

## Pay Rates, Back Pay, and Additional Lump Sum - If Approved

	(A) - Pay Rates					(B) - Back Pay / Lump Sum - 31 December 2019 to 6 March 2022			(C) - Back Pay 7 March 2022 to 7 August 2023**	(D) - Total Additional Lump Sum & Backpay
	Step	Salary prior to RN step 7 intro	MECA rates - 30 December 2019	Proposed Pay Equity rates - 7 March 2022	Difference	Back pay 'owed' on proposed rates	Lump sum - \$10K already paid and \$15K proposed	Difference	Due	Due
<b>Registered &amp; Community Nurses</b>	Step 1		\$54,034	\$69,566	28.74%	\$24,261	\$25,000	\$739	\$4,244	\$19,244
	Step 2		\$58,491	\$75,304	28.74%	\$26,502	\$25,000	-\$1,502	\$4,594	\$19,594
	Step 3		\$62,138	\$79,999	28.74%	\$28,335	\$25,000	-\$3,335	\$4,880	\$19,880
	Step 4		\$65,652	\$84,523	28.74%	\$30,101	\$25,000	-\$5,101	\$5,156	\$20,156
	Step 5		\$72,945	\$93,912	28.74%	\$33,767	\$25,000	-\$8,767	\$5,729	\$20,729
	Step 6		\$75,132	\$96,728	28.74%	\$34,867	\$25,000	-\$9,867	\$5,901	\$20,901
	Step 7 (May 2020)	\$75,132	\$77,386	\$99,630	28.74%	\$36,752	\$25,000	-\$11,752	\$6,078	\$21,078
<b>Enrolled, Obstetric, Karitane and Nurse Assistants</b>	Step 1		\$48,632	\$63,898	31.39%	\$24,214	\$25,000	\$786	\$3,898	\$18,898
	Step 2		\$51,333	\$66,859	30.25%	\$24,502	\$25,000	\$498	\$4,079	\$19,079
	Step 3		\$55,385	\$72,095	30.17%	\$26,578	\$25,000	-\$1,578	\$4,398	\$19,398
	Step 4		\$57,047	\$74,509	30.61%	\$27,982	\$25,000	-\$2,982	\$4,545	\$19,545
	Step 5 (new)		\$57,047	\$76,921	34.84%	\$32,984	\$25,000	-\$7,984	\$4,693	\$19,693
<b>Health Care Assistants and Hospital Aides</b>	Step 1		\$40,382	\$54,100	33.97%	\$21,774	\$25,000	\$3,226	\$3,300	\$18,300
	Step 2		\$42,910	\$57,486	33.97%	\$23,319	\$25,000	\$1,681	\$3,507	\$18,507
	Step 3		\$45,779	\$61,330	33.97%	\$25,072	\$25,000	-\$72	\$3,741	\$18,741
	Step 4		\$46,605	\$62,437	33.97%	\$25,577	\$25,000	-\$577	\$3,809	\$18,809
	Step 5		\$48,003	\$64,309	33.97%	\$26,430	\$25,000	-\$1,430	\$3,923	\$18,923
<b>Mental Health Assistants</b>	Step 1 - old		\$39,025	\$53,024	35.87%	\$13,335	\$25,000	\$11,665	\$2,966	\$17,966
	Step 1 - now		\$42,568	\$53,024	24.56%	\$14,808	\$25,000	\$10,192	\$3,235	\$18,235
	Step 2		\$46,121	\$57,450	24.56%	\$16,286	\$25,000	\$8,714	\$3,505	\$18,505
	Step 3		\$49,905	\$62,164	24.56%	\$17,861	\$25,000	\$7,139	\$3,792	\$18,792
	Step 4		\$53,214	\$66,285	24.56%	\$19,237	\$25,000	\$5,763	\$4,044	\$19,044
	Step 5		\$54,810	\$68,274	24.56%	\$19,902	\$25,000	\$5,098	\$4,165	\$19,165
<b>Senior Nurses Grade 2</b>	Step 1		\$79,760	\$105,704	32.53%	\$31,368	\$25,000	-\$6,368	\$8,801	\$23,801
	Step 2		\$81,322	\$105,704	29.98%	\$35,951	\$25,000	-\$10,951	\$9,140	\$24,140
	Step 3		\$85,375	\$112,907	32.25%	\$41,822	\$25,000	-\$16,822	\$9,762	\$24,762
<b>Old Grade 3 - Now Grade 1</b>	Step 1 - old		\$86,887	\$105,704	21.66%	\$15,926	\$25,000	\$9,074	\$8,801	\$23,801
	Step 1 - now		\$90,230	\$105,704	17.15%	\$16,650	\$25,000	\$8,350	\$9,140	\$24,140
	Step 2		\$96,378	\$112,907	17.15%	\$17,982	\$25,000	\$7,018	\$9,762	\$24,762
<b>Grade 2</b>	Step 1		\$91,899	\$107,660	17.15%	\$17,012	\$25,000	\$7,988	\$9,309	\$24,309
	Step 2		\$95,241	\$111,575	17.15%	\$17,735	\$25,000	\$7,265	\$9,647	\$24,647
	Step 3		\$101,541	\$118,955	17.15%	\$19,055	\$25,000	\$5,945	\$10,285	\$25,285
<b>Grade 3</b>	Step 1		\$96,910	\$113,530	17.15%	\$18,097	\$25,000	\$6,903	\$9,816	\$24,816
	Step 2		\$100,256	\$117,450	17.15%	\$18,823	\$25,000	\$6,177	\$10,155	\$25,155
	Step 3		\$106,703	\$125,002	17.15%	\$20,218	\$25,000	\$4,782	\$10,808	\$25,808
<b>Grade 4</b>	Step 1		\$100,256	\$117,450	17.15%	\$18,823	\$25,000	\$6,177	\$10,155	\$25,155
	Step 2		\$103,596	\$121,363	17.15%	\$19,547	\$25,000	\$5,453	\$10,493	\$25,493
	Step 3		\$110,146	\$129,036	17.15%	\$20,966	\$25,000	\$4,034	\$11,157	\$26,157
<b>Grade 5</b>	Step 1		\$103,596	\$121,363	17.15%	\$19,547	\$25,000	\$5,453	\$10,493	\$25,493
	Step 2		\$106,938	\$125,278	17.15%	\$20,270	\$25,000	\$4,730	\$10,832	\$25,832
	Step 3		\$112,389	\$131,664	17.15%	\$21,451	\$25,000	\$3,549	\$11,384	\$26,384
<b>Grade 6</b>	Step 1		\$109,116	\$127,830	17.15%	\$20,743	\$25,000	\$4,257	\$11,053	\$26,053
	Step 2		\$115,026	\$134,753	17.15%	\$22,023	\$25,000	\$2,977	\$11,651	\$26,651
	Step 3		\$120,938	\$141,679	17.15%	\$23,304	\$25,000	\$1,696	\$12,250	\$27,250
	Step 4		\$130,653	\$153,060	17.15%	\$25,408	\$25,000	-\$408	\$13,234	\$28,234
<b>Nurse Practitioners</b>	Step 1		\$109,116	\$127,830	17.15%	\$20,743	\$25,000	\$4,257	\$11,053	\$26,053
	Step 2		\$115,026	\$134,753	17.15%	\$22,023	\$25,000	\$2,977	\$11,651	\$26,651
	Step 3		\$120,938	\$141,679	17.15%	\$23,304	\$25,000	\$1,696	\$12,250	\$27,250
	Step 4		\$130,653	\$153,060	17.15%	\$25,408	\$25,000	-\$408	\$13,234	\$28,234

\* calculated on base only - rounded months

\*\*calculated on base only but paid on actuals - will be higher for those who have done overtime / callbacks - rounded months

All calculation notes

number of months rounded  
 20 months at Dec. 2019 MECA rate + 6 months at Sept. 2021 MECA & PE Rate  
 based on base rates  
 does not account for step increases which will change individual calculations