

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	

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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
19		1	Mental Health Rehabilitation Worker	HSC	2015	Hourly	22.512	23.172	23.851	24.553	25.275			25.781	26.297	27.086
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094			4,329.060	4,415.705	4,548.191
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125			51,948.715	52,988.455	54,578.290

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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	2	Nursing Assistant	CCMB	2015	Hourly Monthly Annual	22.890 3,843.613 46,123.350	23.564 3,956.788 47,481.460	24.256 4,072.987 48,875.840	24.969 4,192.711 50,312.535	25.706 4,316.466 51,797.590	26.464 4,443.747 53,324.960	27.245 4,574.890 54,898.675	27.790 4,666.404 55,996.850	28.346 4,759.766 57,117.190	29.196 4,902.495 58,829.940	
21	23-DUAL	2	Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly Monthly Annual	22.890 3,843.613 46,123.350	23.564 3,956.788 47,481.460	24.256 4,072.987 48,875.840	24.969 4,192.711 50,312.535	25.706 4,316.466 51,797.590	26.464 4,443.747 53,324.960	27.245 4,574.890 54,898.675	27.790 4,666.404 55,996.850	28.346 4,759.766 57,117.190	29.196 4,902.495 58,829.940	
22	23-DUAL	2	Nursing Assistant (UCA)	SH	2015	Hourly Monthly Annual	22.890 3,843.613 46,123.350	23.564 3,956.788 47,481.460	24.256 4,072.987 48,875.840	24.969 4,192.711 50,312.535	25.706 4,316.466 51,797.590	26.464 4,443.747 53,324.960	27.245 4,574.890 54,898.675	27.790 4,666.404 55,996.850	28.346 4,759.766 57,117.190	29.196 4,902.495 58,829.940	
23	23-DUAL	2	Nursing Assistant RT	CCMB	2015	Hourly Monthly Annual	22.890 3,843.613 46,123.350	23.564 3,956.788 47,481.460	24.256 4,072.987 48,875.840	24.969 4,192.711 50,312.535	25.706 4,316.466 51,797.590	26.464 4,443.747 53,324.960	27.245 4,574.890 54,898.675	27.790 4,666.404 55,996.850	28.346 4,759.766 57,117.190	29.196 4,902.495 58,829.940	
24	23-55ORA	2	Operating Room Assistant	HSC	2015	Hourly Monthly Annual	26.308 4,417.552 53,010.620	27.085 4,548.023 54,576.275	27.884 4,682.188 56,186.260	28.704 4,819.880 57,838.560	29.555 4,962.777 59,553.325	30.426 5,109.033 61,308.390		31.035 5,211.294 62,535.525	31.656 5,315.570 63,786.840	32.606 5,475.091 65,701.090	
25		2	Ophthalmic Assistant	HSC	1950	Hourly Monthly Annual	22.112 3,593.200 43,118.400	22.762 3,698.825 44,385.900	23.434 3,808.025 45,696.300	24.121 3,919.663 47,035.950	24.832 4,035.200 48,422.400	25.564 4,154.150 49,849.800		26.075 4,237.188 50,846.250	26.597 4,322.013 51,864.150	27.395 4,451.688 53,420.250	
26		2	OT Technician (Activity)	Eden Mental	2080	Hourly Monthly Annual	21.820 3,782.133 45,385.600	22.462 3,893.413 46,720.960	23.122 4,007.813 48,093.760	23.801 4,125.507 49,506.080	24.503 4,247.187 50,966.240	25.225 4,372.333 52,468.000		25.730 4,459.867 53,518.400	26.245 4,549.133 54,589.600	27.032 4,685.547 56,226.560	
27		2	PACT 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	
28		2	Patient Transport – Assistant	HSC	2015	Hourly Monthly Annual	20.849 3,500.895 42,010.735	21.458 3,603.156 43,237.870	22.088 3,708.943 44,507.320	22.739 3,818.257 45,819.085	23.407 3,930.425 47,165.105	24.096 4,046.120 48,553.440		24.578 4,127.056 49,524.670	25.070 4,209.671 50,516.050	25.822 4,335.944 52,031.330	
29		2	Patient Transport Assistant - PIO	HSC	2015	Hourly Monthly Annual	22.217 3,730.605 44,767.255	22.594 3,793.909 45,526.910	22.971 3,857.214 46,286.565	23.346 3,920.183 47,042.190	23.722 3,983.319 47,799.830	24.096 4,046.120 48,553.440		24.578 4,127.056 49,524.670	25.070 4,209.671 50,516.050	25.822 4,335.944 52,031.330	
30		2	Porter-Aide	SH	2015	Hourly Monthly Annual	20.849 3,500.895 42,010.735	21.458 3,603.156 43,237.870	22.088 3,708.943 44,507.320	22.739 3,818.257 45,819.085	23.407 3,930.425 47,165.105	24.096 4,046.120 48,553.440		24.578 4,127.056 49,524.670	25.070 4,209.671 50,516.050	25.822 4,335.944 52,031.330	
31		2	Porter-Diagnostic Imaging	SH	2015	Hourly Monthly Annual	20.848 3,500.727 42,008.720	21.457 3,602.988 43,235.855	22.088 3,708.943 44,507.320	22.739 3,818.257 45,819.085	23.407 3,930.425 47,165.105	24.096 4,046.120 48,553.440		24.578 4,127.056 49,524.670	25.070 4,209.671 50,516.050	25.822 4,335.944 52,031.330	
32	23-13CERT	1	Psych Nurse Assistant 2 - SN2	Eden Mental	2080	Hourly Monthly Annual	22.512 3,902.080 46,824.960	23.172 4,016.480 48,197.760	23.851 4,134.173 49,610.080	24.553 4,255.853 51,070.240	25.275 4,381.000 52,572.000	26.019 4,509.960 54,119.520		26.539 4,600.093 55,201.120	27.070 4,692.133 56,305.600	27.882 4,832.880 57,994.560	
33		2	Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly Monthly Annual	19.817 3,434.947 41,219.360	20.457 3,545.880 42,550.560	21.032 3,645.547 43,746.560	21.651 3,752.840 45,034.080	22.323 3,869.320 46,431.840		22.769 3,946.627 47,359.520	23.224 4,025.493 48,305.920	23.921 4,146.307 49,755.680		
34		2	Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly Monthly Annual	21.032 3,645.547 43,746.560	21.651 3,752.840 45,034.080	22.323 3,869.320 46,431.840	23.061 3,997.240 47,966.880	23.744 4,115.627 49,387.520	24.624 4,268.160 51,217.920	25.395 4,401.800 52,821.600		25.903 4,489.853 53,878.240	26.421 4,579.640 54,955.680	27.214 4,717.093 56,605.120
35	23-47CERT	1	Rehab Assistant - SMHC	SH	2080	Hourly Monthly Annual	24.403 4,229.853 50,758.240	25.227 4,372.680 52,472.160	26.085 4,521.400 54,256.800	26.953 4,671.853 56,062.240	27.787 4,816.413 57,796.960		28.343 4,912.787 58,953.440	28.910 5,011.067 60,132.800	29.777 5,161.347 61,936.160		
36	23-47CERT	1	Rehabilitation 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	
37	23-13CERT	2	Unit Assistant	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	25.969 4,360.628 52,327.535		26.488 4,447.777 53,373.320	27.018 4,536.773 54,441.270	27.829 4,672.953 56,075.435

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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

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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