

NHREO - MAHCP – 6-Step Standardization Salary Scales  
Effective: April 1, 2025

- How to Map Your Current Step to the New 6-Step Scale:
- 1. Find your job classification
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**Note:**  
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Version	Employer Classification	Standardized Scale	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
Current	Audiologist	Audiologist	57.099	59.490	61.777	64.087	66.513	69.194	71.885				73.323	74.789	77.033
New	Audiologist	Audiologist	59.490	61.777	64.087	66.513	69.194	71.885					73.323	74.789	77.033
Current	Access Navigator	Health and Social Services Coordinator	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	Access Navigator	Health and Social Services Coordinator	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	Addiction Recovery Practitioner (Degree)	Mental Health and Addictions Specialist	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	Addiction Recovery Practitioner (Degree)	Mental Health and Addictions Specialist	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	Insight Mentor Coordinator	Health and Social Services Coordinator	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	Insight Mentor Coordinator	Health and Social Services Coordinator	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	Regional Community Health Developer	Health and Social Services Provider	45.337	46.699	48.098	49.544	51.031	52.563	54.142	55.770	57.442	59.167	60.350	61.557	63.404
New	Regional Community Health Developer	Health and Social Services Provider	48.098	50.282	52.565	54.951	57.442	59.167					60.350	61.557	63.404
Current	Regional Primary Care Connector	Health and Social Services Coordinator	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	Regional Primary Care Connector	Health and Social Services Coordinator	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	Restorative Care Coordinator	Health and Social Services Coordinator	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	Restorative Care Coordinator	Health and Social Services Coordinator	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	Community Dietitian	Registered Dietitian	45.375	46.928	48.673	50.437	52.301	54.224	56.369	58.530	60.769		61.984	63.224	65.121
New	Community Dietitian	Registered Dietitian	48.673	50.970	53.376	55.895	58.530	60.769					61.984	63.224	65.121
Current	Diabetes Educator	Registered Dietitian Diabetes Educator	49.779	51.444	53.312	55.210	57.207	59.279	61.573	63.898	66.303		67.629	68.982	71.051
New	Diabetes Educator	Registered Dietitian Diabetes Educator	53.312	55.780	58.363	61.065	63.898	66.303					67.629	68.982	71.051
Current	Dietitian	Registered Dietitian	45.375	46.928	48.673	50.437	52.301	54.224	56.369	58.530	60.769		61.984	63.224	65.121
New	Dietitian	Registered Dietitian	48.673	50.970	53.376	55.895	58.530	60.769					61.984	63.224	65.121
Current	Infection Control Associate	Infection Control Support Associate-LTC	46.596	48.736	50.995	53.338	55.826	58.522	61.324				62.550	63.801	65.715
New	Infection Control Associate	Infection Control Support Associate-LTC	48.736	50.995	53.338	55.826	58.522	61.324					62.550	63.801	65.715
Current	Addictions Recovery Practitioner - Lead	Mental Health and Addictions - Team Lead	52.251	54.133	56.422	58.460	60.768	63.092	65.639	68.182	70.914		72.332	73.779	75.992
New	Addictions Recovery Practitioner - Lead	Mental Health and Addictions - Team Lead	56.422	59.158	62.027	65.035	68.182	70.914					72.332	73.779	75.992
Current	AFM Comm Addictions Worker II	Mental Health and Addictions Specialist	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	AFM Comm Addictions Worker II	Mental Health and Addictions Specialist	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	AFM Prevention Education Consultant	Mental Health and Addictions Specialist	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	AFM Prevention Education Consultant	Mental Health and Addictions Specialist	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175

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Current	AFM Rehab Counsellor I	Mental Health and Social Services Provider	46.616	48.015	49.454	50.941	52.470	54.045	55.669	57.343	59.063	60.836	62.053	63.294	65.193
New	AFM Rehab Counsellor I	Mental Health and Social Services Provider	49.454	51.699	54.046	56.500	59.063	60.836					62.053	63.294	65.193
Current	AFM Rehab Counsellor II	Mental Health and Addictions Specialist	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	AFM Rehab Counsellor II	Mental Health and Addictions Specialist	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	AFM Supervisor	Mental Health and Addictions - Team Lead	52.251	54.133	56.422	58.460	60.768	63.092	65.639	68.182	70.914		72.332	73.779	75.992
New	AFM Supervisor	Mental Health and Addictions - Team Lead	56.422	59.158	62.027	65.035	68.182	70.914					72.332	73.779	75.992
Current	Brief Services Practitioner	Mental Health and Addictions Specialist	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	Brief Services Practitioner	Mental Health and Addictions Specialist	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	Community Addictions Worker I	Mental Health and Social Services Provider	46.616	48.015	49.454	50.941	52.470	54.045	55.669	57.343	59.063	60.836	62.053	63.294	65.193
New	Community Addictions Worker I	Mental Health and Social Services Provider	49.454	51.699	54.046	56.500	59.063	60.836					62.053	63.294	65.193
Current	FASD Diagnostics Coordinator	Mental Health and Addictions Services Coordinator	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	FASD Diagnostics Coordinator	Mental Health and Addictions Services Coordinator	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	Mental Health Clinician 4 (Mental Wellness & Recovery Practitioner)	Mental Health and Addictions Specialist	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	Mental Health Clinician 4 (Mental Wellness & Recovery Practitioner)	Mental Health and Addictions Specialist	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	Mental Health Promotion Specialist – HEALTH	Mental Health and Addictions Specialist	48.829	50.495	52.369	54.256	56.260	58.335	60.600	62.980	65.410	67.352	68.699	70.073	72.175
New	Mental Health Promotion Specialist – HEALTH	Mental Health and Addictions Specialist	52.369	55.365	58.532	61.880	65.410	67.352					68.699	70.073	72.175
Current	Mobile Crisis Clinician	Mental Health and Social Services Provider	46.616	48.015	49.454	50.941	52.470	54.045	55.669	57.343	59.063	60.836	62.053	63.294	65.193
New	Mobile Crisis Clinician	Mental Health and Social Services Provider	49.454	51.699	54.046	56.500	59.063	60.836					62.053	63.294	65.193
Current	Recovery Support Navigator	Mental Health and Social Services Provider	46.616	48.015	49.454	50.941	52.470	54.045	55.669	57.343	59.063	60.836	62.053	63.294	65.193
New	Recovery Support Navigator	Mental Health and Social Services Provider	49.454	51.699	54.046	56.500	59.063	60.836					62.053	63.294	65.193
Current	Regional Clinical Services Lead	Mental Health and Addictions - Team Lead	52.251	54.133	56.422	58.460	60.768	63.092	65.639	68.182	70.914		72.332	73.779	75.992
New	Regional Clinical Services Lead	Mental Health and Addictions - Team Lead	56.422	59.158	62.027	65.035	68.182	70.914					72.332	73.779	75.992
Current	Staff Pharmacist - The Pas/Flin Flon/Thompson	Staff Pharmacist - NRHA	63.871	65.806	67.821	69.924	72.111	74.394	76.772	79.251			80.836	82.453	84.927
New	Staff Pharmacist - The Pas/Flin Flon/Thompson	Staff Pharmacist - NRHA	67.821	69.924	72.111	74.394	76.772	79.251					80.836	82.453	84.927
Current	Charge Respiratory Therapist	Clinical Service Lead - Respiratory Therapy	59.196	60.988	62.810	64.706	66.646	68.653	70.721				72.135	73.578	75.785
New	Charge Respiratory Therapist	Clinical Service Lead - Respiratory Therapy	60.988	62.810	64.706	66.646	68.653	70.721					72.135	73.578	75.785
Current	Senior Respiratory Therapist	Senior Respiratory Therapist	55.274	56.947	58.648	60.419	62.230	64.105	66.036				67.357	68.704	70.765

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New	Senior Respiratory Therapist	Senior Respiratory Therapist	56.947	58.648	60.419	62.230	64.105	66.036					67.357	68.704	70.765
Current	Staff Respiratory Therapist	Respiratory Therapist	51.091	52.622	54.198	55.827	57.502	59.225	61.000				62.220	63.464	65.368
New	Staff Respiratory Therapist	Respiratory Therapist	52.622	54.198	55.827	57.502	59.225	61.000					62.220	63.464	65.368
Current	Indigenous Health Liaison	Social Worker (BSW)	46.616	48.015	49.454	50.941	52.470	54.045	55.669	57.343	59.063	60.836	62.053	63.294	65.193
New	Indigenous Health Liaison	Social Worker (BSW)	49.454	51.699	54.046	56.500	59.063	60.836					62.053	63.294	65.193
Current	Psychosocial Oncology Clinician	Social Worker (BSW)	46.616	48.015	49.454	50.941	52.470	54.045	55.669	57.343	59.063	60.836	62.053	63.294	65.193
New	Psychosocial Oncology Clinician	Social Worker (BSW)	49.454	51.699	54.046	56.500	59.063	60.836					62.053	63.294	65.193
Current	Social Worker (BSW)	Social Worker (BSW)	46.616	48.015	49.454	50.941	52.470	54.045	55.669	57.343	59.063	60.836	62.053	63.294	65.193
New	Social Worker (BSW)	Social Worker (BSW)	49.454	51.699	54.046	56.500	59.063	60.836					62.053	63.294	65.193
Current	Speech Language Pathologist	Speech Language Pathologist	57.096	59.490	61.777	64.075	66.520	69.194	71.885				73.323	74.789	77.033
New	Speech Language Pathologist	Speech Language Pathologist	59.490	61.777	64.075	66.520	69.194	71.885					73.323	74.789	77.033