

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary / 12.																	
Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1			Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly Monthly Annual	22.577 3,913.347 46,960.160	23.263 4,032.253 48,387.040	24.065 4,171.267 50,055.200	24.900 4,316.000 51,792.000	25.745 4,462.467 53,549.600	26.557 4,603.213 55,238.560		27.088 4,695.253 56,343.040	27.630 4,789.200 57,470.400	28.459 4,932.893 59,194.720	
2			Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly Monthly Annual	19.081 3,307.373 39,688.480	19.641 3,404.440 40,853.280	20.285 3,516.067 42,192.800	20.918 3,625.787 43,509.440	21.584 3,741.227 44,894.720	22.418 3,885.787 46,629.440		22.866 3,963.440 47,561.280	23.323 4,042.653 48,511.840	24.023 4,163.987 49,967.840	
3			ACT Support Worker	SH	2080	Hourly Monthly Annual	22.435 3,888.733 46,664.800	23.133 4,009.720 48,116.640	23.926 4,147.173 49,766.080	24.748 4,289.653 51,475.840	25.582 4,434.213 53,210.560	26.402 4,576.347 54,916.160		26.930 4,667.867 56,014.400	27.469 4,761.293 57,135.520	28.293 4,904.120 58,849.440	
4			Child Life Assistant	HSC	2015	Hourly Monthly Annual	20.688 3,473.860 41,686.320	21.398 3,593.081 43,116.970	22.130 3,715.996 44,591.950	22.846 3,836.224 46,034.690	23.658 3,972.573 47,670.870	24.424 4,101.197 49,214.360	25.339 4,254.840 51,058.085	26.219 4,402.607 52,831.285	26.743 4,490.595 53,887.145	27.278 4,580.431 54,965.170	28.096 4,717.787 56,613.440
5			Child Life Assistant	CCMB	2015	Hourly Monthly Annual	20.688 3,473.860 41,686.320	21.398 3,593.081 43,116.970	22.130 3,715.996 44,591.950	22.846 3,836.224 46,034.690	23.658 3,972.573 47,670.870	24.424 4,101.197 49,214.360	25.339 4,254.840 51,058.085	26.219 4,402.607 52,831.285	26.743 4,490.595 53,887.145	27.278 4,580.431 54,965.170	28.096 4,717.787 56,613.440
6	23-47CERT		Communication Disorders Assistant	HSC	2015	Hourly Monthly Annual	21.839 3,667.132 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170	26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190	
7			Community Support Worker	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
8	23-63CW		Crisis Worker	SH	2080	Hourly Monthly Annual	22.435 3,888.733 46,664.800	23.133 4,009.720 48,116.640	23.926 4,147.173 49,766.080	24.748 4,289.653 51,475.840	25.582 4,434.213 53,210.560	26.402 4,576.347 54,916.160		26.930 4,667.867 56,014.400	27.469 4,761.293 57,135.520	28.293 4,904.120 58,849.440	
9			Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
10			Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
11			Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly Monthly Annual	20.805 3,493.506 41,922.075	21.164 3,553.788 42,645.460	21.504 3,610.880 43,330.560	22.080 3,707.600 44,491.200	22.943 3,852.512 46,230.145		23.402 3,929.586 47,155.030	23.870 4,008.171 48,098.050	24.586 4,128.399 49,540.790		
12			Forensic Program Support Worker	SH	2080	Hourly Monthly Annual	22.435 3,888.733 46,664.800	23.133 4,009.720 48,116.640	23.926 4,147.173 49,766.080	24.748 4,289.653 51,475.840	25.582 4,434.213 53,210.560	26.402 4,576.347 54,916.160		26.930 4,667.867 56,014.400	27.469 4,761.293 57,135.520	28.293 4,904.120 58,849.440	
13	23-13CERT		Health Care Aide	SH	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680	24.836 4,170.378 50,044.540	25.333 4,253.833 51,045.995	25.840 4,338.967 52,067.600	26.615 4,469.102 53,629.225	
14	23-13CERT		Health Care Aide	SH	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680	24.836 4,170.378 50,044.540	25.333 4,253.833 51,045.995	25.840 4,338.967 52,067.600	26.615 4,469.102 53,629.225	
15	23-13CERT		Health Care Aide	SH	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680	24.836 4,170.378 50,044.540	25.333 4,253.833 51,045.995	25.840 4,338.967 52,067.600	26.615 4,469.102 53,629.225	
16	23-13UNCERT		Health Care Aide - Uncertified	HSC	2015	Hourly Monthly Annual	20.193 3,390.741 40,688.895							20.597 3,458.580 41,502.955	21.009 3,527.761 42,333.135	21.639 3,633.549 43,602.585	
17	23-13UNCERT		Health Care Aide - Uncertified	SH	2015	Hourly Monthly Annual	20.193 3,390.741 40,688.895							20.597 3,458.580 41,502.955	21.009 3,527.761 42,333.135	21.639 3,633.549 43,602.585	
18			Lead Hand - Patient Transport	HSC	2015	Hourly Monthly Annual	20.846 3,500.391 42,004.690	21.468 3,604.835 43,258.020	22.112 3,712.973 44,555.680	22.777 3,824.638 45,895.655	23.460 3,939.325 47,271.900	24.164 4,057.538 48,690.460		24.647 4,138.642 49,663.705	25.140 4,221.425 50,657.100	25.894 4,348.034 52,176.410	
19			Mental Health Rehabilitation Worker	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
20	23-DUAL		Nursing Assistant	CCMB	2015	Hourly Monthly Annual	21.839 3,667.132 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170	26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
21	23-DUAL		Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly Monthly Annual	21.839 3,667.132 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170	26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
22	23-DUAL		Nursing Assistant (UCA)	SH	2015	Hourly Monthly Annual	21.839 3,667.132 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170	26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
23	23-DUAL		Nursing Assistant RT	CCMB	2015	Hourly Monthly Annual	21.839 3,667.132 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170	26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
24	23-55ORA		Operating Room Assistant	HSC	2015	Hourly Monthly Annual	25.166 4,225.791 50,709.490	25.922 4,352.736 52,232.830	26.700 4,483.375 53,800.500	27.498 4,617.373 55,408.470	28.326 4,756.408 57,076.890	29.174 4,898.801 58,785.610		29.757 4,996.696 59,960.355	30.352 5,096.607 61,159.280	31.263 5,249.579 62,994.945
25			Ophthalmic Assistant	HSC	1950	Hourly Monthly Annual	21.082 3,425.825 41,109.900	21.715 3,528.688 42,344.250	22.369 3,634.963 43,619.550	23.037 3,743.513 44,922.150	23.729 3,855.963 46,271.550	24.442 3,971.825 47,661.900		24.931 4,051.288 48,615.450	25.430 4,132.375 49,588.500	26.193 4,256.363 51,076.350
26			OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly Monthly Annual	20.798 3,604.987 43,259.840	21.423 3,713.320 44,559.840	22.065 3,824.600 45,895.200	22.726 3,939.173 47,270.080	23.409 4,057.560 48,690.720	24.112 4,179.413 50,152.960		24.594 4,262.960 51,155.520	25.086 4,348.240 52,178.880	25.839 4,478.760 53,745.120
27			PACT Support Worker	SH	2080	Hourly Monthly Annual	22.435 3,888.733 46,664.800	23.133 4,009.720 48,116.640	23.926 4,147.173 49,766.080	24.748 4,289.653 51,475.840	25.582 4,434.213 53,210.560	26.402 4,576.347 54,916.160		26.930 4,667.867 56,014.400	27.469 4,761.293 57,135.520	28.293 4,904.120 58,849.440
28			Patient Transport – Assistant	HSC	2015	Hourly Monthly Annual	19.853 3,333.650 40,003.795	20.446 3,433.224 41,198.690	21.059 3,536.157 42,433.885	21.692 3,642.448 43,709.380	22.343 3,751.762 45,021.145	23.013 3,864.266 46,371.195		23.473 3,941.508 47,298.095	23.942 4,020.261 48,243.130	24.660 4,140.825 49,689.900
29			Patient Transport Assistant - PIO	HSC	2015	Hourly Monthly Annual	21.184 3,557.147 42,685.760	21.551 3,618.772 43,425.265	21.918 3,680.398 44,164.770	22.283 3,741.687 44,900.245	22.649 3,803.145 45,637.735	23.013 3,864.266 46,371.195		23.473 3,941.508 47,298.095	23.942 4,020.261 48,243.130	24.660 4,140.825 49,689.900
30			Porter-Aide	SH	2015	Hourly Monthly Annual	19.853 3,333.650 40,003.795	20.446 3,433.224 41,198.690	21.059 3,536.157 42,433.885	21.692 3,642.448 43,709.380	22.343 3,751.762 45,021.145	23.013 3,864.266 46,371.195		23.473 3,941.508 47,298.095	23.942 4,020.261 48,243.130	24.660 4,140.825 49,689.900
31			Porter-Diagnostic Imaging	SH	2015	Hourly Monthly Annual	19.852 3,333.482 40,001.780	20.445 3,433.056 41,196.675	21.059 3,536.157 42,433.885	21.692 3,642.448 43,709.380	22.343 3,751.762 45,021.145	23.013 3,864.266 46,371.195		23.473 3,941.508 47,298.095	23.942 4,020.261 48,243.130	24.660 4,140.825 49,689.900
32	23-13CERT		Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly Monthly Annual	20.798 3,604.987 43,259.840	21.423 3,713.320 44,559.840	22.065 3,824.600 45,895.200	22.726 3,939.173 47,270.080	23.409 4,057.560 48,690.720	24.112 4,179.413 50,152.960	24.836 4,304.907 51,658.880	25.333 4,391.053 52,692.640	25.840 4,478.933 53,747.200	26.615 4,613.267 55,359.200
33			Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly Monthly Annual	18.849 3,267.160 39,205.920	19.472 3,375.147 40,501.760	20.031 3,472.040 41,664.480	20.634 3,576.560 42,918.720	21.288 3,689.920 44,279.040	21.888 3,814.373 45,772.480	22.577 3,929.640 47,155.680	23.277 4,078.013 48,936.160	23.942 4,208.013 50,496.160	24.660 4,353.833 52,536.640
34			Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly Monthly Annual	20.031 3,472.040 41,664.480	20.634 3,576.560 42,918.720	21.288 3,689.920 44,279.040	22.006 3,814.373 45,772.480	22.671 3,929.640 47,155.680	23.527 4,078.013 48,936.160	24.277 4,208.013 50,496.160	24.763 4,292.253 51,507.040	25.258 4,378.053 52,536.640	26.016 4,509.440 54,113.280
35	23-47CERT		Rehab Assistant - SMHC	SH	2080	Hourly Monthly Annual	22.577 3,913.347 46,960.160	23.263 4,032.253 48,387.040	23.965 4,171.267 50,055.200	24.900 4,316.000 51,792.000	25.745 4,462.467 53,549.600	26.557 4,603.213 55,238.560		27.088 4,695.253 56,343.040	27.630 4,789.200 57,470.400	28.459 4,932.893 59,194.720
36	23-47CERT		Rehabilitation Assistant	HSC	2015	Hourly Monthly Annual	21.839 3,667.132 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170	26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
37	23-13CERT		Unit Assistant	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680	24.836 4,170.378 50,044.540	25.333 4,253.833 51,045.995	25.840 4,338.967 52,067.600	26.615 4,469.102 53,629.225
38			Unit Assistant	CCMB	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680	24.836 4,170.378 50,044.540	25.333 4,253.833 51,045.995	25.840 4,338.967 52,067.600	26.615 4,469.102 53,629.225

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39			Unit Assistant PIO	HSC	2015	Hourly	22.283	22.649	23.013	23.381	23.747	24.112		24.594	25.086	25.839
						Monthly	3,741.687	3,803.145	3,864.266	3,926.060	3,987.517	4,048.807		4,129.743	4,212.358	4,338.799
						Annual	44,900.245	45,637.735	46,371.195	47,112.715	47,850.205	48,585.680		49,556.910	50,548.290	52,065.585

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

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- Monthly salaries include a 2.75% increase

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1			Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly Monthly Annual	<u>23.198</u> 4,020.987 48,251.840	<u>23.903</u> 4,143.187 49,718.240	<u>24.727</u> 4,286.013 51,432.160	<u>25.585</u> 4,434.733 53,216.800	<u>26.453</u> 4,585.187 55,022.240	<u>27.287</u> 4,729.747 56,756.960		<u>27.833</u> 4,824.387 57,892.640	<u>28.390</u> 4,920.933 59,051.200	<u>29.242</u> 5,068.613 60,823.360	
2			Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly Monthly Annual	<u>19.606</u> 3,398.373 40,780.480	<u>20.181</u> 3,498.040 41,976.480	<u>20.843</u> 3,612.787 43,353.440	<u>21.493</u> 3,725.453 44,705.440	<u>22.178</u> 3,844.187 46,130.240	<u>23.034</u> 3,992.560 47,910.720		<u>23.495</u> 4,072.467 48,869.600	<u>23.964</u> 4,153.760 49,845.120	<u>24.684</u> 4,278.560 51,342.720	
3			ACT Support Worker	SH	2080	Hourly Monthly Annual	<u>23.052</u> 3,995.680 47,948.160	<u>23.769</u> 4,119.960 49,439.520	<u>24.584</u> 4,261.227 51,134.720	<u>25.429</u> 4,407.693 52,892.320	<u>26.286</u> 4,556.240 54,674.880	<u>27.128</u> 4,702.187 56,426.240		<u>27.671</u> 4,796.307 57,555.680	<u>28.224</u> 4,892.160 58,705.920	<u>29.071</u> 5,038.973 60,467.680	
4			Child Life Assistant	HSC	2015	Hourly Monthly Annual	<u>21.257</u> 3,569.405 42,832.855	<u>21.986</u> 3,691.816 44,301.790	<u>22.739</u> 3,818.257 45,819.085	<u>23.474</u> 3,941.676 47,300.110	<u>24.309</u> 4,081.886 48,982.635	<u>25.096</u> 4,214.037 50,568.440	<u>26.036</u> 4,371.878 52,462.540	<u>26.940</u> 4,523.675 54,284.100	<u>27.478</u> 4,614.014 55,368.170	<u>28.028</u> 4,706.368 56,476.420	<u>28.869</u> 4,847.586 58,171.035
5			Child Life Assistant	CCMB	2015	Hourly Monthly Annual	<u>21.257</u> 3,569.405 42,832.855	<u>21.986</u> 3,691.816 44,301.790	<u>22.739</u> 3,818.257 45,819.085	<u>23.474</u> 3,941.676 47,300.110	<u>24.309</u> 4,081.886 48,982.635	<u>25.096</u> 4,214.037 50,568.440	<u>26.036</u> 4,371.878 52,462.540	<u>26.940</u> 4,523.675 54,284.100	<u>27.478</u> 4,614.014 55,368.170	<u>28.028</u> 4,706.368 56,476.420	<u>28.869</u> 4,847.586 58,171.035
6	23-47CERT	1	Communication Disorders Assistant	HSC	2015	Hourly Monthly Annual	<u>23.114</u> 3,881.226 46,574.710	<u>23.806</u> 3,997.424 47,969.090	<u>24.519</u> 4,117.149 49,405.785	<u>25.256</u> 4,240.903 50,890.840	<u>26.014</u> 4,368.184 52,418.210	<u>26.795</u> 4,499.327 53,991.925		<u>27.331</u> 4,589.330 55,071.965	<u>27.878</u> 4,681.181 56,174.170	<u>28.714</u> 4,821.559 57,858.710	
7			Community Support Worker	HSC	2015	Hourly Monthly Annual	<u>21.370</u> 3,588.379 43,060.550	<u>22.012</u> 3,696.182 44,354.180	<u>22.672</u> 3,807.007 45,684.080	<u>23.351</u> 3,921.022 47,052.265	<u>24.053</u> 4,038.900 48,466.795	<u>24.775</u> 4,160.135 49,921.625		<u>25.270</u> 4,243.254 50,919.050	<u>25.776</u> 4,328.220 51,938.640	<u>26.550</u> 4,458.188 53,498.250	
8	23-63CW		Crisis Worker	SH	2080	Hourly Monthly Annual	<u>23.052</u> 3,995.680 47,948.160	<u>23.769</u> 4,119.960 49,439.520	<u>24.584</u> 4,261.227 51,134.720	<u>25.429</u> 4,407.693 52,892.320	<u>26.286</u> 4,556.240 54,674.880	<u>27.128</u> 4,702.187 56,426.240		<u>27.671</u> 4,796.307 57,555.680	<u>28.224</u> 4,892.160 58,705.920	<u>29.071</u> 5,038.973 60,467.680	
9			Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	<u>21.370</u> 3,588.379 43,060.550	<u>22.012</u> 3,696.182 44,354.180	<u>22.672</u> 3,807.007 45,684.080	<u>23.351</u> 3,921.022 47,052.265	<u>24.053</u> 4,038.900 48,466.795	<u>24.775</u> 4,160.135 49,921.625		<u>25.270</u> 4,243.254 50,919.050	<u>25.776</u> 4,328.220 51,938.640	<u>26.550</u> 4,458.188 53,498.250	
10			Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	<u>21.370</u> 3,588.379 43,060.550	<u>22.012</u> 3,696.182 44,354.180	<u>22.672</u> 3,807.007 45,684.080	<u>23.351</u> 3,921.022 47,052.265	<u>24.053</u> 4,038.900 48,466.795	<u>24.775</u> 4,160.135 49,921.625		<u>25.270</u> 4,243.254 50,919.050	<u>25.776</u> 4,328.220 51,938.640	<u>26.550</u> 4,458.188 53,498.250	
11			Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly Monthly Annual	<u>21.377</u> 3,589.555 43,074.655	<u>21.746</u> 3,651.516 43,818.190	<u>22.095</u> 3,710.119 44,521.425	<u>22.687</u> 3,809.525 45,714.305	<u>23.574</u> 3,958.468 47,501.610		<u>24.046</u> 4,037.724 48,452.690	<u>24.526</u> 4,118.324 49,419.890	<u>25.262</u> 4,241.911 50,902.930		
12			Forensic Program Support Worker	SH	2080	Hourly Monthly Annual	<u>23.052</u> 3,995.680 47,948.160	<u>23.769</u> 4,119.960 49,439.520	<u>24.584</u> 4,261.227 51,134.720	<u>25.429</u> 4,407.693 52,892.320	<u>26.286</u> 4,556.240 54,674.880	<u>27.128</u> 4,702.187 56,426.240		<u>27.671</u> 4,796.307 57,555.680	<u>28.224</u> 4,892.160 58,705.920	<u>29.071</u> 5,038.973 60,467.680	
13	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	<u>22.012</u> 3,696.182 44,354.180	<u>22.672</u> 3,807.007 45,684.080	<u>23.351</u> 3,921.022 47,052.265	<u>24.053</u> 4,038.900 48,466.795	<u>24.775</u> 4,160.135 49,921.625	<u>25.519</u> 4,285.065 51,420.785		<u>26.029</u> 4,370.703 52,448.435	<u>26.550</u> 4,458.188 53,498.250	<u>27.347</u> 4,592.017 55,104.205	
14	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	<u>22.012</u> 3,696.182 44,354.180	<u>22.672</u> 3,807.007 45,684.080	<u>23.351</u> 3,921.022 47,052.265	<u>24.053</u> 4,038.900 48,466.795	<u>24.775</u> 4,160.135 49,921.625	<u>25.519</u> 4,285.065 51,420.785		<u>26.029</u> 4,370.703 52,448.435	<u>26.550</u> 4,458.188 53,498.250	<u>27.347</u> 4,592.017 55,104.205	
15	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	<u>22.012</u> 3,696.182 44,354.180	<u>22.672</u> 3,807.007 45,684.080	<u>23.351</u> 3,921.022 47,052.265	<u>24.053</u> 4,038.900 48,466.795	<u>24.775</u> 4,160.135 49,921.625	<u>25.519</u> 4,285.065 51,420.785		<u>26.029</u> 4,370.703 52,448.435	<u>26.550</u> 4,458.188 53,498.250	<u>27.347</u> 4,592.017 55,104.205	
16	23-13UNCERT	1	Health Care Aide - Uncertified	HSC	2015	Hourly Monthly Annual	<u>20.748</u> 3,483.935 41,807.220							<u>21.163</u> 3,553.620 42,643.445	<u>21.587</u> 3,624.817 43,497.805	<u>22.234</u> 3,733.459 44,801.510	
17	23-13UNCERT	1	Health Care Aide - Uncertified	SH	2015	Hourly Monthly Annual	<u>20.748</u> 3,483.935 41,807.220							<u>21.163</u> 3,553.620 42,643.445	<u>21.587</u> 3,624.817 43,497.805	<u>22.234</u> 3,733.459 44,801.510	
18			Lead Hand - Patient Transport	HSC	2015	Hourly Monthly Annual	<u>21.419</u> 3,596.607 43,159.285	<u>22.058</u> 3,703.906 44,446.870	<u>22.720</u> 3,815.067 45,780.800	<u>23.403</u> 3,929.754 47,157.045	<u>24.105</u> 4,047.631 48,571.575	<u>24.829</u> 4,169.203 50,030.435		<u>25.325</u> 4,252.490 51,029.875	<u>25.831</u> 4,337.455 52,049.465	<u>26.606</u> 4,467.591 53,611.090	
19	1		Mental Health Rehabilitation Worker	HSC	2015	Hourly Monthly Annual	<u>22.012</u> 3,696.182 44,354.180	<u>22.672</u> 3,807.007 45,684.080	<u>23.351</u> 3,921.022 47,052.265	<u>24.053</u> 4,038.900 48,466.795	<u>24.775</u> 4,160.135 49,921.625		<u>25.271</u> 4,243.422 50,921.065	<u>25.776</u> 4,328.220 51,938.640	<u>26.549</u> 4,458.020 53,496.235		

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Annual salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.																	
Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
20	23-DUAL		Nursing Assistant	CCMB	2015	Hourly Monthly Annual	22.440 3,768.050 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925	27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725	
21	23-DUAL		Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly Monthly Annual	22.440 3,768.050 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925	27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725	
22	23-DUAL		Nursing Assistant (UCA)	SH	2015	Hourly Monthly Annual	22.440 3,768.050 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925	27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725	
23	23-DUAL		Nursing Assistant RT	CCMB	2015	Hourly Monthly Annual	22.440 3,768.050 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925	27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725	
24	23-55ORA		Operating Room Assistant	HSC	2015	Hourly Monthly Annual	25.858 4,341.989 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640		30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845	
25			Ophthalmic Assistant	HSC	1950	Hourly Monthly Annual	21.662 3,520.075 42,240.900	22.312 3,625.700 43,508.400	22.984 3,734.900 44,818.800	23.671 3,846.538 46,158.450	24.382 3,962.075 47,544.900	25.114 4,081.025 48,972.300		25.617 4,162.763 49,953.150	26.129 4,245.963 50,951.550	26.913 4,373.363 52,480.350	
26			OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly Monthly Annual	21.370 3,704.133 44,449.600	22.012 3,815.413 45,784.960	22.672 3,929.813 47,157.760	23.351 4,047.507 48,570.080	24.053 4,169.187 50,030.240	24.775 4,294.333 51,532.000		25.270 4,380.133 52,561.600	25.776 4,467.840 53,614.080	26.550 4,602.000 55,224.000	
27			PACT Support Worker	SH	2080	Hourly Monthly Annual	23.052 3,995.680 47,948.160	23.769 4,119.960 49,439.520	24.584 4,261.227 51,134.720	25.429 4,407.693 52,892.320	26.286 4,556.240 54,674.880	27.128 4,702.187 56,426.240		27.671 4,796.307 57,555.680	28.224 4,892.160 58,705.920	29.071 5,038.973 60,467.680	
28			Patient Transport – Assistant	HSC	2015	Hourly Monthly Annual	20.399 3,425.332 41,103.985	21.008 3,527.593 42,331.120	21.638 3,633.381 43,600.570	22.289 3,742.695 44,912.335	22.957 3,854.863 46,258.355	23.646 3,970.558 47,646.690		24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070	
29			Patient Transport Assistant - PIO	HSC	2015	Hourly Monthly Annual	21.767 3,655.042 43,860.505	22.144 3,718.347 44,620.160	22.896 3,781.651 45,379.815	23.272 3,844.620 46,135.440	23.722 3,907.757 46,893.080	24.020 3,970.558 47,646.690		24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070	
30			Porter-Aide	SH	2015	Hourly Monthly Annual	20.399 3,425.332 41,103.985	21.008 3,527.593 42,331.120	21.638 3,633.381 43,600.570	22.289 3,742.695 44,912.335	22.957 3,854.863 46,258.355	23.646 3,970.558 47,646.690		24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070	
31			Porter-Diagnostic Imaging	SH	2015	Hourly Monthly Annual	20.398 3,425.164 41,101.970	21.007 3,527.425 42,329.105	21.638 3,633.381 43,600.570	22.289 3,742.695 44,912.335	22.957 3,854.863 46,258.355	23.646 3,970.558 47,646.690		24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070	
32	23-13CERT	1	Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly Monthly Annual	22.012 3,815.413 45,784.960	22.672 3,929.813 47,157.760	23.351 4,047.507 48,570.080	24.053 4,169.187 50,030.240	24.775 4,294.333 51,532.000	25.519 4,423.293 53,079.520		26.029 4,511.693 54,140.320	26.550 4,602.000 55,224.000	27.347 4,740.147 56,881.760	
33			Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly Monthly Annual	19.367 3,356.947 40,283.360	20.007 3,467.880 41,614.560	20.582 3,567.547 42,810.560	21.201 3,674.840 44,098.080	21.873 3,791.320 45,495.840		22.311 3,867.240 46,406.880	22.757 3,944.547 47,334.560	23.439 4,062.760 48,753.120		
34			Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly Monthly Annual	20.582 3,567.547 42,810.560	21.201 3,674.840 44,098.080	21.873 3,791.320 45,495.840	22.611 3,919.240 47,030.880	23.294 4,037.627 48,451.520	24.174 4,190.160 50,281.920	24.945 4,323.800 51,885.600		25.444 4,410.293 52,923.520	25.953 4,498.520 53,982.240	26.731 4,633.373 55,600.480
35	23-47CERT	1	Rehab Assistant - SMHC	SH	2080	Hourly Monthly Annual	23.903 4,143.187 49,718.240	24.727 4,286.013 51,432.160	25.585 4,434.733 53,216.800	26.453 4,585.187 55,022.240	27.287 4,729.747 56,756.960		27.833 4,824.387 57,892.640	28.390 4,920.933 59,051.200	29.242 5,068.613 60,823.360		
36	23-47CERT	1	Rehabilitation Assistant	HSC	2015	Hourly Monthly Annual	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710	
37	23-13CERT		Unit Assistant	HSC	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785		26.030 4,370.871 52,450.450	26.551 4,458.355 53,500.265	27.347 4,592.017 55,104.205
38			Unit Assistant	CCMB	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785		26.030 4,370.871 52,450.450	26.551 4,458.355 53,500.265	27.347 4,592.017 55,104.205

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39			Unit Assistant PIO	HSC	2015	Hourly	22.896	23.272	23.646	24.024	24.400	24.775		25.270	25.776	26.550
						Monthly	3,844.620	3,907.757	3,970.558	4,034.030	4,097.167	4,160.135		4,243.254	4,328.220	4,458.188
						Annual	46,135.440	46,893.080	47,646.690	48,408.360	49,166.000	49,921.625		50,919.050	51,938.640	53,498.250

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025, 1st Step eliminated for multi-step salary scales

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective Sept 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1		2	Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly Monthly Annual	23.648 4,098.987 49,187.840	24.353 4,221.187 50,654.240	25.177 4,364.013 52,368.160	26.035 4,512.733 54,152.800	26.903 4,663.187 55,958.240	27.737 4,807.747 57,692.960		28.292 4,903.947 58,847.360	28.858 5,002.053 60,024.640	29.724 5,152.160 61,825.920	
2		2	Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly Monthly Annual	20.056 3,476.373 41,716.480	20.631 3,576.040 42,912.480	21.293 3,690.787 44,289.440	21.943 3,803.453 45,641.440	22.628 3,922.187 47,066.240	23.484 4,070.560 48,846.720		23.954 4,152.027 49,824.320	24.433 4,235.053 50,820.640	25.166 4,362.107 52,345.280	
3		2	ACT Support Worker	SH	2080	Hourly Monthly Annual	23.502 4,073.680 48,884.160	24.219 4,197.960 50,375.520	25.034 4,339.227 52,070.720	25.879 4,485.693 53,828.320	26.736 4,634.240 55,610.880	27.578 4,780.187 57,362.240		28.130 4,875.867 58,510.400	28.693 4,973.453 59,681.440	29.554 5,122.693 61,472.320	
4		2	Child Life Assistant	HSC	2015	Hourly Monthly Annual	21.707 3,644.967 43,739.605	22.436 3,767.378 45,208.540	23.189 3,893.820 46,725.835	23.924 4,017.238 48,206.860	24.759 4,157.449 49,889.385	25.546 4,289.599 51,475.190	26.486 4,447.441 53,369.290	27.390 4,599.238 55,190.850	27.938 4,691.256 56,295.070	28.497 4,785.121 57,421.455	29.352 4,928.690 59,144.280
5		2	Child Life Assistant	CCMB	2015	Hourly Monthly Annual	21.707 3,644.967 43,739.605	22.436 3,767.378 45,208.540	23.189 3,893.820 46,725.835	23.924 4,017.238 48,206.860	24.759 4,157.449 49,889.385	25.546 4,289.599 51,475.190	26.486 4,447.441 53,369.290	27.390 4,599.238 55,190.850	27.938 4,691.256 56,295.070	28.497 4,785.121 57,421.455	29.352 4,928.690 59,144.280
6	23-47CERT	1	Communication Disorders Assistant	HSC	2015	Hourly Monthly Annual	23.614 3,965.184 47,582.210	24.306 4,081.383 48,976.590	25.019 4,201.107 50,413.285	25.756 4,324.862 51,898.340	26.514 4,452.143 53,425.710	27.295 4,583.285 54,999.425		27.841 4,674.968 56,099.615	28.398 4,768.498 57,221.970	29.250 4,911.563 58,938.750	
7		2	Community Support Worker	HSC	2015	Hourly Monthly Annual	21.820 3,663.942 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375		25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480	
8	23-63CW	2	Crisis Worker	SH	2080	Hourly Monthly Annual	23.502 4,073.680 48,884.160	24.219 4,197.960 50,375.520	25.034 4,339.227 52,070.720	25.879 4,485.693 53,828.320	26.736 4,634.240 55,610.880	27.578 4,780.187 57,362.240		28.130 4,875.867 58,510.400	28.693 4,973.453 59,681.440	29.554 5,122.693 61,472.320	
9		2	Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	21.820 3,663.942 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375		25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480	
10		2	Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	21.820 3,663.942 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375		25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480	
11		2	Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly Monthly Annual	21.827 3,665.117 43,981.405	22.196 3,727.078 44,724.940	22.545 3,785.681 45,428.175	23.137 3,885.088 46,621.055	24.024 4,034.030 48,408.360		24.504 4,114.630 49,375.560	24.994 4,196.909 50,362.910	25.744 4,322.847 51,874.160		
12		2	Forensic Program Support Worker	SH	2080	Hourly Monthly Annual	23.502 4,073.680 48,884.160	24.219 4,197.960 50,375.520	25.034 4,339.227 52,070.720	25.879 4,485.693 53,828.320	26.736 4,634.240 55,610.880	27.578 4,780.187 57,362.240		28.130 4,875.867 58,510.400	28.693 4,973.453 59,681.440	29.554 5,122.693 61,472.320	
13	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285		26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230	
14	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285		26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230	
15	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125	26.019 4,369.024 52,428.285		26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230	
16	23-13UNCERT	1	Health Care Aide - Uncertified	HSC	2015	Hourly Monthly Annual	21.248 3,567.893 42,814.720							21.673 3,639.258 43,671.095	22.106 3,711.966 44,543.590	22.769 3,823.295 45,879.535	
17	23-13UNCERT	1	Health Care Aide - Uncertified	SH	2015	Hourly Monthly Annual	21.248 3,567.893 42,814.720							21.673 3,639.258 43,671.095	22.106 3,711.966 44,543.590	22.769 3,823.295 45,879.535	
18		2	Lead Hand - Patient Transport	HSC	2015	Hourly Monthly Annual	21.869 3,672.170 44,066.035	22.508 3,779.468 45,353.620	23.170 3,890.629 46,687.550	23.853 4,005.316 48,063.795	24.555 4,123.194 49,478.325	25.279 4,244.765 50,937.185		25.785 4,329.731 51,956.775	26.301 4,416.376 52,996.515	27.090 4,548.863 54,586.350	
19		1	Mental Health Rehabilitation Worker	HSC	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125		25.781 4,329.060 51,948.715	26.297 4,415.705 52,988.455	27.086 4,548.191 54,578.290		

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective Sept 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary / 12.																
Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
20	23-DUAL	2	Nursing Assistant	CCMB	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245	27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890	4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675	55,996.850	57,117.190	58,829.940
21	23-DUAL	2	Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245	27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890	4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675	55,996.850	57,117.190	58,829.940
22	23-DUAL	2	Nursing Assistant (UCA)	SH	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245	27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890	4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675	55,996.850	57,117.190	58,829.940
23	23-DUAL	2	Nursing Assistant RT	CCMB	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245	27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890	4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675	55,996.850	57,117.190	58,829.940
24	23-55ORA	2	Operating Room Assistant	HSC	2015	Hourly	26.308	27.085	27.884	28.704	29.555	30.426	31.035	31.656	32.606	
						Monthly	4,417.552	4,548.023	4,682.188	4,819.880	4,962.777	5,109.033	5,211.294	5,315.570	5,475.091	
						Annual	53,010.620	54,576.275	56,186.260	57,838.560	59,553.325	61,308.390	62,535.525	63,786.840	65,701.090	
25		2	Ophthalmic Assistant	HSC	1950	Hourly	22.112	22.762	23.434	24.121	24.832	25.564	26.075	26.597	27.395	
						Monthly	3,593.200	3,698.825	3,808.025	3,919.663	4,035.200	4,154.150	4,237.188	4,322.013	4,451.688	
						Annual	43,118.400	44,385.900	45,696.300	47,035.950	48,422.400	49,849.800	50,846.250	51,864.150	53,420.250	
26		2	OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly	21.820	22.462	23.122	23.801	24.503	25.225	25.730	26.245	27.032	
						Monthly	3,782.133	3,893.413	4,007.813	4,125.507	4,247.187	4,372.333	4,459.867	4,549.133	4,685.547	
						Annual	45,385.600	46,720.960	48,093.760	49,506.080	50,966.240	52,468.000	53,518.400	54,589.600	56,226.560	
27		2	PACT Support Worker	SH	2080	Hourly	23.502	24.219	25.034	25.879	26.736	27.578	28.130	28.693	29.554	
						Monthly	4,073.680	4,197.960	4,339.227	4,485.693	4,634.240	4,780.187	4,875.867	4,973.453	5,122.693	
						Annual	48,884.160	50,375.520	52,070.720	53,828.320	55,610.880	57,362.240	58,510.400	59,681.440	61,472.320	
28	2	Patient Transport – Assistant	HSC	2015	Hourly	20.849	21.458	22.088	22.739	23.407	24.096	24.578	25.070	25.822		
					Monthly	3,500.895	3,603.156	3,708.943	3,818.257	3,930.425	4,046.120	4,127.056	4,209.671	4,335.944		
					Annual	42,010.735	43,237.870	44,507.320	45,819.085	47,165.105	48,553.440	49,524.670	50,516.050	52,031.330		
29	2	Patient Transport Assistant - PIO	HSC	2015	Hourly	22.217	22.594	22.971	23.346	23.722	24.096	24.578	25.070	25.822		
					Monthly	3,730.605	3,793.909	3,857.214	3,920.183	3,983.319	4,046.120	4,127.056	4,209.671	4,335.944		
					Annual	44,767.255	45,526.910	46,286.565	47,042.190	47,799.830	48,553.440	49,524.670	50,516.050	52,031.330		
30	2	Porter-Aide	SH	2015	Hourly	20.849	21.458	22.088	22.739	23.407	24.096	24.578	25.070	25.822		
					Monthly	3,500.895	3,603.156	3,708.943	3,818.257	3,930.425	4,046.120	4,127.056	4,209.671	4,335.944		
					Annual	42,010.735	43,237.870	44,507.320	45,819.085	47,165.105	48,553.440	49,524.670	50,516.050	52,031.330		
31	2	Porter-Diagnostic Imaging	SH	2015	Hourly	20.848	21.457	22.088	22.739	23.407	24.096	24.578	25.070	25.822		
					Monthly	3,500.727	3,602.988	3,708.943	3,818.257	3,930.425	4,046.120	4,127.056	4,209.671	4,335.944		
					Annual	42,008.720	43,235.855	44,507.320	45,819.085	47,165.105	48,553.440	49,524.670	50,516.050	52,031.330		
32	23-13CERT	1	Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly	22.512	23.172	23.851	24.553	25.275	26.019	26.539	27.070	27.882	
						Monthly	3,902.080	4,016.480	4,134.173	4,255.853	4,381.000	4,509.960	4,600.093	4,692.133	4,832.880	
						Annual	46,824.960	48,197.760	49,610.080	51,070.240	52,572.000	54,119.520	55,201.120	56,305.600	57,994.560	
33	2	Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly	19.817	20.457	21.032	21.651	22.323	22.769	23.224	23.921			
					Monthly	3,434.947	3,545.880	3,645.547	3,752.840	3,869.320	3,946.627	4,025.493	4,146.307			
					Annual	41,219.360	42,550.560	43,746.560	45,034.080	46,431.840	47,359.520	48,305.920	49,755.680			
34	2	Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly	21.032	21.651	22.323	23.061	23.744	24.624	25.395	25.903	26.421	27.214	
					Monthly	3,645.547	3,752.840	3,869.320	3,997.240	4,115.627	4,268.160	4,401.800	4,489.853	4,579.640	4,717.093	
					Annual	43,746.560	45,034.080	46,431.840	47,966.880	49,387.520	51,217.920	52,821.600	53,878.240	54,955.680	56,605.120	
35	23-47CERT	1	Rehab Assistant - SMHC	SH	2080	Hourly	24.403	25.227	26.085	26.953	27.787	28.343	28.910	29.777		
						Monthly	4,229.853	4,372.680	4,521.400	4,671.853	4,816.413	4,912.787	5,011.067	5,161.347		
						Annual	50,758.240	52,472.160	54,256.800	56,062.240	57,796.960	58,953.440	60,132.800	61,936.160		
36	23-47CERT	1	Rehabilitation Assistant	HSC	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295	27.841	28.398	29.250	
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285	4,674.968	4,768.498	4,911.563	
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425	56,099.615	57,221.970	58,938.750	
37	23-13CERT	2	Unit Assistant	HSC	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225	25.969	26.488	27.018	27.829
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698	4,360.628	4,447.777	4,536.773	4,672.953
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375	52,327.535	53,373.320	54,441.270	56,075.435
38	2	Unit Assistant	CCMB	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225	25.969	26.488	27.018	27.829	
					Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698	4,360.628	4,447.777	4,536.773	4,672.953	
					Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375	52,327.535	53,373.320	54,441.270	56,075.435	

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective Sept 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39		2	Unit Assistant PIO	HSC	2015	Hourly	23.346	23.722	24.096	24.474	24.850	25.225		25.730	26.245	27.032
						Monthly	3,920.183	3,983.319	4,046.120	4,109.593	4,172.729	4,235.698		4,320.496	4,406.973	4,539.123
						Annual	47,042.190	47,799.830	48,553.440	49,315.110	50,072.750	50,828.375		51,845.950	52,883.675	54,469.480

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1			Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly Monthly Annual	24.357 4,221.880 50,662.560	25.084 4,347.893 52,174.720	25.932 4,494.880 53,938.560	26.816 4,648.107 55,777.280	27.710 4,803.067 57,636.800	28.569 4,951.960 59,423.520		29.141 5,051.107 60,613.280	29.724 5,152.160 61,825.920	30.616 5,306.773 63,681.280	
2			Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly Monthly Annual	20.658 3,580.720 42,968.640	21.250 3,683.333 44,200.000	21.932 3,801.547 45,618.560	22.601 3,917.507 47,010.080	23.307 4,039.880 48,478.560	24.189 4,192.760 50,313.120		24.673 4,276.653 51,319.840	25.166 4,362.107 52,345.280	25.921 4,492.973 53,915.680	
3			ACT Support Worker	SH	2080	Hourly Monthly Annual	24.207 4,195.880 50,350.560	24.946 4,323.973 51,887.680	25.785 4,469.400 53,632.800	26.655 4,620.200 55,442.400	27.538 4,773.253 57,279.040	28.405 4,923.533 59,082.400		28.974 5,022.160 60,265.920	29.554 5,122.693 61,472.320	30.441 5,276.440 63,317.280	
4			Child Life Assistant	HSC	2015	Hourly Monthly Annual	22.358 3,754.281 45,051.370	23.109 3,880.386 46,564.635	23.885 4,010.690 48,128.275	24.642 4,137.803 49,653.630	25.502 4,282.211 51,386.530	26.312 4,418.223 53,018.680	27.281 4,580.935 54,971.215	28.212 4,737.265 56,847.180	28.776 4,831.970 57,983.640	29.352 4,928.690 59,144.280	30.233 5,076.625 60,919.495
5			Child Life Assistant	CCMB	2015	Hourly Monthly Annual	22.358 3,754.281 45,051.370	23.109 3,880.386 46,564.635	23.885 4,010.690 48,128.275	24.642 4,137.803 49,653.630	25.502 4,282.211 51,386.530	26.312 4,418.223 53,018.680	27.281 4,580.935 54,971.215	28.212 4,737.265 56,847.180	28.776 4,831.970 57,983.640	29.352 4,928.690 59,144.280	30.233 5,076.625 60,919.495
6	23-47CERT		Communication Disorders Assistant	HSC	2015	Hourly Monthly Annual	24.322 4,084.069 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710		28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920	
7			Community Support Worker	HSC	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645	
8	23-63CW		Crisis Worker	SH	2080	Hourly Monthly Annual	24.207 4,195.880 50,350.560	24.946 4,323.973 51,887.680	25.785 4,469.400 53,632.800	26.655 4,620.200 55,442.400	27.538 4,773.253 57,279.040	28.405 4,923.533 59,082.400		28.974 5,022.160 60,265.920	29.554 5,122.693 61,472.320	30.441 5,276.440 63,317.280	
9			Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645	
10			Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645	
11			Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly Monthly Annual	22.482 3,775.103 45,301.230	22.862 3,838.911 46,066.930	23.221 3,899.193 46,790.315	23.831 4,001.622 48,019.465	24.745 4,155.098 49,861.175		25.239 4,238.049 50,856.585	25.744 4,322.847 51,874.160	26.516 4,452.478 53,429.740		
12			Forensic Program Support Worker	SH	2080	Hourly Monthly Annual	24.207 4,195.880 50,350.560	24.946 4,323.973 51,887.680	25.785 4,469.400 53,632.800	26.655 4,620.200 55,442.400	27.538 4,773.253 57,279.040	28.405 4,923.533 59,082.400		28.974 5,022.160 60,265.920	29.554 5,122.693 61,472.320	30.441 5,276.440 63,317.280	
13	23-13CERT		Health Care Aide	SH	2015	Hourly Monthly Annual	23.187 3,893.484 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000		27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770	
14	23-13CERT		Health Care Aide	SH	2015	Hourly Monthly Annual	23.187 3,893.484 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000		27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770	
15	23-13CERT		Health Care Aide	SH	2015	Hourly Monthly Annual	23.187 3,893.484 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000		27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770	
16	23-13UNCERT		Health Care Aide - Uncertified	HSC	2015	Hourly Monthly Annual	21.885 3,674.856 44,098.275							22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780	
17	23-13UNCERT		Health Care Aide - Uncertified	SH	2015	Hourly Monthly Annual	21.885 3,674.856 44,098.275							22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780	
18			Lead Hand - Patient Transport	HSC	2015	Hourly Monthly Annual	22.525 3,782.323 45,387.875	23.183 3,892.812 46,713.745	23.865 4,007.331 48,087.975	24.569 4,125.545 49,506.535	25.292 4,246.948 50,963.380	26.037 4,372.046 52,464.555		26.559 4,459.699 53,516.385	27.090 4,548.863 54,586.350	27.903 4,685.379 56,224.545	
19			Mental Health Rehabilitation Worker	HSC	2015	Hourly Monthly Annual	23.187 3,893.484 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495		26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485		

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
20	23-DUAL		Nursing Assistant	CCMB	2015	Hourly Monthly Annual	23.577 3,958.971 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930	28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080	
21	23-DUAL		Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly Monthly Annual	23.577 3,958.971 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930	28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080	
22	23-DUAL		Nursing Assistant (UCA)	SH	2015	Hourly Monthly Annual	23.577 3,958.971 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930	28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080	
23	23-DUAL		Nursing Assistant RT	CCMB	2015	Hourly Monthly Annual	23.577 3,958.971 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930	28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080	
24	23-55ORA		Operating Room Assistant	HSC	2015	Hourly Monthly Annual	27.097 4,550.038 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085		31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760	
25			Ophthalmic Assistant	HSC	1950	Hourly Monthly Annual	22.775 3,700.938 44,411.250	23.445 3,809.813 45,717.750	24.137 3,922.263 47,067.150	24.845 4,037.313 48,447.750	25.577 4,156.263 49,875.150	26.331 4,278.788 51,345.450		26.857 4,364.263 52,371.150	27.395 4,451.688 53,420.250	28.217 4,585.263 55,023.150	
26			OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly Monthly Annual	22.475 3,895.667 46,748.000	23.136 4,010.240 48,122.880	23.816 4,128.107 49,537.280	24.515 4,249.267 50,991.200	25.238 4,374.587 52,495.040	25.982 4,503.547 54,042.560		26.502 4,593.680 55,124.160	27.032 4,685.547 56,226.560	27.843 4,826.120 57,913.440	
27			PACT Support Worker	SH	2080	Hourly Monthly Annual	24.207 4,195.880 50,350.560	24.946 4,323.973 51,887.680	25.785 4,469.400 53,632.800	26.655 4,620.200 55,442.400	27.538 4,773.253 57,279.040	28.405 4,923.533 59,082.400		28.974 5,022.160 60,265.920	29.554 5,122.693 61,472.320	30.441 5,276.440 63,317.280	
28			Patient Transport – Assistant	HSC	2015	Hourly Monthly Annual	21.474 3,605.843 43,270.110	22.102 3,711.294 44,535.530	22.751 3,820.272 45,843.265	23.421 3,932.776 47,193.315	24.109 4,048.303 48,579.635	24.819 4,167.524 50,010.285		25.315 4,250.810 51,009.725	25.822 4,335.944 52,031.330	26.597 4,466.080 53,592.955	
29			Patient Transport Assistant - PIO	HSC	2015	Hourly Monthly Annual	22.884 3,842.605 46,111.260	23.272 3,907.757 46,893.080	23.660 3,972.908 47,674.900	24.046 4,037.724 48,452.690	24.434 4,102.876 49,234.510	24.819 4,167.524 50,010.285		25.315 4,250.810 51,009.725	25.822 4,335.944 52,031.330	26.597 4,466.080 53,592.955	
30			Porter-Aide	SH	2015	Hourly Monthly Annual	21.474 3,605.843 43,270.110	22.102 3,711.294 44,535.530	22.751 3,820.272 45,843.265	23.421 3,932.776 47,193.315	24.109 4,048.303 48,579.635	24.819 4,167.524 50,010.285		25.315 4,250.810 51,009.725	25.822 4,335.944 52,031.330	26.597 4,466.080 53,592.955	
31			Porter-Diagnostic Imaging	SH	2015	Hourly Monthly Annual	21.473 3,605.675 43,268.095	22.101 3,711.126 44,533.515	22.751 3,820.272 45,843.265	23.421 3,932.776 47,193.315	24.109 4,048.303 48,579.635	24.819 4,167.524 50,010.285		25.315 4,250.810 51,009.725	25.822 4,335.944 52,031.330	26.597 4,466.080 53,592.955	
32	23-13CERT		Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly Monthly Annual	23.187 4,019.080 48,228.960	23.867 4,136.947 49,643.360	24.567 4,258.280 51,099.360	25.290 4,383.600 52,603.200	26.033 4,512.387 54,148.640	26.800 4,645.333 55,744.000		27.335 4,738.067 56,856.800	27.882 4,832.880 57,994.560	28.718 4,977.787 59,733.440	
33			Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly Monthly Annual	20.412 3,538.080 42,456.960	21.071 3,652.307 43,827.680	21.663 3,754.920 45,059.040	22.301 3,865.507 46,386.080	22.993 3,985.453 47,825.440		23.452 4,065.013 48,780.160	23.921 4,146.307 49,755.680	24.639 4,270.760 51,249.120		
34			Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly Monthly Annual	21.663 3,754.920 45,059.040	22.301 3,865.507 46,386.080	22.993 3,985.453 47,825.440	23.753 4,117.187 49,406.240	24.456 4,239.040 50,868.480	25.363 4,396.253 52,755.040	26.157 4,533.880 54,406.560		26.680 4,624.533 55,494.400	27.214 4,717.093 56,605.120	28.030 4,858.533 58,302.400
35	23-47CERT		Rehab Assistant - SMHC	SH	2080	Hourly Monthly Annual	25.135 4,356.733 52,280.800	25.984 4,503.893 54,046.720	26.868 4,657.120 55,885.440	27.762 4,812.080 57,744.960	28.621 4,960.973 59,531.680		29.193 5,060.120 60,721.440	29.777 5,161.347 61,936.160	30.670 5,316.133 63,793.600		
36	23-47CERT		Rehabilitation Assistant	HSC	2015	Hourly Monthly Annual	24.322 4,084.069 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710		28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920	
37	23-13CERT		Unit Assistant	HSC	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730	26.748 4,491.435 53,897.220		27.283 4,581.270 54,975.245	27.829 4,672.953 56,075.435	28.664 4,813.163 57,757.960
38			Unit Assistant	CCMB	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730	26.748 4,491.435 53,897.220		27.283 4,581.270 54,975.245	27.829 4,672.953 56,075.435	28.664 4,813.163 57,757.960

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39			Unit Assistant PIO	HSC	2015	Hourly	24.046	24.434	24.819	25.208	25.596	25.982		26.502	27.032	27.843
						Monthly	4,037.724	4,102.876	4,167.524	4,232.843	4,297.995	4,362.811		4,450.128	4,539.123	4,675.304
						Annual	48,452.690	49,234.510	50,010.285	50,794.120	51,575.940	52,353.730		53,401.530	54,469.480	56,103.645

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective Sept 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1		2	Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly Monthly Annual	24.807 4,299.880 51,598.560	25.534 4,425.893 53,110.720	26.382 4,572.880 54,874.560	27.266 4,726.107 56,713.280	28.160 4,881.067 58,572.800	29.019 5,029.960 60,359.520		29.599 5,130.493 61,565.920	30.191 5,233.107 62,797.280	31.097 5,390.147 64,681.760	
2		2	Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly Monthly Annual	21.108 3,658.720 43,904.640	21.700 3,761.333 45,136.000	22.382 3,879.547 46,554.560	23.051 3,995.507 47,946.080	23.757 4,117.880 49,414.560	24.639 4,270.760 51,249.120		25.132 4,356.213 52,274.560	25.635 4,443.400 53,320.800	26.404 4,576.693 54,920.320	
3		2	ACT Support Worker	SH	2080	Hourly Monthly Annual	24.657 4,273.880 51,286.560	25.396 4,401.973 52,823.680	26.235 4,547.400 54,568.800	27.105 4,698.200 56,378.400	27.988 4,851.253 58,215.040	28.855 5,001.533 60,018.400		29.432 5,101.547 61,218.560	30.021 5,203.640 62,443.680	30.922 5,359.813 64,317.760	
4		2	Child Life Assistant	HSC	2015	Hourly Monthly Annual	22.808 3,829.843 45,958.120	23.559 3,955.949 47,471.385	24.335 4,086.252 49,035.025	25.092 4,213.365 50,560.380	25.952 4,357.773 52,293.280	26.762 4,493.786 53,925.430	27.731 4,656.497 55,877.965	28.662 4,812.828 57,753.930	29.235 4,909.044 58,908.525	29.820 5,007.275 60,087.300	30.715 5,157.560 61,890.725
5		2	Child Life Assistant	CCMB	2015	Hourly Monthly Annual	22.808 3,829.843 45,958.120	23.559 3,955.949 47,471.385	24.335 4,086.252 49,035.025	25.092 4,213.365 50,560.380	25.952 4,357.773 52,293.280	26.762 4,493.786 53,925.430	27.731 4,656.497 55,877.965	28.662 4,812.828 57,753.930	29.235 4,909.044 58,908.525	29.820 5,007.275 60,087.300	30.715 5,157.560 61,890.725
6	23-47CERT	1	Communication Disorders Assistant	HSC	2015	Hourly Monthly Annual	24.822 4,168.028 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210		29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945	
7		2	Community Support Worker	HSC	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
8	23-63CW	2	Crisis Worker	SH	2080	Hourly Monthly Annual	24.657 4,273.880 51,286.560	25.396 4,401.973 52,823.680	26.235 4,547.400 54,568.800	27.105 4,698.200 56,378.400	27.988 4,851.253 58,215.040	28.855 5,001.533 60,018.400		29.432 5,101.547 61,218.560	30.021 5,203.640 62,443.680	30.922 5,359.813 64,317.760	
9		2	Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
10		2	Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
11		2	Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly Monthly Annual	22.932 3,850.665 46,207.980	23.312 3,914.473 46,973.680	23.671 3,974.755 47,697.065	24.281 4,077.185 48,926.215	25.195 4,230.660 50,767.925		25.699 4,315.290 51,783.485	26.213 4,401.600 52,819.195	26.999 4,533.582 54,402.985		
12		2	Forensic Program Support Worker	SH	2080	Hourly Monthly Annual	24.657 4,273.880 51,286.560	25.396 4,401.973 52,823.680	26.235 4,547.400 54,568.800	27.105 4,698.200 56,378.400	27.988 4,851.253 58,215.040	28.855 5,001.533 60,018.400		29.432 5,101.547 61,218.560	30.021 5,203.640 62,443.680	30.922 5,359.813 64,317.760	
13	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825	
14	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825	
15	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500		27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825	
16	23-13UNCERT	1	Health Care Aide - Uncertified	HSC	2015	Hourly Monthly Annual	22.385 3,758.815 45,105.775							22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835	
17	23-13UNCERT	1	Health Care Aide - Uncertified	SH	2015	Hourly Monthly Annual	22.385 3,758.815 45,105.775							22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835	
18		2	Lead Hand - Patient Transport	HSC	2015	Hourly Monthly Annual	22.975 3,857.885 46,294.625	23.633 3,968.375 47,620.495	24.315 4,082.894 48,994.725	25.019 4,201.107 50,413.285	25.742 4,322.511 51,870.130	26.487 4,447.609 53,371.305		27.017 4,536.605 54,439.255	27.557 4,627.280 55,527.355	28.384 4,766.147 57,193.760	
19		1	Mental Health Rehabilitation Worker	HSC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995		27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495		

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective Sept 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
20	23-DUAL	2	Nursing Assistant	CCMB	2015	Hourly Monthly Annual	24.027 4,034.534 48,414.405	24.721 4,151.068 49,812.815	25.434 4,270.793 51,249.510	26.168 4,394.043 52,728.520	26.927 4,521.492 54,257.905	27.708 4,652.635 55,831.620	28.512 4,787.640 57,451.680		29.082 4,883.353 58,600.230	29.664 4,981.080 59,772.960	30.554 5,130.526 61,566.310	
21	23-DUAL	2	Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly Monthly Annual	24.027 4,034.534 48,414.405	24.721 4,151.068 49,812.815	25.434 4,270.793 51,249.510	26.168 4,394.043 52,728.520	26.927 4,521.492 54,257.905	27.708 4,652.635 55,831.620	28.512 4,787.640 57,451.680		29.082 4,883.353 58,600.230	29.664 4,981.080 59,772.960	30.554 5,130.526 61,566.310	
22	23-DUAL	2	Nursing Assistant (UCA)	SH	2015	Hourly Monthly Annual	24.027 4,034.534 48,414.405	24.721 4,151.068 49,812.815	25.434 4,270.793 51,249.510	26.168 4,394.043 52,728.520	26.927 4,521.492 54,257.905	27.708 4,652.635 55,831.620	28.512 4,787.640 57,451.680		29.082 4,883.353 58,600.230	29.664 4,981.080 59,772.960	30.554 5,130.526 61,566.310	
23	23-DUAL	2	Nursing Assistant RT	CCMB	2015	Hourly Monthly Annual	24.027 4,034.534 48,414.405	24.721 4,151.068 49,812.815	25.434 4,270.793 51,249.510	26.168 4,394.043 52,728.520	26.927 4,521.492 54,257.905	27.708 4,652.635 55,831.620	28.512 4,787.640 57,451.680		29.082 4,883.353 58,600.230	29.664 4,981.080 59,772.960	30.554 5,130.526 61,566.310	
24	23-55ORA	2	Operating Room Assistant	HSC	2015	Hourly Monthly Annual	27.547 4,625.600 55,507.205	28.348 4,760.102 57,121.220	29.171 4,898.297 58,779.565	30.015 5,040.019 60,480.225	30.892 5,187.282 62,247.380	31.789 5,337.903 64,054.835			32.425 5,444.698 65,336.375	33.074 5,553.676 66,644.110	34.066 5,720.249 68,642.990	
25		2	Ophthalmic Assistant	HSC	1950	Hourly Monthly Annual	23.225 3,774.063 45,288.750	23.895 3,882.938 46,595.250	24.587 3,995.388 47,944.650	25.295 4,110.438 49,325.250	26.027 4,229.388 50,752.650	26.781 4,351.913 52,222.950			27.317 4,439.013 53,268.150	27.863 4,527.738 54,332.850	28.699 4,663.588 55,963.050	
26		2	OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly Monthly Annual	22.925 3,973.667 47,684.000	23.586 4,088.240 49,058.880	24.266 4,206.107 50,473.280	24.965 4,327.267 51,927.200	25.688 4,452.587 53,431.040	26.432 4,581.547 54,978.560			26.961 4,673.240 56,078.880	27.500 4,766.667 57,200.000	28.325 4,909.667 58,916.000	
27		2	PACT Support Worker	SH	2080	Hourly Monthly Annual	24.657 4,273.880 51,286.560	25.396 4,401.973 52,823.680	26.235 4,547.400 54,568.800	27.105 4,698.200 56,378.400	27.988 4,851.253 58,215.040	28.855 5,001.533 60,018.400			29.432 5,101.547 61,218.560	30.021 5,203.640 62,443.680	30.922 5,359.813 64,317.760	
28		2	Patient Transport – Assistant	HSC	2015	Hourly Monthly Annual	21.924 3,681.405 44,176.860	22.552 3,786.857 45,442.280	23.201 3,895.835 46,750.015	23.871 4,008.339 48,100.065	24.559 4,123.865 49,486.385	25.269 4,243.086 50,917.035			25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170	
29		2	Patient Transport Assistant - PIO	HSC	2015	Hourly Monthly Annual	23.334 3,918.168 47,018.010	23.722 3,983.319 47,799.830	24.110 4,048.471 48,581.650	24.496 4,113.287 49,359.440	24.884 4,178.438 50,141.260	25.269 4,243.086 50,917.035			25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170	
30		2	Porter-Aide	SH	2015	Hourly Monthly Annual	21.924 3,681.405 44,176.860	22.552 3,786.857 45,442.280	23.201 3,895.835 46,750.015	23.871 4,008.339 48,100.065	24.559 4,123.865 49,486.385	25.269 4,243.086 50,917.035			25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170	
31		2	Porter-Diagnostic Imaging	SH	2015	Hourly Monthly Annual	21.923 3,681.237 44,174.845	22.551 3,786.689 45,440.265	23.201 3,895.835 46,750.015	23.871 4,008.339 48,100.065	24.559 4,123.865 49,486.385	25.269 4,243.086 50,917.035			25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170	
32	23-13CERT	1	Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly Monthly Annual	23.687 4,105.747 49,268.960	24.367 4,223.613 50,683.360	25.067 4,344.947 52,139.360	25.790 4,470.267 53,643.200	26.533 4,599.053 55,188.640	27.300 4,732.000 56,784.000			27.846 4,826.640 57,919.680	28.403 4,923.187 59,078.240	29.255 5,070.867 60,850.400	
33		2	Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly Monthly Annual	20.862 3,616.080 43,392.960	21.521 3,730.307 44,763.680	22.113 3,832.920 45,995.040	22.751 3,943.507 47,322.080	23.443 4,063.453 48,761.440			23.912 4,144.747 49,736.960	24.390 4,227.600 50,731.200	25.122 4,354.480 52,253.760		
34		2	Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly Monthly Annual	22.113 3,832.920 45,995.040	22.751 3,943.507 47,322.080	23.443 4,063.453 48,761.440	24.203 4,195.187 50,342.240	24.906 4,317.040 51,804.480	25.813 4,474.253 53,691.040	26.607 4,611.880 55,342.560			27.139 4,704.093 56,449.120	27.682 4,798.213 57,578.560	28.512 4,942.080 59,304.960
35	23-47CERT	1	Rehab Assistant - SMHC	SH	2080	Hourly Monthly Annual	25.635 4,443.400 53,320.800	26.484 4,590.560 55,086.720	27.368 4,743.787 56,925.440	28.262 4,898.747 58,784.960	29.121 5,047.640 60,571.680			29.703 5,148.520 61,782.240	30.297 5,251.480 63,017.760	31.206 5,409.040 64,908.480		
36	23-47CERT	1	Rehabilitation Assistant	HSC	2015	Hourly Monthly Annual	24.822 4,168.028 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945	
37	23-13CERT	2	Unit Assistant	HSC	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480	27.198 4,566.998 54,803.970		27.742 4,658.344 55,900.130	28.297 4,751.538 57,018.455	29.146 4,894.099 58,729.190	
38		2	Unit Assistant	CCMB	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480	27.198 4,566.998 54,803.970		27.742 4,658.344 55,900.130	28.297 4,751.538 57,018.455	29.146 4,894.099 58,729.190	

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective Sept 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39		2	Unit Assistant PIO	HSC	2015	Hourly	24.496	24.884	25.269	25.658	26.046	26.432		26.961	27.500	28.325
						Monthly	4,113.287	4,178.438	4,243.086	4,308.406	4,373.558	4,438.373		4,527.201	4,617.708	4,756.240
						Annual	49,359.440	50,141.260	50,917.035	51,700.870	52,482.690	53,260.480		54,326.415	55,412.500	57,074.875

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2026

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2026

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1		2	Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly Monthly Annual	27.301 4,732.173 56,786.080	28.050 4,862.000 58,344.000	28.923 5,013.320 60,159.840	29.834 5,171.227 62,054.720	30.755 5,330.867 63,970.400	31.640 5,484.267 65,811.200		32.273 5,593.987 67,127.840	32.918 5,705.787 68,469.440	33.906 5,877.040 70,524.480	
2		2	Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly Monthly Annual	23.491 4,071.773 48,861.280	24.101 4,177.507 50,130.080	24.803 4,299.187 51,590.240	25.493 4,418.787 53,025.440	26.220 4,544.800 54,537.600	27.128 4,702.187 56,426.240		27.671 4,796.307 57,555.680	28.224 4,892.160 58,705.920	29.071 5,038.973 60,467.680	
3		2	ACT Support Worker	SH	2080	Hourly Monthly Annual	27.147 4,705.480 56,465.760	27.908 4,837.387 58,048.640	28.772 4,987.147 59,845.760	29.668 5,142.453 61,709.440	30.578 5,300.187 63,602.240	31.471 5,454.973 65,459.680		32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920	
4		2	Child Life Assistant	HSC	2015	Hourly Monthly Annual	25.242 4,238.553 50,862.630	26.016 4,368.520 52,422.240	26.815 4,502.685 54,032.225	27.595 4,633.660 55,603.925	28.481 4,782.435 57,389.215	29.315 4,922.477 59,069.725	30.313 5,090.058 61,080.695	31.272 5,251.090 63,013.080	31.897 5,356.038 64,772.455	32.535 5,463.169 65,558.025	33.511 5,627.055 67,524.665
5		2	Child Life Assistant	CCMB	2015	Hourly Monthly Annual	25.242 4,238.553 50,862.630	26.016 4,368.520 52,422.240	26.815 4,502.685 54,032.225	27.595 4,633.660 55,603.925	28.481 4,782.435 57,389.215	29.315 4,922.477 59,069.725	30.313 5,090.058 61,080.695	31.272 5,251.090 63,013.080	31.897 5,356.038 64,772.455	32.535 5,463.169 65,558.025	33.511 5,627.055 67,524.665
6	23-47CERT	1	Communication Disorders Assistant	HSC	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875	
7		2	Community Support Worker	HSC	2015	Hourly Monthly Annual	25.363 4,258.870 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625		29.555 4,962.777 59,553.325	30.146 5,062.016 60,744.190	31.050 5,213.813 62,565.750	
8	23-63CW	2	Crisis Worker	SH	2080	Hourly Monthly Annual	27.147 4,705.480 56,465.760	27.908 4,837.387 58,048.640	28.772 4,987.147 59,845.760	29.668 5,142.453 61,709.440	30.578 5,300.187 63,602.240	31.471 5,454.973 65,459.680		32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920	
9		2	Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	25.363 4,258.870 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625		29.555 4,962.777 59,553.325	30.146 5,062.016 60,744.190	31.050 5,213.813 62,565.750	
10		2	Diagnostic Imaging Assistant	SH	2015	Hourly Monthly Annual	25.363 4,258.870 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625		29.555 4,962.777 59,553.325	30.146 5,062.016 60,744.190	31.050 5,213.813 62,565.750	
11		2	Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly Monthly Annual	25.370 4,260.046 51,120.550	26.131 4,325.701 51,908.415	26.759 4,387.830 52,653.965	27.759 4,493.282 53,919.385	27.701 4,651.460 55,817.515		28.255 4,744.485 56,933.825	28.820 4,839.358 58,072.300	29.685 4,984.606 59,815.275		
12		2	Forensic Program Support Worker	SH	2080	Hourly Monthly Annual	27.147 4,705.480 56,465.760	27.908 4,837.387 58,048.640	28.772 4,987.147 59,845.760	29.668 5,142.453 61,709.440	30.578 5,300.187 63,602.240	31.471 5,454.973 65,459.680		32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920	
13	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125	
14	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125	
15	23-13CERT	1	Health Care Aide	SH	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125	
16	23-13UNCERT	1	Health Care Aide - Uncertified	HSC	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765	
17	23-13UNCERT	1	Health Care Aide - Uncertified	SH	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765	
18		2	Lead Hand - Patient Transport	HSC	2015	Hourly Monthly Annual	25.414 4,267.434 51,209.210	26.092 4,381.282 52,575.380	26.794 4,499.159 53,989.910	27.520 4,621.067 55,452.800	28.264 4,745.997 56,951.960	29.032 4,874.957 58,499.480		29.613 4,972.516 59,670.195	30.205 5,071.923 60,863.075	31.111 5,224.055 62,688.665	
19		1	Mental Health Rehabilitation Worker	HSC	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935		29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435		

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.																	
Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
20	23-DUAL	2	Nursing Assistant	CCMB	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755	31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175	
21	23-DUAL	2	Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755	31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175	
22	23-DUAL	2	Nursing Assistant (UCA)	SH	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755	31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175	
23	23-DUAL	2	Nursing Assistant RT	CCMB	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755	31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175	
24	23-55ORA	2	Operating Room Assistant	HSC	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
25		2	Ophthalmic Assistant	HSC	1950	Hourly Monthly Annual	25.672 4,171.700 50,060.400	26.362 4,283.825 51,405.900	27.075 4,399.688 52,796.250	27.804 4,518.150 54,217.800	28.558 4,640.675 55,688.100	29.334 4,766.775 57,201.300		29.921 4,862.163 58,345.950	30.519 4,959.338 59,512.050	31.435 5,108.188 61,298.250	
26		2	OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly Monthly Annual	25.363 4,396.253 52,755.040	26.044 4,514.293 54,171.520	26.744 4,635.627 55,627.520	27.464 4,760.427 57,125.120	28.209 4,889.560 58,674.720	28.975 5,022.333 60,268.000		29.555 5,122.867 61,474.400	30.146 5,225.307 62,703.680	31.050 5,382.000 64,584.000	
27		2	PACT Support Worker	SH	2080	Hourly Monthly Annual	27.147 4,705.480 56,465.760	27.908 4,837.387 58,048.640	28.772 4,987.147 59,845.760	29.668 5,142.453 61,709.440	30.578 5,300.187 63,602.240	31.471 5,454.973 65,459.680		32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920	
28		2	Patient Transport – Assistant	HSC	2015	Hourly Monthly Annual	24.332 4,085.748 49,028.980	24.979 4,194.390 50,332.685	25.647 4,306.559 51,678.705	26.337 4,422.421 53,069.055	27.046 4,541.474 54,497.690	27.777 4,664.221 55,970.655		28.333 4,757.583 57,090.995	28.900 4,852.792 58,233.500	29.767 4,998.375 59,980.505	
29		2	Patient Transport Assistant - PIO	HSC	2015	Hourly Monthly Annual	25.784 4,329.563 51,954.760	26.184 4,396.730 52,760.760	26.583 4,463.729 53,564.745	26.981 4,530.560 54,366.715	27.381 4,597.726 55,172.715	27.777 4,664.221 55,970.655		28.333 4,757.583 57,090.995	28.900 4,852.792 58,233.500	29.767 4,998.375 59,980.505	
30		2	Porter-Aide	SH	2015	Hourly Monthly Annual	24.332 4,085.748 49,028.980	24.979 4,194.390 50,332.685	25.647 4,306.559 51,678.705	26.337 4,422.421 53,069.055	27.046 4,541.474 54,497.690	27.777 4,664.221 55,970.655		28.333 4,757.583 57,090.995	28.900 4,852.792 58,233.500	29.767 4,998.375 59,980.505	
31		2	Porter-Diagnostic Imaging	SH	2015	Hourly Monthly Annual	24.331 4,085.580 49,026.965	24.978 4,194.223 50,330.670	25.647 4,306.559 51,678.705	26.337 4,422.421 53,069.055	27.046 4,541.474 54,497.690	27.777 4,664.221 55,970.655		28.333 4,757.583 57,090.995	28.900 4,852.792 58,233.500	29.767 4,998.375 59,980.505	
32	23-13CERT	1	Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly Monthly Annual	26.398 4,575.653 54,907.840	27.098 4,696.987 56,363.840	27.819 4,821.960 57,863.520	28.564 4,951.093 59,413.120	29.329 5,083.693 61,004.320	30.119 5,220.627 62,647.520		30.721 5,324.973 63,899.680	31.335 5,431.400 65,176.800	32.275 5,594.333 67,132.000	
33		2	Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly Monthly Annual	23.238 4,027.920 48,335.040	23.917 4,145.613 49,747.360	24.526 4,251.173 51,014.080	25.184 4,365.227 52,382.720	25.896 4,488.640 53,863.680	26.596 4,609.947 55,492.320		26.414 4,578.427 54,941.120	26.942 4,669.947 56,039.360	27.750 4,810.000 57,720.000	
34		2	Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly Monthly Annual	24.526 4,251.173 51,014.080	25.184 4,365.227 52,382.720	25.896 4,488.640 53,863.680	26.679 4,624.360 55,492.320	27.403 4,749.853 56,998.240	28.337 4,911.747 58,940.960	29.155 5,053.533 60,642.400		29.738 5,154.587 61,855.040	30.333 5,257.720 63,092.640	31.243 5,415.453 64,985.440
35	23-47CERT	1	Rehab Assistant - SMHC	SH	2080	Hourly Monthly Annual	28.404 4,923.360 59,080.320	29.279 5,075.027 60,900.320	30.189 5,232.760 62,793.120	31.110 5,392.400 64,708.800	31.995 5,545.800 66,549.600		32.635 5,656.733 67,880.800	33.288 5,769.920 69,239.040	34.287 5,943.080 71,316.960		
36	23-47CERT	1	Rehabilitation Assistant	HSC	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875	
37	23-13CERT	2	Unit Assistant	HSC	2015	Hourly Monthly Annual	25.363 4,258.870 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625	29.764 4,997.872 59,974.460		30.359 5,097.782 61,173.385	30.966 5,199.708 62,396.490	31.895 5,355.702 64,268.425
38		2	Unit Assistant	CCMB	2015	Hourly Monthly Annual	25.363 4,258.870 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625	29.764 4,997.872 59,974.460		30.359 5,097.782 61,173.385	30.966 5,199.708 62,396.490	31.895 5,355.702 64,268.425

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39		2	Unit Assistant PIO	HSC	2015	Hourly	26.981	27.381	27.777	28.178	28.577	28.975		29.555	30.146	31.050
						Monthly	4,530.560	4,597.726	4,664.221	4,731.556	4,798.555	4,865.385		4,962.777	5,062.016	5,213.813
						Annual	54,366.715	55,172.715	55,970.655	56,778.670	57,582.655	58,384.625		59,553.325	60,744.190	62,565.750

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Subject to Minimum Wage Gap Adjustment: \$2.00 increase after application of the general wage increase of 3.0% effective April 1, 2027

² Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027