

**MAHCP - WRHA Regional Pharmacy Program
Appendix 'A' - Effective: April 1, 2016**

**Professional Technical
General Increase 2.0%**

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20	
PHARMACY	Pharmacy Aide	2015	Hourly	15.174	15.616	16.075	16.544	17.030	17.529				17.880	
			Monthly	2,547.97	2,622.19	2,699.26	2,778.01	2,859.62	2,943.41					3,002.35
			Annual	30,575.61	31,466.24	32,391.13	33,336.16	34,315.45	35,320.94					
PHARMACY	Pharmacy Assistant *	2015	Hourly	20.873	21.500	22.145	22.810	23.495	24.201				24.685	
			Monthly	3,504.93	3,610.21	3,718.52	3,830.18	3,945.20	4,063.75					4,145.02
			Annual	42,059.10	43,322.50	44,622.18	45,962.15	47,342.43	48,765.02					49,740.28
PHARMACY	Pharmacist's Assistant *	2015	Hourly	20.873	21.500	22.145	22.810	23.495	24.201				24.685	
			Monthly	3,504.93	3,610.21	3,718.52	3,830.18	3,945.20	4,063.75					4,145.02
			Annual	42,059.10	43,322.50	44,622.18	45,962.15	47,342.43	48,765.02					49,740.28
PHARMACY	Pharmacy Assistant - Practice Development *	2015	Hourly	23.524	23.874	24.437	24.985	25.495	26.016				26.537	
			Monthly	3,950.07	4,008.84	4,103.38	4,195.40	4,281.04	4,368.52					4,456.01
			Annual	47,400.86	48,106.11	49,240.56	50,344.78	51,372.43	52,422.24					53,472.06
PHARMACY	Pharmacy Assistant - Clinical Trials (New Position Effective April 1, 2013) *	2015	Hourly	23.524	23.874	24.437	24.985	25.495	26.016				26.537	
			Monthly	3,950.07	4,008.84	4,103.38	4,195.40	4,281.04	4,368.52					4,456.01
			Annual	47,400.86	48,106.11	49,240.56	50,344.78	51,372.43	52,422.24					53,472.06
PHARMACY	Staff Pharmacist	2015	Hourly	43.272	44.578	45.942	47.364	48.846	50.384	51.993	53.671			54.745
			Monthly	7,266.09	7,485.39	7,714.43	7,953.21	8,202.06	8,460.31	8,730.49	9,012.26			9,192.60
			Annual	87,193.08	89,824.67	92,573.13	95,438.46	98,424.69	101,523.76	104,765.90	108,147.07			110,311.18
PHARMACY	Practice Development Pharmacist	2015	Hourly	45.821	47.196	48.611	50.070	51.573	53.120	54.714	56.355			57.482
			Monthly	7,694.11	7,925.00	8,162.60	8,407.59	8,659.97	8,919.73	9,187.39	9,462.94			9,652.19
			Annual	92,329.32	95,099.94	97,951.17	100,891.05	103,919.60	107,036.80	110,248.71	113,555.33			115,826.23
PHARMACY	Clinical Resource - Pharmacy	2015	Hourly	45.956	47.453	49.016	50.641	52.338	54.105	55.948	57.868			59.026
			Monthly	7,716.78	7,968.15	8,230.60	8,503.47	8,788.42	9,085.13	9,394.60	9,717.00			9,911.45
			Annual	92,601.34	95,617.80	98,767.24	102,041.62	105,461.07	109,021.58	112,735.22	116,604.02			118,937.39
PHARMACY	Clinical Pharmacist	2015	Hourly	47.938	49.435	50.999	52.623	54.321	56.088	57.930	59.851			61.048
			Monthly	8,049.59	8,300.96	8,563.58	8,836.28	9,121.40	9,418.11	9,727.41	10,049.98			10,250.98
			Annual	96,595.07	99,611.53	102,762.99	106,035.35	109,456.82	113,017.32	116,728.95	120,599.77			123,011.72
PHARMACY	Pharmacy Technician	2015	Hourly	23.524	23.874	24.437	24.985	25.495	26.016				26.537	
			Monthly	3,950.07	4,008.84	4,103.38	4,195.40	4,281.04	4,368.52					4,456.01
			Annual	47,400.86	48,106.11	49,240.56	50,344.78	51,372.43	52,422.24					53,472.06

Standardization Adjustment *

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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		
PHARMACY	Pharmacy Aide	2015	Hourly	15.477	15.929	16.396	16.875	17.370	17.879				18.237		
			Monthly	2,598.85	2,674.75	2,753.16	2,833.59	2,916.71	3,002.18					3,062.30	
			Annual	31,186.16	32,096.94	33,037.94	34,003.13	35,000.55	36,026.19						36,747.56
PHARMACY	Pharmacy Assistant	2015	Hourly	21.290	21.930	22.588	23.266	23.965	24.685				25.179		
			Monthly	3,574.95	3,682.41	3,792.90	3,906.75	4,024.12	4,145.02					4,227.97	
			Annual	42,899.35	44,188.95	45,514.82	46,880.99	48,289.48	49,740.28						50,735.69
PHARMACY	Pharmacist's Assistant	2015	Hourly	21.290	21.930	22.588	23.266	23.965	24.685				25.179		
			Monthly	3,574.95	3,682.41	3,792.90	3,906.75	4,024.12	4,145.02					4,227.97	
			Annual	42,899.35	44,188.95	45,514.82	46,880.99	48,289.48	49,740.28						50,735.69
PHARMACY	Pharmacy Assistant - Practice Development	2015	Hourly	23.994	24.351	24.926	25.485	26.005	26.536				27.068		
			Monthly	4,028.99	4,088.94	4,185.49	4,279.36	4,366.67	4,455.84					4,545.17	
			Annual	48,347.91	49,067.27	50,225.89	51,352.28	52,400.08	53,470.04						54,542.02
PHARMACY	Pharmacy Assistant - Clinical Trials (New Position Effective April 1, 2013)	2015	Hourly	23.994	24.351	24.926	25.485	26.005	26.536				27.068		
			Monthly	4,028.99	4,088.94	4,185.49	4,279.36	4,366.67	4,455.84					4,545.17	
			Annual	48,347.91	49,067.27	50,225.89	51,352.28	52,400.08	53,470.04						54,542.02
PHARMACY	Staff Pharmacist	2015	Hourly	44.138	45.470	46.861	48.311	49.823	51.392	53.033	54.745			55.840	
			Monthly	7,411.51	7,635.17	7,868.74	8,112.22	8,366.11	8,629.57	8,905.13	9,192.60				9,376.47
			Annual	88,938.07	91,622.05	94,424.92	97,346.67	100,393.35	103,554.88	106,861.50	110,311.18				112,517.60
PHARMACY	Practice Development Pharmacist	2015	Hourly	46.738	48.140	49.584	51.071	52.604	54.183	55.808	57.482			58.632	
			Monthly	7,848.09	8,083.51	8,325.98	8,575.67	8,833.09	9,098.23	9,371.09	9,652.19				9,845.29
			Annual	94,177.07	97,002.10	99,911.76	102,908.07	105,997.06	109,178.75	112,453.12	115,826.23				118,143.48
PHARMACY	Clinical Resource - Pharmacy	2015	Hourly	46.875	48.402	49.996	51.653	53.384	55.187	57.067	59.025			60.207	
			Monthly	7,871.09	8,127.50	8,395.16	8,673.40	8,964.06	9,266.82	9,582.50	9,911.28				10,109.76
			Annual	94,453.13	97,530.03	100,741.94	104,080.80	107,568.76	111,201.81	114,990.01	118,935.38				121,317.11
PHARMACY	Clinical Pharmacist	2015	Hourly	48.897	50.424	52.019	53.676	55.407	57.210	59.089	61.048			62.269	
			Monthly	8,210.62	8,467.03	8,734.86	9,013.10	9,303.76	9,606.51	9,922.03	10,250.98				10,456.00
			Annual	98,527.46	101,604.36	104,818.29	108,157.14	111,645.11	115,278.15	119,064.34	123,011.72				125,472.04
PHARMACY	Pharmacy Technician	2015	Hourly	23.994	24.351	24.926	25.485	26.005	26.536				27.068		
			Monthly	4,028.99	4,088.94	4,185.49	4,279.36	4,366.67	4,455.84					4,545.17	
			Annual	48,347.91	49,067.27	50,225.89	51,352.28	52,400.08	53,470.04						54,542.02