

MEMO

Date: December 2, 2025

To: Provincial HR Leadership
Wanda Reader, Interim Executive Director, PHLRS
Ana Placido, Director, PHRSS

From: Martin Trudel, Executive Director, Compensation and Benefits

Re: **Prof Tech Scales Standardization - New Scales Placement**

During the last round of negotiations, the parties agreed to standardize the pay scales through the Market Adjustment and Wage Standardization Committee (MAWS) using the following principles:

- Any classification with more than six (6) steps on its salary scale (including the start rate) would have a new scale created that does not exceed six (6) steps, not including long service steps
- The top step and second-from-top step (excluding long-service steps) would remain unchanged.
- The bottom steps would be adjusted to establish an appropriate start rate and maintain reasonable differentials between steps.
- No member would experience a decrease in pay because of the changes. In the new pay scale, a member may be on a different step.
- Once completed, the standardized scales would be applied retroactively to April 1, 2025.

Following ratification of the collective agreement, the parties met and collaboratively finalized the following standardization method:

- The top step and second-from-top step as of April 1, 2025 remain unchanged, as required by the collective agreement.
- Classifications with seven (7) total steps (including start rate) will have the start rate removed. Current Step 1 becomes the new Start Rate, current Step 2 becomes the new Step 1, and so on.
- Classifications with eight (8) total steps (including start rate) will have the start rate and Step 1 removed. Current Step 2 becomes the new Start Rate, current Step 3 becomes the new Step 1, and so on.
- Classifications with nine (9), ten (10), or more total steps (including start rate) will have the start rate and Step 1 removed. Current Step 2 becomes the new Start Rate. In addition, new Steps 1, 2, and 3 are created using an equal percentage increase between the new

Start Rate and Step 4. For clarity, new Step 4 and Step 5 remain identical to the existing scale's second-from-top and top steps.

Given the significance of these changes, a mapping document has been created to help employees determine their placement on the new standardized scales. When using the mapping tool, employees should follow these steps:

1. Locate your job classification.
2. Identify your current step on the current scale (top row).
3. Note the corresponding colour coding.
4. Follow the colour downward to find your step on the new scale (bottom row).

Should you have any questions or would like further clarification, please contact your local Human Resources department or your union representative.

Regards,



Martin Trudel
Executive Director, Compensation and Benefits
Shared Health