

MAHCP - WRHA Regional Services
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	
BREAST HEALTH	Dietitian - Breast Health	2015	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013	
			Monthly	4,549.87	4,705.70	4,880.50	5,057.31	5,244.21	5,437.48	5,651.91	5,868.52	6,093.19	6,215.10	
			Annual	54,598.44	56,468.36	58,565.98	60,687.77	62,930.47	65,249.73	67,822.89	70,422.24	73,118.31	74,581.20	
BREAST HEALTH	Manual Lymph Drain Therapist - Breast Health	2015	Hourly	30.280	31.188	32.123	33.088	34.078	35.100				35.802	
			Monthly	5,084.52	5,236.99	5,393.99	5,556.03	5,722.26	5,893.88				6,011.75	
			Annual	61,014.20	62,843.82	64,727.85	66,672.32	68,667.17	70,726.50				72,141.03	
BREAST HEALTH	Senior Mammography Technologist - Breast Health	2015	Hourly	29.241	30.583	31.983	33.499	35.079	36.740				37.475	
			Monthly	4,910.05	5,135.40	5,370.48	5,625.04	5,890.35	6,169.26				6,292.68	
			Annual	58,920.62	61,624.75	64,445.75	67,500.49	70,684.19	74,031.10				75,512.13	
BREAST HEALTH	Social Worker (BSW) - Breast Health	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	
BREAST HEALTH	Social Worker (MSW) - Breast Health	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	
CLINICAL ENGINEERING	Biomedical Engineer - Masters - Clinical Engineering	2015	Hourly	35.358	36.764	38.242	39.771	41.365	43.005	44.737	46.523		47.452	
			Monthly	5,937.20	6,173.29	6,421.47	6,678.21	6,945.87	7,221.26	7,512.09	7,811.99		7,967.98	
			Annual	71,246.37	74,079.46	77,057.63	80,138.57	83,350.48	86,655.08	90,145.06	93,743.85		95,615.78	
CLINICAL ENGINEERING	Biomedical Engineer - PhD - Clinical Engineering	2015	Hourly	37.417	38.856	40.320	41.879	43.492	45.196	46.928			47.865	
			Monthly	6,282.94	6,524.57	6,770.40	7,032.18	7,303.03	7,589.16	7,879.99			8,037.33	
			Annual	75,395.26	78,294.84	81,244.80	84,386.19	87,636.38	91,069.94	94,559.92			96,447.98	
CLINICAL ENGINEERING	Biomedical Engineer - Practicum - Clinical Engineering	2015	Hourly	17.502	18.379	19.320	19.871	20.465					20.874	
			Monthly	2,938.88	3,086.14	3,244.15	3,336.67	3,436.42					3,505.09	
			Annual	35,266.53	37,033.69	38,929.80	40,040.07	41,236.98					42,061.11	
CLINICAL ENGINEERING	Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	32.139	33.425	34.763	36.153	37.599	39.103	40.667	42.293		43.139	
			Monthly	5,396.67	5,612.62	5,837.29	6,070.69	6,313.50	6,566.05	6,828.67	7,101.70		7,243.76	
			Annual	64,760.09	67,351.38	70,047.45	72,848.30	75,761.99	78,792.55	81,944.01	85,220.40		86,925.09	
CLINICAL ENGINEERING	Project Engineer - In Training - Clinical Engineering	2015	Hourly	32.802									33.457	
			Monthly	5,508.00										5,617.99
			Annual	66,096.03										67,415.86
CLINICAL ENGINEERING	Regional Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	33.510	34.851	36.246	37.695	39.203	40.771	42.402	44.097		44.979	
			Monthly	5,626.89	5,852.06	6,086.31	6,329.62	6,582.84	6,846.13	7,120.00	7,404.62		7,552.72	
			Annual	67,522.65	70,224.77	73,035.69	75,955.43	78,994.05	82,153.57	85,440.03	88,855.46		90,632.69	
CLINICAL ENGINEERING	Regional Clinical Engineer - Masters - Clinical Engineering	2015	Hourly	36.758	38.872	41.108	43.575	46.041	48.507				49.477	
			Monthly	6,172.28	6,527.26	6,902.72	7,316.97	7,731.05	8,145.13				8,308.01	
			Annual	74,067.37	78,327.08	82,832.62	87,803.63	92,772.62	97,741.61				99,696.16	
EMS	Technician - Paramedic (EMS Primary Care)	2080	Hourly	21.372	22.004	22.656	23.325	24.016	24.736				25.230	
			Monthly	3,704.48	3,814.03	3,927.04	4,043.00	4,162.77	4,287.57				4,373.20	
			Annual	44,453.76	45,768.32	47,124.48	48,516.00	49,953.28	51,450.88				52,478.40	
CRITICAL CARE TRANSPORT	Advanced Practice Respiratory Therapist - Critical Care Transport	2080	Hourly	38.869	40.035	41.233	42.473	43.747	45.059	46.412			47.340	
			Monthly	6,737.29	6,939.40	7,147.05	7,361.99	7,582.81	7,810.23	8,044.75			8,205.60	
			Annual	80,847.52	83,272.80	85,764.64	88,343.84	90,993.76	93,722.72	96,536.96			98,467.20	

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		
CRITICAL CARE TRANSPORT	Clinical Service Leader - Critical Care Transport	2080	Hourly	43.037	44.328	45.659	47.028	48.439	49.892			50.890		
			Monthly	7,459.75	7,683.52	7,914.23	8,151.52	8,396.09	8,647.95			8,820.93		
			Annual	89,516.96	92,202.24	94,970.72	97,818.24	100,753.12	103,775.36			105,851.20		
HEALTH ACTION CENTRE	Community Nutritionist - Health Action Centre	2015	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013	
			Monthly	4,549.87	4,705.70	4,880.50	5,057.31	5,244.21	5,437.48	5,651.91	5,868.52	6,093.19	6,215.10	
			Annual	54,598.44	56,468.36	58,565.98	60,687.77	62,930.47	65,249.73	67,822.89	70,422.24	73,118.31	74,581.20	
HEALTH ACTION CENTRE	Community Occupational Therapy Consultant - Health Action Centre	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	
HEALTH ACTION CENTRE	Dietitian - Health Action Centre	2015	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013	
			Monthly	4,549.87	4,705.70	4,880.50	5,057.31	5,244.21	5,437.48	5,651.91	5,868.52	6,093.19	6,215.10	
			Annual	54,598.44	56,468.36	58,565.98	60,687.77	62,930.47	65,249.73	67,822.89	70,422.24	73,118.31	74,581.20	
HEALTH ACTION CENTRE	Lab Technician - Health Action Centre	2015	Hourly	19.273	19.850	20.445	21.060	21.691	22.340	23.013			23.474	
			Monthly	3,236.26	3,333.15	3,433.06	3,536.33	3,642.28	3,751.26	3,864.27			3,941.68	
			Annual	38,835.10	39,997.75	41,196.68	42,435.90	43,707.37	45,015.10	46,371.20			47,300.11	
HEALTH ACTION CENTRE	Occupational Therapist - Health Action Centre	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	
HEALTH ACTION CENTRE	Physiotherapist - Health Action Centre	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	
HEALTH ACTION CENTRE	Social Worker (MSW) - Health Action Centre	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	
HOME CARE	Clinical Resource - Respiratory Therapy - Home Care	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	
HOME CARE	Respiratory Therapist- Home Care	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	
MANITOBA TISSUE BANK	Tissue Recovery Technician 1	2015	Hourly	17.297	17.597	17.895	18.193	18.491	18.792				19.167	
			Monthly	2,904.46	2,954.83	3,004.87	3,054.91	3,104.95	3,155.49				3,218.46	
			Annual	34,853.46	35,457.96	36,058.43	36,658.90	37,259.37	37,865.88				38,621.51	
MANITOBA TISSUE BANK	Tissue Recovery Technician 2	2015	Hourly	21.780	22.077	22.375	22.673	22.972	23.271				23.736	
			Monthly	3,657.23	3,707.10	3,757.14	3,807.18	3,857.38	3,907.59				3,985.67	
			Annual	43,886.70	44,485.16	45,085.63	45,686.10	46,288.58	46,891.07				47,828.04	
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 1	2015	Hourly	24.221	25.128	26.072							26.593	
			Monthly	4,067.11	4,219.41	4,377.92								4,465.41
			Annual	48,805.32	50,632.92	52,535.08								53,584.90
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 2	2015	Hourly	27.955	28.929	29.948	30.988	32.081	33.205	34.368			35.055	
			Monthly	4,694.11	4,857.66	5,028.77	5,203.40	5,386.94	5,575.67	5,770.96			5,886.32	
			Annual	56,329.33	58,291.94	60,345.22	62,440.82	64,643.22	66,908.08	69,251.52			70,635.83	
NUTRITION/FS/FAMILY MEDICINE	Clinical Resource - Clinical Dietetics (Nutrition/FS/Family Medicine)	2015	Hourly	30.468	31.775	33.110	34.502	35.960	37.023	38.808			39.584	
			Monthly	5,116.09	5,335.55	5,559.72	5,793.46	6,038.28	6,216.78	6,516.51			6,646.81	
			Annual	61,393.02	64,026.63	66,716.65	69,521.53	72,459.40	74,601.35	78,198.12			79,761.76	

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	
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Ergonomist/Health Practitioner- OCC and Environmental safety & Health	2015	Hourly	31.848	33.084	34.260	35.524	36.717					37.451	
			Monthly	5,347.81	5,555.36	5,752.83	5,965.07	6,165.40						6,288.65
			Annual	64,173.72	66,664.26	69,033.90	71,580.86	73,984.76						75,463.77
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Musculoskeletal Injury Prevention Specialist (MIPS) - OCC and Environmental safety & Health	2015	Hourly	30.443	31.965	33.563	35.241	37.002	38.851				39.629	
			Monthly	5,111.89	5,367.46	5,635.79	5,917.55	6,213.25	6,523.73					6,654.37
			Annual	61,342.65	64,409.48	67,629.45	71,010.62	74,559.03	78,284.77					79,852.44
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety and Health Coordinator- OCC and Environmental safety & Health	2015	Hourly	29.844	30.984	32.292	33.563	34.952	36.349				37.077	
			Monthly	5,011.31	5,202.73	5,422.37	5,635.79	5,869.02	6,103.60					6,225.85
			Annual	60,135.66	62,432.76	65,068.38	67,629.45	70,428.28	73,243.24					74,710.16
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator - OCC and Environmental safety & Health	2015	Hourly	26.729	28.277	29.904	31.624	33.444	35.366				36.073	
			Monthly	4,488.25	4,748.18	5,021.38	5,310.20	5,615.81	5,938.54					6,057.26
			Annual	53,858.94	56,978.16	60,256.56	63,722.36	67,389.66	71,262.49					72,687.10
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator/WHMIS Specialist- OCC and Environmental safety & Health	2015	Hourly	26.729	28.277	29.904	31.624	33.444	35.366				36.073	
			Monthly	4,488.25	4,748.18	5,021.38	5,310.20	5,615.81	5,938.54					6,057.26
			Annual	53,858.94	56,978.16	60,256.56	63,722.36	67,389.66	71,262.49					72,687.10

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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	Year 20
BREAST HEALTH	Dietitian - Breast Health	2015	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013
			Monthly	4,549.87	4,705.70	4,880.50	5,057.31	5,244.21	5,437.48	5,651.91	5,868.52	6,093.19	6,215.10
			Annual	54,598.44	56,468.36	58,565.98	60,687.77	62,930.47	65,249.73	67,822.89	70,422.24	73,118.31	74,581.20
BREAST HEALTH	Manual Lymph Drain Therapist - Breast Health	2015	Hourly	30.280	31.188	32.123	33.088	34.078	35.100				35.802
			Monthly	5,084.52	5,236.99	5,393.99	5,556.03	5,722.26	5,893.88				6,011.75
			Annual	61,014.20	62,843.82	64,727.85	66,672.32	68,667.17	70,726.50				72,141.03
BREAST HEALTH	Senior Mammography Technologist - Breast Health	2015	Hourly	29.241	30.583	31.983	33.499	35.079	36.740				37.475
			Monthly	4,910.05	5,135.40	5,370.48	5,625.04	5,890.35	6,169.26				6,292.68
			Annual	58,920.62	61,624.75	64,445.75	67,500.49	70,684.19	74,031.10				75,512.13
BREAST HEALTH	Social Worker (BSW) - Breast Health	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
BREAST HEALTH	Social Worker (MSW) - Breast Health	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
CLINICAL ENGINEERING	Biomedical Engineer - Masters - Clinical Engineering	2015	Hourly	35.358	36.764	38.242	39.771	41.365	43.005	44.737	46.523		47.452
			Monthly	5,937.20	6,173.29	6,421.47	6,678.21	6,945.87	7,221.26	7,512.09	7,811.99		7,967.98
			Annual	71,246.37	74,079.46	77,057.63	80,138.57	83,350.48	86,655.08	90,145.06	93,743.85		95,615.78
CLINICAL ENGINEERING	Biomedical Engineer - PhD - Clinical Engineering	2015	Hourly	37.417	38.856	40.320	41.879	43.492	45.196	46.928			47.865
			Monthly	6,282.94	6,524.57	6,770.40	7,032.18	7,303.03	7,589.16	7,879.99			8,037.33
			Annual	75,395.26	78,294.84	81,244.80	84,386.19	87,636.38	91,069.94	94,559.92			96,447.98
CLINICAL ENGINEERING	Biomedical Engineer - Practicum - Clinical Engineering	2015	Hourly	17.502	18.379	19.320	19.871	20.465					20.874
			Monthly	2,938.88	3,086.14	3,244.15	3,336.67	3,436.42					3,505.09
			Annual	35,266.53	37,033.69	38,929.80	40,040.07	41,236.98					42,061.11
CLINICAL ENGINEERING	Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	32.139	33.425	34.763	36.153	37.599	39.103	40.667	42.293		43.139
			Monthly	5,396.67	5,612.62	5,837.29	6,070.69	6,313.50	6,566.05	6,828.67	7,101.70		7,243.76
			Annual	64,760.09	67,351.38	70,047.45	72,848.30	75,761.99	78,792.55	81,944.01	85,220.40		86,925.09
CLINICAL ENGINEERING	Project Engineer - In Training - Clinical Engineering	2015	Hourly	32.802									33.457
			Monthly	5,508.00									5,617.99
			Annual	66,096.03									67,415.86
CLINICAL ENGINEERING	Regional Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	33.510	34.851	36.246	37.695	39.203	40.771	42.402	44.097		44.979
			Monthly	5,626.89	5,852.06	6,086.31	6,329.62	6,582.84	6,846.13	7,120.00	7,404.62		7,552.72
			Annual	67,522.65	70,224.77	73,035.69	75,955.43	78,994.05	82,153.57	85,440.03	88,855.46		90,632.69
CLINICAL ENGINEERING	Regional Clinical Engineer - Masters - Clinical Engineering	2015	Hourly	36.758	38.872	41.108	43.575	46.041	48.507				49.477
			Monthly	6,172.28	6,527.26	6,902.72	7,316.97	7,731.05	8,145.13				8,308.01
			Annual	74,067.37	78,327.08	82,832.62	87,803.63	92,772.62	97,741.61				99,696.16
EMS	Technician - Paramedic (EMS Primary Care)*	2080	Hourly	22.013	22.664	23.660	24.674	25.586	26.328				26.855
			Monthly	3,815.59	3,928.43	4,101.07	4,276.83	4,434.91	4,563.52				4,654.87
			Annual	45,787.04	47,141.12	49,212.80	51,321.92	53,218.88	54,762.24				55,858.40
CRITICAL CARE TRANSPORT	Advanced Practice Respiratory Therapist - Critical Care Transport	2080	Hourly	38.869	40.035	41.233	42.473	43.747	45.059	46.412			47.340
			Monthly	6,737.29	6,939.40	7,147.05	7,361.99	7,582.81	7,810.23	8,044.75			8,205.60
			Annual	80,847.52	83,272.80	85,764.64	88,343.84	90,993.76	93,722.72	96,536.96			98,467.20

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	
CRITICAL CARE TRANSPORT	Clinical Service Leader - Critical Care Transport	2080	Hourly	43.037	44.328	45.659	47.028	48.439	49.892			50.890	
			Monthly	7,459.75	7,683.52	7,914.23	8,151.52	8,396.09	8,647.95			8,820.93	
			Annual	89,516.96	92,202.24	94,970.72	97,818.24	100,753.12	103,775.36			105,851.20	
HEALTH ACTION CENTRE	Community Nutritionist - Health Action Centre	2015	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013
			Monthly	4,549.87	4,705.70	4,880.50	5,057.31	5,244.21	5,437.48	5,651.91	5,868.52	6,093.19	6,215.10
			Annual	54,598.44	56,468.36	58,565.98	60,687.77	62,930.47	65,249.73	67,822.89	70,422.24	73,118.31	74,581.20
HEALTH ACTION CENTRE	Community Occupational Therapy Consultant - Health Action Centre	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	
HEALTH ACTION CENTRE	Dietitian - Health Action Centre	2015	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013
			Monthly	4,549.87	4,705.70	4,880.50	5,057.31	5,244.21	5,437.48	5,651.91	5,868.52	6,093.19	6,215.10
			Annual	54,598.44	56,468.36	58,565.98	60,687.77	62,930.47	65,249.73	67,822.89	70,422.24	73,118.31	74,581.20
HEALTH ACTION CENTRE	Lab Technician - Health Action Centre	2015	Hourly	19.273	19.850	20.445	21.060	21.691	22.340	23.013			23.474
			Monthly	3,236.26	3,333.15	3,433.06	3,536.33	3,642.28	3,751.26	3,864.27			3,941.68
			Annual	38,835.10	39,997.75	41,196.68	42,435.90	43,707.37	45,015.10	46,371.20			47,300.11
HEALTH ACTION CENTRE	Occupational Therapist - Health Action Centre	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	
HEALTH ACTION CENTRE	Physiotherapist - Health Action Centre	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	
HEALTH ACTION CENTRE	Social Worker (MSW) - Health Action Centre	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
HOME CARE	Clinical Resource - Respiratory Therapy - Home Care	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
HOME CARE	Respiratory Therapist- Home Care	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
MANITOBA TISSUE BANK	Tissue Recovery Technician 1	2015	Hourly	17.297	17.597	17.895	18.193	18.491	18.792				19.167
			Monthly	2,904.46	2,954.83	3,004.87	3,054.91	3,104.95	3,155.49			3,218.46	
			Annual	34,853.46	35,457.96	36,058.43	36,658.90	37,259.37	37,865.88			38,621.51	
MANITOBA TISSUE BANK	Tissue Recovery Technician 2	2015	Hourly	21.780	22.077	22.375	22.673	22.972	23.271				23.736
			Monthly	3,657.23	3,707.10	3,757.14	3,807.18	3,857.38	3,907.59			3,985.67	
			Annual	43,886.70	44,485.16	45,085.63	45,686.10	46,288.58	46,891.07			47,828.04	
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 1	2015	Hourly	24.221	25.128	26.072							26.593
			Monthly	4,067.11	4,219.41	4,377.92						4,465.41	
			Annual	48,805.32	50,632.92	52,535.08						53,584.90	
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 2	2015	Hourly	27.955	28.929	29.948	30.988	32.081	33.205	34.368			35.055
			Monthly	4,694.11	4,857.66	5,028.77	5,203.40	5,386.94	5,575.67	5,770.96			5,886.32
			Annual	56,329.33	58,291.94	60,345.22	62,440.82	64,643.22	66,908.08	69,251.52			70,635.83
NUTRITION/FS/FAMILY MEDICINE	Clinical Resource - Clinical Dietetics (Nutrition/FS/Family Medicine)	2015	Hourly	30.468	31.775	33.110	34.502	35.960	37.023	38.808			39.584
			Monthly	5,116.09	5,335.55	5,559.72	5,793.46	6,038.28	6,216.78	6,516.51			6,646.81
			Annual	61,393.02	64,026.63	66,716.65	69,521.53	72,459.40	74,601.35	78,198.12			79,761.76

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	
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Ergonomist/Health Practitioner- OCC and Environmental safety & Health	2015	Hourly	31.848	33.084	34.260	35.524	36.717					37.451	
			Monthly	5,347.81	5,555.36	5,752.83	5,965.07	6,165.40						6,288.65
			Annual	64,173.72	66,664.26	69,033.90	71,580.86	73,984.76						75,463.77
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Musculoskeletal Injury Prevention Specialist (MIPS) - OCC and Environmental safety & Health	2015	Hourly	30.443	31.965	33.563	35.241	37.002	38.851				39.629	
			Monthly	5,111.89	5,367.46	5,635.79	5,917.55	6,213.25	6,523.73					6,654.37
			Annual	61,342.65	64,409.48	67,629.45	71,010.62	74,559.03	78,284.77					79,852.44
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety and Health Coordinator- OCC and Environmental safety & Health	2015	Hourly	29.844	30.984	32.292	33.563	34.952	36.349				37.077	
			Monthly	5,011.31	5,202.73	5,422.37	5,635.79	5,869.02	6,103.60					6,225.85
			Annual	60,135.66	62,432.76	65,068.38	67,629.45	70,428.28	73,243.24					74,710.16
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator - OCC and Environmental safety & Health	2015	Hourly	26.729	28.277	29.904	31.624	33.444	35.366				36.073	
			Monthly	4,488.25	4,748.18	5,021.38	5,310.20	5,615.81	5,938.54					6,057.26
			Annual	53,858.94	56,978.16	60,256.56	63,722.36	67,389.66	71,262.49					72,687.10
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator/WHMIS Specialist- OCC and Environmental safety & Health	2015	Hourly	26.729	28.277	29.904	31.624	33.444	35.366				36.073	
			Monthly	4,488.25	4,748.18	5,021.38	5,310.20	5,615.81	5,938.54					6,057.26
			Annual	53,858.94	56,978.16	60,256.56	63,722.36	67,389.66	71,262.49					72,687.10

* EMS Adjustment 3.00% - 6.54%

** Standardization Adjustment

MAHCP - WRHA Regional Services
Appendix 'A' - Effective: April 1, 2015

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	
BREAST HEALTH	Dietitian - Breast Health	2015	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832	37.568	
			Monthly	4,618.21	4,776.39	4,953.54	5,133.21	5,322.79	5,518.92	5,736.71	5,956.68	6,184.71	6,308.29	
			Annual	55,418.55	57,316.68	59,442.50	61,598.55	63,873.49	66,227.01	68,840.46	71,480.11	74,216.48	75,699.52	
BREAST HEALTH	Manual Lymph Drain Therapist - Breast Health	2015	Hourly	30.735	31.656	32.605	33.584	34.589	35.626				36.339	
			Monthly	5,160.92	5,315.57	5,474.92	5,639.31	5,808.07	5,982.20				6,101.92	
			Annual	61,931.03	63,786.84	65,699.08	67,671.76	69,696.84	71,786.39				73,223.09	
BREAST HEALTH	Senior Mammography Technologist - Breast Health	2015	Hourly	29.680	31.042	32.462	34.002	35.606	37.291				38.037	
			Monthly	4,983.77	5,212.47	5,450.91	5,709.50	5,978.84	6,261.78				6,387.05	
			Annual	59,805.20	62,549.63	65,410.93	68,514.03	71,746.09	75,141.37				76,644.56	
BREAST HEALTH	Social Worker (BSW) - Breast Health	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
BREAST HEALTH	Social Worker (MSW) - Breast Health	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
CLINICAL ENGINEERING	Biomedical Engineer - Masters - Clinical Engineering	2015	Hourly	35.888	37.316	38.816	40.367	41.986	43.650	45.408	47.220			48.164
			Monthly	6,026.19	6,265.98	6,517.85	6,778.29	7,050.15	7,329.56	7,624.76	7,929.03			8,087.54
			Annual	72,314.32	75,191.74	78,214.24	81,339.51	84,601.79	87,954.75	91,497.12	95,148.30			97,050.46
CLINICAL ENGINEERING	Biomedical Engineer - PhD - Clinical Engineering	2015	Hourly	37.978	39.439	40.925	42.507	44.144	45.874	47.631				48.583
			Monthly	6,377.14	6,622.47	6,871.99	7,137.63	7,412.51	7,703.01	7,998.04				8,157.90
			Annual	76,525.67	79,469.59	82,463.88	85,651.61	88,950.16	92,436.11	95,976.47				97,894.75
CLINICAL ENGINEERING	Biomedical Engineer - Practicum - Clinical Engineering	2015	Hourly	17.764	18.654	19.609	20.169	20.772						21.188
			Monthly	2,982.87	3,132.32	3,292.68	3,386.71	3,487.97						3,557.82
			Annual	35,794.46	37,587.81	39,512.14	40,640.54	41,855.58						42,693.82
CLINICAL ENGINEERING	Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	32.621	33.926	35.284	36.696	38.163	39.689	41.277	42.927			43.786
			Monthly	5,477.61	5,696.74	5,924.77	6,161.87	6,408.20	6,664.45	6,931.10	7,208.16			7,352.40
			Annual	65,731.32	68,360.89	71,097.26	73,942.44	76,898.45	79,973.34	83,173.16	86,497.91			88,228.79
CLINICAL ENGINEERING	Project Engineer - In Training - Clinical Engineering	2015	Hourly	33.294										33.959
			Monthly	5,590.62										5,702.28
			Annual	67,087.41										68,427.39
CLINICAL ENGINEERING	Regional Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	34.013	35.374	36.789	38.260	39.791	41.382	43.038	44.758			45.653
			Monthly	5,711.35	5,939.88	6,177.49	6,424.49	6,681.57	6,948.73	7,226.80	7,515.61			7,665.90
			Annual	68,536.20	71,278.61	74,129.84	77,093.90	80,178.87	83,384.73	86,721.57	90,187.37			91,990.80
CLINICAL ENGINEERING	Regional Clinical Engineer - Masters - Clinical Engineering	2015	Hourly	37.310	39.456	41.724	44.229	46.732	49.234					50.219
			Monthly	6,264.97	6,625.32	7,006.16	7,426.79	7,847.08	8,267.21					8,432.61
			Annual	75,179.65	79,503.84	84,073.86	89,121.44	94,164.98	99,206.51					101,191.29
EMS	Technician - Paramedic (EMS Primary Care)	2080	Hourly	22.343	23.004	24.015	25.044	25.970	26.723					27.257
			Monthly	3,872.79	3,987.36	4,162.60	4,340.96	4,501.47	4,631.99					4,724.55
			Annual	46,473.44	47,848.32	49,951.20	52,091.52	54,017.60	55,583.84					56,694.56
CRITICAL CARE TRANSPORT	Advanced Practice Respiratory Therapist - Critical Care Transport	2080	Hourly	39.452	40.635	41.852	43.110	44.403	45.735	47.108				48.050
			Monthly	6,838.35	7,043.40	7,254.35	7,472.40	7,696.52	7,927.40	8,165.39				8,328.67
			Annual	82,060.16	84,520.80	87,052.16	89,668.80	92,358.24	95,128.80	97,984.64				99,944.00

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	
CRITICAL CARE TRANSPORT	Clinical Service Leader - Critical Care Transport	2080	Hourly	43.683	44.993	46.344	47.733	49.165	50.641			51.653	
			Monthly	7,571.72	7,798.79	8,032.96	8,273.72	8,521.93	8,777.77			8,953.19	
			Annual	90,860.64	93,585.44	96,395.52	99,284.64	102,263.20	105,333.28			107,438.24	
HEALTH ACTION CENTRE	Community Nutritionist - Health Action Centre	2015	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832	37.568
			Monthly	4,618.21	4,776.39	4,953.54	5,133.21	5,322.79	5,518.92	5,736.71	5,956.68	6,184.71	6,308.29
			Annual	55,418.55	57,316.68	59,442.50	61,598.55	63,873.49	66,227.01	68,840.46	71,480.11	74,216.48	75,699.52
HEALTH ACTION CENTRE	Community Occupational Therapy Consultant - Health Action Centre	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
HEALTH ACTION CENTRE	Dietitian - Health Action Centre	2015	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832	37.568
			Monthly	4,618.21	4,776.39	4,953.54	5,133.21	5,322.79	5,518.92	5,736.71	5,956.68	6,184.71	6,308.29
			Annual	55,418.55	57,316.68	59,442.50	61,598.55	63,873.49	66,227.01	68,840.46	71,480.11	74,216.48	75,699.52
HEALTH ACTION CENTRE	Lab Technician - Health Action Centre	2015	Hourly	19.562	20.148	20.752	21.376	22.016	22.675	23.358			23.826
			Monthly	3,284.79	3,383.19	3,484.61	3,589.39	3,696.85	3,807.51	3,922.20			4,000.78
			Annual	39,417.43	40,598.22	41,815.28	43,072.64	44,362.24	45,690.13	47,066.37			48,009.39
HEALTH ACTION CENTRE	Occupational Therapist - Health Action Centre	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
HEALTH ACTION CENTRE	Physiotherapist - Health Action Centre	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
HEALTH ACTION CENTRE	Social Worker (MSW) - Health Action Centre	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
HOME CARE	Clinical Resource - Respiratory Therapy - Home Care	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
HOME CARE	Respiratory Therapist- Home Care	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
MANITOBA TISSUE BANK	Tissue Recovery Technician 1	2015	Hourly	17.556	17.861	18.164	18.466	18.769	19.074				19.455
			Monthly	2,947.95	2,999.16	3,050.04	3,100.75	3,151.63	3,202.84				3,266.82
			Annual	35,375.34	35,989.92	36,600.46	37,208.99	37,819.54	38,434.11				39,201.83
MANITOBA TISSUE BANK	Tissue Recovery Technician 2	2015	Hourly	22.107	22.408	22.710	23.013	23.317	23.620				24.092
			Monthly	3,712.13	3,762.68	3,813.39	3,864.27	3,915.31	3,966.19				4,045.45
			Annual	44,545.61	45,152.12	45,760.65	46,371.20	46,983.76	47,594.30				48,545.38
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 1	2015	Hourly	24.584	25.505	26.463							26.992
			Monthly	4,128.06	4,282.72	4,443.58							4,532.41
			Annual	49,536.76	51,392.58	53,322.95							54,388.88
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 2	2015	Hourly	28.374	29.362	30.397	31.453	32.562	33.703	34.883			35.581
			Monthly	4,764.47	4,930.37	5,104.16	5,281.48	5,467.70	5,659.30	5,857.44			5,974.64
			Annual	57,173.61	59,164.43	61,249.96	63,377.80	65,612.43	67,911.55	70,289.25			71,695.72
NUTRITION/FS/FAMILY MEDICINE	Clinical Resource - Clinical Dietetics (Nutrition/FS/Family Medicine)	2015	Hourly	30.925	32.251	33.607	35.019	36.500	37.578	39.390			40.178
			Monthly	5,192.82	5,415.48	5,643.18	5,880.27	6,128.96	6,309.97	6,614.24			6,746.56
			Annual	62,313.88	64,985.77	67,718.11	70,563.29	73,547.50	75,719.67	79,370.85			80,958.67

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	
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Ergonomist/Health Practitioner- OCC and Environmental safety & Health	2015	Hourly	32.325	33.580	34.774	36.057	37.267					38.013	
			Monthly	5,427.91	5,638.64	5,839.13	6,054.57	6,257.75						6,383.02
			Annual	65,134.88	67,663.70	70,069.61	72,654.86	75,093.01						
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Musculoskeletal Injury Prevention Specialist (MIPS) - OCC and Environmental safety & Health	2015	Hourly	30.900	32.445	34.066	35.769	37.557	39.434				40.223	
			Monthly	5,188.63	5,448.06	5,720.25	6,006.21	6,306.45	6,621.63					6,754.11
			Annual	62,263.50	65,376.68	68,642.99	72,074.54	75,677.36	79,459.51					
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety and Health Coordinator- OCC and Environmental safety & Health	2015	Hourly	30.292	31.449	32.777	34.066	35.476	36.894				37.633	
			Monthly	5,086.53	5,280.81	5,503.81	5,720.25	5,957.01	6,195.12					6,319.21
			Annual	61,038.38	63,369.74	66,045.66	68,642.99	71,484.14	74,341.41					
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator - OCC and Environmental safety & Health	2015	Hourly	27.130	28.701	30.352	32.099	33.946	35.896				36.614	
			Monthly	4,555.58	4,819.38	5,096.61	5,389.96	5,700.10	6,027.54					6,148.10
			Annual	54,666.95	57,832.52	61,159.28	64,679.49	68,401.19	72,330.44					
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator/WHMIS Specialist- OCC and Environmental safety & Health	2015	Hourly	27.130	28.701	30.352	32.099	33.946	35.896				36.614	
			Monthly	4,555.58	4,819.38	5,096.61	5,389.96	5,700.10	6,027.54					6,148.10
			Annual	54,666.95	57,832.52	61,159.28	64,679.49	68,401.19	72,330.44					

MAHCP - WRHA Regional Services
Appendix 'A' - Effective: October 1, 2015

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	
BREAST HEALTH	Dietitian - Breast Health	2015	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832	37.568	
			Monthly	4,618.21	4,776.39	4,953.54	5,133.21	5,322.79	5,518.92	5,736.71	5,956.68	6,184.71	6,308.29	
			Annual	55,418.55	57,316.68	59,442.50	61,598.55	63,873.49	66,227.01	68,840.46	71,480.11	74,216.48	75,699.52	
BREAST HEALTH	Manual Lymph Drain Therapist - Breast Health	2015	Hourly	30.735	31.656	32.605	33.584	34.589	35.626				36.339	
			Monthly	5,160.92	5,315.57	5,474.92	5,639.31	5,808.07	5,982.20				6,101.92	
			Annual	61,931.03	63,786.84	65,699.08	67,671.76	69,696.84	71,786.39				73,223.09	
BREAST HEALTH	Senior Mammography Technologist - Breast Health	2015	Hourly	29.680	31.042	32.462	34.002	35.606	37.291				38.037	
			Monthly	4,983.77	5,212.47	5,450.91	5,709.50	5,978.84	6,261.78				6,387.05	
			Annual	59,805.20	62,549.63	65,410.93	68,514.03	71,746.09	75,141.37				76,644.56	
BREAST HEALTH	Social Worker (BSW) - Breast Health	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
BREAST HEALTH	Social Worker (MSW) - Breast Health	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
CLINICAL ENGINEERING	Biomedical Engineer - Masters - Clinical Engineering	2015	Hourly	35.888	37.316	38.816	40.367	41.986	43.650	45.408	47.220		48.164	
			Monthly	6,026.19	6,265.98	6,517.85	6,778.29	7,050.15	7,329.56	7,624.76	7,929.03		8,087.54	
			Annual	72,314.32	75,191.74	78,214.24	81,339.51	84,601.79	87,954.75	91,497.12	95,148.30		97,050.46	
CLINICAL ENGINEERING	Biomedical Engineer - PhD - Clinical Engineering	2015	Hourly	37.978	39.439	40.925	42.507	44.144	45.874	47.631			48.583	
			Monthly	6,377.14	6,622.47	6,871.99	7,137.63	7,412.51	7,703.01	7,998.04			8,157.90	
			Annual	76,525.67	79,469.59	82,463.88	85,651.61	88,950.16	92,436.11	95,976.47			97,894.75	
CLINICAL ENGINEERING	Biomedical Engineer - Practicum - Clinical Engineering	2015	Hourly	17.764	18.654	19.609	20.169	20.772					21.188	
			Monthly	2,982.87	3,132.32	3,292.68	3,386.71	3,487.97					3,557.82	
			Annual	35,794.46	37,587.81	39,512.14	40,640.54	41,855.58					42,693.82	
CLINICAL ENGINEERING	Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	32.621	33.926	35.284	36.696	38.163	39.689	41.277	42.927		43.786	
			Monthly	5,477.61	5,696.74	5,924.77	6,161.87	6,408.20	6,664.45	6,931.10	7,208.16		7,352.40	
			Annual	65,731.32	68,360.89	71,097.26	73,942.44	76,898.45	79,973.34	83,173.16	86,497.91		88,228.79	
CLINICAL ENGINEERING	Project Engineer - In Training - Clinical Engineering	2015	Hourly	33.294									33.959	
			Monthly	5,590.62										5,702.28
			Annual	67,087.41										68,427.39
CLINICAL ENGINEERING	Regional Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	34.013	35.374	36.789	38.260	39.791	41.382	43.038	44.758		45.653	
			Monthly	5,711.35	5,939.88	6,177.49	6,424.49	6,681.57	6,948.73	7,226.80	7,515.61		7,665.90	
			Annual	68,536.20	71,278.61	74,129.84	77,093.90	80,178.87	83,384.73	86,721.57	90,187.37		91,990.80	
CLINICAL ENGINEERING	Regional Clinical Engineer - Masters - Clinical Engineering	2015	Hourly	37.310	39.456	41.724	44.229	46.732	49.234				50.219	
			Monthly	6,264.97	6,625.32	7,006.16	7,426.79	7,847.08	8,267.21				8,432.61	
			Annual	75,179.65	79,503.84	84,073.86	89,121.44	94,164.98	99,206.51				101,191.29	
EMS	Technician - Paramedic (EMS Primary Care)*	2080	Hourly	23.013	23.694	25.061	26.271	27.399	28.374				28.941	
			Monthly	3,988.92	4,106.96	4,343.91	4,553.64	4,749.16	4,918.16				5,016.44	
			Annual	47,867.04	49,283.52	52,126.88	54,643.68	56,989.92	59,017.92				60,197.28	
CRITICAL CARE TRANSPORT	Advanced Practice Respiratory Therapist - Critical Care Transport	2080	Hourly	39.452	40.635	41.852	43.110	44.403	45.735	47.108			48.050	
			Monthly	6,838.35	7,043.40	7,254.35	7,472.40	7,696.52	7,927.40	8,165.39			8,328.67	
			Annual	82,060.16	84,520.80	87,052.16	89,668.80	92,358.24	95,128.80	97,984.64			99,944.00	

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	
CRITICAL CARE TRANSPORT	Clinical Service Leader - Critical Care Transport	2080	Hourly	43.683	44.993	46.344	47.733	49.165	50.641			51.653	
			Monthly	7,571.72	7,798.79	8,032.96	8,273.72	8,521.93	8,777.77			8,953.19	
			Annual	90,860.64	93,585.44	96,395.52	99,284.64	102,263.20	105,333.28			107,438.24	
HEALTH ACTION CENTRE	Community Nutritionist - Health Action Centre	2015	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832	37.568
			Monthly	4,618.21	4,776.39	4,953.54	5,133.21	5,322.79	5,518.92	5,736.71	5,956.68	6,184.71	6,308.29
			Annual	55,418.55	57,316.68	59,442.50	61,598.55	63,873.49	66,227.01	68,840.46	71,480.11	74,216.48	75,699.52
HEALTH ACTION CENTRE	Community Occupational Therapy Consultant - Health Action Centre	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
HEALTH ACTION CENTRE	Dietitian - Health Action Centre	2015	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832	37.568
			Monthly	4,618.21	4,776.39	4,953.54	5,133.21	5,322.79	5,518.92	5,736.71	5,956.68	6,184.71	6,308.29
			Annual	55,418.55	57,316.68	59,442.50	61,598.55	63,873.49	66,227.01	68,840.46	71,480.11	74,216.48	75,699.52
HEALTH ACTION CENTRE	Lab Technician - Health Action Centre	2015	Hourly	19.562	20.148	20.752	21.376	22.016	22.675	23.358			23.826
			Monthly	3,284.79	3,383.19	3,484.61	3,589.39	3,696.85	3,807.51	3,922.20			4,000.78
			Annual	39,417.43	40,598.22	41,815.28	43,072.64	44,362.24	45,690.13	47,066.37			48,009.39
HEALTH ACTION CENTRE	Occupational Therapist - Health Action Centre	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
HEALTH ACTION CENTRE	Physiotherapist - Health Action Centre	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
HEALTH ACTION CENTRE	Social Worker (MSW) - Health Action Centre	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
HOME CARE	Clinical Resource - Respiratory Therapy - Home Care	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
HOME CARE	Respiratory Therapist- Home Care	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
MANITOBA TISSUE BANK	Tissue Recovery Technician 1	2015	Hourly	17.556	17.861	18.164	18.466	18.769	19.074				19.455
			Monthly	2,947.95	2,999.16	3,050.04	3,100.75	3,151.63	3,202.84				3,266.82
			Annual	35,375.34	35,989.92	36,600.46	37,208.99	37,819.54	38,434.11				39,201.83
MANITOBA TISSUE BANK	Tissue Recovery Technician 2	2015	Hourly	22.107	22.408	22.710	23.013	23.317	23.620				24.092
			Monthly	3,712.13	3,762.68	3,813.39	3,864.27	3,915.31	3,966.19				4,045.45
			Annual	44,545.61	45,152.12	45,760.65	46,371.20	46,983.76	47,594.30				48,545.38
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 1	2015	Hourly	24.584	25.505	26.463							26.992
			Monthly	4,128.06	4,282.72	4,443.58							4,532.41
			Annual	49,536.76	51,392.58	53,322.95							54,388.88
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 2	2015	Hourly	28.374	29.362	30.397	31.453	32.562	33.703	34.883			35.581
			Monthly	4,764.47	4,930.37	5,104.16	5,281.48	5,467.70	5,659.30	5,857.44			5,974.64
			Annual	57,173.61	59,164.43	61,249.96	63,377.80	65,612.43	67,911.55	70,289.25			71,695.72
NUTRITION/FS/FAMILY MEDICINE	Clinical Resource - Clinical Dietetics (Nutrition/FS/Family Medicine)	2015	Hourly	30.925	32.251	33.607	35.019	36.500	37.578	39.390			40.178
			Monthly	5,192.82	5,415.48	5,643.18	5,880.27	6,128.96	6,309.97	6,614.24			6,746.56
			Annual	62,313.88	64,985.77	67,718.11	70,563.29	73,547.50	75,719.67	79,370.85			80,958.67

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	
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Ergonomist/Health Practitioner- OCC and Environmental safety & Health	2015	Hourly	32.325	33.580	34.774	36.057	37.267					38.013	
			Monthly	5,427.91	5,638.64	5,839.13	6,054.57	6,257.75						6,383.02
			Annual	65,134.88	67,663.70	70,069.61	72,654.86	75,093.01						
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Musculoskeletal Injury Prevention Specialist (MIPS) - OCC and Environmental safety & Health	2015	Hourly	30.900	32.445	34.066	35.769	37.557	39.434				40.223	
			Monthly	5,188.63	5,448.06	5,720.25	6,006.21	6,306.45	6,621.63					6,754.11
			Annual	62,263.50	65,376.68	68,642.99	72,074.54	75,677.36	79,459.51					
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety and Health Coordinator- OCC and Environmental safety & Health	2015	Hourly	30.292	31.449	32.777	34.066	35.476	36.894				37.633	
			Monthly	5,086.53	5,280.81	5,503.81	5,720.25	5,957.01	6,195.12					6,319.21
			Annual	61,038.38	63,369.74	66,045.66	68,642.99	71,484.14	74,341.41					
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator - OCC and Environmental safety & Health	2015	Hourly	27.130	28.701	30.352	32.099	33.946	35.896				36.614	
			Monthly	4,555.58	4,819.38	5,096.61	5,389.96	5,700.10	6,027.54					6,148.10
			Annual	54,666.95	57,832.52	61,159.28	64,679.49	68,401.19	72,330.44					
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator/WHMIS Specialist- OCC and Environmental safety & Health	2015	Hourly	27.130	28.701	30.352	32.099	33.946	35.896				36.614	
			Monthly	4,555.58	4,819.38	5,096.61	5,389.96	5,700.10	6,027.54					6,148.10
			Annual	54,666.95	57,832.52	61,159.28	64,679.49	68,401.19	72,330.44					

* EMS Adjustment 3.00% - 6.18%

** Standardization Adjustment

MAHCP - WRHA Regional Services
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	
BREAST HEALTH	Dietitian - Breast Health**	2015	Hourly	28.845	29.833	30.941	32.062	33.246	34.472	35.832	37.205	38.629	39.403	
			Monthly	4,843.56	5,009.46	5,195.51	5,383.74	5,582.56	5,788.42	6,016.79	6,247.34	6,486.45	6,616.42	
			Annual	58,122.68	60,113.50	62,346.12	64,604.93	66,990.69	69,461.08	72,201.48	74,968.08	77,837.44	79,397.05	
BREAST HEALTH	Manual Lymph Drain Therapist - Breast Health	2015	Hourly	31.349	32.289	33.257	34.256	35.281	36.339				37.066	
			Monthly	5,264.02	5,421.86	5,584.41	5,752.15	5,924.27	6,101.92				6,224.00	
			Annual	63,168.24	65,062.34	67,012.86	69,025.84	71,091.22	73,223.09				74,687.99	
BREAST HEALTH	Senior Mammography Technologist - Breast Health	2015	Hourly	30.273	31.663	33.112	34.682	36.318	38.037				38.798	
			Monthly	5,083.34	5,316.75	5,560.06	5,823.69	6,098.40	6,387.05				6,514.83	
			Annual	61,000.10	63,800.95	66,720.68	69,884.23	73,180.77	76,644.56				78,177.97	
BREAST HEALTH	Social Worker (BSW) - Breast Health**	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
BREAST HEALTH	Social Worker (MSW) - Breast Health**	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
CLINICAL ENGINEERING	Biomedical Engineer - Masters - Clinical Engineering	2015	Hourly	36.606	38.062	39.592	41.175	42.826	44.523	46.316	48.165			49.127
			Monthly	6,146.76	6,391.24	6,648.16	6,913.97	7,191.20	7,476.15	7,777.23	8,087.71			8,249.24
			Annual	73,761.09	76,694.93	79,777.88	82,967.63	86,294.39	89,713.85	93,326.74	97,052.48			98,990.91
CLINICAL ENGINEERING	Biomedical Engineer - PhD - Clinical Engineering	2015	Hourly	38.738	40.228	41.743	43.357	45.027	46.791	48.584				49.555
			Monthly	6,504.76	6,754.95	7,009.35	7,280.36	7,560.78	7,856.99	8,158.06				8,321.11
			Annual	78,057.07	81,059.42	84,112.15	87,364.36	90,729.41	94,283.87	97,896.76				99,853.33
CLINICAL ENGINEERING	Biomedical Engineer - Practicum - Clinical Engineering	2015	Hourly	18.119	19.027	20.001	20.572	21.188						21.611
			Monthly	3,042.48	3,194.95	3,358.50	3,454.38	3,557.82						3,628.85
			Annual	36,509.79	38,339.41	40,302.02	41,452.58	42,693.82						43,546.17
CLINICAL ENGINEERING	Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	33.273	34.605	35.990	37.429	38.926	40.483	42.103	43.786			44.661
			Monthly	5,587.09	5,810.76	6,043.32	6,284.95	6,536.32	6,797.77	7,069.80	7,352.40			7,499.33
			Annual	67,045.10	69,729.08	72,519.85	75,419.44	78,435.89	81,573.25	84,837.55	88,228.79			89,991.92
CLINICAL ENGINEERING	Project Engineer - In Training - Clinical Engineering	2015	Hourly	33.960										34.638
			Monthly	5,702.45										5,816.30
			Annual	68,429.40										69,795.57
CLINICAL ENGINEERING	Regional Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	34.693	36.081	37.525	39.026	40.587	42.210	43.898	45.653			46.566
			Monthly	5,825.53	6,058.60	6,301.07	6,553.12	6,815.23	7,087.76	7,371.21	7,665.90			7,819.21
			Annual	69,906.40	72,703.22	75,612.88	78,637.39	81,782.81	85,053.15	88,454.47	91,990.80			93,830.49
CLINICAL ENGINEERING	Regional Clinical Engineer - Masters - Clinical Engineering	2015	Hourly	38.056	40.245	42.559	45.113	47.667	50.219					51.224
			Monthly	6,390.24	6,757.81	7,146.37	7,575.23	8,004.08	8,432.61					8,601.36
			Annual	76,682.84	81,093.68	85,756.39	90,902.70	96,049.01	101,191.29					103,216.36
EMS	Technician - Paramedic (EMS Primary Care)	2080	Hourly	23.474	24.168	25.562	26.796	27.947	28.941					29.520
			Monthly	4,068.83	4,189.12	4,430.75	4,644.64	4,844.15	5,016.44					5,116.80
			Annual	48,825.92	50,269.44	53,168.96	55,735.68	58,129.76	60,197.28					61,401.60
CRITICAL CARE TRANSPORT	Advanced Practice Respiratory Therapist - Critical Care Transport***	2080	Hourly	41.308	42.546	43.820	45.137	46.491	47.885	49.323				50.309
			Monthly	7,160.05	7,374.64	7,595.47	7,823.75	8,058.44	8,300.07	8,549.32				8,720.23
			Annual	85,920.64	88,495.68	91,145.60	93,884.96	96,701.28	99,600.80	102,591.84				104,642.72
CRITICAL CARE TRANSPORT	Clinical Service Leader - Critical Care Transport***	2080	Hourly	45.737	47.109	48.524	49.978	51.478	53.023					54.083
			Monthly	7,927.75	8,165.56	8,410.83	8,662.85	8,922.85	9,190.65					9,374.39
			Annual	95,132.96	97,986.72	100,929.92	103,954.24	107,074.24	110,287.84					112,492.64

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
HEALTH ACTION CENTRE	Community Nutritionist - Health Action Centre	2015	Hourly	28.053	29.013	30.091	31.181	32.333	33.525	34.848	36.183	37.568	38.320
			Monthly	4,710.57	4,871.77	5,052.78	5,235.81	5,429.25	5,629.41	5,851.56	6,075.73	6,308.29	6,434.57
			Annual	56,526.80	58,461.20	60,633.37	62,829.72	65,151.00	67,552.88	70,218.72	72,908.75	75,699.52	77,214.80
HEALTH ACTION CENTRE	Community Occupational Therapy Consultant - Health Action Centre	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
HEALTH ACTION CENTRE	Dietitian - Health Action Centre**	2015	Hourly	28.845	29.833	30.941	32.062	33.246	34.472	35.832	37.205	38.629	39.403
			Monthly	4,843.56	5,009.46	5,195.51	5,383.74	5,582.56	5,788.42	6,016.79	6,247.34	6,486.45	6,616.42
			Annual	58,122.68	60,113.50	62,346.12	64,604.93	66,990.69	69,461.08	72,201.48	74,968.08	77,837.44	79,397.05
HEALTH ACTION CENTRE	Lab Technician - Health Action Centre	2015	Hourly	19.953	20.551	21.167	21.804	22.456	23.129	23.825			24.303
			Monthly	3,350.44	3,450.86	3,554.29	3,661.26	3,770.74	3,883.75	4,000.62			4,080.88
			Annual	40,205.30	41,410.27	42,651.51	43,935.06	45,248.84	46,604.94	48,007.38			48,970.55
HEALTH ACTION CENTRE	Occupational Therapist - Health Action Centre***	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
HEALTH ACTION CENTRE	Physiotherapist - Health Action Centre***	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
HEALTH ACTION CENTRE	Social Worker (MSW) - Health Action Centre**	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
HOME CARE	Clinical Resource - Respiratory Therapy - Home Care***	2015	Hourly	35.887	36.961	38.071	39.215	40.386	41.602	42.848			43.705
			Monthly	6,026.03	6,206.37	6,392.76	6,584.85	6,781.48	6,985.67	7,194.89			7,338.80
			Annual	72,312.31	74,476.42	76,713.07	79,018.23	81,377.79	83,828.03	86,338.72			88,065.58
HOME CARE	Respiratory Therapist- Home Care***	2015	Hourly	30.748	31.668	32.619	33.595	34.606	35.642	36.712			37.446
			Monthly	5,163.10	5,317.59	5,477.27	5,641.16	5,810.92	5,984.89	6,164.56			6,287.81
			Annual	61,957.22	63,811.02	65,727.29	67,693.93	69,731.09	71,818.63	73,974.68			75,453.69
MANITOBA TISSUE BANK	Tissue Recovery Technician 1	2015	Hourly	17.907	18.218	18.527	18.835	19.144	19.455				19.844
			Monthly	3,006.88	3,059.11	3,110.99	3,162.71	3,214.60	3,266.82				3,332.14
			Annual	36,082.61	36,709.27	37,331.91	37,952.53	38,575.16	39,201.83				39,985.66
MANITOBA TISSUE BANK	Tissue Recovery Technician 2	2015	Hourly	22.549	22.857	23.164	23.473	23.783	24.092				24.574
			Monthly	3,786.35	3,838.07	3,889.62	3,941.51	3,993.56	4,045.45				4,126.38
			Annual	45,436.24	46,056.86	46,675.46	47,298.10	47,922.75	48,545.38				49,516.61
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 1	2015	Hourly	25.076	26.015	26.993							27.532
			Monthly	4,210.68	4,368.35	4,532.58							4,623.08
			Annual	50,528.14	52,420.23	54,390.90							55,476.98
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 2	2015	Hourly	28.942	29.950	31.005	32.082	33.214	34.377	35.581			36.292
			Monthly	4,859.84	5,029.10	5,206.26	5,387.10	5,577.18	5,772.47	5,974.64			6,094.03
			Annual	58,318.13	60,349.25	62,475.08	64,645.23	66,926.21	69,269.66	71,695.72			73,128.38
NUTRITION/FS/FAMILY MEDICINE	Clinical Resource - Clinical Dietetics (Nutrition/FS/Family Medicine)	2015	Hourly	31.544	32.896	34.279	35.720	37.230	38.330	40.177			40.981
			Monthly	5,296.76	5,523.79	5,756.02	5,997.98	6,251.54	6,436.25	6,746.39			6,881.39
			Annual	63,561.16	66,285.44	69,072.19	71,975.80	75,018.45	77,234.95	80,956.66			82,576.72
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Ergonomist/Health Practitioner- OCC and Environmental safety & Health	2015	Hourly	32.972	34.252	35.470	36.778	38.013					38.774
			Monthly	5,536.55	5,751.48	5,956.00	6,175.64	6,383.02					6,510.80
			Annual	66,438.58	69,017.78	71,472.05	74,107.67	76,596.20					78,129.61
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Musculoskeletal Injury Prevention Specialist (MIPS) - OCC and Environmental safety & Health	2015	Hourly	31.518	33.094	34.748	36.485	38.308	40.223				41.028
			Monthly	5,292.40	5,557.03	5,834.77	6,126.44	6,432.55	6,754.11				6,889.29
			Annual	63,508.77	66,684.41	70,017.22	73,517.28	77,190.62	81,049.35				82,671.42

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	
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety and Health Coordinator- OCC and Environmental safety & Health	2015	Hourly	30.898	32.078	33.432	34.748	36.185	37.632					38.386	
			Monthly	5,188.29	5,386.43	5,613.79	5,834.77	6,076.07	6,319.04						6,445.65
			Annual	62,259.47	64,637.17	67,365.48	70,017.22	72,912.78	75,828.48						77,347.79
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator - OCC and Environmental safety & Health	2015	Hourly	27.673	29.275	30.960	32.741	34.625	36.614					37.346	
			Monthly	4,646.76	4,915.76	5,198.70	5,497.76	5,814.12	6,148.10						6,271.02
			Annual	55,761.10	58,989.13	62,384.40	65,973.12	69,769.38	73,777.21						75,252.19
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator/WHMIS Specialist- OCC and Environmental safety & Health	2015	Hourly	27.673	29.275	30.960	32.741	34.625	36.614					37.346	
			Monthly	4,646.76	4,915.76	5,198.70	5,497.76	5,814.12	6,148.10						6,271.02
			Annual	55,761.10	58,989.13	62,384.40	65,973.12	69,769.38	73,777.21						75,252.19

* EMS Adjustment

** Standardization Adjustment

***Recruitment & Retention

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

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

MAHCP - WRHA Regional Services
Appendix 'A' - Effective: October 1, 2016

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
BREAST HEALTH	Dietitian - Breast Health	2015	Hourly	28.845	29.833	30.941	32.062	33.246	34.472	35.832	37.205	38.629		39.403
			Monthly	4,843.56	5,009.46	5,195.51	5,383.74	5,582.56	5,788.42	6,016.79	6,247.34	6,486.45		6,616.42
			Annual	58,122.68	60,113.50	62,346.12	64,604.93	66,990.69	69,461.08	72,201.48	74,968.08	77,837.44		79,397.05
BREAST HEALTH	Manual Lymph Drain Therapist - Breast Health	2015	Hourly	31.349	32.289	33.257	34.256	35.281	36.339					37.066
			Monthly	5,264.02	5,421.86	5,584.41	5,752.15	5,924.27	6,101.92					6,224.00
			Annual	63,168.24	65,062.34	67,012.86	69,025.84	71,091.22	73,223.09					74,687.99
BREAST HEALTH	Senior Mammography Technologist - Breast Health	2015	Hourly	30.273	31.663	33.112	34.682	36.318	38.037					38.798
			Monthly	5,083.34	5,316.75	5,560.06	5,823.69	6,098.40	6,387.05					6,514.83
			Annual	61,000.10	63,800.95	66,720.68	69,884.23	73,180.77	76,644.56					78,177.97
BREAST HEALTH	Social Worker (BSW) - Breast Health	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
BREAST HEALTH	Social Worker (MSW) - Breast Health	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
CLINICAL ENGINEERING	Biomedical Engineer - Masters - Clinical Engineering	2015	Hourly	36.606	38.062	39.592	41.175	42.826	44.523	46.316	48.165			49.127
			Monthly	6,146.76	6,391.24	6,648.16	6,913.97	7,191.20	7,476.15	7,777.23	8,087.71			8,249.24
			Annual	73,761.09	76,694.93	79,777.88	82,967.63	86,294.39	89,713.85	93,326.74	97,052.48			98,990.91
CLINICAL ENGINEERING	Biomedical Engineer - PhD - Clinical Engineering	2015	Hourly	38.738	40.228	41.743	43.357	45.027	46.791	48.584				49.555
			Monthly	6,504.76	6,754.95	7,009.35	7,280.36	7,560.78	7,856.99	8,158.06				8,321.11
			Annual	78,057.07	81,059.42	84,112.15	87,364.36	90,729.41	94,283.87	97,896.76				99,853.33
CLINICAL ENGINEERING	Biomedical Engineer - Practicum - Clinical Engineering	2015	Hourly	18.119	19.027	20.001	20.572	21.188						21.611
			Monthly	3,042.48	3,194.95	3,358.50	3,454.38	3,557.82						3,628.85
			Annual	36,509.79	38,339.41	40,302.02	41,452.58	42,693.82						43,546.17
CLINICAL ENGINEERING	Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	33.273	34.605	35.990	37.429	38.926	40.483	42.103	43.786			44.661
			Monthly	5,587.09	5,810.76	6,043.32	6,284.95	6,536.32	6,797.77	7,069.80	7,352.40			7,499.33
			Annual	67,045.10	69,729.08	72,519.85	75,419.44	78,435.89	81,573.25	84,837.55	88,228.79			89,991.92
CLINICAL ENGINEERING	Project Engineer - In Training - Clinical Engineering	2015	Hourly	33.960										34.638
			Monthly	5,702.45										5,816.30
			Annual	68,429.40										69,795.57
CLINICAL ENGINEERING	Regional Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	34.693	36.081	37.525	39.026	40.587	42.210	43.898	45.653			46.566
			Monthly	5,825.53	6,058.60	6,301.07	6,553.12	6,815.23	7,087.76	7,371.21	7,665.90			7,819.21
			Annual	69,906.40	72,703.22	75,612.88	78,637.39	81,782.81	85,053.15	88,454.47	91,990.80			93,830.49
CLINICAL ENGINEERING	Regional Clinical Engineer - Masters - Clinical Engineering	2015	Hourly	38.056	40.245	42.559	45.113	47.667	50.219					51.224
			Monthly	6,390.24	6,757.81	7,146.37	7,575.23	8,004.08	8,432.61					8,601.36
			Annual	76,682.84	81,093.68	85,756.39	90,902.70	96,049.01	101,191.29					103,216.36
EMS	Technician - Paramedic (EMS Primary Care)*	2080	Hourly	23.474	24.618	26.212	27.746	29.247	30.641					31.254
			Monthly	4,068.83	4,267.12	4,543.41	4,809.31	5,069.48	5,311.11					5,417.36
			Annual	48,825.92	51,205.44	54,520.96	57,711.68	60,833.76	63,733.28					65,008.32
CRITICAL CARE TRANSPORT	Advanced Practice Respiratory Therapist - Critical Care Transport	2080	Hourly	41.308	42.546	43.820	45.137	46.491	47.885	49.323				50.309
			Monthly	7,160.05	7,374.64	7,595.47	7,823.75	8,058.44	8,300.07	8,549.32				8,720.23
			Annual	85,920.64	88,495.68	91,145.60	93,884.96	96,701.28	99,600.80	102,591.84				104,642.72
CRITICAL CARE TRANSPORT	Clinical Service Leader - Critical Care Transport	2080	Hourly	45.737	47.109	48.524	49.978	51.478	53.023					54.083
			Monthly	7,927.75	8,165.56	8,410.83	8,662.85	8,922.85	9,190.65					9,374.39
			Annual	95,132.96	97,986.72	100,929.92	103,954.24	107,074.24	110,287.84					112,492.64

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
HEALTH ACTION CENTRE	Community Nutritionist - Health Action Centre	2015	Hourly	28.053	29.013	30.091	31.181	32.333	33.525	34.848	36.183	37.568	38.320
			Monthly	4,710.57	4,871.77	5,052.78	5,235.81	5,429.25	5,629.41	5,851.56	6,075.73	6,308.29	6,434.57
			Annual	56,526.80	58,461.20	60,633.37	62,829.72	65,151.00	67,552.88	70,218.72	72,908.75	75,699.52	77,214.80
HEALTH ACTION CENTRE	Community Occupational Therapy Consultant - Health Action Centre	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
HEALTH ACTION CENTRE	Dietitian - Health Action Centre	2015	Hourly	28.845	29.833	30.941	32.062	33.246	34.472	35.832	37.205	38.629	39.403
			Monthly	4,843.56	5,009.46	5,195.51	5,383.74	5,582.56	5,788.42	6,016.79	6,247.34	6,486.45	6,616.42
			Annual	58,122.68	60,113.50	62,346.12	64,604.93	66,990.69	69,461.08	72,201.48	74,968.08	77,837.44	79,397.05
HEALTH ACTION CENTRE	Lab Technician - Health Action Centre	2015	Hourly	19.953	20.551	21.167	21.804	22.456	23.129	23.825			24.303
			Monthly	3,350.44	3,450.86	3,554.29	3,661.26	3,770.74	3,883.75	4,000.62			4,080.88
			Annual	40,205.30	41,410.27	42,651.51	43,935.06	45,248.84	46,604.94	48,007.38			48,970.55
HEALTH ACTION CENTRE	Occupational Therapist - Health Action Centre	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
HEALTH ACTION CENTRE	Physiotherapist - Health Action Centre	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
HEALTH ACTION CENTRE	Social Worker (MSW) - Health Action Centre	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
HOME CARE	Clinical Resource - Respiratory Therapy - Home Care	2015	Hourly	35.887	36.961	38.071	39.215	40.386	41.602	42.848			43.705
			Monthly	6,026.03	6,206.37	6,392.76	6,584.85	6,781.48	6,985.67	7,194.89			7,338.80
			Annual	72,312.31	74,476.42	76,713.07	79,018.23	81,377.79	83,828.03	86,338.72			88,065.58
HOME CARE	Respiratory Therapist- Home Care	2015	Hourly	30.748	31.668	32.619	33.595	34.606	35.642	36.712			37.446
			Monthly	5,163.10	5,317.59	5,477.27	5,641.16	5,810.92	5,984.89	6,164.56			6,287.81
			Annual	61,957.22	63,811.02	65,727.29	67,693.93	69,731.09	71,818.63	73,974.68			75,453.69
MANITOBA TISSUE BANK	Tissue Recovery Technician 1	2015	Hourly	17.907	18.218	18.527	18.835	19.144	19.455				19.844
			Monthly	3,006.88	3,059.11	3,110.99	3,162.71	3,214.60	3,266.82				3,332.14
			Annual	36,082.61	36,709.27	37,331.91	37,952.53	38,575.16	39,201.83				39,985.66
MANITOBA TISSUE BANK	Tissue Recovery Technician 2	2015	Hourly	22.549	22.857	23.164	23.473	23.783	24.092				24.574
			Monthly	3,786.35	3,838.07	3,889.62	3,941.51	3,993.56	4,045.45				4,126.38
			Annual	45,436.24	46,056.86	46,675.46	47,298.10	47,922.75	48,545.38				49,516.61
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 1	2015	Hourly	25.076	26.015	26.993							27.532
			Monthly	4,210.68	4,368.35	4,532.58							4,623.08
			Annual	50,528.14	52,420.23	54,390.90							55,476.98
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 2	2015	Hourly	28.942	29.950	31.005	32.082	33.214	34.377	35.581			36.292
			Monthly	4,859.84	5,029.10	5,206.26	5,387.10	5,577.18	5,772.47	5,974.64			6,094.03
			Annual	58,318.13	60,349.25	62,475.08	64,645.23	66,926.21	69,269.66	71,695.72			73,128.38
NUTRITION/FS/FAMILY MEDICINE	Clinical Resource - Clinical Dietetics (Nutrition/FS/Family Medicine)	2015	Hourly	31.544	32.896	34.279	35.720	37.230	38.330	40.177			40.981
			Monthly	5,296.76	5,523.79	5,756.02	5,997.98	6,251.54	6,436.25	6,746.39			6,881.39
			Annual	63,561.16	66,285.44	69,072.19	71,975.80	75,018.45	77,234.95	80,956.66			82,576.72
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Ergonomist/Health Practitioner- OCC and Environmental safety & Health	2015	Hourly	32.972	34.252	35.470	36.778	38.013					38.774
			Monthly	5,536.55	5,751.48	5,956.00	6,175.64	6,383.02					6,510.80
			Annual	66,438.58	69,017.78	71,472.05	74,107.67	76,596.20					78,129.61
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Musculoskeletal Injury Prevention Specialist (MIPS) - OCC and Environmental safety & Health	2015	Hourly	31.518	33.094	34.748	36.485	38.308	40.223				41.028
			Monthly	5,292.40	5,557.03	5,834.77	6,126.44	6,432.55	6,754.11				6,889.29
			Annual	63,508.77	66,684.41	70,017.22	73,517.28	77,190.62	81,049.35				82,671.42

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	
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety and Health Coordinator- OCC and Environmental safety & Health	2015	Hourly	30.898	32.078	33.432	34.748	36.185	37.632					38.386	
			Monthly	5,188.29	5,386.43	5,613.79	5,834.77	6,076.07	6,319.04						6,445.65
			Annual	62,259.47	64,637.17	67,365.48	70,017.22	72,912.78	75,828.48						77,347.79
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator - OCC and Environmental safety & Health	2015	Hourly	27.673	29.275	30.960	32.741	34.625	36.614					37.346	
			Monthly	4,646.76	4,915.76	5,198.70	5,497.76	5,814.12	6,148.10						6,271.02
			Annual	55,761.10	58,989.13	62,384.40	65,973.12	69,769.38	73,777.21						75,252.19
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator/WHMIS Specialist- OCC and Environmental safety & Health	2015	Hourly	27.673	29.275	30.960	32.741	34.625	36.614					37.346	
			Monthly	4,646.76	4,915.76	5,198.70	5,497.76	5,814.12	6,148.10						6,271.02
			Annual	55,761.10	58,989.13	62,384.40	65,973.12	69,769.38	73,777.21						75,252.19

* EMS Adjustment 0.00% - 5.87%

** Standardization Adjustment

***Recruitment & Retention

**MAHCP - WRHA Regional Services
Appendix 'A' - Effective: April 1, 2017**

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	
BREAST HEALTH	Dietitian - Breast Health	2015	Hourly	29.422	30.430	31.560	32.703	33.911	35.161	36.549	37.949	39.402	40.191	
			Monthly	4,940.44	5,109.70	5,299.45	5,491.38	5,694.22	5,904.12	6,137.19	6,372.27	6,616.25		6,748.74
			Annual	59,285.33	61,316.45	63,593.40	65,896.55	68,330.67	70,849.42	73,646.24	76,467.24	79,395.03		80,984.87
BREAST HEALTH	Manual Lymph Drain Therapist - Breast Health	2015	Hourly	31.976	32.935	33.922	34.941	35.986	37.066				37.807	
			Monthly	5,369.30	5,530.34	5,696.07	5,867.18	6,042.65	6,224.00				6,348.43	
			Annual	64,431.64	66,364.03	68,352.83	70,406.12	72,511.79	74,687.99				76,181.11	
BREAST HEALTH	Senior Mammography Technologist - Breast Health	2015	Hourly	30.879	32.296	33.774	35.375	37.044	38.798				39.574	
			Monthly	5,185.10	5,423.04	5,671.22	5,940.05	6,220.31	6,514.83				6,645.13	
			Annual	62,221.19	65,076.44	68,054.61	71,280.63	74,643.66	78,177.97				79,741.61	
BREAST HEALTH	Social Worker (BSW) - Breast Health	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
BREAST HEALTH	Social Worker (MSW) - Breast Health	2015	Hourly	33.569	34.577	35.615	36.685	37.787	38.922	40.091	41.296	42.536	43.886	
			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	
CLINICAL ENGINEERING	Biomedical Engineer - Masters - Clinical Engineering	2015	Hourly	37.338	38.823	40.384	41.998	43.682	45.413	47.243	49.128		50.110	
			Monthly	6,269.67	6,519.03	6,781.15	7,052.16	7,334.94	7,625.60	7,932.89	8,249.41		8,414.30	
			Annual	75,236.07	78,228.35	81,373.76	84,625.97	88,019.23	91,507.20	95,194.65	98,992.92		100,971.65	
CLINICAL ENGINEERING	Biomedical Engineer - PhD - Clinical Engineering	2015	Hourly	39.513	41.032	42.578	44.224	45.928	47.727	49.556			50.546	
			Monthly	6,634.89	6,889.96	7,149.56	7,425.95	7,712.08	8,014.16	8,321.28			8,487.52	
			Annual	79,618.70	82,679.48	85,794.67	89,111.36	92,544.92	96,169.91	99,855.34			101,850.19	
CLINICAL ENGINEERING	Biomedical Engineer - Practicum - Clinical Engineering	2015	Hourly	18.482	19.408	20.402	20.984	21.612					22.044	
			Monthly	3,103.44	3,258.93	3,425.84	3,523.56	3,629.02					3,701.56	
			Annual	37,241.23	39,107.12	41,110.03	42,282.76	43,548.18					44,418.66	
CLINICAL ENGINEERING	Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	33.939	35.297	36.710	38.178	39.704	41.293	42.945	44.662		45.555	
			Monthly	5,698.92	5,926.96	6,164.22	6,410.72	6,666.96	6,933.78	7,211.18	7,499.49		7,649.44	
			Annual	68,387.09	71,123.46	73,970.65	76,928.67	80,003.56	83,205.40	86,534.18	89,993.93		91,793.33	
CLINICAL ENGINEERING	Project Engineer - In Training - Clinical Engineering	2015	Hourly	34.639									35.331	
			Monthly	5,816.47										5,932.66
			Annual	69,797.59										71,191.97
CLINICAL ENGINEERING	Regional Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	35.387	36.803	38.276	39.806	41.399	43.054	44.776	46.566		47.498	
			Monthly	5,942.07	6,179.84	6,427.18	6,684.09	6,951.58	7,229.48	7,518.64	7,819.21		7,975.71	
			Annual	71,304.81	74,158.05	77,126.14	80,209.09	83,418.99	86,753.81	90,223.64	93,830.49		95,708.47	
CLINICAL ENGINEERING	Regional Clinical Engineer - Masters - Clinical Engineering	2015	Hourly	38.817	41.050	43.410	46.015	48.620	51.224				52.248	
			Monthly	6,518.02	6,892.98	7,289.26	7,726.69	8,164.11	8,601.36				8,773.31	
			Annual	78,216.26	82,715.75	87,471.15	92,720.23	97,969.30	103,216.36				105,279.72	
EMS	Technician - Paramedic (EMS Primary Care)	2080	Hourly	23.943	25.110	26.736	28.301	29.832	31.254				31.879	
			Monthly	4,150.12	4,352.40	4,634.24	4,905.51	5,170.88	5,417.36				5,525.69	
			Annual	49,801.44	52,228.80	55,610.88	58,866.08	62,050.56	65,008.32				66,308.32	
CRITICAL CARE TRANSPORT	Advanced Practice Respiratory Therapist - Critical Care Transport***	2080	Hourly	43.187	44.482	45.813	47.191	48.607	50.064	51.567			52.598	
			Monthly	7,485.75	7,710.21	7,940.92	8,179.77	8,425.21	8,677.76	8,938.28			9,116.99	
			Annual	89,828.96	92,522.56	95,291.04	98,157.28	101,102.56	104,133.12	107,259.36			109,403.84	
CRITICAL CARE TRANSPORT	Clinical Service Leader - Critical Care Transport***	2080	Hourly	47.818	49.252	50.731	52.252	53.821	55.435				56.544	
			Monthly	8,288.45	8,537.01	8,793.37	9,057.01	9,328.97	9,608.73				9,800.96	
			Annual	99,461.44	102,444.16	105,520.48	108,684.16	111,947.68	115,304.80				117,611.52	

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
HEALTH ACTION CENTRE	Community Nutritionist - Health Action Centre	2015	Hourly	28.614	29.594	30.692	31.805	32.980	34.195	35.545	36.907	38.320	39.086
			Monthly	4,804.77	4,969.33	5,153.70	5,340.59	5,537.89	5,741.91	5,968.60	6,197.30	6,434.57	6,563.19
			Annual	57,657.21	59,631.91	61,844.38	64,087.08	66,454.70	68,902.93	71,623.18	74,367.61	77,214.80	78,758.29
HEALTH ACTION CENTRE	Community Occupational Therapy Consultant - Health Action Centre	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
HEALTH ACTION CENTRE	Dietitian - Health Action Centre	2015	Hourly	29.422	30.430	31.560	32.703	33.911	35.161	36.549	37.949	39.402	40.191
			Monthly	4,940.44	5,109.70	5,299.45	5,491.38	5,694.22	5,904.12	6,137.19	6,372.27	6,616.25	6,748.74
			Annual	59,285.33	61,316.45	63,593.40	65,896.55	68,330.67	70,849.42	73,646.24	76,467.24	79,395.03	80,984.87
HEALTH ACTION CENTRE	Lab Technician - Health Action Centre	2015	Hourly	20.352	20.962	21.590	22.240	22.905	23.591	24.302			24.789
			Monthly	3,417.44	3,519.87	3,625.32	3,734.47	3,846.13	3,961.32	4,080.71			4,162.49
			Annual	41,009.28	42,238.43	43,503.85	44,813.60	46,153.58	47,535.87	48,968.53			49,949.84
HEALTH ACTION CENTRE	Occupational Therapist - Health Action Centre***	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
HEALTH ACTION CENTRE	Physiotherapist - Health Action Centre***	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
HEALTH ACTION CENTRE	Social Worker (MSW) - Health Action Centre	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
HOME CARE	Clinical Resource - Respiratory Therapy - Home Care***	2015	Hourly	37.520	38.643	39.803	40.999	42.224	43.495	44.798			45.694
			Monthly	6,300.23	6,488.80	6,683.59	6,884.42	7,090.11	7,303.54	7,522.33			7,672.78
			Annual	75,602.80	77,865.65	80,203.05	82,612.99	85,081.36	87,642.43	90,267.97			92,073.41
HOME CARE	Respiratory Therapist- Home Care***	2015	Hourly	32.147	33.109	34.103	35.124	36.180	37.264	38.382			39.150
			Monthly	5,398.02	5,559.55	5,726.46	5,897.91	6,075.23	6,257.25	6,444.98			6,573.94
			Annual	64,776.21	66,714.64	68,717.55	70,774.86	72,902.70	75,086.96	77,339.73			78,887.25
MANITOBA TISSUE BANK	Tissue Recovery Technician 1	2015	Hourly	18.265	18.583	18.898	19.212	19.527	19.844				20.241
			Monthly	3,067.00	3,120.40	3,173.29	3,226.02	3,278.91	3,332.14				3,398.80
			Annual	36,803.98	37,444.75	38,079.47	38,712.18	39,346.91	39,985.66				40,785.62
MANITOBA TISSUE BANK	Tissue Recovery Technician 2	2015	Hourly	23.000	23.314	23.628	23.943	24.259	24.574				25.065
			Monthly	3,862.08	3,914.81	3,967.54	4,020.43	4,073.49	4,126.38				4,208.83
			Annual	46,345.00	46,977.71	47,610.42	48,245.15	48,881.89	49,516.61				50,505.98
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 1	2015	Hourly	25.577	26.536	27.533							28.082
			Monthly	4,294.81	4,455.84	4,623.25							4,715.44
			Annual	51,537.66	53,470.04	55,479.00							56,585.23
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 2	2015	Hourly	29.521	30.549	31.625	32.723	33.878	35.064	36.293			37.018
			Monthly	4,957.07	5,129.69	5,310.37	5,494.74	5,688.68	5,887.83	6,094.20			6,215.94
			Annual	59,484.82	61,556.24	63,724.38	65,936.85	68,264.17	70,653.96	73,130.40			74,591.27
NUTRITION/FS/FAMILY MEDICINE	Clinical Resource - Clinical Dietetics (Nutrition/FS/Family Medicine)	2015	Hourly	32.175	33.554	34.965	36.434	37.974	39.097	40.981			41.801
			Monthly	5,402.72	5,634.28	5,871.21	6,117.88	6,376.47	6,565.04	6,881.39			7,019.09
			Annual	64,832.63	67,611.31	70,454.48	73,414.51	76,517.61	78,780.46	82,576.72			84,229.02
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Ergonomist/Health Practitioner- OCC and Environmental safety & Health	2015	Hourly	33.631	34.937	36.179	37.514	38.773					39.549
			Monthly	5,647.21	5,866.51	6,075.06	6,299.23	6,510.63					6,640.94
			Annual	67,766.47	70,398.06	72,900.69	75,590.71	78,127.60					79,691.24
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Musculoskeletal Injury Prevention Specialist (MIPS) - OCC and Environmental safety & Health	2015	Hourly	32.148	33.756	35.443	37.214	39.074	41.027				41.848
			Monthly	5,398.19	5,668.20	5,951.47	6,248.85	6,561.18	6,889.12				7,026.98
			Annual	64,778.22	68,018.34	71,417.65	74,986.21	78,734.11	82,669.41				84,323.72

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	
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety and Health Coordinator- OCC and Environmental safety & Health	2015	Hourly	31.515	32.719	34.101	35.443	36.909	38.385					39.153	
			Monthly	5,291.89	5,494.07	5,726.13	5,951.47	6,197.64	6,445.48						6,574.44
			Annual	63,502.73	65,928.79	68,713.52	71,417.65	74,371.64	77,345.78						78,893.30
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator - OCC and Environmental safety & Health	2015	Hourly	28.226	29.861	31.579	33.396	35.317	37.346					38.093	
			Monthly	4,739.62	5,014.16	5,302.64	5,607.75	5,930.31	6,271.02						6,396.45
			Annual	56,875.39	60,169.92	63,631.69	67,292.94	71,163.76	75,252.19						76,757.40
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator/WHMIS Specialist- OCC and Environmental safety & Health	2015	Hourly	28.226	29.861	31.579	33.396	35.317	37.346					38.093	
			Monthly	4,739.62	5,014.16	5,302.64	5,607.75	5,930.31	6,271.02						6,396.45
			Annual	56,875.39	60,169.92	63,631.69	67,292.94	71,163.76	75,252.19						76,757.40

* EMS Adjustment

** Standardization Adjustment

**Recruitment & Retention

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

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

**MAHCP - WRHA Regional Services
Appendix 'A' - Effective: October 1, 2017**

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	
BREAST HEALTH	Dietitian - Breast Health	2015	Hourly	29.422	30.430	31.560	32.703	33.911	35.161	36.549	37.949	39.402	40.191	
			Monthly	4,940.44	5,109.70	5,299.45	5,491.38	5,694.22	5,904.12	6,137.19	6,372.27	6,616.25	6,748.74	
			Annual	59,285.33	61,316.45	63,593.40	65,896.55	68,330.67	70,849.42	73,646.24	76,467.24	79,395.03	80,984.87	
BREAST HEALTH	Manual Lymph Drain Therapist - Breast Health	2015	Hourly	31.976	32.935	33.922	34.941	35.986	37.066				37.807	
			Monthly	5,369.30	5,530.34	5,696.07	5,867.18	6,042.65	6,224.00				6,348.43	
			Annual	64,431.64	66,364.03	68,352.83	70,406.12	72,511.79	74,687.99				76,181.11	
BREAST HEALTH	Senior Mammography Technologist - Breast Health	2015	Hourly	30.879	32.296	33.774	35.375	37.044	38.798				39.574	
			Monthly	5,185.10	5,423.04	5,671.22	5,940.05	6,220.31	6,514.83				6,645.13	
			Annual	62,221.19	65,076.44	68,054.61	71,280.63	74,643.66	78,177.97				79,741.61	
BREAST HEALTH	Social Worker (BSW) - Breast Health	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
BREAST HEALTH	Social Worker (MSW) - Breast Health	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
CLINICAL ENGINEERING	Biomedical Engineer - Masters - Clinical Engineering	2015	Hourly	37.338	38.823	40.384	41.998	43.682	45.413	47.243	49.128		50.110	
			Monthly	6,269.67	6,519.03	6,781.15	7,052.16	7,334.94	7,625.60	7,932.89	8,249.41		8,414.30	
			Annual	75,236.07	78,228.35	81,373.76	84,625.97	88,019.23	91,507.20	95,194.65	98,992.92		100,971.65	
CLINICAL ENGINEERING	Biomedical Engineer - PhD - Clinical Engineering	2015	Hourly	39.513	41.032	42.578	44.224	45.928	47.727	49.556			50.546	
			Monthly	6,634.89	6,889.96	7,149.56	7,425.95	7,712.08	8,014.16	8,321.28			8,487.52	
			Annual	79,618.70	82,679.48	85,794.67	89,111.36	92,544.92	96,169.91	99,855.34			101,850.19	
CLINICAL ENGINEERING	Biomedical Engineer - Practicum - Clinical Engineering	2015	Hourly	18.482	19.408	20.402	20.984	21.612					22.044	
			Monthly	3,103.44	3,258.93	3,425.84	3,523.56	3,629.02					3,701.56	
			Annual	37,241.23	39,107.12	41,110.03	42,282.76	43,548.18					44,418.66	
CLINICAL ENGINEERING	Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	33.939	35.297	36.710	38.178	39.704	41.293	42.945	44.662		45.555	
			Monthly	5,698.92	5,926.96	6,164.22	6,410.72	6,666.96	6,933.78	7,211.18	7,499.49		7,649.44	
			Annual	68,387.09	71,123.46	73,970.65	76,928.67	80,003.56	83,205.40	86,534.18	89,993.93		91,793.33	
CLINICAL ENGINEERING	Project Engineer - In Training - Clinical Engineering	2015	Hourly	34.639									35.331	
			Monthly	5,816.47										5,932.66
			Annual	69,797.59										71,191.97
CLINICAL ENGINEERING	Regional Clinical Engineer - Bachelors - Clinical Engineering	2015	Hourly	35.387	36.803	38.276	39.806	41.399	43.054	44.776	46.566		47.498	
			Monthly	5,942.07	6,179.84	6,427.18	6,684.09	6,951.58	7,229.48	7,518.64	7,819.21		7,975.71	
			Annual	71,304.81	74,158.05	77,126.14	80,209.09	83,418.99	86,753.81	90,223.64	93,830.49		95,708.47	
CLINICAL ENGINEERING	Regional Clinical Engineer - Masters - Clinical Engineering	2015	Hourly	38.817	41.050	43.410	46.015	48.620	51.224				52.248	
			Monthly	6,518.02	6,892.98	7,289.26	7,726.69	8,164.11	8,601.36				8,773.31	
			Annual	78,216.26	82,715.75	87,471.15	92,720.23	97,969.30	103,216.36				105,279.72	
EMS	Technician - Paramedic (EMS Primary Care)*	2080	Hourly	23.943	25.560	27.386	29.251	31.132	32.954				33.613	
			Monthly	4,150.12	4,430.40	4,746.91	5,070.17	5,396.21	5,712.03				5,826.25	
			Annual	49,801.44	53,164.80	56,962.88	60,842.08	64,754.56	68,544.32				69,915.04	
CRITICAL CARE TRANSPORT	Advanced Practice Respiratory Therapist - Critical Care Transport	2080	Hourly	43.187	44.482	45.813	47.191	48.607	50.064	51.567			52.598	
			Monthly	7,485.75	7,710.21	7,940.92	8,179.77	8,425.21	8,677.76	8,938.28			9,116.99	
			Annual	89,828.96	92,522.56	95,291.04	98,157.28	101,102.56	104,133.12	107,259.36			109,403.84	
CRITICAL CARE TRANSPORT	Clinical Service Leader - Critical Care Transport	2080	Hourly	47.818	49.252	50.731	52.252	53.821	55.435				56.544	
			Monthly	8,288.45	8,537.01	8,793.37	9,057.01	9,328.97	9,608.73				9,800.96	
			Annual	99,461.44	102,444.16	105,520.48	108,684.16	111,947.68	115,304.80				117,611.52	

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
HEALTH ACTION CENTRE	Community Nutritionist - Health Action Centre	2015	Hourly	28.614	29.594	30.692	31.805	32.980	34.195	35.545	36.907	38.320	39.086
			Monthly	4,804.77	4,969.33	5,153.70	5,340.59	5,537.89	5,741.91	5,968.60	6,197.30	6,434.57	6,663.19
			Annual	57,657.21	59,631.91	61,844.38	64,087.08	66,454.70	68,902.93	71,623.18	74,367.61	77,214.80	78,758.29
HEALTH ACTION CENTRE	Community Occupational Therapy Consultant - Health Action Centre	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
HEALTH ACTION CENTRE	Dietitian - Health Action Centre	2015	Hourly	29.422	30.430	31.560	32.703	33.911	35.161	36.549	37.949	39.402	40.191
			Monthly	4,940.44	5,109.70	5,299.45	5,491.38	5,694.22	5,904.12	6,137.19	6,372.27	6,616.25	6,748.74
			Annual	59,285.33	61,316.45	63,593.40	65,896.55	68,330.67	70,849.42	73,646.24	76,467.24	79,395.03	80,984.87
HEALTH ACTION CENTRE	Lab Technician - Health Action Centre	2015	Hourly	20.352	20.962	21.590	22.240	22.905	23.591	24.302			24.789
			Monthly	3,417.44	3,519.87	3,625.32	3,734.47	3,846.13	3,961.32	4,080.71			4,162.49
			Annual	41,009.28	42,238.43	43,503.85	44,813.60	46,153.58	47,535.87	48,968.53			49,949.84
HEALTH ACTION CENTRE	Occupational Therapist - Health Action Centre	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
HEALTH ACTION CENTRE	Physiotherapist - Health Action Centre	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
HEALTH ACTION CENTRE	Social Worker (MSW) - Health Action Centre	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
HOME CARE	Clinical Resource - Respiratory Therapy - Home Care	2015	Hourly	37.520	38.643	39.803	40.999	42.224	43.495	44.798			45.694
			Monthly	6,300.23	6,488.80	6,683.59	6,884.42	7,090.11	7,303.54	7,522.33			7,672.78
			Annual	75,602.80	77,865.65	80,203.05	82,612.99	85,081.36	87,642.43	90,267.97			92,073.41
HOME CARE	Respiratory Therapist- Home Care	2015	Hourly	32.147	33.109	34.103	35.124	36.180	37.264	38.382			39.150
			Monthly	5,398.02	5,559.55	5,726.46	5,897.91	6,075.23	6,257.25	6,444.98			6,573.94
			Annual	64,776.21	66,714.64	68,717.55	70,774.86	72,902.70	75,086.96	77,339.73			78,887.25
MANITOBA TISSUE BANK	Tissue Recovery Technician 1	2015	Hourly	18.265	18.583	18.898	19.212	19.527	19.844				20.241
			Monthly	3,067.00	3,120.40	3,173.29	3,226.02	3,278.91	3,332.14				3,398.80
			Annual	36,803.98	37,444.75	38,079.47	38,712.18	39,346.91	39,985.66				40,785.62
MANITOBA TISSUE BANK	Tissue Recovery Technician 2	2015	Hourly	23.000	23.314	23.628	23.943	24.259	24.574				25.065
			Monthly	3,862.08	3,914.81	3,967.54	4,020.43	4,073.49	4,126.38				4,208.83
			Annual	46,345.00	46,977.71	47,610.42	48,245.15	48,881.89	49,516.61				50,505.98
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 1	2015	Hourly	25.577	26.536	27.533							28.082
			Monthly	4,294.81	4,455.84	4,623.25							4,715.44
			Annual	51,537.66	53,470.04	55,479.00							56,585.23
MANITOBA TISSUE BANK	Tissue Transplant Coordinator 2	2015	Hourly	29.521	30.549	31.625	32.723	33.878	35.064	36.293			37.018
			Monthly	4,957.07	5,129.69	5,310.37	5,494.74	5,688.68	5,887.83	6,094.20			6,215.94
			Annual	59,484.82	61,556.24	63,724.38	65,936.85	68,264.17	70,653.96	73,130.40			74,591.27
NUTRITION/FS/FAMILY MEDICINE	Clinical Resource - Clinical Dietetics (Nutrition/FS/Family Medicine)	2015	Hourly	32.175	33.554	34.965	36.434	37.974	39.097	40.981			41.801
			Monthly	5,402.72	5,634.28	5,871.21	6,117.88	6,376.47	6,565.04	6,881.39			7,019.09
			Annual	64,832.63	67,611.31	70,454.48	73,414.51	76,517.61	78,780.46	82,576.72			84,229.02
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Ergonomist/Health Practitioner- OCC and Environmental safety & Health	2015	Hourly	33.631	34.937	36.179	37.514	38.773					39.549
			Monthly	5,647.21	5,866.51	6,075.06	6,299.23	6,510.63					6,640.94
			Annual	67,766.47	70,398.06	72,900.69	75,590.71	78,127.60					79,691.24
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Musculoskeletal Injury Prevention Specialist (MIPS) - OCC and Environmental safety & Health	2015	Hourly	32.148	33.756	35.443	37.214	39.074	41.027				41.848
			Monthly	5,398.19	5,668.20	5,951.47	6,248.85	6,561.18	6,889.12				7,026.98
			Annual	64,778.22	68,018.34	71,417.65	74,986.21	78,734.11	82,669.41				84,323.72

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
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety and Health Coordinator- OCC and Environmental safety & Health	2015	Hourly		31.515	32.719	34.101	35.443	36.909	38.385				39.153
			Monthly	5,291.89	5,494.07	5,726.13	5,951.47	6,197.64	6,445.48			6,574.44		
			Annual	63,502.73	65,928.79	68,713.52	71,417.65	74,371.64	77,345.78			78,893.30		
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator - OCC and Environmental safety & Health	2015	Hourly		28.226	29.861	31.579	33.396	35.317	37.346				38.093
			Monthly	4,739.62	5,014.16	5,302.64	5,607.75	5,930.31	6,271.02			6,396.45		
			Annual	56,875.39	60,169.92	63,631.69	67,292.94	71,163.76	75,252.19			76,757.40		
OCC AND ENVIRONMENTAL SAFETY & HEALTH	Safety Coordinator/WHMIS Specialist- OCC and Environmental safety & Health	2015	Hourly		28.226	29.861	31.579	33.396	35.317	37.346				38.093
			Monthly	4,739.62	5,014.16	5,302.64	5,607.75	5,930.31	6,271.02			6,396.45		
			Annual	56,875.39	60,169.92	63,631.69	67,292.94	71,163.76	75,252.19			76,757.40		

* EMS Adjustment 0.00% - 5.44%

** Standardization Adjustment

**Recruitment & Retention