

## HSAS Wage Schedule

		April 1, 2023					Comments
Classification		Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Addictions Counsellor</b>							
	Diploma						
	Base	\$29.303	\$30.476	\$31.695	\$32.965	\$35.840	
	MA	\$29.584	\$30.769	\$31.999	\$33.281	\$36.176	
	Diploma Senior						
	Base	\$31.647	\$32.913	\$34.230	\$35.599	\$38.708	
	MA	\$31.953	\$33.232	\$34.561	\$35.942	\$39.072	
	Degree						
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MA	\$34.509	\$35.888	\$37.327	\$38.819	\$42.199	
	Degree Senior						
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
	MA	\$37.272	\$38.763	\$40.316	\$41.924	\$45.575	
<b>Assessor Coordinator</b>							
	Degree	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805
		MA	\$36.721	\$38.188	\$39.719	\$41.306	\$44.902
	Degree Senior						
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
	MA	\$39.658	\$41.244	\$42.897	\$44.609	\$48.494	
<b>Audiologist</b>							
	Masters						
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
	MA	\$40.476	\$42.096	\$43.779	\$45.528	\$49.493	
	Masters Senior						
	Base	\$43.056	\$44.781	\$46.571	\$48.435	\$52.664	
	MA	\$43.713	\$45.464	\$47.281	\$49.174	\$53.455	
<b>Child Life Therapist</b>							
	Degree						
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	Degree Senior						
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
<b>Dental Hygienist</b>							New Classification
	Diploma						
	Base	\$29.303	\$30.476	\$31.695	\$32.965	\$35.840	
	New MA	\$32.233	\$33.524	\$34.865	\$36.262	\$39.424	
	Diploma Senior						
	Base	\$31.647	\$32.913	\$34.230	\$35.599	\$38.708	
	New MA	\$34.812	\$36.206	\$37.654	\$39.163	\$42.578	
<b>Dental Therapist</b>							
	Diploma						
	Base	\$29.303	\$30.476	\$31.695	\$32.965	\$35.840	
	MS	\$30.208	\$31.418	\$32.674	\$33.983	\$36.920	
	Diploma Senior						
	Base	\$31.647	\$32.913	\$34.230	\$35.599	\$38.708	
	MS	\$32.624	\$33.930	\$35.287	\$36.699	\$39.875	

## HSAS Wage Schedule

		April 1, 2023					Comments
Classification		Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Dietitian</b>							
Degree							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MA	\$36.171	\$37.616	\$39.124	\$40.688	\$44.230	
Degree Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
	MA	\$39.064	\$40.627	\$42.255	\$43.941	\$47.768	
Masters							
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
	MA	\$42.189	\$43.878	\$45.632	\$47.455	\$51.588	
Masters Senior							
	Base	\$43.056	\$44.781	\$46.571	\$48.435	\$52.664	
	MA	\$45.563	\$47.388	\$49.282	\$51.255	\$55.717	
<b>Emergency Medical Services</b>							
EMT/PCP							
	Base	\$27.132	\$28.222	\$29.348	\$30.521	\$33.187	
	MA	\$29.021	\$30.184	\$31.390	\$32.645	\$35.488	
MS Effective July 15, 2014	MS	\$29.909	\$31.106	\$32.349	\$33.643	\$36.572	
EMT/PCP Coordinator							
	Base	\$29.303	\$30.476	\$31.695	\$32.965	\$35.840	
	MA	\$31.343	\$32.598	\$33.901	\$35.259	\$38.326	
MS Effective July 15, 2014	MS	\$32.302	\$33.595	\$34.938	\$36.336	\$39.497	
EMTA/ICP							
	Base	\$29.303	\$30.476	\$31.695	\$32.965	\$35.840	
	MA	\$31.343	\$32.598	\$33.901	\$35.259	\$38.326	
MS Effective July 15, 2014	MS	\$32.302	\$33.595	\$34.938	\$36.336	\$39.497	
EMTA/ICP Coordinator							
	Base	\$31.647	\$32.913	\$34.230	\$35.599	\$38.708	
	MA	\$33.851	\$35.206	\$36.614	\$38.077	\$41.393	
MS Effective July 15, 2014	MS	\$34.886	\$36.281	\$37.732	\$39.241	\$42.658	
EMTP/ACP							
	Base	\$31.647	\$32.913	\$34.230	\$35.599	\$38.708	
	MS	\$32.848	\$34.161	\$35.529	\$36.949	\$40.141	
	MA	\$35.293	\$36.706	\$38.174	\$39.700	\$43.123	
New Market Adjustment	MA	\$36.431	\$37.889	\$39.405	\$40.980	\$44.513	
Effective March 26, 2022	New MS	\$39.654	\$41.241	\$42.891	\$44.605	\$48.451	New Market Supplement
EMTP/ACP Coordinator							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MS	\$35.478	\$36.893	\$38.374	\$39.908	\$43.352	
	MA	\$38.117	\$39.640	\$41.229	\$42.877	\$46.574	
New Market Adjustment	MA	\$39.346	\$40.918	\$42.558	\$44.259	\$48.075	
Effective March 26, 2022	New MS	\$42.826	\$44.541	\$46.323	\$48.174	\$52.327	New Market Supplement

## HSAS Wage Schedule

		April 1, 2023					Comments
Classification		Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Emergency Medical Services - EMD</b>							
	EMD						
		Base	\$27.132	\$28.222	\$29.348	\$30.521	\$33.187
		MA	\$29.021	\$30.184	\$31.390	\$32.645	\$35.488
	EMD Coordinator						
		Base	\$29.303	\$30.476	\$31.695	\$32.965	\$35.840
		MA	\$31.343	\$32.598	\$33.901	\$35.259	\$38.326
<b>Epidemiologist</b>							
	Epidemiologist, Public Health Services						
		Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761
		MA	\$43.340	\$45.075	\$46.877	\$48.750	\$52.995
	Epidemiologist Senior						
		Base	\$43.056	\$44.781	\$46.571	\$48.435	\$52.664
		MA	\$46.807	\$48.681	\$50.627	\$52.653	\$57.237
<b>Exercise/Conditioning Therapist</b>							
	Degree						
		Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805
		MA	\$36.058	\$37.499	\$39.003	\$40.562	\$44.093
	Degree Senior						
		Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149
		MA	\$38.943	\$40.501	\$42.124	\$43.805	\$47.620
<b>Genetics Assistant</b>							
	Degree	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805
<b>Genetics Counsellor</b>							
	Masters	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761
<b>Health Educator</b>							
	Staff						
		Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805
		MA	\$36.518	\$37.977	\$39.500	\$41.079	\$44.655
	Senior						
		Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149
		MA	\$39.440	\$41.018	\$42.661	\$44.363	\$48.226
<b>Infection Control Practitioner</b>							
		Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805
		MS	\$44.356	\$46.129	\$47.977	\$49.895	\$53.200
<b>Infection Control Practitioner Senior</b>							
		Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149
		MS	\$47.904	\$49.821	\$51.816	\$53.885	\$57.456
<b>Mental Health Therapist</b>							
	Staff						
		Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805
		MA	\$35.546	\$36.966	\$38.448	\$39.985	\$43.466
	Senior						
		Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149
		MA	\$38.389	\$39.925	\$41.525	\$43.182	\$46.943

## HSAS Wage Schedule

		April 1, 2023					Comments	
Classification		Step 1	Step 2	Step 3	Step 4	Step 5		
<b>Midwife</b>								
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805		
	MA	\$49.181	\$51.142	\$53.195	\$55.323	\$60.150		
<b>Music Therapist</b>								
	Degree							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805		
	Degree Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149		
<b>Nutritionist</b>								
	Degree							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805		
	MA	\$36.171	\$37.616	\$39.124	\$40.688	\$44.230		
	Degree Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149		
	MA	\$39.064	\$40.627	\$42.255	\$43.941	\$47.768		
<b>Occupational Therapist</b>								
	Degree							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805		
	MS	\$34.967	\$36.361	\$37.821	\$39.333	\$42.742		
	MA	\$36.458	\$37.915	\$39.435	\$41.011	\$44.582		
	Effective March 1, 2022	New MS	\$38.247	\$39.776	\$41.371	\$43.024	\$46.770	New Market Supplement
	Degree Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149		
	MS	\$37.764	\$39.275	\$40.848	\$42.478	\$46.162		
	MA	\$39.375	\$40.950	\$42.591	\$44.291	\$48.148		
	Effective March 1, 2022	New MS	\$41.307	\$42.958	\$44.681	\$46.466	\$50.511	New Market Supplement
	Masters/Research							
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761		
	MS	\$40.783	\$42.416	\$44.113	\$45.875	\$49.854		
	MA	\$42.526	\$44.228	\$45.996	\$47.833	\$51.999		
	Effective March 1, 2022	New MS	\$44.612	\$46.394	\$48.256	\$50.183	\$54.552	New Market Supplement
	Masters/Research Senior							
	Base	\$43.056	\$44.781	\$46.571	\$48.435	\$52.664		
	MS	\$44.046	\$45.810	\$47.642	\$49.548	\$53.845		
	MA	\$45.926	\$47.765	\$49.675	\$51.663	\$56.161		
	Effective March 1, 2022	New MS	\$48.180	\$50.105	\$52.116	\$54.198	\$58.917	New Market Supplement
<b>Orthoptist</b>								
	Clinician							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805		
	MA	\$35.228	\$36.635	\$38.104	\$39.627	\$43.077		
	Clinician Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149		
	MA	\$38.046	\$39.568	\$41.153	\$42.795	\$46.522		
	Instructor							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149		
	MA	\$38.046	\$39.568	\$41.153	\$42.795	\$46.522		

## HSAS Wage Schedule

Classification		April 1, 2023					Comments
		Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Orthotist</b>							
Certified							
	Base	\$29.303	\$30.476	\$31.695	\$32.965	\$35.840	
Effective December 13, 2013	MS	\$43.419	\$45.159	\$46.963	\$48.843	\$52.774	
Senior							
	Base	\$31.647	\$32.913	\$34.230	\$35.599	\$38.708	
Effective December 13, 2013	MS	\$46.895	\$48.770	\$50.721	\$52.750	\$56.998	
<b>Perfusionist</b>							
Certified							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
Effective July 5, 2010	MS	\$42.348	\$44.039	\$45.805	\$47.637	\$51.660	
	MA	\$42.590	\$44.292	\$46.067	\$47.908	\$51.955	
Effective December 21, 2018	MS	\$46.217	\$48.064	\$49.990	\$51.988	\$56.379	
Effective December 21, 2022	New MS	\$50.839	\$52.870	\$54.989	\$57.187	\$62.017	New Market Supplement
Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
Effective July 5, 2010	MS	\$45.736	\$47.566	\$49.470	\$51.445	\$55.792	
	MA	\$45.997	\$47.837	\$49.753	\$51.739	\$56.111	
Effective December 21, 2018	MS	\$49.915	\$51.909	\$53.990	\$56.146	\$60.889	
Effective December 21, 2022	New MS	\$54.906	\$57.100	\$59.388	\$61.762	\$66.978	New Market Supplement
<b>Pharmacist</b>							
<b>Pharm D/Degree</b>							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MS	\$46.411	\$47.726	\$49.088	\$50.488	\$53.986	
	MA	\$48.275	\$49.655	\$51.080	\$52.542	\$56.154	
Effective March 1, 2022	New MS	\$51.369	\$52.837	\$54.353	\$55.908	\$59.751	New Market Supplement
<b>Pharm D/Degree Senior</b>							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
	MS	\$50.123	\$51.547	\$53.015	\$54.524	\$58.304	
	MA	\$52.138	\$53.630	\$55.168	\$56.744	\$60.646	
Effective March 1, 2022	New MS	\$55.479	\$57.064	\$58.701	\$60.380	\$64.530	New Market Supplement
<b>Masters</b>							
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
	MS	\$54.132	\$55.671	\$57.253	\$58.884	\$62.968	
	MA	\$56.262	\$57.873	\$59.529	\$61.232	\$65.496	
Effective March 1, 2022	New MS	\$59.917	\$61.629	\$63.397	\$65.210	\$69.693	New Market Supplement

## HSAS Wage Schedule

		April 1, 2023					Comments
Classification		Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Physical Therapist</b>							
Degree							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MA	\$36.549	\$38.009	\$39.533	\$41.113	\$44.796	
Effective September 26, 2012	MS	\$37.912	\$39.426	\$41.007	\$42.646	\$46.467	
Effective November 12, 2022	New MS	\$40.187	\$41.792	\$43.467	\$45.205	\$49.255	New Market Supplement
Degree Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
	MA	\$39.473	\$41.052	\$42.697	\$44.401	\$48.379	
Effective September 26, 2012	MS	\$40.944	\$42.582	\$44.288	\$46.056	\$50.183	
Effective November 12, 2022	New MS	\$43.402	\$45.135	\$46.944	\$48.821	\$53.195	New Market Supplement
Masters/Research							
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
	MA	\$42.630	\$44.337	\$46.110	\$47.952	\$52.248	
Effective September 26, 2012	MS	\$44.220	\$45.991	\$47.830	\$49.741	\$54.198	
Effective November 12, 2022	New MS	\$46.874	\$48.746	\$50.700	\$52.727	\$57.451	New Market Supplement
Masters/Research Senior							
	Base	\$43.056	\$44.781	\$46.571	\$48.435	\$52.664	
	MA	\$46.040	\$47.884	\$49.798	\$51.791	\$56.430	
Effective September 26, 2012	MS	\$47.757	\$49.670	\$51.655	\$53.722	\$58.535	
Effective November 12, 2022	New MS	\$50.624	\$52.646	\$54.756	\$56.945	\$62.047	New Market Supplement
<b>Physician Assistant</b>							New Classification
Degree							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MA	\$51.102	\$53.140	\$55.273	\$57.484	\$62.500	
<b>Prosthetist</b>							
Certified							
	Base	\$29.303	\$30.476	\$31.695	\$32.965	\$35.840	
Effective December 13, 2013	MS	\$43.419	\$45.159	\$46.963	\$48.843	\$52.774	
Senior							
	Base	\$31.647	\$32.913	\$34.230	\$35.599	\$38.708	
Effective December 13, 2013	MS	\$46.895	\$48.770	\$50.721	\$52.750	\$56.998	
<b>Psychologist</b>							
Masters							
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
	MA	\$43.340	\$45.075	\$46.877	\$48.750	\$52.995	
Effective June 11, 2012	MS	\$44.093	\$45.858	\$47.691	\$49.597	\$53.916	
Masters Senior							
	Base	\$43.056	\$44.781	\$46.571	\$48.435	\$52.664	
	MA	\$46.807	\$48.681	\$50.627	\$52.653	\$57.237	
Effective June 11, 2012	MS	\$47.619	\$49.526	\$51.506	\$53.567	\$58.230	
PhD							
	Base	\$50.220	\$52.229	\$54.319	\$56.494	\$61.424	
	MS	\$53.178	\$55.306	\$57.519	\$59.821	\$64.955	
	MA	\$54.721	\$56.910	\$59.188	\$61.556	\$66.759	
Effective March 1, 2020	New MS	\$56.568	\$58.831	\$61.186	\$63.634	\$69.012	New Market Supplement
PhD Senior							
	Base	\$54.241	\$56.410	\$58.666	\$61.011	\$66.340	
	MS	\$57.436	\$59.732	\$62.122	\$64.605	\$70.153	
	MA	\$59.101	\$61.463	\$63.923	\$66.479	\$72.100	
Effective March 1, 2020	New MS	\$61.096	\$63.538	\$66.081	\$68.723	\$74.533	New Market Supplement

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		April 1, 2023					Comments
Classification		Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Psychometrician</b>							
Degree							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MA	\$36.420	\$37.875	\$39.394	\$40.968	\$44.535	
Degree Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
	MA	\$39.334	\$40.907	\$42.546	\$44.244	\$48.097	
Masters							
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
	MA	\$42.480	\$44.181	\$45.947	\$47.782	\$51.943	
Masters Senior							
	Base	\$43.056	\$44.781	\$46.571	\$48.435	\$52.664	
	MA	\$45.877	\$47.714	\$49.622	\$51.608	\$56.101	
<b>Public Health Inspector</b>							
Degree							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MS	\$37.084	\$38.563	\$40.111	\$41.714	\$45.268	
Effective January 29, 2021	New MS	\$38.137	\$39.658	\$41.250	\$42.899	\$46.554	New Market Supplement
Degree Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
	MS	\$40.049	\$41.651	\$43.320	\$45.049	\$48.889	
Effective January 29, 2021	New MS	\$41.189	\$42.832	\$44.550	\$46.330	\$50.277	New Market Supplement
<b>Public Health Supervisor</b>							
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
	MS	\$43.252	\$44.984	\$46.783	\$48.652	\$52.800	
<b>Recreation Therapist</b>							
Diploma							
	Base	\$29.303	\$30.476	\$31.695	\$32.965	\$35.840	
	MA	\$31.570	\$32.834	\$34.147	\$35.515	\$38.604	
Diploma Senior							
	Base	\$31.647	\$32.913	\$34.230	\$35.599	\$38.708	
	MA	\$34.096	\$35.461	\$36.880	\$38.354	\$41.694	
Degree							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MA	\$36.826	\$38.297	\$39.833	\$41.425	\$45.031	
Degree Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
	MA	\$39.772	\$41.363	\$43.020	\$44.737	\$48.633	

## HSAS Wage Schedule

		April 1, 2023					Comments
Classification		Step 1	Step 2	Step 3	Step 4	Step 5	
<b>Respiratory Therapist</b>							
	Diploma						
	Base	\$29.303	\$30.476	\$31.695	\$32.965	\$35.840	
	MA	\$33.897	\$35.254	\$36.663	\$38.131	\$41.350	
	Effective May 27, 2012	MS	\$34.491	\$35.872	\$37.306	\$38.800	\$42.075
	Effective November 12, 2020	MS	\$36.459	\$37.919	\$39.435	\$41.014	\$44.475
	Effective October 18, 2022	New MS	\$38.647	\$40.194	\$41.801	\$43.475	\$47.144
	Diploma Senior						
	Base	\$31.647	\$32.913	\$34.230	\$35.599	\$38.708	
	MA	\$36.607	\$38.072	\$39.595	\$41.178	\$44.659	
	Effective May 27, 2012	MS	\$37.248	\$38.739	\$40.289	\$41.900	\$45.442
	Effective November 12, 2020	MS	\$39.376	\$40.952	\$42.591	\$44.295	\$48.034
	Effective October 18, 2022	New MS	\$41.739	\$43.410	\$45.145	\$46.953	\$50.916
<b>Social Worker</b>							
	BSW						
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MA	\$35.137	\$36.541	\$38.006	\$39.525	\$42.966	
	BSW Senior						
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
	MA	\$37.949	\$39.467	\$41.048	\$42.686	\$46.403	
	MSW						
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
	MA	\$40.983	\$42.624	\$44.328	\$46.099	\$50.114	
	MSW Senior						
	Base	\$43.056	\$44.781	\$46.571	\$48.435	\$52.664	
	MA	\$44.261	\$46.034	\$47.874	\$49.790	\$54.125	
<b>Speech Language Pathologist</b>							
	Masters						
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
	MA	\$40.476	\$42.096	\$43.779	\$45.528	\$49.493	
	Effective December 13, 2022	New MS	\$43.309	\$45.043	\$46.844	\$48.715	\$52.958
	Masters Senior						
	Base	\$43.056	\$44.781	\$46.571	\$48.435	\$52.664	
	MA	\$43.713	\$45.464	\$47.281	\$49.174	\$53.455	
	Effective December 13, 2022	New MS	\$46.774	\$48.646	\$50.592	\$52.612	\$57.195
							New Market Supplement