

**MAHCP & Rehab Centre for Children
Appendix 'A' - Effective: April 1, 2014**

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
OCCUPATIONAL THERAPY	Staff Therapist - OT	1950	Hourly	31.524	32.469	33.443	34.447	35.478	36.542				37.273
			Monthly	5,122.65	5,276.21	5,434.49	5,597.64	5,765.18	5,938.08				6,056.86
			Annual	61,471.80	63,314.55	65,213.85	67,171.65	69,182.10	71,256.90				72,682.35
OCCUPATIONAL THERAPY	Senior Therapist - OT	1950	Hourly	34.581	35.615	36.686	37.789	38.921					39.700
			Monthly	5,619.41	5,787.44	5,961.48	6,140.71	6,324.66				6,451.25	
			Annual	67,432.95	69,449.25	71,537.70	73,688.55	75,895.95				77,415.00	
PHYSIOTHERAPY	Staff Therapist - PT	1950	Hourly	31.524	32.469	33.443	34.447	35.478	36.542				37.273
			Monthly	5,122.65	5,276.21	5,434.49	5,597.64	5,765.18	5,938.08			6,056.86	
			Annual	61,471.80	63,314.55	65,213.85	67,171.65	69,182.10	71,256.90			72,682.35	
PHYSIOTHERAPY	Senior Therapist - PT	1950	Hourly	34.581	35.615	36.686	37.789	38.921					39.700
			Monthly	5,619.41	5,787.44	5,961.48	6,140.71	6,324.66			6,451.25		
			Annual	67,432.95	69,449.25	71,537.70	73,688.55	75,895.95			77,415.00		

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OCCUPATIONAL THERAPY	Staff Therapist - OT	1950	Hourly	31.997	32.956	33.945	34.964	36.010	37.090				37.832	
			Monthly	5,199.51	5,355.35	5,516.06	5,681.65	5,851.63	6,027.13					6,147.70
			Annual	62,394.15	64,264.20	66,192.75	68,179.80	70,219.50	72,325.50					73,772.40
OCCUPATIONAL THERAPY	Senior Therapist - OT	1950	Hourly	35.100	36.150	37.236	38.356	39.505					40.295	
			Monthly	5,703.75	5,874.38	6,050.85	6,232.85	6,419.56						6,547.94
			Annual	68,445.00	70,492.50	72,610.20	74,794.20	77,034.75						78,575.25
PHYSIOTHERAPY	Staff Therapist - PT	1950	Hourly	31.997	32.956	33.945	34.964	36.010	37.090				37.832	
			Monthly	5,199.51	5,355.35	5,516.06	5,681.65	5,851.63	6,027.13					6,147.70
			Annual	62,394.15	64,264.20	66,192.75	68,179.80	70,219.50	72,325.50					73,772.40
PHYSIOTHERAPY	Senior Therapist - PT	1950	Hourly	35.100	36.150	37.236	38.356	39.505					40.295	
			Monthly	5,703.75	5,874.38	6,050.85	6,232.85	6,419.56						6,547.94
			Annual	68,445.00	70,492.50	72,610.20	74,794.20	77,034.75						78,575.25

**MAHCP & Rehab Centre for Children
Appendix 'A' - Effective: April 1, 2016**

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	Step 9	Year 20	
OCCUPATIONAL THERAPY	Staff Therapist - OT**	1950	Hourly	33.208	34.203	35.230	36.287	37.374	38.494					39.264	
			Monthly	5,396.30	5,557.99	5,724.88	5,896.64	6,073.28	6,255.28						6,380.40
			Annual	64,755.60	66,695.85	68,698.50	70,759.65	72,879.30	75,063.30						76,564.80
OCCUPATIONAL THERAPY	Staff Therapist - OT** (New Position Effective April 1, 2016)	2015	Hourly	33.208	34.203	35.230	36.287	37.374	38.494					39.264	
			Monthly	5,576.18	5,743.25	5,915.70	6,093.19	6,275.72	6,463.78						6,593.08
			Annual	66,914.12	68,919.05	70,988.45	73,118.31	75,308.61	77,565.41						79,116.96
OCCUPATIONAL THERAPY	Senior Therapist - OT**	1950	Hourly	36.429	37.518	38.646	39.808	41.000						41.820	
			Monthly	5,919.71	6,096.68	6,279.98	6,468.80	6,662.50							6,795.75
			Annual	71,036.55	73,160.10	75,359.70	77,625.60	79,950.00							81,549.00
OCCUPATIONAL THERAPY	Clinical Specialist** (New Position Effective April 1, 2016)	2015	Hourly	39.123	40.295	41.504	42.747	44.028						44.909	
			Monthly	6,569.40	6,766.20	6,969.21	7,177.93	7,393.04							7,540.97
			Annual	78,832.85	81,194.43	83,630.56	86,135.21	88,716.42							90,491.64
PHYSIOTHERAPY	Staff Therapist - PT**	1950	Hourly	33.208	34.203	35.230	36.287	37.374	38.494					39.264	
			Monthly	5,396.30	5,557.99	5,724.88	5,896.64	6,073.28	6,255.28						6,380.40
			Annual	64,755.60	66,695.85	68,698.50	70,759.65	72,879.30	75,063.30						76,564.80
PHYSIOTHERAPY	Staff Therapist - PT** (New Position Effective April 1, 2016)	2015	Hourly	33.208	34.203	35.230	36.287	37.374	38.494					39.264	
			Monthly	5,576.18	5,743.25	5,915.70	6,093.19	6,275.72	6,463.78						6,593.08
			Annual	66,914.12	68,919.05	70,988.45	73,118.31	75,308.61	77,565.41						79,116.96
PHYSIOTHERAPY	Senior Therapist - PT**	1950	Hourly	36.429	37.518	38.646	39.808	41.000						41.820	
			Monthly	5,919.71	6,096.68	6,279.98	6,468.80	6,662.50							6,795.75
			Annual	71,036.55	73,160.10	75,359.70	77,625.60	79,950.00							81,549.00
PHYSIOTHERAPY	Clinical Service Leader ** (New Position Effective April 1, 2016)	2015	Hourly	39.123	40.295	41.504	42.747	44.028						44.909	
			Monthly	6,569.40	6,766.20	6,969.21	7,177.93	7,393.04							7,540.97
			Annual	78,832.85	81,194.43	83,630.56	86,135.21	88,716.42							90,491.64
AUDIOLOGY & SLP	Speech Language Pathologist – Masters** (New Position Effective April 1, 2016)	2015	Hourly	36.803	38.348	39.823	41.301	42.880	44.601	46.335				47.262	
			Monthly	6,179.84	6,439.27	6,686.95	6,935.13	7,200.27	7,489.25	7,780.42					7,936.08
			Annual	74,158.05	77,271.22	80,243.35	83,221.52	86,403.20	89,871.02	93,365.03					95,232.93
AUDIOLOGY & SLP	Clinical Specialist – SLP** (New Position Effective April 1, 2016)	2015	Hourly	41.357	42.950	44.547	46.243	48.103	49.971					50.970	
			Monthly	6,944.53	7,212.02	7,480.18	7,764.97	8,077.30	8,390.96						8,558.71
			Annual	83,334.36	86,544.25	89,762.21	93,179.65	96,927.55	100,691.57						102,704.55
CHILD HEALTH	Early Child Development Facilitator (New Position Effective April 1, 2016)	2015	Hourly	22.980	23.805	24.634	25.593	26.530	27.535	28.535	29.612			30.205	
			Monthly	3,858.73	3,997.26	4,136.46	4,297.49	4,454.83	4,623.59	4,791.50	4,972.35				5,071.92
			Annual	46,304.70	47,967.08	49,637.51	51,569.90	53,457.95	55,483.03	57,498.03	59,668.18				60,863.08
CHILD HEALTH	FASD Network Coordinator (New Position Effective April 1, 2016)	2015	Hourly	36.932	38.039	39.180	40.354	41.563						42.395	
			Monthly	6,201.50	6,387.38	6,578.98	6,776.11	6,979.12							7,118.83
			Annual	74,417.98	76,648.59	78,947.70	81,313.31	83,749.45							85,425.93
CHILD HEALTH	Supervisor, Child Development Clinic (New Position Effective April 1, 2016)	2015	Hourly	26.361	27.552	28.793	30.121	31.483	32.863	34.145	34.456			35.144	
			Monthly	4,426.45	4,626.44	4,834.83	5,057.82	5,286.52	5,518.25	5,733.52	5,785.74				5,901.26
			Annual	53,117.42	55,517.28	58,017.90	60,693.82	63,438.25	66,218.95	68,802.18	69,428.84				70,815.16

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
SOCIAL WORKER	Social Worker (BSW) * (New Position Effective April 1, 2016)	2015	Hourly	30.225	31.133	32.066	33.029	34.021	35.043	36.096	37.180	38.295	39.445	40.234
			Monthly	5,075.28	5,227.75	5,384.42	5,546.12	5,712.69	5,884.30	6,061.12	6,243.14	6,430.37	6,623.47	6,755.96
			Annual	60,903.38	62,733.00	64,612.99	66,553.44	68,552.32	70,611.65	72,733.44	74,917.70	77,164.43	79,481.68	81,071.51
SOCIAL WORKER	Social Worker (MSW) * (New Position Effective April 1, 2016)	2015	Hourly	32.911	33.899	34.917	35.966	37.046	38.159	39.305	40.486	41.702		42.535
			Monthly	5,526.31	5,692.21	5,863.15	6,039.29	6,220.64	6,407.53	6,599.97	6,798.27	7,002.46		7,142.34
			Annual	66,315.67	68,306.49	70,357.76	72,471.49	74,647.69	76,890.39	79,199.58	81,579.29	84,029.53		85,708.03

***Standardization**

****Recruitment & Retention**

1.75% - Cardiology Technologist, Echo Sonographers, Occupational Therapist, Physiotherapist, Sonographers

2.65% - Audiologist, MRI Technologist, Respiratory Therapist, SLP

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Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
OCCUPATIONAL THERAPY	Staff Therapist - OT**	1950	Hourly	34.448	35.480	36.546	37.642	38.769	39.931					40.730	
			Monthly	5,597.80	5,765.50	5,938.73	6,116.83	6,299.96	6,488.79						6,618.63
			Annual	67,173.60	69,186.00	71,264.70	73,401.90	75,599.55	77,865.45						79,423.50
OCCUPATIONAL THERAPY	Staff Therapist - OT**	2015	Hourly	34.448	35.480	36.546	37.642	38.769	39.931					40.730	
			Monthly	5,784.39	5,957.68	6,136.68	6,320.72	6,509.96	6,705.08						6,839.25
			Annual	69,412.72	71,492.20	73,640.19	75,848.63	78,119.54	80,460.97						82,070.95
OCCUPATIONAL THERAPY	Senior Therapist - OT**	1950	Hourly	37.790	38.919	40.089	41.294	42.531						43.382	
			Monthly	6,140.88	6,324.34	6,514.46	6,710.28	6,911.29							7,049.58
			Annual	73,690.50	75,892.05	78,173.55	80,523.30	82,935.45							84,594.90
OCCUPATIONAL THERAPY	Clinical Specialist**	2015	Hourly	40.583	41.800	43.054	44.343	45.672						46.585	
			Monthly	6,814.56	7,018.92	7,229.48	7,445.93	7,669.09							7,822.40
			Annual	81,774.75	84,227.00	86,753.81	89,351.15	92,029.08							93,868.78
PHYSIOTHERAPY	Staff Therapist - PT**	1950	Hourly	34.448	35.480	36.546	37.642	38.769	39.931					40.730	
			Monthly	5,597.80	5,765.50	5,938.73	6,116.83	6,299.96	6,488.79						6,618.63
			Annual	67,173.60	69,186.00	71,264.70	73,401.90	75,599.55	77,865.45						79,423.50
PHYSIOTHERAPY	Staff Therapist - PT**	2015	Hourly	34.448	35.480	36.546	37.642	38.769	39.931					40.730	
			Monthly	5,784.39	5,957.68	6,136.68	6,320.72	6,509.96	6,705.08						6,839.25
			Annual	69,412.72	71,492.20	73,640.19	75,848.63	78,119.54	80,460.97						82,070.95
PHYSIOTHERAPY	Senior Therapist - PT**	1950	Hourly	37.790	38.919	40.089	41.294	42.531						43.382	
			Monthly	6,140.88	6,324.34	6,514.46	6,710.28	6,911.29							7,049.58
			Annual	73,690.50	75,892.05	78,173.55	80,523.30	82,935.45							84,594.90
PHYSIOTHERAPY	Clinical Service Leader **	2015	Hourly	40.583	41.800	43.054	44.343	45.672						46.585	
			Monthly	6,814.56	7,018.92	7,229.48	7,445.93	7,669.09							7,822.40
			Annual	81,774.75	84,227.00	86,753.81	89,351.15	92,029.08							93,868.78
AUDIOLOGY & SLP	Speech Language Pathologist – Masters**	2015	Hourly	38.477	40.093	41.634	43.180	44.831	46.630	48.444				49.413	
			Monthly	6,460.93	6,732.28	6,991.04	7,250.64	7,527.87	7,829.95	8,134.56					8,297.27
			Annual	77,531.16	80,787.40	83,892.51	87,007.70	90,334.47	93,959.45	97,614.66					99,567.20
AUDIOLOGY & SLP	Clinical Specialist – SLP**	2015	Hourly	43.239	44.904	46.574	48.347	50.292	52.244					53.289	
			Monthly	7,260.55	7,540.13	7,820.55	8,118.27	8,444.87	8,772.64						8,948.11
			Annual	87,126.59	90,481.56	93,846.61	97,419.21	101,338.38	105,271.66						107,377.34
CHILD HEALTH	Early Child Development Facilitator	2015	Hourly	23.439	24.282	25.126	26.105	27.061	28.086	29.106	30.205			30.809	
			Monthly	3,935.80	4,077.35	4,219.07	4,383.47	4,543.99	4,716.11	4,887.38	5,071.92				5,173.35
			Annual	47,229.59	48,928.23	50,628.89	52,601.58	54,527.92	56,593.29	58,648.59	60,863.08				62,080.14
CHILD HEALTH	FASD Network Coordinator	2015	Hourly	37.671	38.800	39.964	41.161	42.395						43.243	
			Monthly	6,325.59	6,515.17	6,710.62	6,911.62	7,118.83							7,261.22
			Annual	75,907.07	78,182.00	80,527.46	82,939.42	85,425.93							87,134.65
CHILD HEALTH	Supervisor, Child Development Clinic	2015	Hourly	26.888	28.103	29.369	30.723	32.113	33.520	34.827	35.145			35.847	
			Monthly	4,514.94	4,718.96	4,931.55	5,158.90	5,392.31	5,628.57	5,848.03	5,901.43				6,019.31
			Annual	54,179.32	56,627.55	59,178.54	61,906.85	64,707.70	67,542.80	70,176.41	70,817.18				72,231.71

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
SOCIAL WORKER	Social Worker (BSW)	2015	Hourly	30.830	31.756	32.707	33.690	34.701	35.744	36.818	37.924	39.061	40.234	41.039
			Monthly	5,176.87	5,332.36	5,492.05	5,657.11	5,826.88	6,002.01	6,182.36	6,368.07	6,558.99	6,755.96	6,891.13
			Annual	62,122.45	63,988.34	65,904.61	67,885.35	69,922.52	72,024.16	74,188.27	76,416.86	78,707.92	81,071.51	82,693.59
SOCIAL WORKER	Social Worker (MSW)	2015	Hourly	33.569	34.577	35.615	36.685	37.787	38.922	40.091	41.296	42.536		43.386
			Monthly	5,636.80	5,806.06	5,980.35	6,160.02	6,345.07	6,535.65	6,731.95	6,934.29	7,142.50		7,285.23
			Annual	67,641.54	69,672.66	71,764.23	73,920.28	76,140.81	78,427.83	80,783.37	83,211.44	85,710.04		87,422.79

***Standardization**

****Recruitment & Retention**

1.70% - Cardiology Technologist, Echo Sonographers, Occupational Therapist, Physiotherapist, Sonographers

2.50% - Audiologist, MRI Technologist, Respiratory Therapist, SLP