

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

Professional Technical

General Increase 1.5%

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20	
CARDIOLOGY	Cardiology Technician	2015	Hourly	16.887	17.238								17.583	
			Monthly	2,835.61	2,894.55									2,952.48
			Annual	34,027.31	34,734.57									35,429.75
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	22.909	23.950	25.054	26.203	27.433	28.713	30.048			30.650	
			Monthly	3,846.80	4,021.60	4,206.98	4,399.92	4,606.46	4,821.39	5,045.56				5,146.65
			Annual	46,161.64	48,259.25	50,483.81	52,799.05	55,277.50	57,856.70	60,546.72				61,759.75
COMMUNITY HEALTH	Health Coach/Behavioural Counsellors (W.I.)	2015	Hourly	26.227	27.410	28.644	29.965	31.322	32.694	33.969	34.280		34.965	
			Monthly	4,403.95	4,602.60	4,809.81	5,031.62	5,259.49	5,489.87	5,703.96	5,756.18			5,871.21
			Annual	52,847.41	55,231.15	57,717.66	60,379.48	63,113.83	65,878.41	68,447.54	69,074.20			70,454.48
COMMUNITY HEALTH	Senior Therapist - Clinic (W.I.)	2015	Hourly	36.693	37.991	39.332							40.119	
			Monthly	6,161.37	6,379.32	6,604.50								6,736.65
			Annual	73,936.40	76,551.87	79,253.98								80,839.79
COMMUNITY HEALTH	Senior Therapist - Work Injury Mgmt (W.I.)	2015	Hourly	37.991	39.332	40.710							41.524	
			Monthly	6,379.32	6,604.50	6,835.89								6,972.57
			Annual	76,551.87	79,253.98	82,030.65								83,670.86
COMMUNITY HEALTH	Social Worker (BSW)	2015	Hourly	26.735	27.943	29.202	30.548	31.930	33.329	34.630	34.944		35.644	
			Monthly	4,489.25	4,692.10	4,903.50	5,129.52	5,361.58	5,596.50	5,814.95	5,867.68			5,985.22
			Annual	53,871.03	56,305.15	58,842.03	61,554.22	64,338.95	67,157.94	69,779.45	70,412.16			71,822.66
COMMUNITY HEALTH	Social Worker (MSW)	2015	Hourly	27.906	29.043	30.236	31.520	32.845	34.187	35.439	35.692	36.943	37.682	
			Monthly	4,685.88	4,876.80	5,077.13	5,292.73	5,515.22	5,740.57	5,950.80	5,993.28	6,203.35	6,327.44	
			Annual	56,230.59	58,521.65	60,925.54	63,512.80	66,182.68	68,886.81	71,409.59	71,919.38	74,440.15	75,929.23	
NUCLEAR MEDICINE	Charge Nuclear Medicine Technologist	2015	Hourly	34.457	35.494	36.557	37.653	38.782	39.948	41.147	42.378		43.226	
			Monthly	5,785.91	5,960.03	6,138.53	6,322.57	6,512.14	6,707.94	6,909.27	7,115.97			7,258.37
			Annual	69,430.86	71,520.41	73,662.36	75,870.80	78,145.73	80,495.22	82,911.21	85,391.67			87,100.39
OCCUPATIONAL THERAPY	Staff Therapist - OT	2015	Hourly	31.524	32.469	33.443	34.447	35.478	36.542				37.273	
			Monthly	5,293.41	5,452.09	5,615.64	5,784.23	5,957.35	6,136.01					6,258.76
			Annual	63,520.86	65,425.04	67,387.65	69,410.71	71,488.17	73,632.13					75,105.10
OCCUPATIONAL THERAPY	Work Injury Program - OT PIO	2015	Hourly	32.469	33.443	34.447	35.479	36.544	37.640				38.393	
			Monthly	5,452.09	5,615.64	5,784.23	5,957.52	6,136.35	6,320.38					6,446.83
			Annual	65,425.04	67,387.65	69,410.71	71,490.19	73,636.16	75,844.60					77,361.90

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

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

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

Professional Technical
General Increase 1.5%

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Year 20	
CARDIOLOGY	Cardiology Technician	2015	Hourly	17.140	17.496								17.847	
			Monthly	2,878.09	2,937.87									2,996.81
			Annual	34,537.10	35,254.44									35,961.71
CARDIOLOGY	General Duty Cardiology Technologist	2015	Hourly	23.252	24.309	25.430	26.596	27.845	29.144	30.499			31.110	
			Monthly	3,904.40	4,081.89	4,270.12	4,465.91	4,675.64	4,893.76	5,121.29				5,223.89
			Annual	46,852.78	48,982.64	51,241.45	53,590.94	56,107.68	58,725.16	61,455.49				62,686.65
COMMUNITY HEALTH	Health Coach/Behavioural Counsellors (W.I.)	2015	Hourly	26.620	27.821	29.074	30.414	31.792	33.185	34.479	34.794		35.489	
			Monthly	4,469.94	4,671.61	4,882.01	5,107.02	5,338.41	5,572.32	5,789.60	5,842.49			5,959.20
			Annual	53,639.30	56,059.32	58,584.11	61,284.21	64,060.88	66,867.78	69,475.19	70,109.91			71,510.34
COMMUNITY HEALTH	Senior Therapist - Clinic (W.I.)	2015	Hourly	37.244	38.561	39.922							40.721	
			Monthly	6,253.89	6,475.04	6,703.57								6,837.74
			Annual	75,046.66	77,700.42	80,442.83								82,052.82
COMMUNITY HEALTH	Senior Therapist - Work Injury Mgmt (W.I.)	2015	Hourly	38.561	39.922	41.320							42.147	
			Monthly	6,475.04	6,703.57	6,938.32								7,077.18
			Annual	77,700.42	80,442.83	83,259.80								84,926.21
COMMUNITY HEALTH	Social Worker (BSW)	2015	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469		36.178	
			Monthly	4,556.59	4,762.45	4,977.05	5,206.59	5,442.01	5,680.29	5,902.10	5,955.84			6,074.89
			Annual	54,679.04	57,149.43	59,724.60	62,479.11	65,304.14	68,163.42	70,825.24	71,470.04			72,898.67
COMMUNITY HEALTH	Social Worker (MSW)	2015	Hourly	28.325	29.479	30.689	31.993	33.338	34.700	35.970	36.228	37.497	38.247	
			Monthly	4,756.24	4,950.02	5,153.20	5,372.16	5,598.01	5,826.71	6,039.96	6,083.29	6,296.37	6,422.31	
			Annual	57,074.88	59,400.19	61,838.34	64,465.90	67,176.07	69,920.50	72,479.55	72,999.42	75,556.46	77,067.71	
NUCLEAR MEDICINE	Charge Nuclear Medicine Technologist	2015	Hourly	34.974	36.026	37.106	38.218	39.364	40.548	41.764	43.014		43.874	
			Monthly	5,872.72	6,049.37	6,230.72	6,417.44	6,609.87	6,808.69	7,012.87	7,222.77			7,367.18
			Annual	70,472.61	72,592.39	74,768.59	77,009.27	79,318.46	81,704.22	84,154.46	86,673.21			88,406.11
OCCUPATIONAL THERAPY	Staff Therapist - OT	2015	Hourly	31.997	32.956	33.945	34.964	36.010	37.090				37.832	
			Monthly	5,372.83	5,533.86	5,699.93	5,871.04	6,046.68	6,228.03					6,352.62
			Annual	64,473.96	66,406.34	68,399.18	70,452.46	72,560.15	74,736.35					76,231.48
OCCUPATIONAL THERAPY	Work Injury Program - OT PIO	2015	Hourly	32.956	33.945	34.964	36.012	37.092	38.205				38.969	
			Monthly	5,533.86	5,699.93	5,871.04	6,047.02	6,228.37	6,415.26					6,543.55
			Annual	66,406.34	68,399.18	70,452.46	72,564.18	74,740.38	76,983.08					78,522.54

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

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

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
SONOGRAPHER	Charge Sonographer III**	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	
SPEECH / LANGUAGE	Clinical Service Leader – S/L Pathologist**	2015	Hourly	41.357	42.950	44.547	46.243	48.103	49.971					50.970
			Monthly	6,944.53	7,212.02	7,480.18	7,764.97	8,077.30	8,390.96			8,558.71		
			Annual	83,334.36	86,544.25	89,762.21	93,179.65	96,927.55	100,691.57			102,704.55		

***Standardization**

****Recruitment & Retention**

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

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

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	
ORTHOPEDIC	Orthopedic Technologist	2015	Hourly	24.990	26.489	28.078	29.764	31.551	33.443				34.112	
			Monthly	4,196.24	4,447.95	4,714.76	4,997.87	5,297.94	5,615.64					5,727.97
			Annual	50,354.85	53,375.34	56,577.17	59,974.46	63,575.27	67,387.65					68,735.68
PHYSIOTHERAPY	Staff Therapist - PT**	2015	Hourly	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	Cardiac Rehab Physiotherapists (WIP) - PIO	2015	Hourly	34.458	35.654	36.864	38.126	39.420					40.209	
			Monthly	5,786.07	5,986.90	6,190.08	6,401.99	6,619.28						6,751.76
			Annual	69,432.87	71,842.81	74,280.96	76,823.89	79,431.30						81,021.14
PHYSIOTHERAPY	Physiotherapists (WIP) - PIO	2015	Hourly	34.287	35.316	36.376	37.466	38.591	39.748				40.544	
			Monthly	5,757.36	5,930.15	6,108.14	6,291.17	6,480.07	6,674.35					6,808.01
			Annual	69,088.31	71,161.74	73,297.64	75,493.99	77,760.87	80,092.22					81,696.16
PHYSIOTHERAPY	Clinical Service Leader**	2015	Hourly	36.901	38.005	39.146	40.323	41.527	42.777	44.057			44.938	
			Monthly	6,196.29	6,381.67	6,573.27	6,770.90	6,973.08	7,182.97	7,397.91				7,545.84
			Annual	74,355.52	76,580.08	78,879.19	81,250.85	83,676.91	86,195.66	88,774.86				90,550.07
RADIOLOGY	Clinical Instructor - Radiology	2015	Hourly	31.722	33.181	34.718	36.313	38.007	39.843	41.751			42.586	
			Monthly	5,326.65	5,571.64	5,829.73	6,097.56	6,382.01	6,690.30	7,010.69				7,150.90
			Annual	63,919.83	66,859.72	69,956.77	73,170.70	76,584.11	80,283.65	84,128.27				85,810.79
RADIOLOGY	Charge Technologist - Diagnostic Imaging Services	2015	Hourly	31.722	33.181	34.718	36.313	38.007	39.843	41.751			42.586	
			Monthly	5,326.65	5,571.64	5,829.73	6,097.56	6,382.01	6,690.30	7,010.69				7,150.90
			Annual	63,919.83	66,859.72	69,956.77	73,170.70	76,584.11	80,283.65	84,128.27				85,810.79
RECREATION	Recreation Therapist	2015	Hourly	24.605	25.565	26.553	27.599	28.679	29.942				30.541	
			Monthly	4,131.59	4,292.79	4,458.69	4,634.33	4,815.68	5,027.76					5,128.34
			Annual	49,579.08	51,513.48	53,504.30	55,611.99	57,788.19	60,333.13					61,540.12
RESPIRATORY	General Duty Respiratory Therapist**	2015	Hourly	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	Anesthesia Respiratory Therapist**	2015	Hourly	34.810	35.853	36.927	38.037	39.178	40.352	41.561			42.392	
			Monthly	5,845.18	6,020.32	6,200.66	6,387.05	6,578.64	6,775.77	6,978.79				7,118.32
			Annual	70,142.15	72,243.80	74,407.91	76,644.56	78,943.67	81,309.28	83,745.42				85,419.88
RESPIRATORY	Clinical Resource - Respiratory Therapy**	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	Clinical Instructor, Ultrasound**	2015	Hourly	36.555	37.745	38.989	40.265	41.568	42.934	44.354			45.241	
			Monthly	6,138.19	6,338.02	6,546.90	6,761.17	6,979.96	7,209.33	7,447.78				7,596.72
			Annual	73,658.33	76,056.18	78,562.84	81,133.98	83,759.52	86,512.01	89,373.31				91,160.62
SONOGRAPHER	General Duty Sonographer I**	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	Senior Sonographer II**	2015	Hourly	38.414	39.566	40.754	41.976	43.237	44.533				45.424	
			Monthly	6,450.35	6,643.79	6,843.28	7,048.47	7,260.21	7,477.83					7,627.45
			Annual	77,404.21	79,725.49	82,119.31	84,581.64	87,122.56	89,734.00					91,529.36

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
SONOGRAPHER	Charge Sonographer III**	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	
SPEECH / LANGUAGE	Clinical Service Leader – S/L Pathologist**	2015	Hourly	43.239	44.904	46.574	48.347	50.292	52.244					53.289
			Monthly	7,260.55	7,540.13	7,820.55	8,118.27	8,444.87	8,772.64			8,948.11		
			Annual	87,126.59	90,481.56	93,846.61	97,419.21	101,338.38	105,271.66			107,377.34		

***Standardization**

****Recruitment & Retention**

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

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