

WAGES

Medical Receptionists/Clerical/Administrative Employees (MRs)		
Steps	Hourly rates effective 1 September 2021 (\$)	Annual equivalent effective 1 September 2021 (\$)
Step 1	22.23	46,235
Step 2	22.97	47,786
Step 3	23.86	49,620
Step 4	24.30	50,544
<ul style="list-style-type: none"> An MR's Step pursuant to the 2020-2021 Collective Agreement will translate to the Step below under this Collective Agreement. For example, an MR sitting at Step 2 under the 2020-2021 Collective Agreement translates to Step 1 under this Collective Agreement, and Step 3 under the 2020-2021 Collective Agreement translates to Step 2 under this Collective Agreement. Where an MR is awarded Merit in accordance with the relevant criteria at Schedule A, a merit payment will be paid at the rate of \$1.00 per hour in excess of the MR's hourly rate. 		

Health Promoters (HPs)		
Levels	Hourly rates effective 1 September 2021 (\$)	Annual equivalent effective 1 September 2021 (\$)
Level 1	27.99	58,211
Level 2	29.79	61,954
Level 3	31.57	65,674
Level 4	33.38	69,439
Level 5	34.53	71,818
<ul style="list-style-type: none"> An HP's Level pursuant to the 2020-2021 Collective Agreement will translate to the Level below under this Collective Agreement. For example, an HP sitting at Level 2 under the 2020-2021 Collective Agreement translates to Level 1 under this Collective Agreement, and Level 3 under the 2020-2021 Collective Agreement translates to Level 2 under this Collective Agreement. Where an HP is awarded Merit in accordance with the relevant criteria at Schedule A, a merit payment will be paid at the rate of \$1.00 per hour in excess of the HP's hourly rate. 		

Designated Senior Health Promoter		
Levels	Hourly rates effective 1 September 2021 (\$)	Annual equivalent effective 1 September 2021 (\$)
Level 1	34.53	71,818
Level 2	35.51	73,861
Level 3	35.67	74,194
Level 4	36.82	76,586
<ul style="list-style-type: none"> Designated Senior Health Promoters will be appointed. Thereafter, movement through the salary scales for Designated Senior Health Promoters shall be annual and be subject to satisfactory performance which will be assumed to be the case unless the employee is otherwise advised. 		

Nurses			
Steps		Hourly rates effective 2 May 2022 (\$)	Annual equivalent effective 2 May 2022 (\$)
Registered Nurse	Step 1	26.84	55,834
	Step 2	28.99	60,291
	Step 3	30.74	63,938
	Step 4	32.43	67,452
	Step 5	35.94	74,745
	Step 6	38.10	79,243
	Step 7	38.84	80,793
	Step 8	40.75	84,757
Designated Senior Nurse	PTD Step 1	42.64	88,687
	PTD Step 2	44.25	92,030
	PTD Step 3	47.20	98,178
	NA Step 1	45.05	93,699
	NA Step 2	46.65	97,041
	NA Step 3	49.68	103,341
N Pract.	NP Step 1	53.33	110,916
	NP Step 2	56.17	116,826
	NP Step 3	59.01	122,738
	NP Step 4	63.68	132,453
<ul style="list-style-type: none"> • PTD is an appointed Professional Training and Development Nurse • NA is Nurse Advisor • NP is Nurse Practitioner 			
Registered Nurses	<ul style="list-style-type: none"> • Current Family Planning Registered Nurses will transition to the above table based on their hourly rate immediately prior to settlement of this Collective Agreement, to the step higher. As examples: <ul style="list-style-type: none"> - a level 3 Registered Nurse on \$37.88 per hour pursuant to the 2020-2021 Collective Agreement transitions to Registered Nurse step 7 (\$38.84 per hour). - a level 2 Registered Nurse on \$36.07 per hour pursuant to the 2020-2021 Collective Agreement transitions to Registered Nurse step 6 (\$38.10 per hour). - a level 1-3 Registered Nurse on \$33.88 per hour transitions to Registered Nurse step 5 (\$35.94 per hour). • A current Family Planning Registered Nurse's step after settlement will remain until the later of: <ul style="list-style-type: none"> • 1 July 2022; or • 12 months from the Family Planning Registered Nurse's last increase to their hourly rate prior to settlement of this agreement. <p>Movement through the salary scales thereafter will be annual, subject to satisfactory performance (which will be assumed to be the case unless the employee is otherwise advised).</p> • Registered Nurses new to Family Planning will be appointed into the above pay scale at their years of experience, provided that a Registered Nurse will not be appointed higher than step 6 unless decided by Family Planning. Progression to the next step will then occur every 12 months thereafter (subject to satisfactory performance which will be assumed to be the case unless the employee is otherwise advised). 		

- Where a Registered Nurse is awarded Merit in accordance with the relevant criteria at Schedule A, a merit payment will be paid at the rate of \$1.00 per hour in excess of the Registered Nurse's current hourly rate. Notwithstanding the forgoing, a merit payment will not be available to a Registered Nurse until 1 July 2022.