



L79 Harmonization/Job Evaluation/Pay Equity
2005-2008 HFA
Wage Rates

		31-Dec-04				2005 with Negotiated Increase (New Steps + 2.75%, eff. Jan. 1)				2006 with Negotiated Increase (2005 + 3%, eff. Jan. 1)				2007 with Negotiated Increase (2006 + 3.25%, eff. Jan. 1)				2008 with Negotiated Increase (2007 + 3.25%, eff. Apr. 1)				2008 with Negotiated Increase (2008 + 0.75%, eff. Dec. 31)			
A	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X				
Harmonized Classification	Wage Grade	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Wage Grade 1	1	\$16.21	\$16.71	\$17.23	\$17.76	\$16.66	\$17.17	\$ 17.70	\$18.25	\$17.16	\$17.69	\$18.23	\$18.80	\$17.72	\$18.27	\$18.82	\$19.41	\$18.30	\$18.86	\$19.43	\$20.04	\$18.44	\$19.00	\$19.58	\$20.19
Laundry Services Worker	2	\$17.09	\$17.62	\$18.17	\$18.73	\$17.56	\$18.10	\$18.67	\$19.25	\$18.09	\$18.64	\$19.23	\$19.83	\$18.68	\$19.25	\$19.85	\$20.47	\$19.29	\$19.88	\$20.50	\$21.14	\$ 19.43	\$ 20.03	\$ 20.65	\$ 21.30
Cleaner Heavy Duty	3	\$18.03	\$18.59	\$19.17	\$19.76	\$18.53	\$19.10	\$19.70	\$20.30	\$19.09	\$19.67	\$20.29	\$20.91	\$19.71	\$20.31	\$20.95	\$21.59	\$20.35	\$20.97	\$21.63	\$22.29	\$ 20.50	\$ 21.13	\$ 21.79	\$ 22.46
Food Services Worker	3	\$18.03	\$18.59	\$19.17	\$19.76	\$18.53	\$19.10	\$19.70	\$20.30	\$19.09	\$19.67	\$20.29	\$20.91	\$19.71	\$20.31	\$20.95	\$21.59	\$20.35	\$20.97	\$21.63	\$22.29	\$ 20.50	\$ 21.13	\$ 21.79	\$ 22.46
Wage Grade 4	4	\$19.03	\$19.62	\$20.22	\$20.85	\$19.55	\$20.16	\$20.78	\$21.42	\$20.14	\$20.76	\$21.40	\$22.06	\$20.79	\$21.43	\$22.10	\$22.78	\$21.47	\$22.13	\$22.82	\$23.52	\$ 21.63	\$ 22.30	\$ 22.99	\$ 23.70
Cook	5	\$20.08	\$20.70	\$21.34	\$22.00	\$20.63	\$21.27	\$21.93	\$22.61	\$21.25	\$21.91	\$22.59	\$23.29	\$21.94	\$22.62	\$23.32	\$24.05	\$22.65	\$23.36	\$24.08	\$24.83	\$ 22.82	\$ 23.54	\$ 24.26	\$ 25.02
Practical Care Aide	5	\$20.08	\$20.70	\$21.34	\$22.00	\$20.63	\$21.27	\$21.93	\$22.61	\$21.25	\$21.91	\$22.59	\$23.29	\$21.94	\$22.62	\$23.32	\$24.05	\$22.65	\$23.36	\$24.08	\$24.83	\$ 22.82	\$ 23.54	\$ 24.26	\$ 25.02
Complementary Care Assistant	6	\$21.18	\$21.84	\$22.51	\$23.21	\$21.76	\$22.44	\$23.13	\$23.85	\$22.41	\$23.11	\$23.82	\$24.57	\$23.14	\$23.86	\$24.59	\$25.37	\$23.89	\$24.64	\$25.39	\$26.19	\$ 24.07	\$ 24.82	\$ 25.58	\$ 26.39
Support Assistant C	6	\$21.18	\$21.84	\$22.51	\$23.21	\$21.76	\$22.44	\$23.13	\$23.85	\$22.41	\$23.11	\$23.82	\$24.57	\$23.14	\$23.86	\$24.59	\$25.37	\$23.89	\$24.64	\$25.39	\$26.19	\$ 24.07	\$ 24.82	\$ 25.58	\$ 26.39
Recreation Services Assistant	7	\$22.34	\$23.03	\$23.75	\$24.48	\$22.95	\$23.66	\$24.40	\$25.15	\$23.64	\$24.37	\$25.13	\$25.90	\$24.41	\$25.16	\$25.95	\$26.74	\$25.20	\$25.98	\$26.79	\$27.61	\$ 25.39	\$ 26.17	\$ 26.99	\$ 27.82
Rehabilitation Assistant	8	\$23.57	\$24.30	\$25.06	\$25.83	\$24.22	\$24.97	\$25.75	\$26.54	\$24.95	\$25.72	\$26.52	\$27.34	\$25.76	\$26.56	\$27.38	\$28.23	\$26.60	\$27.42	\$28.27	\$29.15	\$ 26.80	\$ 27.63	\$ 28.48	\$ 29.37
Registered Practical Nurse Public Health	8	\$23.57	\$24.30	\$25.06	\$25.83	\$24.22	\$24.97	\$25.75	\$26.54	\$24.95	\$25.72	\$26.52	\$27.34	\$25.76	\$26.56	\$27.38	\$28.23	\$26.60	\$27.42	\$28.27	\$29.15	\$ 26.80	\$ 27.63	\$ 28.48	\$ 29.37
Coordinator Day Centre Caseworker Community Based Services	10	\$24.87	\$25.64	\$26.43	\$27.25	\$25.55	\$26.35	\$27.16	\$28.00	\$26.32	\$27.14	\$27.97	\$28.84	\$27.18	\$28.02	\$28.88	\$29.78	\$28.06	\$28.93	\$29.82	\$30.75	\$ 28.27	\$ 29.15	\$ 30.04	\$ 30.98
Registered Nurse Intern Homes	11	\$27.68	\$28.54	\$29.42	\$30.33	\$28.44	\$29.32	\$30.23	\$31.16	\$29.29	\$30.20	\$31.14	\$32.09	\$30.24	\$31.18	\$32.15	\$33.13	\$31.22	\$32.19	\$33.19	\$34.21	\$ 31.45	\$ 32.43	\$ 33.44	\$ 34.47
Counsellor	12	\$29.21	\$30.11	\$31.04	\$32.00	\$30.01	\$30.94	\$31.89	\$32.88	\$30.91	\$31.87	\$32.85	\$33.87	\$31.91	\$32.91	\$33.92	\$34.97	\$32.95	\$33.98	\$35.02	\$36.11	\$ 33.20	\$ 34.23	\$ 35.28	\$ 36.38
Registered Nurse Homes & Hostels	12	\$29.21	\$30.11	\$31.04	\$32.00	\$30.01	\$30.94	\$31.89	\$32.88	\$30.91	\$31.87	\$32.85	\$33.87	\$31.91	\$32.91	\$33.92	\$34.97	\$32.95	\$33.98	\$35.02	\$36.11	\$ 33.20	\$ 34.23	\$ 35.28	\$ 36.38
Wage Grade 13	13	\$30.81	\$31.76	\$32.75	\$33.76	\$31.66	\$32.63	\$33.65	\$34.69	\$32.61	\$33.61	\$34.66	\$35.73	\$33.67	\$34.70	\$35.79	\$36.89	\$34.76	\$35.83	\$36.95	\$38.09	\$ 35.02	\$ 36.10	\$ 37.23	\$ 38.38
Wage Grade 14	14	\$32.51	\$33.51	\$34.55	\$35.62	\$33.40	\$34.43	\$35.50	\$36.60	\$34.40	\$35.46	\$36.57	\$37.70	\$35.52	\$36.61	\$37.76	\$38.93	\$36.67	\$37.80	\$38.99	\$40.20	\$ 36.95	\$ 38.08	\$ 39.28	\$ 40.50
Wage Grade 15	15	\$34.30	\$35.36	\$36.45	\$37.58	\$35.24	\$36.33	\$37.45	\$38.61	\$36.30	\$37.42	\$38.57	\$39.77	\$37.48	\$38.64	\$39.82	\$41.06	\$38.70	\$39.90	\$41.11	\$42.39	\$ 38.99	\$ 40.20	\$ 41.42	\$ 42.71
Wage Grade 16	16	\$36.18	\$37.30	\$38.45	\$39.64	\$37.18	\$38.33	\$39.51	\$40.73	\$38.30	\$39.48	\$40.70	\$41.95	\$39.54	\$40.76	\$42.02	\$43.31	\$40.83	\$42.08	\$43.39	\$44.72	\$ 41.14	\$ 42.40	\$ 43.72	\$ 45.06
Wage Grade 17	17	\$38.17	\$39.35	\$40.57	\$41.82	\$39.22	\$40.43	\$41.69	\$42.97	\$40.40	\$41.64	\$42.94	\$44.26	\$41.71	\$42.99	\$44.34	\$45.70	\$43.07	\$44.39	\$45.78	\$47.19	\$ 43.39	\$ 44.72	\$ 46.12	\$ 47.54
Wage Grade 18	18	\$40.27	\$41.51	\$42.80	\$44.12	\$41.38	\$42.65	\$43.98	\$45.33	\$42.62	\$43.93	\$45.30	\$46.69	\$44.01	\$45.36	\$46.77	\$48.21	\$45.44	\$46.83	\$48.29	\$49.78	\$ 45.78	\$ 47.18	\$ 48.65	\$ 50.15
Wage Grade 19	19	\$42.48	\$43.80	\$45.15	\$46.55	\$43.65	\$45.01	\$46.39	\$47.83	\$44.96	\$46.35	\$47.78	\$49.27	\$46.42	\$47.86	\$49.33	\$50.87	\$47.93	\$49.42	\$50.94	\$52.52	\$48.29	\$49.79	\$51.32	\$52.91
Wage Grade 20	20	\$44.82	\$46.21	\$47.64	\$49.11	\$46.05	\$47.48	\$48.95	\$50.46	\$47.43	\$48.90	\$50.42	\$51.97	\$48.97	\$50.49	\$52.06	\$53.66	\$50.56	\$52.13	\$53.75	\$55.40	\$ 50.94	\$ 52.52	\$ 54.15	\$ 55.82