

HSAS Wage Schedule

Classification		April 1, 2023					Comments
		Step 1	Step 2	Step 3	Step 4	Step 5	
Addictions Counsellor	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	
Assessor Coordinator	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	
Audiologist	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	
Child Life Therapist	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	
Dental Hygienist	Diploma						New Classification
	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	
Dental Therapist	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	

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		Step 1	Step 2	Step 3	Step 4	Step 5	
Dietitian							
	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	
Emergency Medical Services							
	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	\$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	\$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	\$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	\$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	\$36.431	\$37.889	\$39.405	\$40.980	\$44.513	
	Effective March 26, 2022	\$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	\$39.346	\$40.918	\$42.558	\$44.259	\$48.075	
	Effective March 26, 2022	\$42.826	\$44.541	\$46.323	\$48.174	\$52.327	New Market Supplement

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Classification		April 1, 2023					Comments
		Step 1	Step 2	Step 3	Step 4	Step 5	
Emergency Medical Services - EMD							
	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	
Epidemiologist							
	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	
Exercise/Conditioning Therapist							
	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	
Genetics Counsellor							
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
Health Educator							
	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	
Infection Control Practitioner							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805	
	MS	\$44.356	\$46.129	\$47.977	\$49.895	\$53.200	
Infection Control Practitioner Senior							
	Base	\$36.914	\$38.392	\$39.930	\$41.523	\$45.149	
	MS	\$47.904	\$49.821	\$51.816	\$53.885	\$57.456	
Mental Health Therapist							
	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	

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Classification		April 1, 2023					Comments	
		Step 1	Step 2	Step 3	Step 4	Step 5		
Midwife								
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805		
	MA	\$49.181	\$51.142	\$53.195	\$55.323	\$60.150		
Music Therapist								
	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		
Nutritionist								
	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		
Occupational Therapist								
	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 Degree Senior	New MS	\$38.247	\$39.776	\$41.371	\$43.024	\$46.770	New Market Supplement
		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 Masters/Research	New MS	\$41.307	\$42.958	\$44.681	\$46.466	\$50.511	New Market Supplement
		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 Masters/Research Senior	New MS	\$44.612	\$46.394	\$48.256	\$50.183	\$54.552	New Market Supplement
		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
Orthoptist								
	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		

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Classification		April 1, 2023					Comments
		Step 1	Step 2	Step 3	Step 4	Step 5	
Orthotist							
	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
Perfusionist							
	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
	Senior						New Market Supplement
	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
Pharmacist							
	Pharm D/Degree						
	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
	Pharm D/Degree Senior						
	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
	Masters						
	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

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Classification		April 1, 2023					Comments	
		Step 1	Step 2	Step 3	Step 4	Step 5		
Physical Therapist								
	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
Physician Assistant								
	Degree							
	Base	\$34.181	\$35.544	\$36.971	\$38.450	\$41.805		
	MA	\$51.102	\$53.140	\$55.273	\$57.484	\$62.500		
							New Classification	
Prosthetist								
	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	
Psychologist								
	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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Classification		April 1, 2023					Comments
		Step 1	Step 2	Step 3	Step 4	Step 5	
Psychometrician							
	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	
Public Health Inspector							
	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
Public Health Supervisor							
	Base	\$39.866	\$41.464	\$43.123	\$44.844	\$48.761	
	MS	\$43.252	\$44.984	\$46.783	\$48.652	\$52.800	
Recreation Therapist							
	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	

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Classification		April 1, 2023					Comments	
		Step 1	Step 2	Step 3	Step 4	Step 5		
Respiratory Therapist								
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	New Market Supplement
	Effective October 18, 2022	New MS	\$38.647	\$40.194	\$41.801	\$43.475	\$47.144	New Market Supplement
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	New Market Supplement
	Effective October 18, 2022	New MS	\$41.739	\$43.410	\$45.145	\$46.953	\$50.916	New Market Supplement
Social Worker								
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		
Speech Language Pathologist								
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	New Market Supplement
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