

**MAHCP & Victoria General Hospital
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	Step 9	Year 20	
ANESTHESIA	Anesthesia Technician	2015	Hourly	24.192	24.568								25.059	
			Monthly	4,062.24	4,125.38									4,207.82
			Annual	48,746.88	49,504.52									
CARDIOLOGY	Cardiology Technician	2015	Hourly	16.887	17.238								17.583	
			Monthly	2,835.61	2,894.55									2,952.48
			Annual	34,027.31	34,734.57									
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	22.909	23.950	25.054	26.203	27.433	28.713	30.048			30.650	
			Monthly	3,846.80	4,021.60	4,206.98	4,399.92	4,606.46	4,821.39	5,045.56				5,146.65
			Annual	46,161.64	48,259.25	50,483.81	52,799.05	55,277.50	57,856.70	60,546.72				
CARDIOLOGY	Charge Cardiology Technologist	2015	Hourly	26.614	27.856	29.135	30.466	31.913	33.423	35.009			35.709	
			Monthly	4,468.93	4,677.49	4,892.25	5,115.75	5,358.73	5,612.28	5,878.60				5,996.14
			Annual	53,627.21	56,129.84	58,707.03	61,388.99	64,304.70	67,347.35	70,543.14				
COMMUNITY HEALTH	Charge Social Worker	2015	Hourly	29.302	30.279	31.371	32.439	33.589	35.101	36.505	37.478	38.790	39.566	
			Monthly	4,920.29	5,084.35	5,267.71	5,447.05	5,640.15	5,894.04	6,129.80	6,293.18	6,513.49		6,643.79
			Annual	59,043.53	61,012.19	63,212.57	65,364.59	67,681.84	70,728.52	73,557.58	75,518.17	78,161.85		
COMMUNITY HEALTH	Fitness Consultant	2015	Hourly	23.300	24.209	25.145	26.135	27.158	28.354				28.921	
			Monthly	3,912.46	4,065.10	4,222.27	4,388.50	4,560.28	4,761.11					4,856.32
			Annual	46,949.50	48,781.14	50,667.18	52,662.03	54,723.37	57,133.31					
COMMUNITY HEALTH	Pastoral/Spiritual Care Worker	2015	Hourly	22.060	22.816	23.658	24.516	25.382	26.329	27.280	28.415	29.477	30.066	
			Monthly	3,704.24	3,831.19	3,972.57	4,116.65	4,262.06	4,421.08	4,580.77	4,771.35	4,949.68		5,048.58
			Annual	44,450.90	45,974.24	47,670.87	49,399.74	51,144.73	53,052.94	54,969.20	57,256.23	59,396.16		
COMMUNITY HEALTH	Social Worker (BSW)	2015	Hourly	26.735	27.943	29.202	30.548	31.930	33.329	34.630	34.944		35.644	
			Monthly	4,489.25	4,692.10	4,903.50	5,129.52	5,361.58	5,596.50	5,814.95	5,867.68			5,985.22
			Annual	53,871.03	56,305.15	58,842.03	61,554.22	64,338.95	67,157.94	69,779.45	70,412.16			
COMMUNITY HEALTH	Social Worker (MSW)	2015	Hourly	27.906	29.043	30.236	31.520	32.845	34.187	35.439	35.692	36.943	37.682	
			Monthly	4,685.88	4,876.80	5,077.13	5,292.73	5,515.22	5,740.57	5,950.80	5,993.28	6,203.35		6,327.44
			Annual	56,230.59	58,521.65	60,925.54	63,512.80	66,182.68	68,886.81	71,409.59	71,919.38	74,440.15		
DIETARY	Dietitian	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		
NUCLEAR MEDICINE	General Duty Nuclear Medicine Technologist	2015	Hourly	33.825	34.842	35.884	36.963	38.072	39.219				40.002	
			Monthly	5,679.78	5,850.55	6,025.52	6,206.70	6,392.92	6,585.52					6,717.00
			Annual	68,157.38	70,206.63	72,306.26	74,480.45	76,715.08	79,026.29					
NUCLEAR MEDICINE	Charge Nuclear Medicine Technologist	2015	Hourly	34.457	35.494	36.557	37.653	38.782	39.948	41.147	42.378		43.226	
			Monthly	5,785.91	5,960.03	6,138.53	6,322.57	6,512.14	6,707.94	6,909.27	7,115.97			7,258.37
			Annual	69,430.86	71,520.41	73,662.36	75,870.80	78,145.73	80,495.22	82,911.21	85,391.67			
OCCUPATIONAL THERAPY	Staff Therapist - OT	2015	Hourly	31.524	32.469	33.443	34.447	35.478	36.542				37.273	
			Monthly	5,293.41	5,452.09	5,615.64	5,784.23	5,957.35	6,136.01					6,258.76
			Annual	63,520.86	65,425.04	67,387.65	69,410.71	71,488.17	73,632.13					

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	Clinical Service Leader - OT	2015	Hourly	37.139	38.251	39.399	40.580	41.796						42.632	
			Monthly	6,236.26	6,422.98	6,615.75	6,814.06	7,018.25							7,158.62
			Annual	74,835.09	77,075.77	79,388.99	81,768.70	84,218.94							85,903.48
PHYSIOTHERAPY	Staff Therapist - PT	2015	Hourly	31.524	32.469	33.443	34.447	35.478	36.542					37.273	
			Monthly	5,293.41	5,452.09	5,615.64	5,784.23	5,957.35	6,136.01						6,258.76
			Annual	63,520.86	65,425.04	67,387.65	69,410.71	71,488.17	73,632.13						75,105.10
PHYSIOTHERAPY	Clinical Service Leader - PT	2015	Hourly	37.139	38.251	39.399	40.580	41.796						42.632	
			Monthly	6,236.26	6,422.98	6,615.75	6,814.06	7,018.25							7,158.62
			Annual	74,835.09	77,075.77	79,388.99	81,768.70	84,218.94							85,903.48
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	27.334	28.595	29.905	31.309	32.768	34.291					34.977	
			Monthly	4,589.83	4,801.58	5,021.55	5,257.30	5,502.29	5,758.03						5,873.22
			Annual	55,078.01	57,618.93	60,258.58	63,087.64	66,027.52	69,096.37						70,478.66
RADIOLOGY	Senior Radiology Technologist	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
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	30.040	31.421	32.877	34.387	35.991	37.730	39.536				40.327	
			Monthly	5,044.22	5,276.11	5,520.60	5,774.15	6,043.49	6,335.50	6,638.75					6,771.58
			Annual	60,530.60	63,313.32	66,247.16	69,289.81	72,521.87	76,025.95	79,665.04					81,258.91
RADIOLOGY	Clinical Instructor - Diagnostic Services	2015	Hourly	30.040	31.421	32.877	34.387	35.991	37.730	39.536				40.327	
			Monthly	5,044.22	5,276.11	5,520.60	5,774.15	6,043.49	6,335.50	6,638.75					6,771.58
			Annual	60,530.60	63,313.32	66,247.16	69,289.81	72,521.87	76,025.95	79,665.04					81,258.91
RECREATION	Recreation Coordinator	2015	Hourly	23.300	24.209	25.145	26.135	27.158	28.354					28.921	
			Monthly	3,912.46	4,065.10	4,222.27	4,388.50	4,560.28	4,761.11						4,856.32
			Annual	46,949.50	48,781.14	50,667.18	52,662.03	54,723.37	57,133.31						58,275.82
RESPIRATORY	Staff Respiratory Therapist	2015	Hourly	28.933	29.798	30.694	31.612	32.563	33.538	34.545				35.236	
			Monthly	4,858.33	5,003.58	5,154.03	5,308.18	5,467.87	5,631.59	5,800.68					5,916.71
			Annual	58,300.00	60,042.97	61,848.41	63,698.18	65,614.45	67,579.07	69,608.18					71,000.54
RESPIRATORY	Clinical Service Lead Respiratory	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
SONOGRAPHER	General Duty Sonographer	2015	Hourly	33.825	34.842	35.884	36.963	38.072	39.219					40.002	
			Monthly	5,679.78	5,850.55	6,025.52	6,206.70	6,392.92	6,585.52						6,717.00
			Annual	68,157.38	70,206.63	72,306.26	74,480.45	76,715.08	79,026.29						80,604.03
SONOGRAPHER	Charge Sonographer	2015	Hourly	34.457	35.494	36.557	37.653	38.782	39.948	41.147	42.378			43.226	
			Monthly	5,785.91	5,960.03	6,138.53	6,322.57	6,512.14	6,707.94	6,909.27	7,115.97				7,258.37
			Annual	69,430.86	71,520.41	73,662.36	75,870.80	78,145.73	80,495.22	82,911.21	85,391.67				87,100.39
SPEECH / LANGUAGE	Speech/Language Pathologist	2015	Hourly	34.631	36.084	37.472	38.863	40.348	41.968	43.600				44.472	
			Monthly	5,815.12	6,059.11	6,292.17	6,525.75	6,775.10	7,047.13	7,321.17					7,467.59
			Annual	69,781.47	72,709.26	75,506.08	78,308.95	81,301.22	84,565.52	87,854.00					89,611.08

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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	Step 9	Year 20	
ANESTHESIA	Anesthesia Technician	2015	Hourly	24.554	24.937								25.435	
			Monthly	4,123.03	4,187.34									4,270.96
			Annual	49,476.31	50,248.06									
CARDIOLOGY	Cardiology Technician	2015	Hourly	17.140	17.496								17.847	
			Monthly	2,878.09	2,937.87									2,996.81
			Annual	34,537.10	35,254.44									
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	23.252	24.309	25.430	26.596	27.845	29.144	30.499			31.110	
			Monthly	3,904.40	4,081.89	4,270.12	4,465.91	4,675.64	4,893.76	5,121.29				5,223.89
			Annual	46,852.78	48,982.64	51,241.45	53,590.94	56,107.68	58,725.16	61,455.49				
CARDIOLOGY	Charge Cardiology Technologist	2015	Hourly	27.014	28.273	29.572	30.923	32.391	33.924	35.535			36.244	
			Monthly	4,536.10	4,747.51	4,965.63	5,192.49	5,438.99	5,696.41	5,966.92				6,085.97
			Annual	54,433.21	56,970.10	59,587.58	62,309.85	65,267.87	68,356.86	71,603.03				
COMMUNITY HEALTH	Charge Social Worker	2015	Hourly	29.742	30.734	31.841	32.926	34.093	35.627	37.053	38.040	39.372	40.159	
			Monthly	4,994.18	5,160.75	5,346.64	5,528.82	5,724.78	5,982.37	6,221.82	6,387.55	6,611.22		6,743.37
			Annual	59,930.13	61,929.01	64,159.62	66,345.89	68,697.40	71,788.41	74,661.80	76,650.60	79,334.58		
COMMUNITY HEALTH	Fitness Consultant	2015	Hourly	23.650	24.572	25.522	26.527	27.566	28.779				29.355	
			Monthly	3,971.23	4,126.05	4,285.57	4,454.33	4,628.79	4,832.47					4,929.19
			Annual	47,654.75	49,512.58	51,426.83	53,451.91	55,545.49	57,989.69					
COMMUNITY HEALTH	Pastoral/Spiritual Care Worker	2015	Hourly	22.391	23.158	24.012	24.884	25.763	26.724	27.689	28.841	29.919	30.517	
			Monthly	3,759.82	3,888.61	4,032.02	4,178.44	4,326.04	4,487.41	4,649.45	4,842.89	5,023.90		5,124.31
			Annual	45,117.87	46,663.37	48,384.18	50,141.26	51,912.45	53,848.86	55,793.34	58,114.62	60,286.79		
COMMUNITY HEALTH	Social Worker (BSW)	2015	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469		36.178	
			Monthly	4,556.59	4,762.45	4,977.05	5,206.59	5,442.01	5,680.29	5,902.10	5,955.84			6,074.89
			Annual	54,679.04	57,149.43	59,724.60	62,479.11	65,304.14	68,163.42	70,825.24	71,470.04			
COMMUNITY HEALTH	Social Worker (MSW)	2015	Hourly	28.325	29.479	30.689	31.993	33.338	34.700	35.970	36.228	37.497	38.247	
			Monthly	4,756.24	4,950.02	5,153.20	5,372.16	5,598.01	5,826.71	6,039.96	6,083.29	6,296.37		6,422.31
			Annual	57,074.88	59,400.19	61,838.34	64,465.90	67,176.07	69,920.50	72,479.55	72,999.42	75,556.46		
DIETARY	Dietitian	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		
NUCLEAR MEDICINE	General Duty Nuclear Medicine Technologist	2015	Hourly	34.332	35.365	36.423	37.518	38.643	39.807				40.602	
			Monthly	5,764.92	5,938.37	6,116.03	6,299.90	6,488.80	6,684.26					6,817.75
			Annual	69,178.98	71,260.48	73,392.35	75,598.77	77,865.65	80,211.11					
NUCLEAR MEDICINE	Charge Nuclear Medicine Technologist	2015	Hourly	34.974	36.026	37.106	38.218	39.364	40.548	41.764	43.014		43.874	
			Monthly	5,872.72	6,049.37	6,230.72	6,417.44	6,609.87	6,808.69	7,012.87	7,222.77			7,367.18
			Annual	70,472.61	72,592.39	74,768.59	77,009.27	79,318.46	81,704.22	84,154.46	86,673.21			
OCCUPATIONAL THERAPY	Staff Therapist - OT	2015	Hourly	31.997	32.956	33.945	34.964	36.010	37.090				37.832	
			Monthly	5,372.83	5,533.86	5,699.93	5,871.04	6,046.68	6,228.03					6,352.62
			Annual	64,473.96	66,406.34	68,399.18	70,452.46	72,560.15	74,736.35					

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	Clinical Service Leader - OT	2015	Hourly	37.696	38.825	39.990	41.188	42.423						43.272	
			Monthly	6,329.79	6,519.37	6,714.99	6,916.15	7,123.53							7,266.09
			Annual	75,957.44	78,232.38	80,579.85	82,993.82	85,482.35							87,193.08
PHYSIOTHERAPY	Staff Therapist - PT	2015	Hourly	31.997	32.956	33.945	34.964	36.010	37.090					37.832	
			Monthly	5,372.83	5,533.86	5,699.93	5,871.04	6,046.68	6,228.03						6,352.62
			Annual	64,473.96	66,406.34	68,399.18	70,452.46	72,560.15	74,736.35						76,231.48
PHYSIOTHERAPY	Clinical Service Leader - PT	2015	Hourly	37.696	38.825	39.990	41.188	42.423						43.272	
			Monthly	6,329.79	6,519.37	6,714.99	6,916.15	7,123.53							7,266.09
			Annual	75,957.44	78,232.38	80,579.85	82,993.82	85,482.35							87,193.08
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	27.744	29.023	30.354	31.778	33.260	34.805					35.502	
			Monthly	4,658.68	4,873.45	5,096.94	5,336.06	5,584.91	5,844.34						5,961.38
			Annual	55,904.16	58,481.35	61,163.31	64,032.67	67,018.90	70,132.08						71,536.53
RADIOLOGY	Senior Radiology Technologist	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
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	30.491	31.893	33.370	34.903	36.531	38.296	40.129				40.932	
			Monthly	5,119.95	5,355.37	5,603.38	5,860.80	6,134.16	6,430.54	6,738.33					6,873.17
			Annual	61,439.37	64,264.40	67,240.55	70,329.55	73,609.97	77,166.44	80,859.94					82,477.98
RADIOLOGY	Clinical Instructor - Diagnostic Services	2015	Hourly	30.491	31.893	33.370	34.903	36.531	38.296	40.129				40.932	
			Monthly	5,119.95	5,355.37	5,603.38	5,860.80	6,134.16	6,430.54	6,738.33					6,873.17
			Annual	61,439.37	64,264.40	67,240.55	70,329.55	73,609.97	77,166.44	80,859.94					82,477.98
RECREATION	Recreation Coordinator	2015	Hourly	23.650	24.572	25.522	26.527	27.566	28.779					29.355	
			Monthly	3,971.23	4,126.05	4,285.57	4,454.33	4,628.79	4,832.47						4,929.19
			Annual	47,654.75	49,512.58	51,426.83	53,451.91	55,545.49	57,989.69						59,150.33
RESPIRATORY	Staff Respiratory Therapist	2015	Hourly	29.367	30.245	31.154	32.086	33.052	34.041	35.063				35.764	
			Monthly	4,931.21	5,078.64	5,231.28	5,387.77	5,549.98	5,716.05	5,887.66					6,005.37
			Annual	59,174.51	60,943.68	62,775.31	64,653.29	66,599.78	68,592.62	70,651.95					72,064.46
RESPIRATORY	Clinical Service Lead Respiratory	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
SONOGRAPHER	General Duty Sonographer	2015	Hourly	34.332	35.365	36.423	37.518	38.643	39.807					40.602	
			Monthly	5,764.92	5,938.37	6,116.03	6,299.90	6,488.80	6,684.26						6,817.75
			Annual	69,178.98	71,260.48	73,392.35	75,598.77	77,865.65	80,211.11						81,813.03
SONOGRAPHER	Charge Sonographer	2015	Hourly	34.974	36.026	37.106	38.218	39.364	40.548	41.764	43.014			43.874	
			Monthly	5,872.72	6,049.37	6,230.72	6,417.44	6,609.87	6,808.69	7,012.87	7,222.77				7,367.18
			Annual	70,472.61	72,592.39	74,768.59	77,009.27	79,318.46	81,704.22	84,154.46	86,673.21				88,406.11
SPEECH / LANGUAGE	Speech/Language Pathologist	2015	Hourly	35.150	36.626	38.034	39.446	40.954	42.598	44.254				45.139	
			Monthly	5,902.27	6,150.12	6,386.54	6,623.64	6,876.86	7,152.91	7,430.98					7,579.59
			Annual	70,827.25	73,801.39	76,638.51	79,483.69	82,522.31	85,834.97	89,171.81					90,955.09

MAHCP & Victoria General Hospital
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	
ANESTHESIA	Anesthesia Technician	2015	Hourly	25.045	25.435								25.944	
			Monthly	4,205.47	4,270.96									4,356.43
			Annual	50,465.68	51,251.53									
CARDIOLOGY	Cardiology Technician	2015	Hourly	17.483	17.846								18.204	
			Monthly	2,935.69	2,996.64									3,056.76
			Annual	35,228.25	35,959.69									
CARDIOLOGY	General Duty Cardiology Technologist**	2015	Hourly	24.132	25.229	26.393	27.603	28.899	30.247	31.653			32.286	
			Monthly	4,052.17	4,236.37	4,431.83	4,635.00	4,852.62	5,078.98	5,315.07				5,421.36
			Annual	48,625.98	50,836.44	53,181.90	55,620.05	58,231.49	60,947.71	63,780.80				65,056.29
CARDIOLOGY	Charge Cardiology Technologist**	2015	Hourly	28.036	29.344	30.691	32.094	33.617	35.209	36.879			37.617	
			Monthly	4,707.71	4,927.35	5,153.53	5,389.12	5,644.86	5,912.18	6,192.60				6,316.52
			Annual	56,492.54	59,128.16	61,842.37	64,669.41	67,738.26	70,946.14	74,311.19				75,798.26
COMMUNITY HEALTH	Charge Social Worker *	2015	Hourly	33.277	34.276	35.305	36.365	37.457	38.581	39.740	40.934	42.164	43.009	
			Monthly	5,587.76	5,755.51	5,928.30	6,106.29	6,289.66	6,478.39	6,673.01	6,873.50	7,080.04		7,221.93
			Annual	67,053.16	69,066.14	71,139.58	73,275.48	75,475.86	77,740.72	80,076.10	82,482.01	84,960.46		86,663.14
COMMUNITY HEALTH	Fitness Consultant	2015	Hourly	24.123	25.063	26.032	27.058	28.117	29.355				29.942	
			Monthly	4,050.65	4,208.50	4,371.21	4,543.49	4,721.31	4,929.19					5,027.76
			Annual	48,607.85	50,501.95	52,454.48	54,521.87	56,655.76	59,150.33					60,333.13
COMMUNITY HEALTH	Pastoral/Spiritual Care Worker	2015	Hourly	22.839	23.622	24.493	25.382	26.278	27.259	28.243	29.418	30.517	31.128	
			Monthly	3,835.05	3,966.53	4,112.78	4,262.06	4,412.51	4,577.24	4,742.47	4,939.77	5,124.31		5,226.91
			Annual	46,020.59	47,598.33	49,353.40	51,144.73	52,950.17	54,926.89	56,909.65	59,277.27	61,491.76		62,722.92
COMMUNITY HEALTH	Social Worker (BSW) *	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
COMMUNITY HEALTH	Social Worker (MSW) *	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
DIETARY	Dietitian *	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
NUCLEAR MEDICINE	General Duty Nuclear Medicine Technologist	2015	Hourly	35.019	36.072	37.151	38.268	39.416	40.603				41.414	
			Monthly	5,880.27	6,057.09	6,238.27	6,425.84	6,618.60	6,817.92					6,954.10
			Annual	70,563.29	72,685.08	74,859.27	77,110.02	79,423.24	81,815.05					83,449.21
NUCLEAR MEDICINE	Charge Nuclear Medicine Technologist	2015	Hourly	35.674	36.746	37.848	38.983	40.151	41.359	42.600	43.874		44.752	
			Monthly	5,990.26	6,170.27	6,355.31	6,545.90	6,742.02	6,944.87	7,153.25	7,367.18			7,514.61
			Annual	71,883.11	74,043.19	76,263.72	78,550.75	80,904.27	83,338.39	85,839.00	88,406.11			90,175.28
OCCUPATIONAL THERAPY	Staff Therapist - OT**	2015	Hourly	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 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	Clinical Service Leader - OT**	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**	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	Clinical Service Leader - PT**	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
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	28.299	29.604	30.961	32.414	33.925	35.501				36.212	
			Monthly	4,751.87	4,971.01	5,198.87	5,442.85	5,696.57	5,961.21					6,080.60
			Annual	57,022.49	59,652.06	62,386.42	65,314.21	68,358.88	71,534.52					72,967.18
RADIOLOGY	Senior Radiology Technologist	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
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	31.100	32.531	34.037	35.601	37.261	39.061	40.932			41.751	
			Monthly	5,222.21	5,462.50	5,715.38	5,978.00	6,256.74	6,558.99	6,873.17				7,010.69
			Annual	62,666.50	65,549.97	68,584.56	71,736.02	75,080.92	78,707.92	82,477.98				84,128.27
RADIOLOGY	Clinical Instructor - Diagnostic Services	2015	Hourly	31.100	32.531	34.037	35.601	37.261	39.061	40.932			41.751	
			Monthly	5,222.21	5,462.50	5,715.38	5,978.00	6,256.74	6,558.99	6,873.17				7,010.69
			Annual	62,666.50	65,549.97	68,584.56	71,736.02	75,080.92	78,707.92	82,477.98				84,128.27
RECREATION	Recreation Coordinator	2015	Hourly	24.123	25.063	26.032	27.058	28.117	29.355				29.942	
			Monthly	4,050.65	4,208.50	4,371.21	4,543.49	4,721.31	4,929.19					5,027.76
			Annual	48,607.85	50,501.95	52,454.48	54,521.87	56,655.76	59,150.33					60,333.13
RESPIRATORY	Staff Respiratory Therapist**	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
RESPIRATORY	Clinical Service Lead Respiratory**	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
SONOGRAPHER	General Duty Sonographer**	2015	Hourly	35.632	36.703	37.801	38.938	40.106	41.314				42.140	
			Monthly	5,983.21	6,163.05	6,347.42	6,538.34	6,734.47	6,937.31					7,076.01
			Annual	71,798.48	73,956.55	76,169.02	78,460.07	80,813.59	83,247.71					84,912.10
SONOGRAPHER	Charge Sonographer**	2015	Hourly	36.298	37.389	38.510	39.665	40.854	42.083	43.346	44.642		45.535	
			Monthly	6,095.04	6,278.24	6,466.47	6,660.42	6,860.07	7,066.44	7,278.52	7,496.14			7,646.09
			Annual	73,140.47	75,338.84	77,597.65	79,924.98	82,320.81	84,797.25	87,342.19	89,953.63			91,753.03
SPEECH / LANGUAGE	Speech/Language Pathologist**	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

*Standardization

**Recruitment & Retention

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

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

**MAHCP & Victoria General Hospital
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	
ANESTHESIA	Anesthesia Technician	2015	Hourly	25.546	25.944									26.463	
			Monthly	4,289.60	4,356.43										4,443.58
			Annual	51,475.19	52,277.16										
CARDIOLOGY	Cardiology Technician	2015	Hourly	17.832	18.203									18.568	
			Monthly	2,994.29	3,056.59										3,117.88
			Annual	35,931.48	36,679.05										
CARDIOLOGY	General Duty Cardiology Technologist**	2015	Hourly	25.033	26.171	27.379	28.634	29.978	31.376	32.835				33.492	
			Monthly	4,203.46	4,394.55	4,597.39	4,808.13	5,033.81	5,268.55	5,513.54					5,623.87
			Annual	50,441.50	52,734.57	55,168.69	57,697.51	60,405.67	63,222.64	66,162.53					67,486.38
CARDIOLOGY	Charge Cardiology Technologist**	2015	Hourly	29.083	30.440	31.837	33.293	34.872	36.524	38.256				39.021	
			Monthly	4,883.52	5,111.38	5,345.96	5,590.45	5,855.59	6,132.99	6,423.82					6,552.28
			Annual	58,602.25	61,336.60	64,151.56	67,085.40	70,267.08	73,595.86	77,085.84					78,627.32
COMMUNITY HEALTH	Charge Social Worker	2015	Hourly	33.943	34.962	36.011	37.092	38.206	39.353	40.535	41.753	43.007		43.867	
			Monthly	5,699.60	5,870.70	6,046.85	6,228.37	6,415.42	6,608.03	6,806.50	7,011.03	7,221.59			7,366.00
			Annual	68,395.15	70,448.43	72,562.17	74,740.38	76,985.09	79,296.30	81,678.03	84,132.30	86,659.11			88,392.01
COMMUNITY HEALTH	Fitness Consultant	2015	Hourly	24.605	25.565	26.553	27.599	28.679	29.942					30.541	
			Monthly	4,131.59	4,292.79	4,458.69	4,634.33	4,815.68	5,027.76						5,128.34
			Annual	49,579.08	51,513.48	53,504.30	55,611.99	57,788.19	60,333.13						61,540.12
COMMUNITY HEALTH	Pastoral/Spiritual Care Worker	2015	Hourly	23.296	24.094	24.983	25.889	26.804	27.804	28.808	30.006	31.127		31.750	
			Monthly	3,911.79	4,045.78	4,195.06	4,347.20	4,500.84	4,668.76	4,837.34	5,038.51	5,226.74			5,331.35
			Annual	46,941.44	48,549.41	50,340.75	52,166.34	54,010.06	56,025.06	58,048.12	60,462.09	62,720.91			63,976.25
COMMUNITY HEALTH	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	6,951.13	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
COMMUNITY HEALTH	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
DIETARY	Dietitian	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
NUCLEAR MEDICINE	General Duty Nuclear Medicine Technologist	2015	Hourly	35.719	36.793	37.894	39.033	40.204	41.415				42.243		
			Monthly	5,997.82	6,178.16	6,363.03	6,554.29	6,750.92	6,954.27					7,093.30	
			Annual	71,973.79	74,137.90	76,356.41	78,651.50	81,011.06	83,451.23					85,119.65	
NUCLEAR MEDICINE	Charge Nuclear Medicine Technologist	2015	Hourly	36.387	37.481	38.605	39.762	40.954	42.186	43.452	44.752		45.647		
			Monthly	6,109.98	6,293.69	6,482.42	6,676.70	6,876.86	7,083.73	7,296.32	7,514.61			7,664.89	
			Annual	73,319.81	75,524.22	77,789.08	80,120.43	82,522.31	85,004.79	87,555.78	90,175.28			91,978.71	
OCCUPATIONAL THERAPY	Staff Therapist - OT**	2015	Hourly	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 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	Clinical Service Leader - OT**	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**	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	Clinical Service Leader - PT**	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
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	28.865	30.196	31.580	33.062	34.603	36.211					36.936	
			Monthly	4,846.92	5,070.41	5,302.81	5,551.66	5,810.42	6,080.43						6,202.17
			Annual	58,162.98	60,844.94	63,633.70	66,619.93	69,725.05	72,965.17						74,426.04
RADIOLOGY	Senior Radiology Technologist	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
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	31.722	33.181	34.718	36.313	38.007	39.843	41.751				42.586	
			Monthly	5,326.65	5,571.64	5,829.73	6,097.56	6,382.01	6,690.30	7,010.69					7,150.90
			Annual	63,919.83	66,859.72	69,956.77	73,170.70	76,584.11	80,283.65	84,128.27					85,810.79
RADIOLOGY	Clinical Instructor - Diagnostic Services	2015	Hourly	31.722	33.181	34.718	36.313	38.007	39.843	41.751				42.586	
			Monthly	5,326.65	5,571.64	5,829.73	6,097.56	6,382.01	6,690.30	7,010.69					7,150.90
			Annual	63,919.83	66,859.72	69,956.77	73,170.70	76,584.11	80,283.65	84,128.27					85,810.79
RECREATION	Recreation Coordinator	2015	Hourly	24.605	25.565	26.553	27.599	28.679	29.942					30.541	
			Monthly	4,131.59	4,292.79	4,458.69	4,634.33	4,815.68	5,027.76						5,128.34
			Annual	49,579.08	51,513.48	53,504.30	55,611.99	57,788.19	60,333.13						61,540.12
RESPIRATORY	Staff Respiratory Therapist**	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
RESPIRATORY	Clinical Service Lead Respiratory**	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
SONOGRAPHER	General Duty Sonographer**	2015	Hourly	36.963	38.073	39.212	40.392	41.603	42.856					43.713	
			Monthly	6,206.70	6,393.09	6,584.35	6,782.49	6,985.84	7,196.24						7,340.14
			Annual	74,480.45	76,717.10	79,012.18	81,389.88	83,830.05	86,354.84						88,081.70
SONOGRAPHER	Charge Sonographer**	2015	Hourly	37.653	38.785	39.948	41.146	42.379	43.655	44.965	46.309			47.235	
			Monthly	6,322.57	6,512.65	6,707.94	6,909.10	7,116.14	7,330.40	7,550.37	7,776.05				7,931.54
			Annual	75,870.80	78,151.78	80,495.22	82,909.19	85,393.69	87,964.83	90,604.48	93,312.64				95,178.53
SPEECH / LANGUAGE	Speech/Language Pathologist**	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

*Standardization

**Recruitment & Retention

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

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