hourly	15.797	16.134	16.511	16.860	17.106			
		Monthly	2,481.445	2,534.383	2,593.603	2,648.425	2,687.068			
		Annual	29,777.345	30,412.590	31,123.235	31,781.100	32,244.810			
Community Health Worker - Healthy Baby	1885	Hourly	16.665	17.145	17.612	18.077	18.558	19.051		
		Monthly	2,617.794	2,693.194	2,766.552	2,839.595	2,915.153	2,992.595		
		Annual	31,413.525	32,318.325	33,198.620	34,075.145	34,981.830	35,911.135		
Indigenous Support Worker	1885	Hourly	17.588	18.104	18.610	19.136	19.654	20.182		
		Monthly	2,762.782	2,843.837	2,923.321	3,005.947	3,087.316	3,170.256		
		Annual	33,153.380	34,126.040	35,079.850	36,071.360	37,047.790	38,043.070		
Home Visitor 2	1885	Hourly	17.588	18.104	18.610	19.136	19.654	20.182		
		Monthly	2,762.782	2,843.837	2,923.321	3,005.947	3,087.316	3,170.256		
		Annual	33,153.380	34,126.040	35,079.850	36,071.360	37,047.790	38,043.070		
Health Corner Worker	1885	Hourly	19.283	19.765	20.259	20.764	21.284	21.817	22.359	22.919
		Monthly	3,029.038	3,104.752	3,182.351	3,261.678	3,343.362	3,427.087	3,512.226	3,600.193
		Annual	36,348.455	37,257.025	38,188.215	39,140.140	40,120.340	41,125.045	42,146.715	43,202.315
Audiometrist	1885	Hourly	20.105	20.727	21.368	22.031	22.711	23.413	24.138	
		Monthly	3,158.160	3,255.866	3,356.557	3,460.703	3,567.520	3,677.792	3,791.678	
		Annual	37,897.925	39,070.395	40,278.680	41,528.435	42,810.235	44,133.505	45,500.130	
Activity Instructor 2	1885	Hourly	20.247	20.901	21.606	22.368	23.101	23.850		
		Monthly	3,180.466	3,283.199	3,393.943	3,513.640	3,628.782	3,746.438		
		Annual	38,165.595	39,398.385	40,727.310	42,163.680	43,545.385	44,957.250		
Community Health Worker	1885	Hourly	23.088	23.821	24.643	25.530	26.369	27.330	28.277	29.317
		Monthly	3,626.740	3,741.882	3,871.005	4,010.338	4,142.130	4,293.088	4,441.845	4,605.212
		Annual	43,520.880	44,902.585	46,452.055	48,124.050	49,705.565	51,517.050	53,302.145	55,262.545
Activity Worker ***	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121		22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485		3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815		45,462.430

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurses Aide (Trained) ***	2015	Hourly	19.081	19.654	20.243	20.850	21.476	22.121			22.562
		Monthly	3,204.018	3,300.234	3,399.137	3,501.063	3,606.178	3,714.485			3,788.536
		Annual	38,448.215	39,602.810	40,789.645	42,012.750	43,274.140	44,573.815			45,462.430
Activities Coordinator ***	2015	Hourly	20.153	20.757	21.381	22.024	22.683	23.363			23.831
		Monthly	3,384.025	3,485.446	3,590.226	3,698.197	3,808.854	3,923.037			4,001.622
		Annual	40,608.295	41,825.355	43,082.715	44,378.360	45,706.245	47,076.445			48,019.465
Activity Worker ***	2015	Hourly	20.153	20.757	21.381	22.024	22.683	23.363			23.831
		Monthly	3,384.025	3,485.446	3,590.226	3,698.197	3,808.854	3,923.037			4,001.622
		Annual	40,608.295	41,825.355	43,082.715	44,378.360	45,706.245	47,076.445			48,019.465

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Adult Day Program Worker (Uncertified)	2015	Hourly	17.039	17.551	18.077	18.620	19.178	19.753		20.149
		Monthly	2,861.132	2,947.105	3,035.430	3,126.608	3,220.306	3,316.858		3,383.353
		Annual	34,333.585	35,365.265	36,425.155	37,519.300	38,643.670	39,802.295		40,600.235
Health Care Aide (Uncertified)	2015	Hourly	18.748							19.124
		Monthly	3,148.102							3,211.238
		Annual	37,777.220							38,534.860
Activity / Recreation Worker - (Certified)	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386		22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983		3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790		46,008.495
Activity / Recreation Aide (Certified)	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386		22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983		3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790		46,008.495
Rehabilitation Aide	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386		22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983		3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790		46,008.495
Unit Assistant	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386		22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983		3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790		46,008.495
Activity Worker (Certified)	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386		22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983		3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790		46,008.495
Adult Day Program Worker (Certified)	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386		22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983		3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790		46,008.495
Health Care Aide	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386		22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983		3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790		46,008.495
Resident Aide	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386		22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983		3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790		46,008.495
P.C.A. (Trained)	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386		22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983		3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790		46,008.495
Activity / Recreation Coordinator	2015	Hourly	20.395	21.006	21.638	22.288	22.955	23.643		24.117
		Monthly	3,424.660	3,527.258	3,633.381	3,742.527	3,854.527	3,970.054		4,049.646
		Annual	41,095.925	42,327.090	43,600.570	44,910.320	46,254.325	47,640.645		48,595.755
Recreation Coordinator	2015	Hourly	20.395	21.006	21.638	22.288	22.955	23.643		24.117
		Monthly	3,424.660	3,527.258	3,633.381	3,742.527	3,854.527	3,970.054		4,049.646
		Annual	41,095.925	42,327.090	43,600.570	44,910.320	46,254.325	47,640.645		48,595.755
Senior Activity Worker	2015	Hourly	20.395	21.006	21.638	22.288	22.955	23.643		24.117
		Monthly	3,424.660	3,527.258	3,633.381	3,742.527	3,854.527	3,970.054		4,049.646
		Annual	41,095.925	42,327.090	43,600.570	44,910.320	46,254.325	47,640.645		48,595.755

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Activity / Recreation Supervisor	2015	Hourly	21.240	21.879	22.535	23.210	23.909	24.624		25.117
		Monthly	3,566.550	3,673.849	3,784.002	3,897.346	4,014.720	4,134.780		4,217.563
		Annual	42,798.600	44,086.185	45,408.025	46,768.150	48,176.635	49,617.360		50,610.755
Mental Health - Proctor 2	2080	Hourly	14.132	14.514	14.811	15.183				
		Monthly	2,449.547	2,515.760	2,567.240	2,631.720				
		Annual	29,394.560	30,189.120	30,806.880	31,580.640				
Home Care Attendant 1 - Uncertified	2080	Hourly	14.179	14.507	14.813	15.116				
		Monthly	2,457.693	2,514.547	2,567.587	2,620.107				
		Annual	29,492.320	30,174.560	30,811.040	31,441.280				
Home Care Attendant 2 - Certified	2080	Hourly	20.177	20.637	21.097	21.519	21.952			
		Monthly	3,497.347	3,577.080	3,656.813	3,729.960	3,805.013			
		Annual	41,968.160	42,924.960	43,881.760	44,759.520	45,660.160			
Mental Health - Proctor 3	2080	Hourly	20.177	20.637	21.097	21.519	21.952			
		Monthly	3,497.347	3,577.080	3,656.813	3,729.960	3,805.013			
		Annual	41,968.160	42,924.960	43,881.760	44,759.520	45,660.160			
Home Visitor 1	1885	Hourly	15.589	16.051	16.515					
		Monthly	2,448.772	2,521.345	2,594.231					
		Annual	29,385.265	30,256.135	31,130.775					
Palliative Care Volunteer Coordinator	1885	Hourly	15.987	16.328	16.709	17.062	17.311			
		Monthly	2,511.291	2,564.857	2,624.705	2,680.156	2,719.270			
		Annual	30,135.495	30,778.280	31,496.465	32,161.870	32,631.235			
Community Health Worker - Healthy Baby	1885	Hourly	16.865	17.351	17.823	18.294	18.781	19.280		
		Monthly	2,649.210	2,725.553	2,799.696	2,873.683	2,950.182	3,028.567		
		Annual	31,790.525	32,706.635	33,596.355	34,484.190	35,402.185	36,342.800		
Indigenous Support Worker	1885	Hourly	17.799	18.321	18.833	19.366	19.890	20.424		
		Monthly	2,795.926	2,877.924	2,958.350	3,042.076	3,124.388	3,208.270		
		Annual	33,551.115	34,535.085	35,500.205	36,504.910	37,492.650	38,499.240		
Home Visitor 2	1885	Hourly	17.799	18.321	18.833	19.366	19.890	20.424		
		Monthly	2,795.926	2,877.924	2,958.350	3,042.076	3,124.388	3,208.270		
		Annual	33,551.115	34,535.085	35,500.205	36,504.910	37,492.650	38,499.240		
Health Corner Worker	1885	Hourly	19.514	20.002	20.502	21.013	21.539	22.079	22.627	23.194
		Monthly	3,065.324	3,141.981	3,220.523	3,300.792	3,383.418	3,468.243	3,554.325	3,643.391
		Annual	36,783.890	37,703.770	38,646.270	39,609.505	40,601.015	41,618.915	42,651.895	43,720.690
Audiometrist	1885	Hourly	20.346	20.976	21.624	22.295	22.984	23.694	24.428	
		Monthly	3,196.018	3,294.980	3,396.770	3,502.173	3,610.403	3,721.933	3,837.232	
		Annual	38,352.210	39,539.760	40,761.240	42,026.075	43,324.840	44,663.190	46,046.780	
Activity Instructor 2	1885	Hourly	20.490	21.152	21.865	22.636	23.378	24.136		
		Monthly	3,218.638	3,322.627	3,434.627	3,555.738	3,672.294	3,791.363		
		Annual	38,623.650	39,871.520	41,215.525	42,668.860	44,067.530	45,496.360		
Community Health Worker	1885	Hourly	23.365	24.107	24.939	25.836	26.685	27.658	28.616	29.669
		Monthly	3,670.252	3,786.808	3,917.501	4,058.405	4,191.769	4,344.611	4,495.097	4,660.505
		Annual	44,043.025	45,441.695	47,010.015	48,700.860	50,301.225	52,135.330	53,941.160	55,926.065
Activity Worker ***	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386		22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983		3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790		46,008.495

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurses Aide (Trained) ***	2015	Hourly	19.310	19.890	20.486	21.100	21.734	22.386			22.833
		Monthly	3,242.471	3,339.863	3,439.941	3,543.042	3,649.501	3,758.983			3,834.041
		Annual	38,909.650	40,078.350	41,279.290	42,516.500	43,794.010	45,107.790			46,008.495
Activities Coordinator ***	2015	Hourly	20.395	21.006	21.638	22.288	22.955	23.643			24.117
		Monthly	3,424.660	3,527.258	3,633.381	3,742.527	3,854.527	3,970.054			4,049.646
		Annual	41,095.925	42,327.090	43,600.570	44,910.320	46,254.325	47,640.645			48,595.755
Activity Worker ***	2015	Hourly	20.395	21.006	21.638	22.288	22.955	23.643			24.117
		Monthly	3,424.660	3,527.258	3,633.381	3,742.527	3,854.527	3,970.054			4,049.646
		Annual	41,095.925	42,327.090	43,600.570	44,910.320	46,254.325	47,640.645			48,595.755

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2022

- Monthly salaries include a 2.0% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Adult Day Program Worker (Uncertified)	2015	Hourly	17.380	17.902	18.439	18.992	19.562	20.148		20.552
		Monthly	2,918.392	3,006.044	3,096.215	3,189.073	3,284.786	3,383.185		3,451.023
		Annual	35,020.700	36,072.530	37,154.585	38,268.880	39,417.430	40,598.220		41,412.280
Health Care Aide (Uncertified)	2015	Hourly	19.123							19.506
		Monthly	3,211.070							3,275.383
		Annual	38,532.845							39,304.590
Activity / Recreation Worker - (Certified)	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834		23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209		3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510		46,929.350
Activity / Recreation Aide (Certified)	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834		23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209		3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510		46,929.350
Rehabilitation Aide	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834		23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209		3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510		46,929.350
Unit Assistant	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834		23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209		3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510		46,929.350
Activity Worker (Certified)	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834		23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209		3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510		46,929.350
Adult Day Program Worker (Certified)	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834		23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209		3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510		46,929.350
Health Care Aide	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834		23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209		3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510		46,929.350
Resident Aide	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834		23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209		3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510		46,929.350
P.C.A. (Trained)	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834		23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209		3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510		46,929.350
Activity / Recreation Coordinator	2015	Hourly	20.803	21.426	22.071	22.734	23.414	24.116		24.599
		Monthly	3,493.170	3,597.783	3,706.089	3,817.418	3,931.601	4,049.478		4,130.582
		Annual	41,918.045	43,173.390	44,473.065	45,809.010	47,179.210	48,593.740		49,566.985
Recreation Coordinator	2015	Hourly	20.803	21.426	22.071	22.734	23.414	24.116		24.599
		Monthly	3,493.170	3,597.783	3,706.089	3,817.418	3,931.601	4,049.478		4,130.582
		Annual	41,918.045	43,173.390	44,473.065	45,809.010	47,179.210	48,593.740		49,566.985
Senior Activity Worker	2015	Hourly	20.803	21.426	22.071	22.734	23.414	24.116		24.599
		Monthly	3,493.170	3,597.783	3,706.089	3,817.418	3,931.601	4,049.478		4,130.582
		Annual	41,918.045	43,173.390	44,473.065	45,809.010	47,179.210	48,593.740		49,566.985

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Activity / Recreation Supervisor	2015	Hourly	21.665	22.317	22.986	23.674	24.387	25.116		25.619
		Monthly	3,637.915	3,747.396	3,859.733	3,975.259	4,094.984	4,217.395		4,301.857
		Annual	43,654.975	44,968.755	46,316.790	47,703.110	49,139.805	50,608.740		51,622.285
Mental Health - Proctor 2	2080	Hourly	14.415	14.804	15.107	15.487				
		Monthly	2,498.600	2,566.027	2,618.547	2,684.413				
		Annual	29,983.200	30,792.320	31,422.560	32,212.960				
Home Care Attendant 1 - Uncertified	2080	Hourly	14.463	14.797	15.109	15.418				
		Monthly	2,506.920	2,564.813	2,618.893	2,672.453				
		Annual	30,083.040	30,777.760	31,426.720	32,069.440				
Home Care Attendant 2 - Certified	2080	Hourly	20.581	21.050	21.519	21.949	22.391			
		Monthly	3,567.373	3,648.667	3,729.960	3,804.493	3,881.107			
		Annual	42,808.480	43,784.000	44,759.520	45,653.920	46,573.280			
Mental Health - Proctor 3	2080	Hourly	20.581	21.050	21.519	21.949	22.391			
		Monthly	3,567.373	3,648.667	3,729.960	3,804.493	3,881.107			
		Annual	42,808.480	43,784.000	44,759.520	45,653.920	46,573.280			
Home Visitor 1	1885	Hourly	15.901	16.372	16.845					
		Monthly	2,497.782	2,571.768	2,646.069					
		Annual	29,973.385	30,861.220	31,752.825					
Palliative Care Volunteer Coordinator	1885	Hourly	16.307	16.655	17.043	17.403	17.657			
		Monthly	2,561.558	2,616.223	2,677.171	2,733.721	2,773.620			
		Annual	30,738.695	31,394.675	32,126.055	32,804.655	33,283.445			
Community Health Worker - Healthy Baby	1885	Hourly	17.202	17.698	18.179	18.660	19.157	19.666		
		Monthly	2,702.148	2,780.061	2,855.618	2,931.175	3,009.245	3,089.201		
		Annual	32,425.770	33,360.730	34,267.415	35,174.100	36,110.945	37,070.410		
Indigenous Support Worker	1885	Hourly	18.155	18.687	19.210	19.753	20.288	20.832		
		Monthly	2,851.848	2,935.416	3,017.571	3,102.867	3,186.907	3,272.360		
		Annual	34,222.175	35,224.995	36,210.850	37,234.405	38,242.880	39,268.320		
Home Visitor 2	1885	Hourly	18.155	18.687	19.210	19.753	20.288	20.832		
		Monthly	2,851.848	2,935.416	3,017.571	3,102.867	3,186.907	3,272.360		
		Annual	34,222.175	35,224.995	36,210.850	37,234.405	38,242.880	39,268.320		
Health Corner Worker	1885	Hourly	19.904	20.402	20.912	21.433	21.970	22.521	23.080	23.658
		Monthly	3,126.587	3,204.814	3,284.927	3,366.767	3,451.121	3,537.674	3,625.483	3,716.278
		Annual	37,519.040	38,457.770	39,419.120	40,401.205	41,413.450	42,452.085	43,505.800	44,595.330
Audiometrist	1885	Hourly	20.753	21.396	22.056	22.741	23.444	24.168	24.917	
		Monthly	3,259.950	3,360.955	3,464.630	3,572.232	3,682.662	3,796.390	3,914.045	
		Annual	39,119.405	40,331.460	41,575.560	42,866.785	44,191.940	45,556.680	46,968.545	
Activity Instructor 2	1885	Hourly	20.900	21.575	22.302	23.089	23.846	24.619		
		Monthly	3,283.042	3,389.073	3,503.273	3,626.897	3,745.809	3,867.235		
		Annual	39,396.500	40,668.875	42,039.270	43,522.765	44,949.710	46,406.815		
Community Health Worker	1885	Hourly	23.832	24.589	25.438	26.353	27.219	28.211	29.188	30.262
		Monthly	3,743.610	3,862.522	3,995.886	4,139.617	4,275.651	4,431.478	4,584.948	4,753.656
		Annual	44,923.320	46,350.265	47,950.630	49,675.405	51,307.815	53,177.735	55,019.380	57,043.870
Activity Worker ***	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834		23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209		3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510		46,929.350

Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurses Aide (Trained) ***	2015	Hourly	19.696	20.288	20.896	21.522	22.169	22.834			23.290
		Monthly	3,307.287	3,406.693	3,508.787	3,613.903	3,722.545	3,834.209			3,910.779
		Annual	39,687.440	40,880.320	42,105.440	43,366.830	44,670.535	46,010.510			46,929.350
Activities Coordinator ***	2015	Hourly	20.803	21.426	22.071	22.734	23.414	24.116			24.599
		Monthly	3,493.170	3,597.783	3,706.089	3,817.418	3,931.601	4,049.478			4,130.582
		Annual	41,918.045	43,173.390	44,473.065	45,809.010	47,179.210	48,593.740			49,566.985
Activity Worker ***	2015	Hourly	20.803	21.426	22.071	22.734	23.414	24.116			24.599
		Monthly	3,493.170	3,597.783	3,706.089	3,817.418	3,931.601	4,049.478			4,130.582
		Annual	41,918.045	43,173.390	44,473.065	45,809.010	47,179.210	48,593.740			49,566.985

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2023

- Monthly salaries include a 2.0% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Adult Day Program Worker (Uncertified)	2015	Hourly	17.728	18.260	18.808	19.372	19.953	20.551		20.963
		Monthly	2,976.827	3,066.158	3,158.177	3,252.882	3,350.441	3,450.855		3,520.037
		Annual	35,721.920	36,793.900	37,898.120	39,034.580	40,205.295	41,410.265		42,240.445
Health Care Aide (Uncertified)	2015	Hourly	19.505							19.896
		Monthly	3,275.215							3,340.870
		Annual	39,302.575							40,090.440
Activity / Recreation Worker - (Certified)	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291		23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947		3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365		47,868.340
Activity / Recreation Aide (Certified)	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291		23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947		3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365		47,868.340
Rehabilitation Aide	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291		23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947		3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365		47,868.340
Unit Assistant	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291		23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947		3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365		47,868.340
Activity Worker (Certified)	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291		23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947		3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365		47,868.340
Adult Day Program Worker (Certified)	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291		23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947		3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365		47,868.340
Health Care Aide	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291		23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947		3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365		47,868.340
Resident Aide	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291		23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947		3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365		47,868.340
P.C.A. (Trained)	2015	Hourly	20.090	20.694	21.314	21.952	22.612	23.291		23.756
		Monthly	3,373.446	3,474.868	3,578.976	3,686.107	3,796.932	3,910.947		3,989.028
		Annual	40,481.350	41,698.410	42,947.710	44,233.280	45,563.180	46,931.365		47,868.340
Activity / Recreation Coordinator	2015	Hourly	21.219	21.855	22.512	23.189	23.882	24.598		25.091
		Monthly	3,563.024	3,669.819	3,780.140	3,893.820	4,010.186	4,130.414		4,213.197
		Annual	42,756.285	44,037.825	45,361.680	46,725.835	48,122.230	49,564.970		50,558.365
Recreation Coordinator	2015	Hourly	21.219	21.855	22.512	23.189	23.882	24.598		25.091
		Monthly	3,563.024	3,669.819	3,780.140	3,893.820	4,010.186	4,130.414		4,213.197
		Annual	42,756.285	44,037.825	45,361.680	46,725.835	48,122.230	49,564.970		50,558.365
Senior Activity Worker	2015	Hourly	21.219	21.855	22.512	23.189	23.882	24.598		25.091
		Monthly	3,563.024	3,669.819	3,780.140	3,893.820	4,010.186	4,130.414		4,213.197
		Annual	42,756.285	44,037.825	45,361.680	46,725.835	48,122.230	49,564.970		50,558.365

Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Activities Coordinator ***	2015	Hourly Monthly Annual				Discontinued				
Activity Worker ***	2015	Hourly Monthly Annual				Discontinued				

*** Discontinued Classifications in F2023/24