

**MAHCP & Seven Oaks Hospital
Appendix 'A' - Effective: April 1, 2014**

Professional Technical

General Increase 1.5%

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20	
CARDIOLOGY	Cardiology Technician	2015	Hourly	16.887	17.238								17.583	
			Monthly	2,835.61	2,894.55									2,952.48
			Annual	34,027.31	34,734.57									
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	22.909	23.950	25.054	26.203	27.433	28.713	30.048			30.650	
			Monthly	3,846.80	4,021.60	4,206.98	4,399.92	4,606.46	4,821.39	5,045.56				5,146.65
			Annual	46,161.64	48,259.25	50,483.81	52,799.05	55,277.50	57,856.70	60,546.72				61,759.75
COMMUNITY HEALTH	Health Coach/Behavioural Counsellors (W.I.)	2015	Hourly	26.227	27.410	28.644	29.965	31.322	32.694	33.969	34.280		34.965	
			Monthly	4,403.95	4,602.60	4,809.81	5,031.62	5,259.49	5,489.87	5,703.96	5,756.18			5,871.21
			Annual	52,847.41	55,231.15	57,717.66	60,379.48	63,113.83	65,878.41	68,447.54	69,074.20			70,454.48
COMMUNITY HEALTH	Senior Therapist - Clinic (W.I.)	2015	Hourly	36.693	37.991	39.332							40.119	
			Monthly	6,161.37	6,379.32	6,604.50								6,736.65
			Annual	73,936.40	76,551.87	79,253.98								80,839.79
COMMUNITY HEALTH	Senior Therapist - Work Injury Mgmt (W.I.)	2015	Hourly	37.991	39.332	40.710							41.524	
			Monthly	6,379.32	6,604.50	6,835.89								6,972.57
			Annual	76,551.87	79,253.98	82,030.65								83,670.86
COMMUNITY HEALTH	Social Worker (BSW)	2015	Hourly	26.735	27.943	29.202	30.548	31.930	33.329	34.630	34.944		35.644	
			Monthly	4,489.25	4,692.10	4,903.50	5,129.52	5,361.58	5,596.50	5,814.95	5,867.68			5,985.22
			Annual	53,871.03	56,305.15	58,842.03	61,554.22	64,338.95	67,157.94	69,779.45	70,412.16			71,822.66
COMMUNITY HEALTH	Social Worker (MSW)	2015	Hourly	27.906	29.043	30.236	31.520	32.845	34.187	35.439	35.692	36.943	37.682	
			Monthly	4,685.88	4,876.80	5,077.13	5,292.73	5,515.22	5,740.57	5,950.80	5,993.28	6,203.35	6,327.44	
			Annual	56,230.59	58,521.65	60,925.54	63,512.80	66,182.68	68,886.81	71,409.59	71,919.38	74,440.15	75,929.23	
NUCLEAR MEDICINE	Charge Nuclear Medicine Technologist	2015	Hourly	34.457	35.494	36.557	37.653	38.782	39.948	41.147	42.378		43.226	
			Monthly	5,785.91	5,960.03	6,138.53	6,322.57	6,512.14	6,707.94	6,909.27	7,115.97			7,258.37
			Annual	69,430.86	71,520.41	73,662.36	75,870.80	78,145.73	80,495.22	82,911.21	85,391.67			87,100.39
OCCUPATIONAL THERAPY	Staff Therapist - OT	2015	Hourly	31.524	32.469	33.443	34.447	35.478	36.542				37.273	
			Monthly	5,293.41	5,452.09	5,615.64	5,784.23	5,957.35	6,136.01					6,258.76
			Annual	63,520.86	65,425.04	67,387.65	69,410.71	71,488.17	73,632.13					75,105.10
OCCUPATIONAL THERAPY	Work Injury Program - OT PIO	2015	Hourly	32.469	33.443	34.447	35.479	36.544	37.640				38.393	
			Monthly	5,452.09	5,615.64	5,784.23	5,957.52	6,136.35	6,320.38					6,446.83
			Annual	65,425.04	67,387.65	69,410.71	71,490.19	73,636.16	75,844.60					77,361.90

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20
OPERATING ROOM	Clinical Specialist - Operating Room	2015	Hourly	33.769	34.779	35.823	36.900	38.002	39.147	40.319			41.125
			Monthly	5,670.38	5,839.97	6,015.28	6,196.13	6,381.17	6,573.43	6,770.23			6,905.57
			Annual	68,044.54	70,079.69	72,183.35	74,353.50	76,574.03	78,881.21	81,242.79			82,866.88
ORTHOPEDIC	Orthopedic Technician	2015	Hourly	19.889	20.184								20.588
			Monthly	3,339.70	3,389.23								3,457.07
			Annual	40,076.34	40,670.76								41,484.82
ORTHOPEDIC	Orthopedic Technologist	2015	Hourly	23.665	25.084	26.589	28.186	29.878	31.669				32.302
			Monthly	3,973.75	4,212.02	4,464.74	4,732.90	5,017.01	5,317.75			5,424.04	
			Annual	47,684.98	50,544.26	53,576.84	56,794.79	60,204.17	63,813.04			65,088.53	
PHYSIOTHERAPY	Staff Therapist - PT	2015	Hourly	31.524	32.469	33.443	34.447	35.478	36.542				37.273
			Monthly	5,293.41	5,452.09	5,615.64	5,784.23	5,957.35	6,136.01			6,258.76	
			Annual	63,520.86	65,425.04	67,387.65	69,410.71	71,488.17	73,632.13			75,105.10	
PHYSIOTHERAPY	Cardiac Rehab Physiotherapists (WIP) - PIO	2015	Hourly	32.630	33.763	34.909	36.104	37.330					38.077
			Monthly	5,479.12	5,669.37	5,861.80	6,062.46	6,268.33			6,393.76		
			Annual	65,749.45	68,032.45	70,341.64	72,749.56	75,219.95			76,725.16		
PHYSIOTHERAPY	Physiotherapists (WIP) - PIO	2015	Hourly	32.469	33.443	34.447	35.479	36.544	37.640				38.393
			Monthly	5,452.09	5,615.64	5,784.23	5,957.52	6,136.35	6,320.38			6,446.83	
			Annual	65,425.04	67,387.65	69,410.71	71,490.19	73,636.16	75,844.60			77,361.90	
PHYSIOTHERAPY	Clinical Service Leader (New Position Effective Jan 1, 2014)	2015	Hourly	33.769	34.779	35.823	36.900	38.002	39.147	40.319			41.125
			Monthly	5,670.38	5,839.97	6,015.28	6,196.13	6,381.17	6,573.43	6,770.23			6,905.57
			Annual	68,044.54	70,079.69	72,183.35	74,353.50	76,574.03	78,881.21	81,242.79			82,866.88
RADIOLOGY	Clinical Instructor - Radiology	2015	Hourly	30.040	31.421	32.877	34.387	35.991	37.730	39.536			40.327
			Monthly	5,044.22	5,276.11	5,520.60	5,774.15	6,043.49	6,335.50	6,638.75			6,771.58
			Annual	60,530.60	63,313.32	66,247.16	69,289.81	72,521.87	76,025.95	79,665.04			81,258.91
RADIOLOGY	Charge Technologist - Diagnostic Imaging Services	2015	Hourly	30.040	31.421	32.877	34.387	35.991	37.730	39.536			40.327
			Monthly	5,044.22	5,276.11	5,520.60	5,774.15	6,043.49	6,335.50	6,638.75			6,771.58
			Annual	60,530.60	63,313.32	66,247.16	69,289.81	72,521.87	76,025.95	79,665.04			81,258.91
RECREATION	Recreation Therapist	2015	Hourly	23.300	24.209	25.145	26.135	27.158	28.354				28.921
			Monthly	3,912.46	4,065.10	4,222.27	4,388.50	4,560.28	4,761.11			4,856.32	
			Annual	46,949.50	48,781.14	50,667.18	52,662.03	54,723.37	57,133.31			58,275.82	
RESPIRATORY	General Duty Respiratory Therapist	2015	Hourly	28.933	29.798	30.694	31.612	32.563	33.538	34.545			35.236
			Monthly	4,858.33	5,003.58	5,154.03	5,308.18	5,467.87	5,631.59	5,800.68			5,916.71
			Annual	58,300.00	60,042.97	61,848.41	63,698.18	65,614.45	67,579.07	69,608.18			71,000.54
RESPIRATORY	Anesthesia Respiratory Therapist	2015	Hourly	31.329	32.269	33.235	34.234	35.261	36.318	37.406			38.154
			Monthly	5,260.66	5,418.50	5,580.71	5,748.46	5,920.91	6,098.40	6,281.09			6,406.69
			Annual	63,127.94	65,022.04	66,968.53	68,981.51	71,050.92	73,180.77	75,373.09			76,880.31
RESPIRATORY	Clinical Resource - Respiratory Therapy	2015	Hourly	33.769	34.779	35.823	36.900	38.002	39.147	40.319			41.125
			Monthly	5,670.38	5,839.97	6,015.28	6,196.13	6,381.17	6,573.43	6,770.23			6,905.57
			Annual	68,044.54	70,079.69	72,183.35	74,353.50	76,574.03	78,881.21	81,242.79			82,866.88

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20
SONOGRAPHER	Clinical Instructor, Ultrasound	2015	Hourly	33.452	34.540	35.679	36.848	38.040	39.289	40.590			41.402
			Monthly	5,617.15	5,799.84	5,991.10	6,187.39	6,387.55	6,597.28	6,815.74			6,952.09
			Annual	67,405.78	69,598.10	71,893.19	74,248.72	76,650.60	79,167.34	81,788.85			83,425.03
SONOGRAPHER	General Duty Sonographer I (Moved to MAHCP May 2013)	2015	Hourly	33.825	34.842	35.884	36.963	38.072	39.219				40.002
			Monthly	5,679.78	5,850.55	6,025.52	6,206.70	6,392.92	6,585.52			6,717.00	
			Annual	68,157.38	70,206.63	72,306.26	74,480.45	76,715.08	79,026.29			80,604.03	
SONOGRAPHER	Senior Sonographer II (Moved to MAHCP May 2013)	2015	Hourly	35.154	36.208	37.294	38.413	39.567	40.753				41.568
			Monthly	5,902.94	6,079.93	6,262.28	6,450.18	6,643.96	6,843.11			6,979.96	
			Annual	70,835.31	72,959.12	75,147.41	77,402.20	79,727.51	82,117.30			83,759.52	
SONOGRAPHER	Charge Sonographer III (Moved to MAHCP May 2013)	2015	Hourly	34.457	35.494	36.557	37.653	38.782	39.948	41.147	42.378		43.226
			Monthly	5,785.91	5,960.03	6,138.53	6,322.57	6,512.14	6,707.94	6,909.27	7,115.97		7,258.37
			Annual	69,430.86	71,520.41	73,662.36	75,870.80	78,145.73	80,495.22	82,911.21	85,391.67		87,100.39
SPEECH / LANGUAGE	Speech-Language Pathologist (Added May 2014)	2015	Hourly	34.631	36.084	37.472	38.863	40.348	41.968	43.600			44.472
			Monthly	5,815.12	6,059.11	6,292.17	6,525.75	6,775.10	7,047.13	7,321.17		7,467.59	
			Annual	69,781.47	72,709.26	75,506.08	78,308.95	81,301.22	84,565.52	87,854.00		89,611.08	
SPEECH / LANGUAGE	Clinical Service Leader – S/L Pathologist (Added May 2014)	2015	Hourly	38.915	40.414	41.917	43.513	45.263	47.021				47.961
			Monthly	6,534.48	6,786.18	7,038.56	7,306.56	7,600.41	7,895.61			8,053.45	
			Annual	78,413.73	81,434.21	84,462.76	87,678.70	91,204.95	94,747.32			96,641.42	

MAHCP & Seven Oaks Hospital
Appendix 'A' - Effective: April 1, 2015

Professional Technical
General Increase 1.5%

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20	
CARDIOLOGY	Cardiology Technician	2015	Hourly	17.140	17.496								17.847	
			Monthly	2,878.09	2,937.87									2,996.81
			Annual	34,537.10	35,254.44									
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	23.252	24.309	25.430	26.596	27.845	29.144	30.499			31.110	
			Monthly	3,904.40	4,081.89	4,270.12	4,465.91	4,675.64	4,893.76	5,121.29				5,223.89
			Annual	46,852.78	48,982.64	51,241.45	53,590.94	56,107.68	58,725.16	61,455.49				62,686.65
COMMUNITY HEALTH	Health Coach/Behavioural Counsellors (W.I.)	2015	Hourly	26.620	27.821	29.074	30.414	31.792	33.185	34.479	34.794		35.489	
			Monthly	4,469.94	4,671.61	4,882.01	5,107.02	5,338.41	5,572.32	5,789.60	5,842.49			5,959.20
			Annual	53,639.30	56,059.32	58,584.11	61,284.21	64,060.88	66,867.78	69,475.19	70,109.91			71,510.34
COMMUNITY HEALTH	Senior Therapist - Clinic (W.I.)	2015	Hourly	37.244	38.561	39.922							40.721	
			Monthly	6,253.89	6,475.04	6,703.57								6,837.74
			Annual	75,046.66	77,700.42	80,442.83								82,052.82
COMMUNITY HEALTH	Senior Therapist - Work Injury Mgmt (W.I.)	2015	Hourly	38.561	39.922	41.320							42.147	
			Monthly	6,475.04	6,703.57	6,938.32								7,077.18
			Annual	77,700.42	80,442.83	83,259.80								84,926.21
COMMUNITY HEALTH	Social Worker (BSW)	2015	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469		36.178	
			Monthly	4,556.59	4,762.45	4,977.05	5,206.59	5,442.01	5,680.29	5,902.10	5,955.84			6,074.89
			Annual	54,679.04	57,149.43	59,724.60	62,479.11	65,304.14	68,163.42	70,825.24	71,470.04			72,898.67
COMMUNITY HEALTH	Social Worker (MSW)	2015	Hourly	28.325	29.479	30.689	31.993	33.338	34.700	35.970	36.228	37.497	38.247	
			Monthly	4,756.24	4,950.02	5,153.20	5,372.16	5,598.01	5,826.71	6,039.96	6,083.29	6,296.37	6,422.31	
			Annual	57,074.88	59,400.19	61,838.34	64,465.90	67,176.07	69,920.50	72,479.55	72,999.42	75,556.46	77,067.71	
NUCLEAR MEDICINE	Charge Nuclear Medicine Technologist	2015	Hourly	34.974	36.026	37.106	38.218	39.364	40.548	41.764	43.014		43.874	
			Monthly	5,872.72	6,049.37	6,230.72	6,417.44	6,609.87	6,808.69	7,012.87	7,222.77			7,367.18
			Annual	70,472.61	72,592.39	74,768.59	77,009.27	79,318.46	81,704.22	84,154.46	86,673.21			88,406.11
OCCUPATIONAL THERAPY	Staff Therapist - OT	2015	Hourly	31.997	32.956	33.945	34.964	36.010	37.090				37.832	
			Monthly	5,372.83	5,533.86	5,699.93	5,871.04	6,046.68	6,228.03					6,352.62
			Annual	64,473.96	66,406.34	68,399.18	70,452.46	72,560.15	74,736.35					76,231.48
OCCUPATIONAL THERAPY	Work Injury Program - OT PIO	2015	Hourly	32.956	33.945	34.964	36.012	37.092	38.205				38.969	
			Monthly	5,533.86	5,699.93	5,871.04	6,047.02	6,228.37	6,415.26					6,543.55
			Annual	66,406.34	68,399.18	70,452.46	72,564.18	74,740.38	76,983.08					78,522.54

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20
OPERATING ROOM	Clinical Specialist - Operating Room	2015	Hourly	34.276	35.301	36.361	37.454	38.572	39.734	40.924			41.742
			Monthly	5,755.51	5,927.63	6,105.62	6,289.15	6,476.88	6,672.00	6,871.82			7,009.18
			Annual	69,066.14	71,131.52	73,267.42	75,469.81	77,722.58	80,064.01	82,461.86			84,110.13
ORTHOPEDIC	Orthopedic Technician	2015	Hourly	20.187	20.487								20.897
			Monthly	3,389.73	3,440.11								3,508.96
			Annual	40,676.81	41,281.31								42,107.46
ORTHOPEDIC	Orthopedic Technologist	2015	Hourly	24.020	25.460	26.988	28.608	30.326	32.144				32.787
			Monthly	4,033.36	4,275.16	4,531.74	4,803.76	5,092.24	5,397.51			5,505.48	
			Annual	48,400.30	51,301.90	54,380.82	57,645.12	61,106.89	64,770.16			66,065.81	
PHYSIOTHERAPY	Staff Therapist - PT	2015	Hourly	31.997	32.956	33.945	34.964	36.010	37.090				37.832
			Monthly	5,372.83	5,533.86	5,699.93	5,871.04	6,046.68	6,228.03			6,352.62	
			Annual	64,473.96	66,406.34	68,399.18	70,452.46	72,560.15	74,736.35			76,231.48	
PHYSIOTHERAPY	Cardiac Rehab Physiotherapists (WIP) - PIO	2015	Hourly	33.120	34.269	35.433	36.645	37.890					38.648
			Monthly	5,561.40	5,754.34	5,949.79	6,153.31	6,362.36			6,489.64		
			Annual	66,736.80	69,052.04	71,397.50	73,839.68	76,348.35			77,875.72		
PHYSIOTHERAPY	Physiotherapists (WIP) - PIO	2015	Hourly	32.956	33.945	34.964	36.012	37.092	38.205				38.969
			Monthly	5,533.86	5,699.93	5,871.04	6,047.02	6,228.37	6,415.26			6,543.55	
			Annual	66,406.34	68,399.18	70,452.46	72,564.18	74,740.38	76,983.08			78,522.54	
PHYSIOTHERAPY	Clinical Service Leader	2015	Hourly	34.276	35.301	36.361	37.454	38.572	39.734	40.924			41.742
			Monthly	5,755.51	5,927.63	6,105.62	6,289.15	6,476.88	6,672.00	6,871.82			7,009.18
			Annual	69,066.14	71,131.52	73,267.42	75,469.81	77,722.58	80,064.01	82,461.86			84,110.13
RADIOLOGY	Clinical Instructor - Radiology	2015	Hourly	30.491	31.893	33.370	34.903	36.531	38.296	40.129			40.932
			Monthly	5,119.95	5,355.37	5,603.38	5,860.80	6,134.16	6,430.54	6,738.33			6,873.17
			Annual	61,439.37	64,264.40	67,240.55	70,329.55	73,609.97	77,166.44	80,859.94			82,477.98
RADIOLOGY	Charge Technologist - Diagnostic Imaging Services	2015	Hourly	30.491	31.893	33.370	34.903	36.531	38.296	40.129			40.932
			Monthly	5,119.95	5,355.37	5,603.38	5,860.80	6,134.16	6,430.54	6,738.33			6,873.17
			Annual	61,439.37	64,264.40	67,240.55	70,329.55	73,609.97	77,166.44	80,859.94			82,477.98
RECREATION	Recreation Therapist	2015	Hourly	23.650	24.572	25.522	26.527	27.566	28.779				29.355
			Monthly	3,971.23	4,126.05	4,285.57	4,454.33	4,628.79	4,832.47			4,929.19	
			Annual	47,654.75	49,512.58	51,426.83	53,451.91	55,545.49	57,989.69			59,150.33	
RESPIRATORY	General Duty Respiratory Therapist	2015	Hourly	29.367	30.245	31.154	32.086	33.052	34.041	35.063			35.764
			Monthly	4,931.21	5,078.64	5,231.28	5,387.77	5,549.98	5,716.05	5,887.66			6,005.37
			Annual	59,174.51	60,943.68	62,775.31	64,653.29	66,599.78	68,592.62	70,651.95			72,064.46
RESPIRATORY	Anesthesia Respiratory Therapist	2015	Hourly	31.799	32.753	33.734	34.747	35.790	36.862	37.967			38.726
			Monthly	5,339.58	5,499.78	5,664.50	5,834.60	6,009.74	6,189.74	6,375.29			6,502.74
			Annual	64,074.99	65,997.30	67,974.01	70,015.21	72,116.85	74,276.93	76,503.51			78,032.89
RESPIRATORY	Clinical Resource - Respiratory Therapy	2015	Hourly	34.276	35.301	36.361	37.454	38.572	39.734	40.924			41.742
			Monthly	5,755.51	5,927.63	6,105.62	6,289.15	6,476.88	6,672.00	6,871.82			7,009.18
			Annual	69,066.14	71,131.52	73,267.42	75,469.81	77,722.58	80,064.01	82,461.86			84,110.13

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20
SONOGRAPHER	Clinical Instructor, Ultrasound	2015	Hourly	33.954	35.059	36.214	37.400	38.611	39.878	41.199			42.023
			Monthly	5,701.44	5,886.99	6,080.93	6,280.08	6,483.43	6,696.18	6,918.00			7,056.36
			Annual	68,417.31	70,643.89	72,971.21	75,361.00	77,801.17	80,354.17	83,015.99			84,676.35
SONOGRAPHER	General Duty Sonographer I	2015	Hourly	34.332	35.365	36.423	37.518	38.643	39.807				40.602
			Monthly	5,764.92	5,938.37	6,116.03	6,299.90	6,488.80	6,684.26			6,817.75	
			Annual	69,178.98	71,260.48	73,392.35	75,598.77	77,865.65	80,211.11			81,813.03	
SONOGRAPHER	Senior Sonographer II	2015	Hourly	35.681	36.751	37.854	38.989	40.160	41.365				42.192
			Monthly	5,991.44	6,171.11	6,356.32	6,546.90	6,743.53	6,945.87			7,084.74	
			Annual	71,897.22	74,053.27	76,275.81	78,562.84	80,922.40	83,350.48			85,016.88	
SONOGRAPHER	Charge Sonographer III	2015	Hourly	34.974	36.026	37.106	38.218	39.364	40.548	41.764	43.014		43.874
			Monthly	5,872.72	6,049.37	6,230.72	6,417.44	6,609.87	6,808.69	7,012.87	7,222.77		7,367.18
			Annual	70,472.61	72,592.39	74,768.59	77,009.27	79,318.46	81,704.22	84,154.46	86,673.21		88,406.11
SPEECH / LANGUAGE	Speech-Language Pathologist	2015	Hourly	35.150	36.626	38.034	39.446	40.954	42.598	44.254			45.139
			Monthly	5,902.27	6,150.12	6,386.54	6,623.64	6,876.86	7,152.91	7,430.98		7,579.59	
			Annual	70,827.25	73,801.39	76,638.51	79,483.69	82,522.31	85,834.97	89,171.81		90,955.09	
SPEECH / LANGUAGE	Clinical Service Leader – S/L Pathologist	2015	Hourly	39.499	41.020	42.546	44.166	45.942	47.726				48.680
			Monthly	6,632.54	6,887.94	7,144.18	7,416.21	7,714.43	8,013.99			8,174.18	
			Annual	79,590.49	82,655.30	85,730.19	88,994.49	92,573.13	96,167.89			98,090.20	

**MAHCP & Seven Oaks Hospital
Appendix 'A' - Effective: April 1, 2016**

**Professional Technical
General Increase 2.0%**

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20	
CARDIOLOGY	Cardiology Technician	2015	Hourly	17.483	17.846								18.204	
			Monthly	2,935.69	2,996.64									3,056.76
			Annual	35,228.25	35,959.69									
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	23.717	24.795	25.939	27.128	28.402	29.727	31.109			31.732	
			Monthly	3,982.48	4,163.49	4,355.59	4,555.24	4,769.17	4,991.66	5,223.72				5,328.33
			Annual	47,789.76	49,961.93	52,267.09	54,662.92	57,230.03	59,899.91	62,684.64				63,939.98
COMMUNITY HEALTH	Health Coach/Behavioural Counsellors (W.I.)	2015	Hourly	27.152	28.378	29.655	31.023	32.428	33.848	35.168	35.490		36.199	
			Monthly	4,559.27	4,765.14	4,979.57	5,209.28	5,445.20	5,683.64	5,905.29	5,959.36			6,078.42
			Annual	54,711.28	57,181.67	59,754.83	62,511.35	65,342.42	68,203.72	70,863.52	71,512.35			72,940.99
COMMUNITY HEALTH	Senior Therapist - Clinic (W.I.)	2015	Hourly	37.989	39.333	40.721							41.535	
			Monthly	6,378.99	6,604.67	6,837.74								6,974.42
			Annual	76,547.84	79,256.00	82,052.82								83,693.03
COMMUNITY HEALTH	Senior Therapist - Work Injury Mgmt (W.I.)	2015	Hourly	39.333	40.721	42.147							42.989	
			Monthly	6,604.67	6,837.74	7,077.18								7,218.57
			Annual	79,256.00	82,052.82	84,926.21								86,622.84
COMMUNITY HEALTH	Social Worker (BSW)	2015	Hourly	27.679	28.929	30.232	31.627	33.057	34.505	35.852	36.178		36.902	
			Monthly	4,647.77	4,857.66	5,076.46	5,310.70	5,550.82	5,793.97	6,020.15	6,074.89			6,196.46
			Annual	55,773.19	58,291.94	60,917.48	63,728.41	66,609.86	69,527.58	72,241.78	72,898.67			74,357.53
COMMUNITY HEALTH	Social Worker (MSW)	2015	Hourly	28.892	30.068	31.303	32.632	34.005	35.394	36.690	36.952	38.247	39.012	
			Monthly	4,851.45	5,048.92	5,256.30	5,479.46	5,710.01	5,943.24	6,160.86	6,204.86	6,422.31	6,550.77	
			Annual	58,217.38	60,587.02	63,075.55	65,753.48	68,520.08	71,318.91	73,930.35	74,458.28	77,067.71	78,609.18	
NUCLEAR MEDICINE	Charge Nuclear Medicine Technologist	2015	Hourly	35.674	36.746	37.848	38.983	40.151	41.359	42.600	43.874		44.752	
			Monthly	5,990.26	6,170.27	6,355.31	6,545.90	6,742.02	6,944.87	7,153.25	7,367.18			7,514.61
			Annual	71,883.11	74,043.19	76,263.72	78,550.75	80,904.27	83,338.39	85,839.00	88,406.11			90,175.28
OCCUPATIONAL THERAPY	Staff Therapist - OT	2015	Hourly	32.637	33.615	34.624	35.663	36.731	37.832				38.589	
			Monthly	5,480.30	5,644.52	5,813.95	5,988.41	6,167.75	6,352.62					6,479.74
			Annual	65,763.56	67,734.23	69,767.36	71,860.95	74,012.97	76,231.48					77,756.84
OCCUPATIONAL THERAPY	Work Injury Program - OT PIO	2015	Hourly	33.615	34.624	35.663	36.732	37.834	38.969				39.749	
			Monthly	5,644.52	5,813.95	5,988.41	6,167.92	6,352.96	6,543.55					6,674.52
			Annual	67,734.23	69,767.36	71,860.95	74,014.98	76,235.51	78,522.54					80,094.24

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20
OPERATING ROOM	Clinical Specialist - Operating Room	2015	Hourly	34.961	36.007	37.088	38.203	39.343	40.528	41.742			42.576
			Monthly	5,870.54	6,046.18	6,227.69	6,414.92	6,606.35	6,805.33	7,009.18			7,149.22
			Annual	70,446.42	72,554.11	74,732.32	76,979.05	79,276.15	81,663.92	84,110.13			85,790.64
ORTHOPEDIC	Orthopedic Technician	2015	Hourly	20.591	20.897								21.315
			Monthly	3,457.57	3,508.96								3,579.14
			Annual	41,490.87	42,107.46								42,949.73
ORTHOPEDIC	Orthopedic Technologist	2015	Hourly	24.500	25.969	27.528	29.180	30.932	32.787				33.443
			Monthly	4,113.96	4,360.63	4,622.41	4,899.81	5,194.00	5,505.48			5,615.64	
			Annual	49,367.50	52,327.54	55,468.92	58,797.70	62,327.98	66,065.81			67,387.65	
PHYSIOTHERAPY	Staff Therapist - PT	2015	Hourly	32.637	33.615	34.624	35.663	36.731	37.832				38.589
			Monthly	5,480.30	5,644.52	5,813.95	5,988.41	6,167.75	6,352.62			6,479.74	
			Annual	65,763.56	67,734.23	69,767.36	71,860.95	74,012.97	76,231.48			77,756.84	
PHYSIOTHERAPY	Cardiac Rehab Physiotherapists (WIP) - PIO	2015	Hourly	33.782	34.955	36.141	37.378	38.647					39.421
			Monthly	5,672.56	5,869.53	6,068.68	6,276.39	6,489.48			6,619.44		
			Annual	68,070.73	70,434.33	72,824.12	75,316.67	77,873.71			79,433.32		
PHYSIOTHERAPY	Physiotherapists (WIP) - PIO	2015	Hourly	33.615	34.624	35.663	36.732	37.834	38.969				39.749
			Monthly	5,644.52	5,813.95	5,988.41	6,167.92	6,352.96	6,543.55			6,674.52	
			Annual	67,734.23	69,767.36	71,860.95	74,014.98	76,235.51	78,522.54			80,094.24	
PHYSIOTHERAPY	Clinical Service Leader	2015	Hourly	34.961	36.007	37.088	38.203	39.343	40.528	41.742			42.576
			Monthly	5,870.54	6,046.18	6,227.69	6,414.92	6,606.35	6,805.33	7,009.18			7,149.22
			Annual	70,446.42	72,554.11	74,732.32	76,979.05	79,276.15	81,663.92	84,110.13			85,790.64
RADIOLOGY	Clinical Instructor - Radiology	2015	Hourly	31.100	32.531	34.037	35.601	37.261	39.061	40.932			41.751
			Monthly	5,222.21	5,462.50	5,715.38	5,978.00	6,256.74	6,558.99	6,873.17			7,010.69
			Annual	62,666.50	65,549.97	68,584.56	71,736.02	75,080.92	78,707.92	82,477.98			84,128.27
RADIOLOGY	Charge Technologist - Diagnostic Imaging Services	2015	Hourly	31.100	32.531	34.037	35.601	37.261	39.061	40.932			41.751
			Monthly	5,222.21	5,462.50	5,715.38	5,978.00	6,256.74	6,558.99	6,873.17			7,010.69
			Annual	62,666.50	65,549.97	68,584.56	71,736.02	75,080.92	78,707.92	82,477.98			84,128.27
RECREATION	Recreation Therapist	2015	Hourly	24.123	25.063	26.032	27.058	28.117	29.355				29.942
			Monthly	4,050.65	4,208.50	4,371.21	4,543.49	4,721.31	4,929.19			5,027.76	
			Annual	48,607.85	50,501.95	52,454.48	54,521.87	56,655.76	59,150.33			60,333.13	
RESPIRATORY	General Duty Respiratory Therapist	2015	Hourly	29.954	30.850	31.777	32.728	33.713	34.722	35.764			36.480
			Monthly	5,029.78	5,180.23	5,335.89	5,495.58	5,660.98	5,830.40	6,005.37			6,125.60
			Annual	60,357.31	62,162.75	64,030.66	65,946.92	67,931.70	69,964.83	72,064.46			73,507.20
RESPIRATORY	Anesthesia Respiratory Therapist	2015	Hourly	32.435	33.408	34.408	35.442	36.506	37.600	38.726			39.501
			Monthly	5,446.38	5,609.76	5,777.68	5,951.30	6,129.97	6,313.67	6,502.74			6,632.88
			Annual	65,356.53	67,317.12	69,332.12	71,415.63	73,559.59	75,764.00	78,032.89			79,594.52
RESPIRATORY	Clinical Resource - Respiratory Therapy	2015	Hourly	34.961	36.007	37.088	38.203	39.343	40.528	41.742			42.576
			Monthly	5,870.54	6,046.18	6,227.69	6,414.92	6,606.35	6,805.33	7,009.18			7,149.22
			Annual	70,446.42	72,554.11	74,732.32	76,979.05	79,276.15	81,663.92	84,110.13			85,790.64

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20	
SONOGRAPHER	Clinical Instructor, Ultrasound	2015	Hourly	34.633	35.760	36.939	38.148	39.383	40.676	42.023			42.863	
			Monthly	5,815.46	6,004.70	6,202.67	6,405.69	6,613.06	6,830.18	7,056.36				7,197.41
			Annual	69,785.50	72,056.40	74,432.09	76,868.22	79,356.75	81,962.14	84,676.35				86,368.95
SONOGRAPHER	General Duty Sonographer I	2015	Hourly	35.019	36.072	37.151	38.268	39.416	40.603				41.414	
			Monthly	5,880.27	6,057.09	6,238.27	6,425.84	6,618.60	6,817.92					6,954.10
			Annual	70,563.29	72,685.08	74,859.27	77,110.02	79,423.24	81,815.05					83,449.21
SONOGRAPHER	Senior Sonographer II	2015	Hourly	36.394	37.486	38.611	39.769	40.963	42.192				43.036	
			Monthly	6,111.16	6,294.52	6,483.43	6,677.88	6,878.37	7,084.74					7,226.46
			Annual	73,333.91	75,534.29	77,801.17	80,134.54	82,540.45	85,016.88					86,717.54
SONOGRAPHER	Charge Sonographer III	2015	Hourly	35.674	36.746	37.848	38.983	40.151	41.359	42.600	43.874		44.752	
			Monthly	5,990.26	6,170.27	6,355.31	6,545.90	6,742.02	6,944.87	7,153.25	7,367.18			7,514.61
			Annual	71,883.11	74,043.19	76,263.72	78,550.75	80,904.27	83,338.39	85,839.00	88,406.11			90,175.28
SPEECH / LANGUAGE	Speech-Language Pathologist	2015	Hourly	35.853	37.358	38.795	40.235	41.773	43.450	45.139			46.042	
			Monthly	6,020.32	6,273.03	6,514.33	6,756.13	7,014.38	7,295.98	7,579.59				7,731.22
			Annual	72,243.80	75,276.37	78,171.93	81,073.53	84,172.60	87,551.75	90,955.09				92,774.63
SPEECH / LANGUAGE	Clinical Service Leader – S/L Pathologist	2015	Hourly	40.289	41.841	43.397	45.049	46.861	48.681				49.654	
			Monthly	6,765.20	7,025.80	7,287.08	7,564.48	7,868.74	8,174.35					8,337.73
			Annual	81,182.34	84,309.62	87,444.96	90,773.74	94,424.92	98,092.22					100,052.81

**MAHCP & Seven Oaks Hospital
Appendix 'A' - Effective: April 1, 2017**

**Professional Technical
General Increase 2.0%**

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20	
CARDIOLOGY	Cardiology Technician	2015	Hourly	17.832	18.203								18.568	
			Monthly	2,994.29	3,056.59									3,117.88
			Annual	35,931.48	36,679.05									37,414.52
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	24.192	25.291	26.457	27.671	28.970	30.321	31.731			32.367	
			Monthly	4,062.24	4,246.78	4,442.57	4,646.42	4,864.55	5,091.40	5,328.16				5,434.96
			Annual	48,746.88	50,961.37	53,310.86	55,757.07	58,374.55	61,096.82	63,937.97				65,219.51
COMMUNITY HEALTH	Health Coach/Behavioural Counsellors (W.I.)	2015	Hourly	27.695	28.945	30.249	31.643	33.076	34.525	35.871	36.199		36.923	
			Monthly	4,650.45	4,860.35	5,079.31	5,313.39	5,554.01	5,797.32	6,023.34	6,078.42			6,199.99
			Annual	55,805.43	58,324.18	60,951.74	63,760.65	66,648.14	69,567.88	72,280.07	72,940.99			74,399.85
COMMUNITY HEALTH	Senior Therapist - Clinic (W.I.)	2015	Hourly	38.748	40.119	41.535							42.366	
			Monthly	6,506.44	6,736.65	6,974.42								7,113.96
			Annual	78,077.22	80,839.79	83,693.03								85,367.49
COMMUNITY HEALTH	Senior Therapist - Work Injury Mgmt (W.I.)	2015	Hourly	40.119	41.535	42.990							43.849	
			Monthly	6,736.65	6,974.42	7,218.74								7,362.98
			Annual	80,839.79	83,693.03	86,624.85								88,355.74
COMMUNITY HEALTH	Social Worker (BSW)	2015	Hourly	28.232	29.508	30.837	32.259	33.718	35.195	36.569	36.902		37.640	
			Monthly	4,740.62	4,954.89	5,178.05	5,416.82	5,661.81	5,909.83	6,140.55	6,196.46			6,320.38
			Annual	56,887.48	59,458.62	62,136.56	65,001.89	67,941.77	70,917.93	73,686.54	74,357.53			75,844.60
COMMUNITY HEALTH	Social Worker (MSW)	2015	Hourly	29.469	30.670	31.929	33.285	34.685	36.102	37.424	37.691	39.012	39.792	
			Monthly	4,948.34	5,150.00	5,361.41	5,589.11	5,824.19	6,062.13	6,284.11	6,328.95	6,550.77	6,681.74	
			Annual	59,380.04	61,800.05	64,336.94	67,069.28	69,890.28	72,745.53	75,409.36	75,947.37	78,609.18	80,180.88	
NUCLEAR MEDICINE	Charge Nuclear Medicine Technologist	2015	Hourly	36.387	37.481	38.605	39.762	40.954	42.186	43.452	44.752		45.647	
			Monthly	6,109.98	6,293.69	6,482.42	6,676.70	6,876.86	7,083.73	7,296.32	7,514.61			7,664.89
			Annual	73,319.81	75,524.22	77,789.08	80,120.43	82,522.31	85,004.79	87,555.78	90,175.28			91,978.71
OCCUPATIONAL THERAPY	Staff Therapist - OT	2015	Hourly	33.289	34.287	35.316	36.376	37.465	38.589				39.360	
			Monthly	5,589.78	5,757.36	5,930.15	6,108.14	6,291.00	6,479.74					6,609.20
			Annual	67,077.34	69,088.31	71,161.74	73,297.64	75,491.98	77,756.84					79,310.40
OCCUPATIONAL THERAPY	Work Injury Program - OT PIO	2015	Hourly	34.287	35.316	36.376	37.466	38.591	39.748				40.544	
			Monthly	5,757.36	5,930.15	6,108.14	6,291.17	6,480.07	6,674.35					6,808.01
			Annual	69,088.31	71,161.74	73,297.64	75,493.99	77,760.87	80,092.22					81,696.16

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20
OPERATING ROOM	Clinical Specialist - Operating Room	2015	Hourly	35.660	36.727	37.830	38.967	40.130	41.339	42.577			43.428
			Monthly	5,987.91	6,167.08	6,352.29	6,543.21	6,738.50	6,941.51	7,149.39			7,292.29
			Annual	71,854.90	74,004.91	76,227.45	78,518.51	80,861.95	83,298.09	85,792.66			87,507.42
ORTHOPEDIC	Orthopedic Technician	2015	Hourly	21.003	21.315								21.741
			Monthly	3,526.75	3,579.14								3,650.68
			Annual	42,321.05	42,949.73								43,808.12
ORTHOPEDIC	Orthopedic Technologist	2015	Hourly	24.990	26.489	28.078	29.764	31.551	33.443				34.112
			Monthly	4,196.24	4,447.95	4,714.76	4,997.87	5,297.94	5,615.64			5,727.97	
			Annual	50,354.85	53,375.34	56,577.17	59,974.46	63,575.27	67,387.65			68,735.68	
PHYSIOTHERAPY	Staff Therapist - PT	2015	Hourly	33.289	34.287	35.316	36.376	37.465	38.589				39.360
			Monthly	5,589.78	5,757.36	5,930.15	6,108.14	6,291.00	6,479.74			6,609.20	
			Annual	67,077.34	69,088.31	71,161.74	73,297.64	75,491.98	77,756.84			79,310.40	
PHYSIOTHERAPY	Cardiac Rehab Physiotherapists (WIP) - PIO	2015	Hourly	34.458	35.654	36.864	38.126	39.420					40.209
			Monthly	5,786.07	5,986.90	6,190.08	6,401.99	6,619.28			6,751.76		
			Annual	69,432.87	71,842.81	74,280.96	76,823.89	79,431.30			81,021.14		
PHYSIOTHERAPY	Physiotherapists (WIP) - PIO	2015	Hourly	34.287	35.316	36.376	37.466	38.591	39.748				40.544
			Monthly	5,757.36	5,930.15	6,108.14	6,291.17	6,480.07	6,674.35			6,808.01	
			Annual	69,088.31	71,161.74	73,297.64	75,493.99	77,760.87	80,092.22			81,696.16	
PHYSIOTHERAPY	Clinical Service Leader	2015	Hourly	35.660	36.727	37.830	38.967	40.130	41.339	42.577			43.428
			Monthly	5,987.91	6,167.08	6,352.29	6,543.21	6,738.50	6,941.51	7,149.39			7,292.29
			Annual	71,854.90	74,004.91	76,227.45	78,518.51	80,861.95	83,298.09	85,792.66			87,507.42
RADIOLOGY	Clinical Instructor - Radiology	2015	Hourly	31.722	33.181	34.718	36.313	38.007	39.843	41.751			42.586
			Monthly	5,326.65	5,571.64	5,829.73	6,097.56	6,382.01	6,690.30	7,010.69			7,150.90
			Annual	63,919.83	66,859.72	69,956.77	73,170.70	76,584.11	80,283.65	84,128.27			85,810.79
RADIOLOGY	Charge Technologist - Diagnostic Imaging Services	2015	Hourly	31.722	33.181	34.718	36.313	38.007	39.843	41.751			42.586
			Monthly	5,326.65	5,571.64	5,829.73	6,097.56	6,382.01	6,690.30	7,010.69			7,150.90
			Annual	63,919.83	66,859.72	69,956.77	73,170.70	76,584.11	80,283.65	84,128.27			85,810.79
RECREATION	Recreation Therapist	2015	Hourly	24.605	25.565	26.553	27.599	28.679	29.942				30.541
			Monthly	4,131.59	4,292.79	4,458.69	4,634.33	4,815.68	5,027.76			5,128.34	
			Annual	49,579.08	51,513.48	53,504.30	55,611.99	57,788.19	60,333.13			61,540.12	
RESPIRATORY	General Duty Respiratory Therapist	2015	Hourly	30.553	31.467	32.413	33.383	34.387	35.416	36.479			37.209
			Monthly	5,130.36	5,283.83	5,442.68	5,605.56	5,774.15	5,946.94	6,125.43			6,248.01
			Annual	61,564.30	63,406.01	65,312.20	67,266.75	69,289.81	71,363.24	73,505.19			74,976.14
RESPIRATORY	Anesthesia Respiratory Therapist	2015	Hourly	33.084	34.076	35.097	36.151	37.236	38.352	39.501			40.291
			Monthly	5,555.36	5,721.93	5,893.37	6,070.36	6,252.55	6,439.94	6,632.88			6,765.53
			Annual	66,664.26	68,663.14	70,720.46	72,844.27	75,030.54	77,279.28	79,594.52			81,186.37
RESPIRATORY	Clinical Resource - Respiratory Therapy	2015	Hourly	35.660	36.727	37.830	38.967	40.130	41.339	42.577			43.428
			Monthly	5,987.91	6,167.08	6,352.29	6,543.21	6,738.50	6,941.51	7,149.39			7,292.29
			Annual	71,854.90	74,004.91	76,227.45	78,518.51	80,861.95	83,298.09	85,792.66			87,507.42

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20
SONOGRAPHER	Clinical Instructor, Ultrasound	2015	Hourly	35.326	36.475	37.678	38.911	40.171	41.489	42.863			43.721
			Monthly	5,931.82	6,124.76	6,326.76	6,533.81	6,745.38	6,966.70	7,197.41			7,341.49
			Annual	71,181.89	73,497.13	75,921.17	78,405.67	80,944.57	83,600.34	86,368.95			88,097.82
SONOGRAPHER	General Duty Sonographer I	2015	Hourly	35.719	36.793	37.894	39.033	40.204	41.415				42.243
			Monthly	5,997.82	6,178.16	6,363.03	6,554.29	6,750.92	6,954.27			7,093.30	
			Annual	71,973.79	74,137.90	76,356.41	78,651.50	81,011.06	83,451.23			85,119.65	
SONOGRAPHER	Senior Sonographer II	2015	Hourly	37.122	38.236	39.383	40.564	41.783	43.036				43.896
			Monthly	6,233.40	6,420.46	6,613.06	6,811.37	7,016.06	7,226.46			7,370.87	
			Annual	74,800.83	77,045.54	79,356.75	81,736.46	84,192.75	86,717.54			88,450.44	
SONOGRAPHER	Charge Sonographer III	2015	Hourly	36.387	37.481	38.605	39.762	40.954	42.186	43.452	44.752		45.647
			Monthly	6,109.98	6,293.69	6,482.42	6,676.70	6,876.86	7,083.73	7,296.32	7,514.61	7,664.89	
			Annual	73,319.81	75,524.22	77,789.08	80,120.43	82,522.31	85,004.79	87,555.78	90,175.28	91,978.71	
SPEECH / LANGUAGE	Speech-Language Pathologist	2015	Hourly	36.570	38.105	39.570	41.040	42.608	44.319	46.042			46.963
			Monthly	6,140.71	6,398.47	6,644.46	6,891.30	7,154.59	7,441.90	7,731.22		7,885.87	
			Annual	73,688.55	76,781.58	79,733.55	82,695.60	85,855.12	89,302.79	92,774.63		94,630.45	
SPEECH / LANGUAGE	Clinical Service Leader – S/L Pathologist	2015	Hourly	41.095	42.678	44.265	45.950	47.798	49.654				50.647
			Monthly	6,900.54	7,166.35	7,432.83	7,715.77	8,026.08	8,337.73			8,504.48	
			Annual	82,806.43	85,996.17	89,193.98	92,589.25	96,312.97	100,052.81			102,053.71	