

## PARAMEDICAL JOB RATES

The Paramedical Job Families and Allied Disciplines are slotted to the Wage Schedule as follows:

### SCHEDULE A

#### **Dietitian**

Grade	I	Level	9
	II		11
	III		12
	IV		13
	V		14
	VI		16

#### **Health Records Administrator**

Grade	I	Level	5
	II		7
	III		8
	IV		9
	V		11
	VI		12

#### **Orthotist**

Grade	I	Level	8
	II		9
	III		10
	IV		13
	V		14
	VI		15

#### **Prosthetist**

Grade	I	Level	8
	II		9
	III		10
	IV		13
	V		14
	VI		15

**Psychologist**

Grade	C	Level	16
	B		18
	A		20

**Respiratory Therapist**

Grade	I	Level	7
	II		8
	III		9
	IV		12
	V		13
	VI		14

**Social Worker**

Grade	I (a)	Level	8 (Bachelor's Degree)
	I (b)		11 (Master's Degree)
	II		12
	III		13
	IV		14
	V		15
	VI		16

**Speech/Language Pathologist, Audiologist**

Grade	I	Level	11
	II		12
	III		13
	IV		14
	V		15

**SCHEDULE B****Medical Technologist, Medical Radiation Technologist, Nuclear Medicine Technologist and Diagnostic Medical Sonographer**

Grade	I	Level	6
	II		7
	III		8
	IV		10
	V		13
	VI		14

## **Pharmacist**

Grade	I	Level	11
	II		12
	III		15
	IV		17
	V		18
	VI		19

## **Physiotherapist, Occupational Therapist**

Grade	I	Level	8
	II		9
	III		10
	IV		13
	V		14
	VI		15

## INDUSTRY-WIDE MISCELLANEOUS RATES (GENERAL)

The following paramedical disciplines will be paid at the appropriate grid levels on Wage Schedule A as indicated below:

Speech/Language Pathologists - Bachelor Degree	Level 10
Orthoptist - Staff	Level 7
Orthoptist - Sole Charge	Level 8
Orthoptist - Supervisor	Level 9
Testing Technician - (Psychometrist)	Level 7
Child Life Specialist - Staff Level	Level 8
Vocational Counsellor - Staff (Bachelor's)	Level 8
Vocational Counsellor - Staff (Master's)	Level 11
Vocational Counsellor - Chief (Master's)	Level 13
Remedial Gymnast - Staff	Level 8
Remedial Gymnast - Sole Charge or Senior	Level 9
Remedial Gymnast - Section Head	Level 10
Art Therapist - Staff	Level 8
Art Therapist - Sole Charge	Level 9
Art Therapist - Supervisor	Level 10
Music Therapist - Staff	Level 8
Music Therapist - Sole Charge	Level 9
Music Therapist - Supervisor	Level 10
Massage Therapist - Staff	Level 8
Massage Therapist - Sole Charge	Level 9
Massage Therapist - Supervisor	Level 10
Aquatic Therapist - Staff	Level 8
Aquatic Therapist - Sole Charge	Level 9
Aquatic Therapist - Supervisor	Level 10
Recreation Therapist - Diploma - Staff	Level 6
Recreation Therapist - Diploma - Sole Charge/Senior	Level 7
Recreation Therapist - Diploma - Supervisor	Level 8
Recreation Therapist - Bach. - Staff	Level 8
Recreation Therapist - Bach. - Sole Charge/Senior	Level 9
Recreation Therapist - Bach. - Supervisor	Level 10
Orthotics Technician Trainee	Level 2
Orthotics Technician - Staff	Level 4
Orthotics Intern	Level 4
Registered Orthotics Technician - Staff	Level 5
Orthotics Technician - Senior	Level 6
Orthotics Technician - Sole Charge	Level 6
Registered Orthotics Technician - Senior	Level 7
Registered Orthotics Technician - Sole Charge	Level 7
Prosthetics Technician Trainee	Level 2
Prosthetics Technician - Staff	Level 4
Prosthetics Intern	Level 4
Registered Prosthetics Technician - Staff	Level 5
Prosthetics Technician - Senior	Level 6
Prosthetics Technician - Sole Charge	Level 6

Registered Prosthetics Technician - Senior	Level 7
Registered Prosthetics Technician - Sole Charge	Level 7
Seating Devices Technician Trainee	Level 2
Seating Devices Technician - Staff	Level 4
Registered Seating Devices Technician - Staff	Level 5
Seating Devices Technician - Senior	Level 6
Seating Devices Technician - Sole Charge	Level 6
Registered Seating Devices Technician - Senior	Level 7
Registered Seating Devices Technician - Sole charge	Level 7
Orthopaedic Shoemaker	Level 7
Orthopaedic Shoemaker - Supervisor	Level 8

Note: A Technician who is required to have dual qualifications in Orthotics/Prosthetics in order to carry out duties assigned by the facility will be paid one grade higher than the grade stated for their job classification.

Note: Disciplines that require a Baccalaureate Degree shall be paid no lower than Grid Level 8.

Note: Graduates of the Hospital Pharmacy Residency Program shall be credited with an additional year of service for increment progression purposes, but sixth (6th) year increment rates cannot be exceeded.

**2001-2004 HEABC/Paramedical Professional Bargaining Association  
Wage Schedule A and B**

**Effective April 1, 2001:**

<b>Grid Level</b>		<b>1st Year</b>	<b>2nd Year</b>	<b>3rd Year</b>	<b>4th Year</b>	<b>5th Year</b>	<b>6th Year</b>
<b>2</b>	Monthly	2907	3053	3192	3335	3468	3626
	Bi-Weekly	1336	1404	1467	1534	1595	1667
	Hourly	18.56	19.50	20.38	21.30	22.15	23.15
<b>3</b>	Monthly	3017	3169	3312	3462	3601	3763
	Bi-Weekly	1387	1457	1523	1592	1655	1730
	Hourly	19.27	20.24	21.15	22.11	22.99	24.03
<b>4</b>	Monthly	3132	3288	3437	3593	3738	3905
	Bi-Weekly	1440	1512	1580	1652	1719	1796
	Hourly	20.00	21.00	21.95	22.94	23.87	24.94
<b>5</b>	Monthly	3252	3416	3569	3729	3879	4055
	Bi-Weekly	1495	1570	1641	1714	1783	1864
	Hourly	20.77	21.81	22.79	23.81	24.77	25.89
<b>6</b>	Monthly	3375	3546	3703	3871	4026	4208
	Bi-Weekly	1552	1630	1703	1780	1851	1935
	Hourly	21.55	22.64	23.65	24.72	25.71	26.87
<b>7</b>	Monthly	3502	3678	3845	4019	4179	4370
	Bi-Weekly	1610	1691	1768	1848	1922	2010
	Hourly	22.36	23.49	24.55	25.66	26.69	27.91
<b>8</b>	Monthly	3636	3818	3991	4171	4338	4533
	Bi-Weekly	1672	1755	1835	1917	1994	2084
	Hourly	23.22	24.38	25.49	26.63	27.70	28.95
<b>9</b>	Monthly	3766	3958	4133	4322	4493	4697
	Bi-Weekly	1732	1819	1900	1987	2066	2159
	Hourly	24.05	25.27	26.39	27.60	28.69	29.99
<b>10</b>	Monthly	3902	4099	4284	4478	4657	4865
	Bi-Weekly	1794	1884	1970	2059	2141	2237
	Hourly	24.92	26.17	27.36	28.60	29.74	31.07
<b>11</b>	Monthly	4051	4252	4445	4648	4834	5052
	Bi-Weekly	1863	1955	2043	2137	2223	2323
	Hourly	25.87	27.15	28.38	29.68	30.87	32.26
<b>12</b>	Monthly	4203	4417	4616	4825	5017	5243
	Bi-Weekly	1932	2031	2123	2218	2307	2411
	Hourly	26.84	28.21	29.48	30.81	32.04	33.48

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<b>13</b>	Monthly	4365	4584	4792	5007	5208	5443
	Bi-Weekly	2007	2107	2203	2302	2395	2503
	Hourly	27.87	29.27	30.60	31.97	33.26	34.76
<b>14</b>	Monthly	4529	4757	4973	5197	5405	5650
	Bi-Weekly	2082	2187	2287	2390	2485	2598
	Hourly	28.92	30.38	31.76	33.19	34.51	36.08
<b>15</b>	Monthly	4702	4938	5162	5396	5611	5864
	Bi-Weekly	2162	2270	2373	2481	2580	2696
	Hourly	30.03	31.53	32.96	34.46	35.83	37.45
<b>16</b>	Monthly	4880	5127	5358	5601	5823	6085
	Bi-Weekly	2244	2357	2463	2575	2677	2798
	Hourly	31.16	32.74	34.21	35.77	37.18	38.86
<b>17</b>	Monthly	5065	5319	5563	5813	6045	6316
	Bi-Weekly	2328	2446	2557	2673	2779	2904
	Hourly	32.34	33.97	35.52	37.12	38.60	40.33
<b>18</b>	Monthly	5258	5523	5773	6033	6275	6559
	Bi-Weekly	2418	2539	2654	2773	2885	3015
	Hourly	33.58	35.27	36.86	38.52	40.07	41.88
<b>19</b>	Monthly	5458	5732	5993	6263	6514	6807
	Bi-Weekly	2509	2635	2755	2879	2995	3130
	Hourly	34.85	36.60	38.27	39.99	41.60	43.47
<b>20</b>	Monthly	5665	5952	6220	6501	6761	7066
	Bi-Weekly	2604	2737	2860	2989	3108	3249
	Hourly	36.17	38.01	39.72	41.51	43.17	45.12
<b>21</b>	Monthly	5881	6178	6456	6748	7019	7334
	Bi-Weekly	2704	2840	2969	3102	3227	3372
	Hourly	37.55	39.45	41.23	43.09	44.82	46.83

**2001-2004 HEABC/Paramedical Professional Bargaining Association  
Wage Schedule B**

**Effective October 1, 2001:**

<b>Grid Level</b>		<b>1st Year</b>	<b>2nd Year</b>	<b>3rd Year</b>	<b>4th Year</b>	<b>5th Year</b>	<b>6th Year</b>
<b>2</b>	Monthly	2965	3114	3256	3402	3537	3699
	Bi-Weekly	1363	1432	1497	1564	1626	1701
	Hourly	18.93	19.89	20.79	21.72	22.59	23.62
<b>3</b>	Monthly	3077	3232	3378	3531	3673	3838
	Bi-Weekly	1415	1486	1553	1624	1688	1765
	Hourly	19.65	20.64	21.57	22.55	23.45	24.51
<b>4</b>	Monthly	3195	3354	3506	3665	3813	3983
	Bi-Weekly	1469	1542	1612	1685	1753	1831
	Hourly	20.40	21.42	22.39	23.40	24.35	25.43
<b>5</b>	Monthly	3317	3484	3640	3804	3957	4136
	Bi-Weekly	1525	1602	1673	1749	1819	1902
	Hourly	21.18	22.25	23.24	24.29	25.27	26.41
<b>6</b>	Monthly	3443	3617	3777	3948	4107	4292
	Bi-Weekly	1583	1663	1737	1815	1889	1974
	Hourly	21.99	23.10	24.12	25.21	26.23	27.41
<b>7</b>	Monthly	3572	3752	3922	4099	4263	4457
	Bi-Weekly	1642	1725	1803	1884	1960	2049
	Hourly	22.81	23.96	25.04	26.17	27.22	28.46
<b>8</b>	Monthly	3709	3894	4071	4254	4425	4624
	Bi-Weekly	1705	1791	1872	1956	2035	2126
	Hourly	23.68	24.87	26.00	27.16	28.26	29.53
<b>9</b>	Monthly	3841	4037	4216	4408	4583	4791
	Bi-Weekly	1766	1856	1938	2027	2107	2202
	Hourly	24.53	25.78	26.92	28.15	29.27	30.59
<b>10</b>	Monthly	3980	4181	4370	4568	4750	4962
	Bi-Weekly	1830	1922	2010	2100	2184	2282
	Hourly	25.42	26.70	27.91	29.17	30.33	31.69
<b>11</b>	Monthly	4132	4337	4534	4741	4931	5153
	Bi-Weekly	1900	1994	2084	2179	2267	2370
	Hourly	26.39	27.69	28.95	30.27	31.49	32.91
<b>12</b>	Monthly	4287	4505	4708	4922	5117	5348
	Bi-Weekly	1971	2071	2164	2263	2353	2459
	Hourly	27.38	28.77	30.06	31.43	32.68	34.15

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<b>13</b>	Monthly	4452	4676	4888	5107	5312	5552
	Bi-Weekly	2047	2150	2247	2348	2442	2552
	Hourly	28.43	29.86	31.21	32.61	33.92	35.45
<b>14</b>	Monthly	4620	4852	5072	5301	5513	5763
	Bi-Weekly	2124	2231	2332	2437	2534	2650
	Hourly	29.50	30.98	32.39	33.85	35.20	36.80
<b>15</b>	Monthly	4796	5037	5265	5504	5723	5981
	Bi-Weekly	2205	2316	2421	2531	2632	2750
	Hourly	30.63	32.16	33.62	35.15	36.55	38.19
<b>16</b>	Monthly	4978	5230	5465	5713	5939	6207
	Bi-Weekly	2289	2405	2513	2627	2730	2854
	Hourly	31.79	33.40	34.90	36.48	37.92	39.64
<b>17</b>	Monthly	5166	5425	5674	5929	6166	6442
	Bi-Weekly	2375	2494	2609	2726	2835	2962
	Hourly	32.99	34.64	36.23	37.86	39.37	41.14
<b>18</b>	Monthly	5363	5633	5888	6154	6401	6690
	Bi-Weekly	2466	2590	2707	2830	2943	3076
	Hourly	34.25	35.97	37.60	39.30	40.87	42.72
<b>19</b>	Monthly	5567	5847	6113	6388	6644	6943
	Bi-Weekly	2560	2688	2811	2937	3055	3192
	Hourly	35.55	37.34	39.04	40.79	42.43	44.34
<b>20</b>	Monthly	5778	6071	6344	6631	6896	7207
	Bi-Weekly	2657	2791	2917	3048	3171	3313
	Hourly	36.90	38.77	40.51	42.34	44.04	46.02
<b>21</b>	Monthly	5999	6302	6585	6883	7159	7481
	Bi-Weekly	2758	2897	3028	3164	3292	3439
	Hourly	38.31	40.24	42.05	43.95	45.72	47.77

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<b>2</b>	Monthly	2965	3114	3256	3402	3537	3699
	Bi-Weekly	1363	1432	1497	1564	1626	1701
	Hourly	18.93	19.89	20.79	21.72	22.59	23.62
<b>3</b>	Monthly	3077	3232	3378	3531	3673	3838
	Bi-Weekly	1415	1486	1553	1624	1688	1765
	Hourly	19.65	20.64	21.57	22.55	23.45	24.51
<b>4</b>	Monthly	3195	3354	3506	3665	3813	3983
	Bi-Weekly	1469	1542	1612	1685	1753	1831
	Hourly	20.40	21.42	22.39	23.40	24.35	25.43
<b>5</b>	Monthly	3317	3484	3640	3804	3957	4136
	Bi-Weekly	1525	1602	1673	1749	1819	1902
	Hourly	21.18	22.25	23.24	24.29	25.27	26.41
<b>6</b>	Monthly	3443	3617	3777	3948	4107	4292
	Bi-Weekly	1583	1663	1737	1815	1889	1974
	Hourly	21.99	23.10	24.12	25.21	26.23	27.41
<b>7</b>	Monthly	3572	3752	3922	4099	4263	4457
	Bi-Weekly	1642	1725	1803	1884	1960	2049
	Hourly	22.81	23.96	25.04	26.17	27.22	28.46
<b>8</b>	Monthly	3709	3894	4071	4254	4425	4624
	Bi-Weekly	1705	1791	1872	1956	2035	2126
	Hourly	23.68	24.87	26.00	27.16	28.26	29.53
<b>9</b>	Monthly	3841	4037	4216	4408	4583	4791
	Bi-Weekly	1766	1856	1938	2027	2107	2202
	Hourly	24.53	25.78	26.92	28.15	29.27	30.59
<b>10</b>	Monthly	3980	4181	4370	4568	4750	4962
	Bi-Weekly	1830	1922	2010	2100	2184	2282
	Hourly	25.42	26.70	27.91	29.17	30.33	31.69
<b>11</b>	Monthly	4132	4337	4534	4741	4931	5153
	Bi-Weekly	1900	1994	2084	2179	2267	2370
	Hourly	26.39	27.69	28.95	30.27	31.49	32.91
<b>12</b>	Monthly	4287	4505	4708	4922	5117	5348
	Bi-Weekly	1971	2071	2164	2263	2353	2459
	Hourly	27.38	28.77	30.06	31.43	32.68	34.15

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<b>13</b>	Monthly	4452	4676	4888	5107	5312	5552
	Bi-Weekly	2047	2150	2247	2348	2442	2552
	Hourly	28.43	29.86	31.21	32.61	33.92	35.45
<b>14</b>	Monthly	4620	4852	5072	5301	5513	5763
	Bi-Weekly	2124	2231	2332	2437	2534	2650
	Hourly	29.50	30.98	32.39	33.85	35.20	36.80
<b>15</b>	Monthly	4796	5037	5265	5504	5723	5981
	Bi-Weekly	2205	2316	2421	2531	2632	2750
	Hourly	30.63	32.16	33.62	35.15	36.55	38.19
<b>16</b>	Monthly	4978	5230	5465	5713	5939	6207
	Bi-Weekly	2289	2405	2513	2627	2730	2854
	Hourly	31.79	33.40	34.90	36.48	37.92	39.64
<b>17</b>	Monthly	5166	5425	5674	5929	6166	6442
	Bi-Weekly	2375	2494	2609	2726	2835	2962
	Hourly	32.99	34.64	36.23	37.86	39.37	41.14
<b>18</b>	Monthly	5363	5633	5888	6154	6401	6690
	Bi-Weekly	2466	2590	2707	2830	2943	3076
	Hourly	34.25	35.97	37.60	39.30	40.87	42.72
<b>19</b>	Monthly	5567	5847	6113	6388	6644	6943
	Bi-Weekly	2560	2688	2811	2937	3055	3192
	Hourly	35.55	37.34	39.04	40.79	42.43	44.34
<b>20</b>	Monthly	5778	6071	6344	6631	6896	7207
	Bi-Weekly	2657	2791	2917	3048	3171	3313
	Hourly	36.90	38.77	40.51	42.34	44.04	46.02
<b>21</b>	Monthly	5999	6302	6585	6883	7159	7481
	Bi-Weekly	2758	2897	3028	3164	3292	3439
	Hourly	38.31	40.24	42.05	43.95	45.72	47.77

**2001-2004 HEABC/Paramedical Professional Bargaining Association  
Wage Schedule B**

**Effective April 1, 2002:**

<b>Grid Level</b>		<b>1st Year</b>	<b>2nd Year</b>	<b>3rd Year</b>	<b>4th Year</b>	<b>5th Year</b>	<b>6th Year</b>
<b>2</b>	Monthly	3084	3240	3387	3539	3680	3848
	Bi-Weekly	1418	1490	1557	1627	1692	1769
	Hourly	19.69	20.69	21.63	22.60	23.50	24.57
<b>3</b>	Monthly	3202	3363	3515	3674	3821	3993
	Bi-Weekly	1472	1547	1616	1689	1757	1836
	Hourly	20.45	21.48	22.45	23.46	24.40	25.50
<b>4</b>	Monthly	3324	3489	3648	3813	3967	4144
	Bi-Weekly	1529	1604	1678	1753	1824	1905
	Hourly	21.23	22.28	23.30	24.35	25.33	26.46
<b>5</b>	Monthly	3451	3625	3787	3958	4117	4303
	Bi-Weekly	1587	1667	1741	1819	1893	1979
	Hourly	22.04	23.15	24.18	25.27	26.29	27.48
<b>6</b>	Monthly	3582	3763	3930	4108	4273	4466
	Bi-Weekly	1647	1730	1807	1889	1965	2053
	Hourly	22.87	24.03	25.10	26.23	27.29	28.52
<b>7</b>	Monthly	3716	3904	4080	4265	4435	4637
	Bi-Weekly	1709	1795	1876	1961	2039	2132
	Hourly	23.73	24.93	26.05	27.23	28.32	29.61
<b>8</b>	Monthly	3859	4051	4235	4426	4604	4810
	Bi-Weekly	1774	1863	1947	2035	2117	2212
	Hourly	24.64	25.87	27.04	28.26	29.40	30.72
<b>9</b>	Monthly	3996	4200	4386	4586	4769	4985
	Bi-Weekly	1837	1931	2017	2108	2192	2292
	Hourly	25.52	26.82	28.01	29.28	30.45	31.83
<b>10</b>	Monthly	4141	4350	4546	4752	4942	5162
	Bi-Weekly	1904	2000	2090	2184	2272	2373
	Hourly	26.44	27.78	29.03	30.34	31.56	32.96
<b>11</b>	Monthly	4299	4512	4718	4933	5131	5361
	Bi-Weekly	1976	2074	2169	2268	2359	2465
	Hourly	27.45	28.81	30.13	31.50	32.77	34.23
<b>12</b>	Monthly	4460	4687	4898	5120	5323	5564
	Bi-Weekly	2051	2155	2252	2354	2447	2558
	Hourly	28.48	29.93	31.28	32.69	33.99	35.53

**2001-2004 HEABC/Paramedical Professional Bargaining Association  
Wage Schedule B**

**Effective April 1, 2002:**

<b>Grid Level</b>		<b>1st Year</b>	<b>2nd Year</b>	<b>3rd Year</b>	<b>4th Year</b>	<b>5th Year</b>	<b>6th Year</b>
<b>13</b>	Monthly	4632	4865	5086	5313	5526	5776
	Bi-Weekly	2130	2237	2339	2443	2541	2655
	Hourly	29.58	31.07	32.48	33.93	35.29	36.88
<b>14</b>	Monthly	4806	5048	5276	5515	5735	5996
	Bi-Weekly	2210	2321	2426	2536	2637	2757
	Hourly	30.69	32.23	33.69	35.22	36.62	38.29
<b>15</b>	Monthly	4990	5241	5477	5726	5954	6223
	Bi-Weekly	2294	2410	2518	2632	2737	2861
	Hourly	31.86	33.47	34.97	36.56	38.02	39.74
<b>16</b>	Monthly	5180	5442	5685	5944	6179	6458
	Bi-Weekly	2382	2502	2614	2733	2841	2969
	Hourly	33.08	34.75	36.30	37.96	39.46	41.24
<b>17</b>	Monthly	5374	5645	5903	6169	6415	6702
	Bi-Weekly	2471	2596	2714	2836	2949	3082
	Hourly	34.32	36.05	37.69	39.39	40.96	42.80
<b>18</b>	Monthly	5579	5861	6126	6403	6660	6960
	Bi-Weekly	2565	2695	2817	2944	3062	3200
	Hourly	35.63	37.43	39.12	40.89	42.53	44.44
<b>19</b>	Monthly	5792	6083	6360	6646	6913	7224
	Bi-Weekly	2663	2796	2924	3056	3178	3321
	Hourly	36.99	38.84	40.61	42.44	44.14	46.13
<b>20</b>	Monthly	6012	6316	6600	6899	7175	7498
	Bi-Weekly	2764	2904	3035	3172	3299	3447
	Hourly	38.39	40.33	42.15	44.05	45.82	47.88
<b>21</b>	Monthly	6241	6557	6851	7161	7448	7784
	Bi-Weekly	2869	3015	3150	3293	3424	3579
	Hourly	39.85	41.87	43.75	45.73	47.56	49.71