

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

Annual rates are approximate.

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
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| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH103 | Patient Sitter | 1 | \$15.6575 | \$30,532 | \$15.7358 | \$30,685 | \$15.9718 | \$31,145 | \$16.0517 | \$31,301 | \$16.2925 | \$31,770 | \$16.3740 | \$31,929 |
| | | 2 | \$15.9454 | \$31,094 | \$16.0251 | \$31,249 | \$16.2655 | \$31,718 | \$16.3468 | \$31,876 | \$16.5920 | \$32,354 | \$16.6750 | \$32,516 |
| | | 3 | \$16.2331 | \$31,655 | \$16.3143 | \$31,813 | \$16.5590 | \$32,290 | \$16.6418 | \$32,451 | \$16.8914 | \$32,938 | \$16.9759 | \$33,103 |
| | | 25 yrs. | \$16.8013 | \$32,762 | \$16.8853 | \$32,926 | \$17.1386 | \$33,420 | \$17.2243 | \$33,587 | \$17.4827 | \$34,091 | \$17.5701 | \$34,262 |
| HTH104 | Psych Attendant | 1 | \$16.3426 | \$31,868 | \$16.4243 | \$32,027 | \$16.6707 | \$32,508 | \$16.7541 | \$32,670 | \$17.0054 | \$33,160 | \$17.0904 | \$33,326 |
| | | 2 | \$16.6830 | \$32,532 | \$16.7664 | \$32,695 | \$17.0179 | \$33,185 | \$17.1030 | \$33,351 | \$17.3595 | \$33,852 | \$17.4463 | \$34,021 |
| | | 3 | \$17.0236 | \$33,196 | \$17.1087 | \$33,362 | \$17.3653 | \$33,863 | \$17.4521 | \$34,032 | \$17.7139 | \$34,542 | \$17.8025 | \$34,715 |
| | | 25 yrs. | \$17.6194 | \$34,358 | \$17.7075 | \$34,530 | \$17.9731 | \$35,048 | \$18.0630 | \$35,223 | \$18.3339 | \$35,751 | \$18.4256 | \$35,930 |
| HTH105 | Physiotherapy Aide Rehabilitation Aide | 1 | \$17.1240 | \$33,392 | \$17.2096 | \$33,559 | \$17.4677 | \$34,062 | \$17.5550 | \$34,233 | \$17.8183 | \$34,746 | \$17.9074 | \$34,920 |
| | | 2 | \$17.4742 | \$34,075 | \$17.5616 | \$34,245 | \$17.8250 | \$34,759 | \$17.9141 | \$34,932 | \$18.1828 | \$35,456 | \$18.2737 | \$35,634 |
| | | 3 | \$17.8229 | \$34,754 | \$17.9120 | \$34,928 | \$18.1807 | \$35,452 | \$18.2716 | \$35,629 | \$18.5457 | \$36,164 | \$18.6384 | \$36,345 |
| | | 4 | \$18.1732 | \$35,438 | \$18.2641 | \$35,615 | \$18.5381 | \$36,149 | \$18.6308 | \$36,330 | \$18.9103 | \$36,875 | \$19.0049 | \$37,059 |
| | | 5 | \$18.5224 | \$36,119 | \$18.6150 | \$36,299 | \$18.8942 | \$36,844 | \$18.9887 | \$37,028 | \$19.2735 | \$37,583 | \$19.3699 | \$37,771 |
| | | 25 yrs. | \$19.1707 | \$37,383 | \$19.2666 | \$37,570 | \$19.5556 | \$38,133 | \$19.6534 | \$38,324 | \$19.9482 | \$38,899 | \$20.0479 | \$39,093 |

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| HTH205 | Care Team Assistant Unit Aide | 1 | \$17.8508 | \$34,809 | \$17.9401 | \$34,983 | \$18.2092 | \$35,508 | \$18.3002 | \$35,685 | \$18.5747 | \$36,221 | \$18.6676 | \$36,402 |
| | | 2 | \$18.2159 | \$35,521 | \$18.3070 | \$35,699 | \$18.5816 | \$36,234 | \$18.6745 | \$36,415 | \$18.9546 | \$36,962 | \$19.0494 | \$37,146 |
| | | 3 | \$18.5793 | \$36,229 | \$18.6722 | \$36,411 | \$18.9523 | \$36,957 | \$19.0471 | \$37,142 | \$19.3328 | \$37,699 | \$19.4295 | \$37,887 |
| | | 4 | \$18.9444 | \$36,942 | \$19.0391 | \$37,126 | \$19.3247 | \$37,683 | \$19.4213 | \$37,872 | \$19.7126 | \$38,440 | \$19.8112 | \$38,632 |
| | | 5 | \$19.3085 | \$37,652 | \$19.4050 | \$37,840 | \$19.6961 | \$38,408 | \$19.7946 | \$38,600 | \$20.0915 | \$39,179 | \$20.1920 | \$39,375 |
| | | 25 yrs. | \$19.9843 | \$38,970 | \$20.0842 | \$39,164 | \$20.3855 | \$39,752 | \$20.4874 | \$39,951 | \$20.7947 | \$40,550 | \$20.8987 | \$40,753 |
| HTH305 | Residential Care Worker (Harbourside) | 1 | \$17.8879 | \$34,881 | \$17.9773 | \$35,056 | \$18.2470 | \$35,581 | \$18.3382 | \$35,759 | \$18.6133 | \$36,296 | \$18.7064 | \$36,477 |
| | | 2 | \$18.4219 | \$35,923 | \$18.5140 | \$36,102 | \$18.7917 | \$36,644 | \$18.8857 | \$36,827 | \$19.1690 | \$37,380 | \$19.2648 | \$37,566 |
| | | 3 | \$18.9745 | \$37,000 | \$19.0694 | \$37,185 | \$19.3554 | \$37,743 | \$19.4522 | \$37,932 | \$19.7440 | \$38,501 | \$19.8427 | \$38,693 |
| | | 4 | \$19.5437 | \$38,110 | \$19.6414 | \$38,301 | \$19.9360 | \$38,875 | \$20.0357 | \$39,070 | \$20.3362 | \$39,656 | \$20.4379 | \$39,854 |
| | | 5 | \$20.1303 | \$39,254 | \$20.2310 | \$39,450 | \$20.5345 | \$40,042 | \$20.6372 | \$40,242 | \$20.9468 | \$40,846 | \$21.0515 | \$41,050 |
| | | 6 | \$20.7345 | \$40,432 | \$20.8382 | \$40,634 | \$21.1508 | \$41,244 | \$21.2566 | \$41,450 | \$21.5754 | \$42,072 | \$21.6833 | \$42,282 |
| | | 25 yrs. | \$21.4601 | \$41,847 | \$21.5674 | \$42,057 | \$21.8909 | \$42,687 | \$22.0004 | \$42,901 | \$22.3304 | \$43,544 | \$22.4421 | \$43,762 |

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| HTH106 | DI Technical Assistant | 1 | \$19.2132 | \$37,466 | \$19.3093 | \$37,653 | \$19.5989 | \$38,218 | \$19.6969 | \$38,409 | \$19.9924 | \$38,985 | \$20.0924 | \$39,180 |
| | Renal Assistant | 2 | \$19.6494 | \$38,316 | \$19.7476 | \$38,508 | \$20.0438 | \$39,085 | \$20.1440 | \$39,281 | \$20.4462 | \$39,870 | \$20.5484 | \$40,069 |
| | SPD Aide | 3 | \$20.0849 | \$39,166 | \$20.1853 | \$39,362 | \$20.4881 | \$39,952 | \$20.5905 | \$40,152 | \$20.8994 | \$40,754 | \$21.0039 | \$40,958 |
| | Unregistered Cardiology Technologist | 4 | \$20.5194 | \$40,013 | \$20.6220 | \$40,213 | \$20.9313 | \$40,816 | \$21.0360 | \$41,020 | \$21.3515 | \$41,636 | \$21.4583 | \$41,844 |
| | | 5 | \$20.9541 | \$40,861 | \$21.0589 | \$41,065 | \$21.3748 | \$41,681 | \$21.4817 | \$41,889 | \$21.8039 | \$42,518 | \$21.9129 | \$42,730 |
| | | 25 yrs. | \$21.6876 | \$42,291 | \$21.7960 | \$42,502 | \$22.1229 | \$43,140 | \$22.2335 | \$43,355 | \$22.5670 | \$44,006 | \$22.6798 | \$44,226 |
| HTH206 | Therapeutic Assistant | 1 | \$19.6167 | \$38,253 | \$19.7148 | \$38,444 | \$20.0105 | \$39,021 | \$20.1106 | \$39,216 | \$20.4123 | \$39,804 | \$20.5144 | \$40,003 |
| | | 2 | \$20.0620 | \$39,121 | \$20.1623 | \$39,316 | \$20.4647 | \$39,906 | \$20.5670 | \$40,106 | \$20.8755 | \$40,707 | \$20.9799 | \$40,911 |
| | | 3 | \$20.5068 | \$39,988 | \$20.6093 | \$40,188 | \$20.9184 | \$40,791 | \$21.0230 | \$40,995 | \$21.3383 | \$41,610 | \$21.4450 | \$41,818 |
| | | 4 | \$20.9504 | \$40,853 | \$21.0552 | \$41,058 | \$21.3710 | \$41,673 | \$21.4779 | \$41,882 | \$21.8001 | \$42,510 | \$21.9091 | \$42,723 |
| | | 5 | \$21.3943 | \$41,719 | \$21.5013 | \$41,927 | \$21.8238 | \$42,556 | \$21.9329 | \$42,769 | \$22.2619 | \$43,411 | \$22.3732 | \$43,628 |
| | | 25 yrs. | \$22.1431 | \$43,179 | \$22.2538 | \$43,395 | \$22.5876 | \$44,046 | \$22.7005 | \$44,266 | \$23.0410 | \$44,930 | \$23.1562 | \$45,155 |

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| HTH306 | Medical Laboratory Assistant in Training Tissue Bank Assistant in Training | 1 | \$20.0289 | \$39,056 | \$20.1290 | \$39,251 | \$20.4309 | \$39,840 | \$20.5331 | \$40,039 | \$20.8411 | \$40,640 | \$20.9453 | \$40,843 |
| | | 2 | \$20.4833 | \$39,942 | \$20.5857 | \$40,142 | \$20.8945 | \$40,744 | \$20.9990 | \$40,948 | \$21.3140 | \$41,562 | \$21.4206 | \$41,770 |
| | | 3 | \$20.9375 | \$40,828 | \$21.0422 | \$41,032 | \$21.3578 | \$41,648 | \$21.4646 | \$41,856 | \$21.7866 | \$42,484 | \$21.8955 | \$42,696 |
| | | 4 | \$21.3902 | \$41,711 | \$21.4972 | \$41,919 | \$21.8197 | \$42,548 | \$21.9288 | \$42,761 | \$22.2577 | \$43,402 | \$22.3690 | \$43,619 |
| | | 5 | \$21.8435 | \$42,595 | \$21.9527 | \$42,808 | \$22.2820 | \$43,450 | \$22.3934 | \$43,667 | \$22.7293 | \$44,322 | \$22.8429 | \$44,544 |
| | | 25 yrs. | \$22.6079 | \$44,086 | \$22.7209 | \$44,306 | \$23.0617 | \$44,971 | \$23.1770 | \$45,195 | \$23.5247 | \$45,873 | \$23.6423 | \$46,103 |
| HTH107 | | 1 | \$19.3655 | \$37,763 | \$19.4623 | \$37,952 | \$19.7542 | \$38,521 | \$19.8530 | \$38,714 | \$20.1508 | \$39,294 | \$20.2516 | \$39,491 |
| | | 2 | \$19.7958 | \$38,602 | \$19.8948 | \$38,795 | \$20.1932 | \$39,377 | \$20.2942 | \$39,574 | \$20.5986 | \$40,167 | \$20.7016 | \$40,368 |
| | | 3 | \$20.2262 | \$39,441 | \$20.3273 | \$39,638 | \$20.6322 | \$40,233 | \$20.7354 | \$40,434 | \$21.0464 | \$41,041 | \$21.1516 | \$41,246 |
| | | 4 | \$20.8715 | \$40,700 | \$20.9759 | \$40,903 | \$21.2905 | \$41,517 | \$21.3970 | \$41,724 | \$21.7180 | \$42,350 | \$21.8266 | \$42,562 |
| | | 5 | \$21.5172 | \$41,959 | \$21.6248 | \$42,168 | \$21.9492 | \$42,801 | \$22.0589 | \$43,015 | \$22.3898 | \$43,660 | \$22.5017 | \$43,879 |
| | | 25 yrs. | \$22.2702 | \$43,427 | \$22.3816 | \$43,644 | \$22.7173 | \$44,299 | \$22.8309 | \$44,521 | \$23.1734 | \$45,188 | \$23.2893 | \$45,414 |

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| HTH207 | Electroneurophysiology Tech in Training Polysomnographic Tech in Training | 1 | \$20.1874 | \$39,366 | \$20.2883 | \$39,562 | \$20.5926 | \$40,156 | \$20.6956 | \$40,357 | \$21.0060 | \$40,962 | \$21.1110 | \$41,167 |
| | | 2 | \$20.6360 | \$40,240 | \$20.7392 | \$40,441 | \$21.0503 | \$41,048 | \$21.1556 | \$41,253 | \$21.4729 | \$41,872 | \$21.5803 | \$42,081 |
| | | 3 | \$21.0843 | \$41,114 | \$21.1897 | \$41,320 | \$21.5075 | \$41,940 | \$21.6150 | \$42,149 | \$21.9392 | \$42,782 | \$22.0489 | \$42,996 |
| | | 4 | \$21.7575 | \$42,427 | \$21.8663 | \$42,639 | \$22.1943 | \$43,279 | \$22.3053 | \$43,495 | \$22.6399 | \$44,148 | \$22.7531 | \$44,368 |
| | | 5 | \$22.4305 | \$43,739 | \$22.5427 | \$43,958 | \$22.8808 | \$44,617 | \$22.9952 | \$44,841 | \$23.3401 | \$45,513 | \$23.4568 | \$45,741 |
| | | 25 yrs. | \$23.2157 | \$45,270 | \$23.3318 | \$45,497 | \$23.6818 | \$46,179 | \$23.8002 | \$46,410 | \$24.1572 | \$47,106 | \$24.2780 | \$47,342 |
| HTH108 | Medical Device Reprocessing Technician Phototherapy Technician Physician Resource Officer | 1 | \$19.5346 | \$38,092 | \$19.6323 | \$38,283 | \$19.9268 | \$38,857 | \$20.0264 | \$39,051 | \$20.3268 | \$39,637 | \$20.4284 | \$39,835 |
| | | 2 | \$20.1374 | \$39,268 | \$20.2381 | \$39,464 | \$20.5417 | \$40,056 | \$20.6444 | \$40,257 | \$20.9541 | \$40,860 | \$21.0589 | \$41,065 |
| | | 3 | \$20.8014 | \$40,563 | \$20.9054 | \$40,765 | \$21.2190 | \$41,377 | \$21.3251 | \$41,584 | \$21.6450 | \$42,208 | \$21.7532 | \$42,419 |
| | | 4 | \$21.4652 | \$41,857 | \$21.5725 | \$42,066 | \$21.8961 | \$42,697 | \$22.0056 | \$42,911 | \$22.3357 | \$43,555 | \$22.4474 | \$43,772 |
| | | 5 | \$22.1292 | \$43,152 | \$22.2398 | \$43,368 | \$22.5734 | \$44,018 | \$22.6863 | \$44,238 | \$23.0266 | \$44,902 | \$23.1417 | \$45,126 |
| | | 25 yrs. | \$22.9037 | \$44,662 | \$23.0182 | \$44,886 | \$23.3635 | \$45,559 | \$23.4803 | \$45,787 | \$23.8325 | \$46,473 | \$23.9517 | \$46,706 |

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| HTH208 | Child Care Assistant Therapeutic Psych Assistant | 1 | \$20.3636 | \$39,709 | \$20.4654 | \$39,908 | \$20.7724 | \$40,506 | \$20.8763 | \$40,709 | \$21.1894 | \$41,319 | \$21.2953 | \$41,526 |
| | | 2 | \$20.9922 | \$40,935 | \$21.0972 | \$41,140 | \$21.4137 | \$41,757 | \$21.5208 | \$41,965 | \$21.8436 | \$42,595 | \$21.9528 | \$42,808 |
| | | 3 | \$21.6842 | \$42,284 | \$21.7926 | \$42,496 | \$22.1195 | \$43,133 | \$22.2301 | \$43,349 | \$22.5636 | \$43,999 | \$22.6764 | \$44,219 |
| | | 4 | \$22.3765 | \$43,634 | \$22.4884 | \$43,852 | \$22.8257 | \$44,510 | \$22.9398 | \$44,732 | \$23.2839 | \$45,403 | \$23.4003 | \$45,630 |
| | | 5 | \$23.0682 | \$44,983 | \$23.1835 | \$45,208 | \$23.5313 | \$45,886 | \$23.6490 | \$46,115 | \$24.0037 | \$46,807 | \$24.1237 | \$47,041 |
| | | 25 yrs. | \$23.8755 | \$46,557 | \$23.9949 | \$46,790 | \$24.3548 | \$47,492 | \$24.4766 | \$47,730 | \$24.8437 | \$48,445 | \$24.9679 | \$48,688 |
| HTH308 | Medical Laboratory Assistant Pharmacy Practice Assistant | 1 | \$20.7914 | \$40,543 | \$20.8954 | \$40,746 | \$21.2088 | \$41,357 | \$21.3148 | \$41,564 | \$21.6345 | \$42,187 | \$21.7427 | \$42,398 |
| | | 2 | \$21.4328 | \$41,794 | \$21.5400 | \$42,003 | \$21.8631 | \$42,633 | \$21.9724 | \$42,846 | \$22.3020 | \$43,489 | \$22.4135 | \$43,706 |
| | | 3 | \$22.1396 | \$43,172 | \$22.2503 | \$43,388 | \$22.5841 | \$44,039 | \$22.6970 | \$44,259 | \$23.0375 | \$44,923 | \$23.1527 | \$45,148 |
| | | 4 | \$22.8463 | \$44,550 | \$22.9605 | \$44,773 | \$23.3049 | \$45,445 | \$23.4214 | \$45,672 | \$23.7727 | \$46,357 | \$23.8916 | \$46,589 |
| | | 5 | \$23.5527 | \$45,928 | \$23.6705 | \$46,157 | \$24.0256 | \$46,850 | \$24.1457 | \$47,084 | \$24.5079 | \$47,790 | \$24.6304 | \$48,029 |
| | | 25 yrs. | \$24.3772 | \$47,535 | \$24.4991 | \$47,773 | \$24.8666 | \$48,490 | \$24.9909 | \$48,732 | \$25.3658 | \$49,463 | \$25.4926 | \$49,710 |

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| HTH109 | Health Records Tech in Training Respiratory Assistant | 1 | \$20.0553 | \$39,108 | \$20.1556 | \$39,303 | \$20.4579 | \$39,893 | \$20.5602 | \$40,092 | \$20.8686 | \$40,694 | \$20.9729 | \$40,897 |
| | | 2 | \$20.7391 | \$40,441 | \$20.8428 | \$40,643 | \$21.1554 | \$41,253 | \$21.2612 | \$41,459 | \$21.5801 | \$42,081 | \$21.6880 | \$42,292 |
| | | 3 | \$21.4225 | \$41,774 | \$21.5296 | \$41,983 | \$21.8525 | \$42,613 | \$21.9618 | \$42,826 | \$22.2912 | \$43,468 | \$22.4027 | \$43,685 |
| | | 4 | \$22.1064 | \$43,108 | \$22.2169 | \$43,323 | \$22.5502 | \$43,973 | \$22.6630 | \$44,193 | \$23.0029 | \$44,856 | \$23.1179 | \$45,080 |
| | | 5 | \$22.7902 | \$44,441 | \$22.9042 | \$44,663 | \$23.2478 | \$45,333 | \$23.3640 | \$45,560 | \$23.7145 | \$46,243 | \$23.8331 | \$46,474 |
| | | 25 yrs. | \$23.5880 | \$45,996 | \$23.7059 | \$46,226 | \$24.0615 | \$46,920 | \$24.1818 | \$47,154 | \$24.5445 | \$47,862 | \$24.6672 | \$48,101 |
| HTH209 | Occupational Therapy Assistant Physiotherapy Assistant Recreation Therapy Associate Rehabilitation Assistant | 1 | \$20.4764 | \$39,929 | \$20.5788 | \$40,129 | \$20.8875 | \$40,730 | \$20.9919 | \$40,934 | \$21.3068 | \$41,548 | \$21.4133 | \$41,756 |
| | | 2 | \$21.1745 | \$41,290 | \$21.2804 | \$41,497 | \$21.5996 | \$42,119 | \$21.7076 | \$42,330 | \$22.0332 | \$42,965 | \$22.1434 | \$43,180 |
| | | 3 | \$21.8725 | \$42,651 | \$21.9819 | \$42,865 | \$22.3116 | \$43,508 | \$22.4232 | \$43,725 | \$22.7595 | \$44,381 | \$22.8733 | \$44,603 |
| | | 4 | \$22.5707 | \$44,013 | \$22.6836 | \$44,233 | \$23.0239 | \$44,896 | \$23.1390 | \$45,121 | \$23.4861 | \$45,797 | \$23.6035 | \$46,026 |
| | | 5 | \$23.2689 | \$45,374 | \$23.3852 | \$45,601 | \$23.7360 | \$46,285 | \$23.8547 | \$46,516 | \$24.2125 | \$47,214 | \$24.3336 | \$47,450 |
| | | 25 yrs. | \$24.0832 | \$46,962 | \$24.2036 | \$47,197 | \$24.5667 | \$47,905 | \$24.6895 | \$48,145 | \$25.0598 | \$48,867 | \$25.1851 | \$49,111 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH309 | Dietetic Technician Senior Medical Laboratory Assistant | 1 | \$21.3455 | \$41,624 | \$21.4522 | \$41,832 | \$21.7740 | \$42,459 | \$21.8829 | \$42,671 | \$22.2111 | \$43,311 | \$22.3222 | \$43,528 |
| | | 2 | \$22.0732 | \$43,043 | \$22.1836 | \$43,258 | \$22.5164 | \$43,907 | \$22.6290 | \$44,126 | \$22.9684 | \$44,788 | \$23.0832 | \$45,012 |
| | | 3 | \$22.8009 | \$44,462 | \$22.9149 | \$44,684 | \$23.2586 | \$45,354 | \$23.3749 | \$45,581 | \$23.7255 | \$46,265 | \$23.8441 | \$46,496 |
| | | 4 | \$23.5286 | \$45,881 | \$23.6462 | \$46,110 | \$24.0009 | \$46,802 | \$24.1209 | \$47,036 | \$24.4827 | \$47,741 | \$24.6051 | \$47,980 |
| | | 5 | \$24.2563 | \$47,300 | \$24.3776 | \$47,536 | \$24.7433 | \$48,249 | \$24.8670 | \$48,491 | \$25.2400 | \$49,218 | \$25.3662 | \$49,464 |
| | | 25 yrs. | \$25.1052 | \$48,955 | \$25.2307 | \$49,200 | \$25.6092 | \$49,938 | \$25.7372 | \$50,188 | \$26.1233 | \$50,941 | \$26.2539 | \$51,195 |
| HTH110 | Clubhouse Rehab Worker I Developmental Worker Emerald Hall Ophthalmic Assistant Registered Cardiology Technologist Tissue Bank Assistant Unregistered Prosthetic/Orthotics Tech | 1 | \$21.0303 | \$41,009 | \$21.1355 | \$41,214 | \$21.4525 | \$41,832 | \$21.5598 | \$42,042 | \$21.8832 | \$42,672 | \$21.9926 | \$42,886 |
| | | 2 | \$21.6471 | \$42,212 | \$21.7553 | \$42,423 | \$22.0816 | \$43,059 | \$22.1920 | \$43,275 | \$22.5249 | \$43,924 | \$22.6375 | \$44,143 |
| | | 3 | \$22.2653 | \$43,417 | \$22.3766 | \$43,634 | \$22.7122 | \$44,289 | \$22.8258 | \$44,510 | \$23.1682 | \$45,178 | \$23.2840 | \$45,404 |
| | | 4 | \$22.8818 | \$44,620 | \$22.9962 | \$44,843 | \$23.3411 | \$45,515 | \$23.4578 | \$45,743 | \$23.8097 | \$46,429 | \$23.9287 | \$46,661 |
| | | 5 | \$23.4999 | \$45,825 | \$23.6174 | \$46,054 | \$23.9717 | \$46,745 | \$24.0916 | \$46,979 | \$24.4530 | \$47,683 | \$24.5753 | \$47,922 |
| | | 25 yrs. | \$24.3224 | \$47,429 | \$24.4440 | \$47,666 | \$24.8107 | \$48,381 | \$24.9348 | \$48,623 | \$25.3088 | \$49,352 | \$25.4353 | \$49,599 |

**NSHA
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DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH210 | | 1 | \$21.4721 | \$41,870 | \$21.5795 | \$42,080 | \$21.9032 | \$42,711 | \$22.0127 | \$42,925 | \$22.3429 | \$43,568 | \$22.4546 | \$43,786 |
| | | 2 | \$22.1019 | \$43,099 | \$22.2124 | \$43,314 | \$22.5456 | \$43,964 | \$22.6583 | \$44,184 | \$22.9982 | \$44,847 | \$23.1132 | \$45,071 |
| | | 3 | \$22.7332 | \$44,329 | \$22.8469 | \$44,551 | \$23.1896 | \$45,219 | \$23.3055 | \$45,445 | \$23.6551 | \$46,127 | \$23.7734 | \$46,358 |
| | | 4 | \$23.3628 | \$45,557 | \$23.4796 | \$45,785 | \$23.8318 | \$46,472 | \$23.9510 | \$46,704 | \$24.3103 | \$47,405 | \$24.4319 | \$47,642 |
| | | 5 | \$23.9937 | \$46,788 | \$24.1137 | \$47,022 | \$24.4754 | \$47,727 | \$24.5978 | \$47,966 | \$24.9668 | \$48,685 | \$25.0916 | \$48,928 |
| | | 25 yrs. | \$24.8334 | \$48,425 | \$24.9576 | \$48,667 | \$25.3320 | \$49,397 | \$25.4587 | \$49,644 | \$25.8406 | \$50,389 | \$25.9698 | \$50,641 |
| HTH310 | Buyer Dental Assistant Sr. Pharmacy Practice Assistant | 1 | \$22.3830 | \$43,647 | \$22.4949 | \$43,865 | \$22.8323 | \$44,523 | \$22.9465 | \$44,746 | \$23.2907 | \$45,417 | \$23.4072 | \$45,644 |
| | | 2 | \$23.0399 | \$44,928 | \$23.1551 | \$45,153 | \$23.5024 | \$45,830 | \$23.6199 | \$46,059 | \$23.9742 | \$46,750 | \$24.0941 | \$46,984 |
| | | 3 | \$23.6978 | \$46,211 | \$23.8163 | \$46,442 | \$24.1735 | \$47,138 | \$24.2944 | \$47,374 | \$24.6588 | \$48,085 | \$24.7821 | \$48,325 |
| | | 4 | \$24.3541 | \$47,490 | \$24.4759 | \$47,728 | \$24.8430 | \$48,444 | \$24.9672 | \$48,686 | \$25.3417 | \$49,416 | \$25.4684 | \$49,663 |
| | | 5 | \$25.0118 | \$48,773 | \$25.1369 | \$49,017 | \$25.5140 | \$49,752 | \$25.6416 | \$50,001 | \$26.0262 | \$50,751 | \$26.1563 | \$51,005 |
| | | 25 yrs. | \$25.8873 | \$50,480 | \$26.0167 | \$50,733 | \$26.4070 | \$51,494 | \$26.5390 | \$51,751 | \$26.9371 | \$52,527 | \$27.0718 | \$52,790 |

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|------------------------|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH410 | | 1 | \$21.0302 | \$41,009 | \$21.1354 | \$41,214 | \$21.4524 | \$41,832 | \$21.5597 | \$42,041 | \$21.8831 | \$42,672 | \$21.9925 | \$42,885 |
| | | 2 | \$21.6471 | \$42,212 | \$21.7553 | \$42,423 | \$22.0816 | \$43,059 | \$22.1920 | \$43,274 | \$22.5249 | \$43,924 | \$22.6375 | \$44,143 |
| | | 3 | \$22.2653 | \$43,417 | \$22.3766 | \$43,634 | \$22.7122 | \$44,289 | \$22.8258 | \$44,510 | \$23.1682 | \$45,178 | \$23.2840 | \$45,404 |
| | | 4 | \$22.8817 | \$44,619 | \$22.9961 | \$44,842 | \$23.3410 | \$45,515 | \$23.4577 | \$45,743 | \$23.8096 | \$46,429 | \$23.9286 | \$46,661 |
| | | 5 | \$23.5821 | \$45,985 | \$23.7000 | \$46,215 | \$24.0555 | \$46,908 | \$24.1758 | \$47,143 | \$24.5384 | \$47,850 | \$24.6611 | \$48,089 |
| | | 25 yrs. | \$24.4076 | \$47,595 | \$24.5296 | \$47,833 | \$24.8975 | \$48,550 | \$25.0220 | \$48,793 | \$25.3973 | \$49,525 | \$25.5243 | \$49,773 |
| HTH610 | Primary Care Paramedic | 1 | \$22.7302 | \$44,324 | \$22.8439 | \$44,546 | \$23.1866 | \$45,214 | \$23.3025 | \$45,440 | \$23.6520 | \$46,122 | \$23.7703 | \$46,352 |
| | | 2 | \$23.4037 | \$45,637 | \$23.5207 | \$45,865 | \$23.8735 | \$46,553 | \$23.9929 | \$46,786 | \$24.3528 | \$47,488 | \$24.4746 | \$47,725 |
| | | 3 | \$24.0439 | \$46,886 | \$24.1641 | \$47,120 | \$24.5266 | \$47,827 | \$24.6492 | \$48,066 | \$25.0189 | \$48,787 | \$25.1440 | \$49,031 |
| | | 4 | \$24.8720 | \$48,500 | \$24.9964 | \$48,743 | \$25.3713 | \$49,474 | \$25.4982 | \$49,721 | \$25.8807 | \$50,467 | \$26.0101 | \$50,719 |
| | | 5 | \$25.4790 | \$49,684 | \$25.6064 | \$49,933 | \$25.9905 | \$50,682 | \$26.1205 | \$50,935 | \$26.5123 | \$51,699 | \$26.6449 | \$51,958 |
| | | 25 yrs. | \$26.3708 | \$51,423 | \$26.5027 | \$51,680 | \$26.9002 | \$52,456 | \$27.0347 | \$52,718 | \$27.4402 | \$53,509 | \$27.5774 | \$53,776 |

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|----------|----------|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH111 | | 1 | \$21.9380 | \$42,779 | \$22.0477 | \$42,993 | \$22.3784 | \$43,638 | \$22.4903 | \$43,856 | \$22.8277 | \$44,514 | \$22.9418 | \$44,737 |
| | | 2 | \$22.5775 | \$44,026 | \$22.6904 | \$44,246 | \$23.0308 | \$44,910 | \$23.1460 | \$45,134 | \$23.4932 | \$45,812 | \$23.6107 | \$46,041 |
| | | 3 | \$23.2182 | \$45,276 | \$23.3343 | \$45,502 | \$23.6843 | \$46,184 | \$23.8027 | \$46,415 | \$24.1597 | \$47,112 | \$24.2805 | \$47,347 |
| | | 4 | \$23.8573 | \$46,522 | \$23.9766 | \$46,754 | \$24.3362 | \$47,456 | \$24.4579 | \$47,693 | \$24.8248 | \$48,408 | \$24.9489 | \$48,650 |
| | | 5 | \$24.4975 | \$47,770 | \$24.6200 | \$48,009 | \$24.9893 | \$48,729 | \$25.1142 | \$48,973 | \$25.4909 | \$49,707 | \$25.6184 | \$49,956 |
| | | 25 yrs. | \$25.3549 | \$49,442 | \$25.4817 | \$49,689 | \$25.8639 | \$50,435 | \$25.9932 | \$50,687 | \$26.3831 | \$51,447 | \$26.5150 | \$51,704 |
| HTH211 | | 1 | \$22.3988 | \$43,678 | \$22.5108 | \$43,896 | \$22.8485 | \$44,554 | \$22.9627 | \$44,777 | \$23.3071 | \$45,449 | \$23.4236 | \$45,676 |
| | | 2 | \$23.0516 | \$44,951 | \$23.1669 | \$45,175 | \$23.5144 | \$45,853 | \$23.6320 | \$46,082 | \$23.9865 | \$46,773 | \$24.1064 | \$47,007 |
| | | 3 | \$23.7058 | \$46,226 | \$23.8243 | \$46,458 | \$24.1817 | \$47,154 | \$24.3026 | \$47,390 | \$24.6671 | \$48,101 | \$24.7904 | \$48,342 |
| | | 4 | \$24.3582 | \$47,498 | \$24.4800 | \$47,736 | \$24.8472 | \$48,452 | \$24.9714 | \$48,694 | \$25.3460 | \$49,425 | \$25.4727 | \$49,672 |
| | | 5 | \$25.0120 | \$48,773 | \$25.1371 | \$49,017 | \$25.5142 | \$49,753 | \$25.6418 | \$50,001 | \$26.0264 | \$50,751 | \$26.1565 | \$51,005 |
| | | 25 yrs. | \$25.8875 | \$50,481 | \$26.0169 | \$50,733 | \$26.4072 | \$51,494 | \$26.5392 | \$51,751 | \$26.9373 | \$52,528 | \$27.0720 | \$52,790 |

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH311 | Continuing Care Referral Assistant <i>Annual Salary based upon 1820 hours</i> | 1 | \$22.6589 | \$41,239 | \$22.7722 | \$41,445 | \$23.1138 | \$42,067 | \$23.2294 | \$42,277 | \$23.5778 | \$42,912 | \$23.6957 | \$43,126 |
| | | 2 | \$23.4239 | \$42,631 | \$23.5410 | \$42,845 | \$23.8941 | \$43,487 | \$24.0136 | \$43,705 | \$24.3738 | \$44,360 | \$24.4957 | \$44,582 |
| | | 3 | \$24.0048 | \$43,689 | \$24.1248 | \$43,907 | \$24.4867 | \$44,566 | \$24.6091 | \$44,788 | \$24.9782 | \$45,460 | \$25.1031 | \$45,688 |
| | | 4 | \$24.6819 | \$44,921 | \$24.8053 | \$45,146 | \$25.1774 | \$45,823 | \$25.3033 | \$46,052 | \$25.6828 | \$46,743 | \$25.8112 | \$46,976 |
| | | 5 | \$25.4565 | \$46,331 | \$25.5838 | \$46,562 | \$25.9676 | \$47,261 | \$26.0974 | \$47,497 | \$26.4889 | \$48,210 | \$26.6213 | \$48,451 |
| | | 25 yrs. | \$26.3475 | \$47,952 | \$26.4792 | \$48,192 | \$26.8764 | \$48,915 | \$27.0108 | \$49,160 | \$27.4160 | \$49,897 | \$27.5531 | \$50,146 |
| HTH411 | Psychosocial Rehabilitation Worker (Beacon) | 1 | \$21.9381 | \$42,779 | \$22.0478 | \$42,993 | \$22.3785 | \$43,638 | \$22.4904 | \$43,856 | \$22.8278 | \$44,514 | \$22.9419 | \$44,737 |
| | | 2 | \$22.5775 | \$44,026 | \$22.6904 | \$44,246 | \$23.0308 | \$44,910 | \$23.1460 | \$45,135 | \$23.4932 | \$45,812 | \$23.6107 | \$46,041 |
| | | 3 | \$23.2182 | \$45,276 | \$23.3343 | \$45,502 | \$23.6843 | \$46,184 | \$23.8027 | \$46,415 | \$24.1597 | \$47,112 | \$24.2805 | \$47,347 |
| | | 4 | \$23.8572 | \$46,522 | \$23.9765 | \$46,754 | \$24.3361 | \$47,455 | \$24.4578 | \$47,693 | \$24.8247 | \$48,408 | \$24.9488 | \$48,650 |
| | | 5 | \$24.4975 | \$47,770 | \$24.6200 | \$48,009 | \$24.9893 | \$48,729 | \$25.1142 | \$48,973 | \$25.4909 | \$49,707 | \$25.6184 | \$49,956 |
| | | 25 yrs. | \$25.3549 | \$49,442 | \$25.4817 | \$49,689 | \$25.8639 | \$50,435 | \$25.9932 | \$50,687 | \$26.3831 | \$51,447 | \$26.5150 | \$51,704 |

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|----------|-----------------------|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH112 | Orthopedic Technician | 1 | \$21.9050 | \$42,715 | \$22.0145 | \$42,928 | \$22.3447 | \$43,572 | \$22.4564 | \$43,790 | \$22.7932 | \$44,447 | \$22.9072 | \$44,669 |
| | | 2 | \$22.5232 | \$43,920 | \$22.6358 | \$44,140 | \$22.9753 | \$44,802 | \$23.0902 | \$45,026 | \$23.4366 | \$45,701 | \$23.5538 | \$45,930 |
| | | 3 | \$23.2299 | \$45,298 | \$23.3460 | \$45,525 | \$23.6962 | \$46,208 | \$23.8147 | \$46,439 | \$24.1719 | \$47,135 | \$24.2928 | \$47,371 |
| | | 4 | \$24.2801 | \$47,346 | \$24.4015 | \$47,583 | \$24.7675 | \$48,297 | \$24.8913 | \$48,538 | \$25.2647 | \$49,267 | \$25.3910 | \$49,513 |
| | | 5 | \$25.3839 | \$49,499 | \$25.5108 | \$49,746 | \$25.8935 | \$50,492 | \$26.0230 | \$50,745 | \$26.4133 | \$51,506 | \$26.5454 | \$51,764 |
| | | 25 yrs. | \$26.2725 | \$51,231 | \$26.4039 | \$51,487 | \$26.8000 | \$52,260 | \$26.9340 | \$52,521 | \$27.3380 | \$53,309 | \$27.4747 | \$53,575 |
| HTH113 | | 1 | \$24.1852 | \$47,161 | \$24.3061 | \$47,397 | \$24.6707 | \$48,108 | \$24.7941 | \$48,348 | \$25.1660 | \$49,074 | \$25.2918 | \$49,319 |
| | | 2 | \$24.7394 | \$48,242 | \$24.8631 | \$48,483 | \$25.2360 | \$49,210 | \$25.3622 | \$49,456 | \$25.7426 | \$50,198 | \$25.8713 | \$50,449 |
| | | 3 | \$25.2739 | \$49,284 | \$25.4003 | \$49,531 | \$25.7813 | \$50,273 | \$25.9102 | \$50,525 | \$26.2989 | \$51,283 | \$26.4304 | \$51,539 |
| | | 4 | \$25.9748 | \$50,651 | \$26.1047 | \$50,904 | \$26.4963 | \$51,667 | \$26.6288 | \$51,926 | \$27.0282 | \$52,705 | \$27.1633 | \$52,968 |
| | | 5 | \$26.8838 | \$52,423 | \$27.0182 | \$52,686 | \$27.4235 | \$53,476 | \$27.5606 | \$53,743 | \$27.9740 | \$54,549 | \$28.1139 | \$54,822 |
| | | 25 yrs. | \$26.8838 | \$52,423 | \$27.0182 | \$52,686 | \$27.4235 | \$53,476 | \$27.5606 | \$53,743 | \$27.9740 | \$54,549 | \$28.1139 | \$54,822 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|---|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH213 | | 1 | \$24.6931 | \$48,151 | \$24.8166 | \$48,392 | \$25.1888 | \$49,118 | \$25.3147 | \$49,364 | \$25.6944 | \$50,104 | \$25.8229 | \$50,355 |
| | | 2 | \$25.2586 | \$49,254 | \$25.3849 | \$49,501 | \$25.7657 | \$50,243 | \$25.8945 | \$50,494 | \$26.2829 | \$51,252 | \$26.4143 | \$51,508 |
| | | 3 | \$25.8044 | \$50,319 | \$25.9334 | \$50,570 | \$26.3224 | \$51,329 | \$26.4540 | \$51,585 | \$26.8508 | \$52,359 | \$26.9851 | \$52,621 |
| | | 4 | \$26.5202 | \$51,714 | \$26.6528 | \$51,973 | \$27.0526 | \$52,752 | \$27.1879 | \$53,016 | \$27.5957 | \$53,811 | \$27.7337 | \$54,081 |
| | | 25 yrs. | \$27.4484 | \$53,524 | \$27.5856 | \$53,792 | \$27.9994 | \$54,599 | \$28.1394 | \$54,872 | \$28.5615 | \$55,695 | \$28.7043 | \$55,973 |
| HTH313 | Registered Cardiology Technologist Advanced | 1 | \$25.7409 | \$50,195 | \$25.8696 | \$50,446 | \$26.2576 | \$51,203 | \$26.3889 | \$51,459 | \$26.7847 | \$52,230 | \$26.9186 | \$52,492 |
| | | 2 | \$26.3307 | \$51,345 | \$26.4624 | \$51,602 | \$26.8593 | \$52,376 | \$26.9936 | \$52,638 | \$27.3985 | \$53,427 | \$27.5355 | \$53,694 |
| | | 3 | \$26.8998 | \$52,455 | \$27.0343 | \$52,717 | \$27.4398 | \$53,508 | \$27.5770 | \$53,775 | \$27.9907 | \$54,582 | \$28.1307 | \$54,855 |
| | | 4 | \$27.6456 | \$53,909 | \$27.7838 | \$54,178 | \$28.2006 | \$54,991 | \$28.3416 | \$55,266 | \$28.7667 | \$56,095 | \$28.9105 | \$56,375 |
| | | 25 yrs. | \$28.6130 | \$55,796 | \$28.7561 | \$56,075 | \$29.1874 | \$56,916 | \$29.3333 | \$57,200 | \$29.7733 | \$58,058 | \$29.9222 | \$58,349 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|---|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH413 | Anaesthesia Technician | 1 | \$24.6704 | \$48,107 | \$24.7938 | \$48,348 | \$25.1657 | \$49,073 | \$25.2915 | \$49,318 | \$25.6709 | \$50,058 | \$25.7993 | \$50,308 |
| | | 2 | \$25.2246 | \$49,188 | \$25.3507 | \$49,434 | \$25.7310 | \$50,175 | \$25.8597 | \$50,426 | \$26.2476 | \$51,182 | \$26.3788 | \$51,438 |
| | | 3 | \$25.7591 | \$50,230 | \$25.8879 | \$50,481 | \$26.2762 | \$51,238 | \$26.4076 | \$51,495 | \$26.8037 | \$52,267 | \$26.9377 | \$52,528 |
| | | 4 | \$26.4598 | \$51,597 | \$26.5921 | \$51,855 | \$26.9910 | \$52,632 | \$27.1260 | \$52,895 | \$27.5329 | \$53,689 | \$27.6706 | \$53,957 |
| | | 25 yrs. | \$27.3859 | \$53,402 | \$27.5228 | \$53,669 | \$27.9356 | \$54,474 | \$28.0753 | \$54,747 | \$28.4964 | \$55,568 | \$28.6389 | \$55,846 |
| HTH114 | Biomedical Technical Assistant Cardiac Sonographer in Training | 1 | \$24.4068 | \$47,593 | \$24.5288 | \$47,831 | \$24.8967 | \$48,549 | \$25.0212 | \$48,791 | \$25.3965 | \$49,523 | \$25.5235 | \$49,771 |
| | | 2 | \$24.9694 | \$48,690 | \$25.0942 | \$48,934 | \$25.4706 | \$49,668 | \$25.5980 | \$49,916 | \$25.9820 | \$50,665 | \$26.1119 | \$50,918 |
| | | 3 | \$25.5118 | \$49,748 | \$25.6394 | \$49,997 | \$26.0240 | \$50,747 | \$26.1541 | \$51,000 | \$26.5464 | \$51,765 | \$26.6791 | \$52,024 |
| | | 4 | \$26.2288 | \$51,146 | \$26.3599 | \$51,402 | \$26.7553 | \$52,173 | \$26.8891 | \$52,434 | \$27.2924 | \$53,220 | \$27.4289 | \$53,486 |
| | | 25 yrs. | \$27.1468 | \$52,936 | \$27.2825 | \$53,201 | \$27.6917 | \$53,999 | \$27.8302 | \$54,269 | \$28.2477 | \$55,083 | \$28.3889 | \$55,358 |
| HTH214 | Orthopedic Technologist (Certified) | 1 | \$25.5119 | \$49,748 | \$25.6395 | \$49,997 | \$26.0241 | \$50,747 | \$26.1542 | \$51,001 | \$26.5465 | \$51,766 | \$26.6792 | \$52,024 |
| | | 2 | \$26.2283 | \$51,145 | \$26.3594 | \$51,401 | \$26.7548 | \$52,172 | \$26.8886 | \$52,433 | \$27.2919 | \$53,219 | \$27.4284 | \$53,486 |
| | | 3 | \$26.9647 | \$52,581 | \$27.0995 | \$52,844 | \$27.5060 | \$53,637 | \$27.6435 | \$53,905 | \$28.0582 | \$54,714 | \$28.1985 | \$54,987 |
| | | 4 | \$27.8963 | \$54,398 | \$28.0358 | \$54,670 | \$28.4563 | \$55,490 | \$28.5986 | \$55,767 | \$29.0276 | \$56,604 | \$29.1727 | \$56,887 |
| | | 25 yrs. | \$28.8727 | \$56,302 | \$29.0171 | \$56,583 | \$29.4524 | \$57,432 | \$29.5997 | \$57,719 | \$30.0437 | \$58,585 | \$30.1939 | \$58,878 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|---------------------------------|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH115 | Chief Health Records Technician | 1 | \$25.5118 | \$49,748 | \$25.6394 | \$49,997 | \$26.0240 | \$50,747 | \$26.1541 | \$51,000 | \$26.5464 | \$51,765 | \$26.6791 | \$52,024 |
| | | 2 | \$26.2288 | \$51,146 | \$26.3599 | \$51,402 | \$26.7553 | \$52,173 | \$26.8891 | \$52,434 | \$27.2924 | \$53,220 | \$27.4289 | \$53,486 |
| | | 3 | \$26.9655 | \$52,583 | \$27.1003 | \$52,846 | \$27.5068 | \$53,638 | \$27.6443 | \$53,907 | \$28.0590 | \$54,715 | \$28.1993 | \$54,989 |
| | | 4 | \$27.8962 | \$54,397 | \$28.0357 | \$54,669 | \$28.4562 | \$55,489 | \$28.5985 | \$55,767 | \$29.0275 | \$56,603 | \$29.1726 | \$56,886 |
| | | 25 yrs. | \$28.8724 | \$56,301 | \$29.0168 | \$56,583 | \$29.4521 | \$57,432 | \$29.5994 | \$57,719 | \$30.0434 | \$58,585 | \$30.1936 | \$58,877 |
| HTH215 | | 1 | \$26.0476 | \$50,793 | \$26.1778 | \$51,047 | \$26.5705 | \$51,812 | \$26.7034 | \$52,071 | \$27.1040 | \$52,853 | \$27.2395 | \$53,117 |
| | | 2 | \$26.7798 | \$52,220 | \$26.9137 | \$52,481 | \$27.3174 | \$53,269 | \$27.4540 | \$53,535 | \$27.8658 | \$54,338 | \$28.0051 | \$54,610 |
| | | 3 | \$27.5319 | \$53,687 | \$27.6696 | \$53,955 | \$28.0846 | \$54,765 | \$28.2250 | \$55,039 | \$28.6484 | \$55,864 | \$28.7916 | \$56,144 |
| | | 4 | \$28.4819 | \$55,540 | \$28.6243 | \$55,818 | \$29.0537 | \$56,655 | \$29.1990 | \$56,938 | \$29.6370 | \$57,792 | \$29.7852 | \$58,081 |
| | | 25 yrs. | \$29.4788 | \$57,484 | \$29.6262 | \$57,771 | \$30.0706 | \$58,638 | \$30.2210 | \$58,931 | \$30.6743 | \$59,815 | \$30.8277 | \$60,114 |
| HTH315 | Electroneurophysiology Tech A | 1 | \$27.1531 | \$52,948 | \$27.2889 | \$53,213 | \$27.6982 | \$54,011 | \$27.8367 | \$54,281 | \$28.2543 | \$55,096 | \$28.3956 | \$55,371 |
| | | 2 | \$27.9163 | \$54,437 | \$28.0559 | \$54,709 | \$28.4767 | \$55,530 | \$28.6191 | \$55,807 | \$29.0484 | \$56,644 | \$29.1936 | \$56,928 |
| | | 3 | \$28.7005 | \$55,966 | \$28.8440 | \$56,246 | \$29.2767 | \$57,090 | \$29.4231 | \$57,375 | \$29.8644 | \$58,236 | \$30.0137 | \$58,527 |
| | | 4 | \$29.6909 | \$57,897 | \$29.8394 | \$58,187 | \$30.2870 | \$59,060 | \$30.4384 | \$59,355 | \$30.8950 | \$60,245 | \$31.0495 | \$60,546 |
| | | 25 yrs. | \$30.7301 | \$59,924 | \$30.8838 | \$60,223 | \$31.3471 | \$61,127 | \$31.5038 | \$61,432 | \$31.9764 | \$62,354 | \$32.1363 | \$62,666 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH116 | | 1 | \$26.7797 | \$52,220 | \$26.9136 | \$52,481 | \$27.3173 | \$53,268 | \$27.4539 | \$53,535 | \$27.8657 | \$54,338 | \$28.0050 | \$54,610 |
| | | 2 | \$27.5319 | \$53,687 | \$27.6696 | \$53,955 | \$28.0846 | \$54,765 | \$28.2250 | \$55,039 | \$28.6484 | \$55,864 | \$28.7916 | \$56,144 |
| | | 3 | \$28.4819 | \$55,540 | \$28.6243 | \$55,818 | \$29.0537 | \$56,655 | \$29.1990 | \$56,938 | \$29.6370 | \$57,792 | \$29.7852 | \$58,081 |
| | | 4 | \$29.4121 | \$57,353 | \$29.5592 | \$57,640 | \$30.0026 | \$58,505 | \$30.1526 | \$58,797 | \$30.6049 | \$59,679 | \$30.7579 | \$59,978 |
| | | 25 yrs. | \$30.4415 | \$59,361 | \$30.5937 | \$59,658 | \$31.0526 | \$60,553 | \$31.2079 | \$60,855 | \$31.6760 | \$61,768 | \$31.8344 | \$62,077 |
| HTH117 | Clinical Program Coordinator A Clubhouse Rehab Worker II Contact Lens Technician Credentialing Officer Ophthalmic Photographer Ophthalmic Technician Team Leader, Anesthesia | 1 | \$25.8414 | \$50,391 | \$25.9706 | \$50,643 | \$26.3602 | \$51,402 | \$26.4920 | \$51,659 | \$26.8894 | \$52,434 | \$27.0238 | \$52,696 |
| | | 2 | \$26.5670 | \$51,806 | \$26.6998 | \$52,065 | \$27.1003 | \$52,846 | \$27.2358 | \$53,110 | \$27.6443 | \$53,906 | \$27.7825 | \$54,176 |
| | | 3 | \$27.4841 | \$53,594 | \$27.6215 | \$53,862 | \$28.0358 | \$54,670 | \$28.1760 | \$54,943 | \$28.5986 | \$55,767 | \$28.7416 | \$56,046 |
| | | 4 | \$28.3813 | \$55,343 | \$28.5232 | \$55,620 | \$28.9510 | \$56,454 | \$29.0958 | \$56,737 | \$29.5322 | \$57,588 | \$29.6799 | \$57,876 |
| | | 5 | \$29.2773 | \$57,091 | \$29.4237 | \$57,376 | \$29.8651 | \$58,237 | \$30.0144 | \$58,528 | \$30.4646 | \$59,406 | \$30.6169 | \$59,703 |
| | | 25 yrs. | \$30.3019 | \$59,089 | \$30.4534 | \$59,384 | \$30.9102 | \$60,275 | \$31.0648 | \$60,576 | \$31.5308 | \$61,485 | \$31.6885 | \$61,792 |

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Health Care
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|----------|---|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH217 | | 1 | \$26.3839 | \$51,449 | \$26.5158 | \$51,706 | \$26.9135 | \$52,481 | \$27.0481 | \$52,744 | \$27.4538 | \$53,535 | \$27.5911 | \$53,803 |
| | | 2 | \$27.1249 | \$52,893 | \$27.2605 | \$53,158 | \$27.6694 | \$53,955 | \$27.8077 | \$54,225 | \$28.2248 | \$55,038 | \$28.3659 | \$55,313 |
| | | 3 | \$28.0611 | \$54,719 | \$28.2014 | \$54,993 | \$28.6244 | \$55,818 | \$28.7675 | \$56,097 | \$29.1990 | \$56,938 | \$29.3450 | \$57,223 |
| | | 4 | \$28.9772 | \$56,506 | \$29.1221 | \$56,788 | \$29.5589 | \$57,640 | \$29.7067 | \$57,928 | \$30.1523 | \$58,797 | \$30.3031 | \$59,091 |
| | | 5 | \$29.8920 | \$58,289 | \$30.0415 | \$58,581 | \$30.4921 | \$59,459 | \$30.6446 | \$59,757 | \$31.1043 | \$60,653 | \$31.2598 | \$60,956 |
| | | 25 yrs. | \$30.9381 | \$60,329 | \$31.0928 | \$60,631 | \$31.5592 | \$61,541 | \$31.7170 | \$61,848 | \$32.1928 | \$62,776 | \$32.3538 | \$63,090 |
| HTH317 | Registered Cardiology Stress Technologist | 1 | \$26.9380 | \$52,529 | \$27.0727 | \$52,792 | \$27.4788 | \$53,584 | \$27.6162 | \$53,852 | \$28.0304 | \$54,659 | \$28.1706 | \$54,933 |
| | | 2 | \$27.6943 | \$54,004 | \$27.8328 | \$54,274 | \$28.2503 | \$55,088 | \$28.3916 | \$55,364 | \$28.8175 | \$56,194 | \$28.9616 | \$56,475 |
| | | 3 | \$28.6505 | \$55,868 | \$28.7938 | \$56,148 | \$29.2257 | \$56,990 | \$29.3718 | \$57,275 | \$29.8124 | \$58,134 | \$29.9615 | \$58,425 |
| | | 4 | \$29.5857 | \$57,692 | \$29.7336 | \$57,981 | \$30.1796 | \$58,850 | \$30.3305 | \$59,145 | \$30.7855 | \$60,032 | \$30.9394 | \$60,332 |
| | | 5 | \$30.5195 | \$59,513 | \$30.6721 | \$59,811 | \$31.1322 | \$60,708 | \$31.2879 | \$61,011 | \$31.7572 | \$61,927 | \$31.9160 | \$62,236 |
| | | 25 yrs. | \$31.5877 | \$61,596 | \$31.7456 | \$61,904 | \$32.2218 | \$62,833 | \$32.3829 | \$63,147 | \$32.8686 | \$64,094 | \$33.0329 | \$64,414 |

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|----------|-------------------------|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH417 | Advanced Care Paramedic | 1 | \$27.1682 | \$52,978 | \$27.3040 | \$53,243 | \$27.7136 | \$54,042 | \$27.8522 | \$54,312 | \$28.2700 | \$55,126 | \$28.4114 | \$55,402 |
| | | 2 | \$27.9521 | \$54,506 | \$28.0919 | \$54,779 | \$28.5133 | \$55,601 | \$28.6559 | \$55,879 | \$29.0857 | \$56,717 | \$29.2311 | \$57,000 |
| | | 3 | \$28.8131 | \$56,185 | \$28.9572 | \$56,466 | \$29.3916 | \$57,313 | \$29.5386 | \$57,600 | \$29.9817 | \$58,464 | \$30.1316 | \$58,756 |
| | | 4 | \$30.1157 | \$58,726 | \$30.2663 | \$59,019 | \$30.7203 | \$59,905 | \$30.8739 | \$60,204 | \$31.3370 | \$61,107 | \$31.4937 | \$61,413 |
| | | 5 | \$31.4846 | \$61,395 | \$31.6420 | \$61,702 | \$32.1166 | \$62,627 | \$32.2772 | \$62,941 | \$32.7614 | \$63,885 | \$32.9252 | \$64,204 |
| | | 25 yrs. | \$32.5866 | \$63,544 | \$32.7495 | \$63,862 | \$33.2407 | \$64,819 | \$33.4069 | \$65,144 | \$33.9080 | \$66,121 | \$34.0775 | \$66,451 |
| HTH118 | | 1 | \$24.4068 | \$47,593 | \$24.5288 | \$47,831 | \$24.8967 | \$48,549 | \$25.0212 | \$48,791 | \$25.3965 | \$49,523 | \$25.5235 | \$49,771 |
| | | 2 | \$24.9693 | \$48,690 | \$25.0941 | \$48,933 | \$25.4705 | \$49,667 | \$25.5979 | \$49,916 | \$25.9819 | \$50,664 | \$26.1118 | \$50,918 |
| | | 3 | \$26.2288 | \$51,146 | \$26.3599 | \$51,402 | \$26.7553 | \$52,173 | \$26.8891 | \$52,434 | \$27.2924 | \$53,220 | \$27.4289 | \$53,486 |
| | | 4 | \$26.9655 | \$52,583 | \$27.1003 | \$52,846 | \$27.5068 | \$53,639 | \$27.6443 | \$53,907 | \$28.0590 | \$54,715 | \$28.1993 | \$54,989 |
| | | 5 | \$28.8071 | \$56,174 | \$28.9511 | \$56,455 | \$29.3854 | \$57,302 | \$29.5323 | \$57,588 | \$29.9753 | \$58,452 | \$30.1252 | \$58,744 |
| | | 6 | \$29.7165 | \$57,947 | \$29.8651 | \$58,237 | \$30.3131 | \$59,110 | \$30.4647 | \$59,406 | \$30.9217 | \$60,297 | \$31.0763 | \$60,598 |
| | | 25 yrs. | \$30.7564 | \$59,975 | \$30.9102 | \$60,275 | \$31.3739 | \$61,179 | \$31.5308 | \$61,485 | \$32.0038 | \$62,407 | \$32.1638 | \$62,719 |

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Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|---|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH218 | Electroneurophysiology Tech B Pulmonary Function Tech | 1 | \$25.9769 | \$50,655 | \$26.1068 | \$50,908 | \$26.4984 | \$51,672 | \$26.6309 | \$51,930 | \$27.0304 | \$52,709 | \$27.1656 | \$52,973 |
| | | 2 | \$26.5756 | \$51,822 | \$26.7085 | \$52,081 | \$27.1091 | \$52,863 | \$27.2446 | \$53,127 | \$27.6533 | \$53,924 | \$27.7916 | \$54,194 |
| | | 3 | \$27.9163 | \$54,437 | \$28.0559 | \$54,709 | \$28.4767 | \$55,530 | \$28.6191 | \$55,807 | \$29.0484 | \$56,644 | \$29.1936 | \$56,928 |
| | | 4 | \$28.7005 | \$55,966 | \$28.8440 | \$56,246 | \$29.2767 | \$57,089 | \$29.4231 | \$57,375 | \$29.8644 | \$58,235 | \$30.0137 | \$58,527 |
| | | 5 | \$30.6603 | \$59,788 | \$30.8136 | \$60,086 | \$31.2758 | \$60,988 | \$31.4322 | \$61,293 | \$31.9037 | \$62,212 | \$32.0632 | \$62,523 |
| | | 6 | \$31.6282 | \$61,675 | \$31.7863 | \$61,983 | \$32.2631 | \$62,913 | \$32.4244 | \$63,228 | \$32.9108 | \$64,176 | \$33.0754 | \$64,497 |
| | | 25 yrs. | \$32.7352 | \$63,834 | \$32.8989 | \$64,153 | \$33.3924 | \$65,115 | \$33.5594 | \$65,441 | \$34.0628 | \$66,422 | \$34.2331 | \$66,754 |
| HTH418 | Medical Laboratory Technologist A Polysomnographic Technologist Radiological Technologist Simulation Program Delivery Tech Tissue Bank Specialist in Training | 1 | \$27.6480 | \$53,914 | \$27.7862 | \$54,183 | \$28.2030 | \$54,996 | \$28.3440 | \$55,271 | \$28.7692 | \$56,100 | \$28.9130 | \$56,380 |
| | | 2 | \$28.2852 | \$55,156 | \$28.4266 | \$55,432 | \$28.8530 | \$56,263 | \$28.9973 | \$56,545 | \$29.4323 | \$57,393 | \$29.5795 | \$57,680 |
| | | 3 | \$29.7121 | \$57,939 | \$29.8607 | \$58,228 | \$30.3086 | \$59,102 | \$30.4601 | \$59,397 | \$30.9170 | \$60,288 | \$31.0716 | \$60,590 |
| | | 4 | \$30.5468 | \$59,566 | \$30.6995 | \$59,864 | \$31.1600 | \$60,762 | \$31.3158 | \$61,066 | \$31.7855 | \$61,982 | \$31.9444 | \$62,292 |
| | | 5 | \$32.6328 | \$63,634 | \$32.7960 | \$63,952 | \$33.2879 | \$64,911 | \$33.4543 | \$65,236 | \$33.9561 | \$66,214 | \$34.1259 | \$66,546 |
| | | 6 | \$33.6629 | \$65,643 | \$33.8312 | \$65,971 | \$34.3387 | \$66,960 | \$34.5104 | \$67,295 | \$35.0281 | \$68,305 | \$35.2032 | \$68,646 |
| | | 25 yrs. | \$34.8411 | \$67,940 | \$35.0153 | \$68,280 | \$35.5405 | \$69,304 | \$35.7182 | \$69,650 | \$36.2540 | \$70,695 | \$36.4353 | \$71,049 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|---|----------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH119 | Registered Prosthetics/Orthotics Technician | 1 | \$26.7259 | \$52,116 | \$26.8595 | \$52,376 | \$27.2624 | \$53,162 | \$27.3987 | \$53,428 | \$27.8097 | \$54,229 | \$27.9487 | \$54,500 |
| | | 2 | \$27.7925 | \$54,195 | \$27.9315 | \$54,466 | \$28.3505 | \$55,283 | \$28.4923 | \$55,560 | \$28.9197 | \$56,393 | \$29.0643 | \$56,675 |
| | | 3 | \$28.9763 | \$56,504 | \$29.1212 | \$56,786 | \$29.5580 | \$57,638 | \$29.7058 | \$57,926 | \$30.1514 | \$58,795 | \$30.3022 | \$59,089 |
| | | 4 | \$30.1617 | \$58,816 | \$30.3125 | \$59,110 | \$30.7672 | \$59,996 | \$30.9210 | \$60,296 | \$31.3848 | \$61,201 | \$31.5417 | \$61,507 |
| | | 5 | \$31.4645 | \$61,356 | \$31.6218 | \$61,663 | \$32.0961 | \$62,588 | \$32.2566 | \$62,900 | \$32.7404 | \$63,844 | \$32.9041 | \$64,163 |
| | | 6 | \$32.7683 | \$63,898 | \$32.9321 | \$64,218 | \$33.4261 | \$65,181 | \$33.5932 | \$65,507 | \$34.0971 | \$66,489 | \$34.2676 | \$66,822 |
| | | 25 yrs. | \$33.9152 | \$66,135 | \$34.0848 | \$66,465 | \$34.5961 | \$67,462 | \$34.7691 | \$67,800 | \$35.2906 | \$68,817 | \$35.4671 | \$69,161 |
| HTH120 | Counselor | 1 | \$19.6215 | \$38,262 | \$19.7196 | \$38,453 | \$20.0154 | \$39,030 | \$20.1155 | \$39,225 | \$20.4172 | \$39,813 | \$20.5193 | \$40,013 |
| | | 2 | \$20.3393 | \$39,662 | \$20.4410 | \$39,860 | \$20.7476 | \$40,458 | \$20.8513 | \$40,660 | \$21.1641 | \$41,270 | \$21.2699 | \$41,476 |
| | | 3 | \$23.3486 | \$45,530 | \$23.4653 | \$45,757 | \$23.8173 | \$46,444 | \$23.9364 | \$46,676 | \$24.2954 | \$47,376 | \$24.4169 | \$47,613 |
| | | 4 | \$24.2531 | \$47,294 | \$24.3744 | \$47,530 | \$24.7400 | \$48,243 | \$24.8637 | \$48,484 | \$25.2367 | \$49,211 | \$25.3629 | \$49,457 |
| | | 5 | \$25.3095 | \$49,354 | \$25.4360 | \$49,600 | \$25.8175 | \$50,344 | \$25.9466 | \$50,596 | \$26.3358 | \$51,355 | \$26.4675 | \$51,612 |
| | | 6 | \$28.4765 | \$55,529 | \$28.6189 | \$55,807 | \$29.0482 | \$56,644 | \$29.1934 | \$56,927 | \$29.6313 | \$57,781 | \$29.7795 | \$58,070 |
| | | 7 | \$29.6822 | \$57,880 | \$29.8306 | \$58,170 | \$30.2781 | \$59,042 | \$30.4295 | \$59,337 | \$30.8859 | \$60,227 | \$31.0403 | \$60,529 |
| | | 8 | \$30.8882 | \$60,232 | \$31.0426 | \$60,533 | \$31.5082 | \$61,441 | \$31.6657 | \$61,748 | \$32.1407 | \$62,674 | \$32.3014 | \$62,988 |
| 25 yrs. | \$31.9694 | \$62,340 | \$32.1292 | \$62,652 | \$32.6111 | \$63,592 | \$32.7742 | \$63,910 | \$33.2658 | \$64,868 | \$33.4321 | \$65,193 | | |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|---------------------|-------------------------------------|-----------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH121 | Reg Pacemaker/Device Technologist | 1 | \$30.6603 | \$59,788 | \$30.8136 | \$60,086 | \$31.2758 | \$60,988 | \$31.4322 | \$61,293 | \$31.9037 | \$62,212 | \$32.0632 | \$62,523 |
| | | 2 | \$31.6283 | \$61,675 | \$31.7864 | \$61,984 | \$32.2632 | \$62,913 | \$32.4245 | \$63,228 | \$32.9109 | \$64,176 | \$33.0755 | \$64,497 |
| | | 3 | \$32.6208 | \$63,611 | \$32.7839 | \$63,929 | \$33.2757 | \$64,888 | \$33.4421 | \$65,212 | \$33.9437 | \$66,190 | \$34.1134 | \$66,521 |
| | | 4 | \$33.5905 | \$65,501 | \$33.7585 | \$65,829 | \$34.2649 | \$66,816 | \$34.4362 | \$67,150 | \$34.9527 | \$68,158 | \$35.1275 | \$68,498 |
| | | 25 yrs. | \$34.7662 | \$67,794 | \$34.9400 | \$68,133 | \$35.4641 | \$69,155 | \$35.6414 | \$69,501 | \$36.1760 | \$70,543 | \$36.3569 | \$70,896 |
| HTH122 | Autism Skills Worker | 1 | \$27.1058 | \$52,856 | \$27.2413 | \$53,121 | \$27.6499 | \$53,917 | \$27.7881 | \$54,187 | \$28.2049 | \$55,000 | \$28.3459 | \$55,275 |
| | BMT Specialist | | | \$49,333 | | \$49,579 | | \$50,323 | | \$50,575 | | \$51,333 | | \$51,590 |
| | Clinical Program Coordinator B | | | | | | | | | | | | | |
| | Community Support Worker | 2 | \$28.0228 | \$54,644 | \$28.1629 | \$54,918 | \$28.5853 | \$55,741 | \$28.7282 | \$56,020 | \$29.1591 | \$56,860 | \$29.3049 | \$57,145 |
| | Dental Hygienist | | | \$51,001 | | \$51,256 | | \$52,025 | | \$52,285 | | \$53,070 | | \$53,335 |
| | Financial Services Officer B | 3 | \$28.9202 | \$56,394 | \$29.0648 | \$56,676 | \$29.5008 | \$57,527 | \$29.6483 | \$57,814 | \$30.0930 | \$58,681 | \$30.2435 | \$58,975 |
| | Kinesiologist | | | \$52,635 | | \$52,898 | | \$53,691 | | \$53,960 | | \$54,769 | | \$55,043 |
| Youth Care Worker B | 4 | \$29.8160 | \$58,141 | \$29.9651 | \$58,432 | \$30.4146 | \$59,309 | \$30.5667 | \$59,605 | \$31.0252 | \$60,499 | \$31.1803 | \$60,802 | |
| | | | \$54,265 | | \$54,537 | | \$55,355 | | \$55,631 | | \$56,466 | | \$56,748 | |
| | Annual Salary based upon 1950 hours | 5 | \$30.7348 | \$59,933 | \$30.8885 | \$60,233 | \$31.3518 | \$61,136 | \$31.5086 | \$61,442 | \$31.9812 | \$62,364 | \$32.1411 | \$62,675 |
| | Annual Salary based upon 1820 hours | | | \$55,938 | | \$56,217 | | \$57,060 | | \$57,346 | | \$58,206 | | \$58,497 |
| | | 6 | \$31.6325 | \$61,683 | \$31.7907 | \$61,992 | \$32.2676 | \$62,922 | \$32.4289 | \$63,236 | \$32.9153 | \$64,185 | \$33.0799 | \$64,506 |
| | | | | \$57,571 | | \$57,859 | | \$58,727 | | \$59,020 | | \$59,906 | | \$60,205 |
| | | 25 yrs. | \$32.7395 | \$63,842 | \$32.9032 | \$64,161 | \$33.3967 | \$65,124 | \$33.5637 | \$65,449 | \$34.0672 | \$66,431 | \$34.2375 | \$66,763 |
| | | | | \$59,586 | | \$59,884 | | \$60,782 | | \$61,086 | | \$62,002 | | \$62,312 |

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Health Care
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| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH222 | | 1 | \$27.6751 | \$53,966 | \$27.8135 | \$54,236 | \$28.2307 | \$55,050 | \$28.3719 | \$55,325 | \$28.7975 | \$56,155 | \$28.9415 | \$56,435 |
| | | 2 | \$28.6114 | \$55,792 | \$28.7545 | \$56,071 | \$29.1858 | \$56,912 | \$29.3317 | \$57,197 | \$29.7717 | \$58,055 | \$29.9206 | \$58,345 |
| | | 3 | \$29.5275 | \$57,579 | \$29.6751 | \$57,867 | \$30.1202 | \$58,735 | \$30.2708 | \$59,028 | \$30.7249 | \$59,914 | \$30.8785 | \$60,213 |
| | | 4 | \$30.4423 | \$59,362 | \$30.5945 | \$59,659 | \$31.0534 | \$60,554 | \$31.2087 | \$60,857 | \$31.6768 | \$61,770 | \$31.8352 | \$62,079 |
| | | 5 | \$31.3803 | \$61,192 | \$31.5372 | \$61,498 | \$32.0103 | \$62,420 | \$32.1704 | \$62,732 | \$32.6530 | \$63,673 | \$32.8163 | \$63,991 |
| | | 6 | \$32.2966 | \$62,978 | \$32.4581 | \$63,293 | \$32.9450 | \$64,243 | \$33.1097 | \$64,564 | \$33.6063 | \$65,532 | \$33.7743 | \$65,860 |
| | | 25 yrs. | \$33.4270 | \$65,183 | \$33.5941 | \$65,508 | \$34.0980 | \$66,491 | \$34.2685 | \$66,824 | \$34.7825 | \$67,826 | \$34.9564 | \$68,165 |
| HTH322 | Locomotor Function Tech Reg Cardiology Invasive Technologist | 1 | \$29.4554 | \$57,438 | \$29.6027 | \$57,725 | \$30.0467 | \$58,591 | \$30.1969 | \$58,884 | \$30.6499 | \$59,767 | \$30.8031 | \$60,066 |
| | | 2 | \$30.4519 | \$59,381 | \$30.6042 | \$59,678 | \$31.0633 | \$60,573 | \$31.2186 | \$60,876 | \$31.6869 | \$61,789 | \$31.8453 | \$62,098 |
| | | 3 | \$31.4272 | \$61,283 | \$31.5843 | \$61,589 | \$32.0581 | \$62,513 | \$32.2184 | \$62,826 | \$32.7017 | \$63,768 | \$32.8652 | \$64,087 |
| | | 4 | \$32.4008 | \$63,181 | \$32.5628 | \$63,497 | \$33.0512 | \$64,450 | \$33.2165 | \$64,772 | \$33.7147 | \$65,744 | \$33.8833 | \$66,072 |
| | | 5 | \$33.3991 | \$65,128 | \$33.5661 | \$65,454 | \$34.0696 | \$66,436 | \$34.2399 | \$66,768 | \$34.7535 | \$67,769 | \$34.9273 | \$68,108 |
| | | 6 | \$34.3743 | \$67,030 | \$34.5462 | \$67,365 | \$35.0644 | \$68,376 | \$35.2397 | \$68,717 | \$35.7683 | \$69,748 | \$35.9471 | \$70,097 |
| | | 25 yrs. | \$35.5773 | \$69,376 | \$35.7552 | \$69,723 | \$36.2915 | \$70,769 | \$36.4730 | \$71,122 | \$37.0201 | \$72,189 | \$37.2052 | \$72,550 |

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Health Care
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|----------|---|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH422 | Psychology Technician | 1 | \$28.8495 | \$56,256 | \$28.9937 | \$56,538 | \$29.4286 | \$57,386 | \$29.5757 | \$57,673 | \$30.0193 | \$58,538 | \$30.1694 | \$58,831 |
| | | 2 | \$29.8255 | \$58,160 | \$29.9746 | \$58,451 | \$30.4242 | \$59,327 | \$30.5763 | \$59,624 | \$31.0349 | \$60,518 | \$31.1901 | \$60,821 |
| | | 3 | \$30.7807 | \$60,022 | \$30.9346 | \$60,323 | \$31.3986 | \$61,227 | \$31.5556 | \$61,533 | \$32.0289 | \$62,457 | \$32.1890 | \$62,769 |
| | | 4 | \$31.7343 | \$61,882 | \$31.8930 | \$62,191 | \$32.3714 | \$63,124 | \$32.5333 | \$63,440 | \$33.0213 | \$64,391 | \$33.1864 | \$64,713 |
| | | 5 | \$32.7121 | \$63,789 | \$32.8757 | \$64,108 | \$33.3688 | \$65,069 | \$33.5356 | \$65,395 | \$34.0386 | \$66,376 | \$34.2088 | \$66,707 |
| | | 6 | \$33.6676 | \$65,652 | \$33.8359 | \$65,980 | \$34.3434 | \$66,970 | \$34.5151 | \$67,305 | \$35.0328 | \$68,314 | \$35.2080 | \$68,656 |
| | | 25 yrs. | \$34.8459 | \$67,950 | \$35.0201 | \$68,289 | \$35.5454 | \$69,314 | \$35.7231 | \$69,660 | \$36.2589 | \$70,705 | \$36.4402 | \$71,059 |
| HTH522 | Cardiac Sonographer CT Technologist Diagnostic Medical Sonographer Interventional Technologist Medical Laboratory Technologist B MRI Technologist Nuclear Medicine Technologist | 1 | \$30.7055 | \$59,876 | \$30.8590 | \$60,175 | \$31.3219 | \$61,078 | \$31.4785 | \$61,383 | \$31.9507 | \$62,304 | \$32.1105 | \$62,615 |
| | | 2 | \$31.7445 | \$61,902 | \$31.9032 | \$62,211 | \$32.3817 | \$63,144 | \$32.5436 | \$63,460 | \$33.0318 | \$64,412 | \$33.1970 | \$64,734 |
| | | 3 | \$32.7609 | \$63,884 | \$32.9247 | \$64,203 | \$33.4186 | \$65,166 | \$33.5857 | \$65,492 | \$34.0895 | \$66,474 | \$34.2599 | \$66,807 |
| | | 4 | \$33.7759 | \$65,863 | \$33.9448 | \$66,192 | \$34.4540 | \$67,185 | \$34.6263 | \$67,521 | \$35.1457 | \$68,534 | \$35.3214 | \$68,877 |
| | | 5 | \$34.8166 | \$67,892 | \$34.9907 | \$68,232 | \$35.5156 | \$69,255 | \$35.6932 | \$69,602 | \$36.2286 | \$70,646 | \$36.4097 | \$70,999 |
| | | 6 | \$35.8333 | \$69,875 | \$36.0125 | \$70,224 | \$36.5527 | \$71,278 | \$36.7355 | \$71,634 | \$37.2865 | \$72,709 | \$37.4729 | \$73,072 |
| | | 25 yrs. | \$37.0875 | \$72,321 | \$37.2729 | \$72,682 | \$37.8320 | \$73,772 | \$38.0212 | \$74,141 | \$38.5915 | \$75,253 | \$38.7845 | \$75,630 |

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Health Care
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|----------|-------------------------------------|--|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|-----------|----------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate | | |
| HTH123 | Community Health Worker | 1 | \$26.1128 | \$47,525 | \$26.2434 | \$47,763 | \$26.6371 | \$48,479 | \$26.7703 | \$48,722 | \$27.1719 | \$49,453 | \$27.3078 | \$49,700 | | |
| | | 2 | \$27.2251 | \$49,550 | \$27.3612 | \$49,797 | \$27.7716 | \$50,544 | \$27.9105 | \$50,797 | \$28.3292 | \$51,559 | \$28.4708 | \$51,817 | | |
| | | Annual Salary based upon 1820 hours | | 3 | \$28.3389 | \$51,577 | \$28.4806 | \$51,835 | \$28.9078 | \$52,612 | \$29.0523 | \$52,875 | \$29.4881 | \$53,668 | \$29.6355 | \$53,937 |
| | | 4 | \$29.5628 | \$53,804 | \$29.7106 | \$54,073 | \$30.1563 | \$54,884 | \$30.3071 | \$55,159 | \$30.7617 | \$55,986 | \$30.9155 | \$56,266 | | |
| | | 5 | \$30.7877 | \$56,034 | \$30.9416 | \$56,314 | \$31.4057 | \$57,158 | \$31.5627 | \$57,444 | \$32.0361 | \$58,306 | \$32.1963 | \$58,597 | | |
| | | 6 | \$32.0130 | \$58,264 | \$32.1731 | \$58,555 | \$32.6557 | \$59,433 | \$32.8190 | \$59,730 | \$33.3113 | \$60,626 | \$33.4779 | \$60,929 | | |
| | | 25 yrs. | \$33.1335 | \$60,303 | \$33.2992 | \$60,604 | \$33.7987 | \$61,513 | \$33.9677 | \$61,821 | \$34.4772 | \$62,748 | \$34.6496 | \$63,062 | | |
| HTH124 | Biomedical Engineering Technologist | 1 | \$25.9040 | \$50,513 | \$26.0335 | \$50,765 | \$26.4240 | \$51,527 | \$26.5561 | \$51,784 | \$26.9544 | \$52,561 | \$27.0892 | \$52,824 | | |
| | | 2 | \$27.6311 | \$53,881 | \$27.7693 | \$54,150 | \$28.1858 | \$54,962 | \$28.3267 | \$55,237 | \$28.7516 | \$56,066 | \$28.8954 | \$56,346 | | |
| | | 3 | \$29.3579 | \$57,248 | \$29.5047 | \$57,534 | \$29.9473 | \$58,397 | \$30.0970 | \$58,689 | \$30.5485 | \$59,569 | \$30.7012 | \$59,867 | | |
| | | 4 | \$31.0849 | \$60,615 | \$31.2403 | \$60,919 | \$31.7089 | \$61,832 | \$31.8674 | \$62,141 | \$32.3454 | \$63,074 | \$32.5071 | \$63,389 | | |
| | | 5 | \$34.6715 | \$67,609 | \$34.8449 | \$67,947 | \$35.3676 | \$68,967 | \$35.5444 | \$69,311 | \$36.0776 | \$70,351 | \$36.2580 | \$70,703 | | |
| | | 25 yrs. | \$35.8849 | \$69,976 | \$36.0643 | \$70,325 | \$36.6053 | \$71,380 | \$36.7883 | \$71,737 | \$37.3401 | \$72,813 | \$37.5268 | \$73,177 | | |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

Annual rates are approximate.

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|--|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH125 | | 1 | \$31.2928 | \$61,021 | \$31.4493 | \$61,326 | \$31.9210 | \$62,246 | \$32.0806 | \$62,557 | \$32.5618 | \$63,495 | \$32.7246 | \$63,813 |
| | | 2 | \$32.2226 | \$62,834 | \$32.3837 | \$63,148 | \$32.8695 | \$64,095 | \$33.0338 | \$64,416 | \$33.5293 | \$65,382 | \$33.6969 | \$65,709 |
| | | 3 | \$33.3513 | \$65,035 | \$33.5181 | \$65,360 | \$34.0209 | \$66,341 | \$34.1910 | \$66,672 | \$34.7039 | \$67,672 | \$34.8774 | \$68,011 |
| | | 4 | \$34.5386 | \$67,350 | \$34.7113 | \$67,687 | \$35.2320 | \$68,702 | \$35.4082 | \$69,046 | \$35.9393 | \$70,082 | \$36.1190 | \$70,432 |
| | | 25 yrs. | \$35.7474 | \$69,707 | \$35.9261 | \$70,056 | \$36.4650 | \$71,107 | \$36.6473 | \$71,462 | \$37.1970 | \$72,534 | \$37.3830 | \$72,897 |
| HTH126 | Colposcopy Coordinator Coordinator, Rehabilitation Services Health Care Social Worker A (BSW) Music Therapist Pedorthist Trades Coordinator | 1 | \$28.9774 | \$56,506 \$52,739 | \$29.1223 | \$56,789 \$53,003 | \$29.5591 | \$57,640 \$53,798 | \$29.7069 | \$57,929 \$54,067 | \$30.1525 | \$58,797 \$54,878 | \$30.3033 | \$59,091 \$55,152 |
| | | 2 | \$31.7465 | \$61,906 \$57,779 | \$31.9052 | \$62,215 \$58,067 | \$32.3838 | \$63,148 \$58,938 | \$32.5457 | \$63,464 \$59,233 | \$33.0339 | \$64,416 \$60,122 | \$33.1991 | \$64,738 \$60,422 |
| | | 3 | \$32.8584 | \$64,074 \$59,802 | \$33.0227 | \$64,394 \$60,101 | \$33.5180 | \$65,360 \$61,003 | \$33.6856 | \$65,687 \$61,308 | \$34.1909 | \$66,672 \$62,227 | \$34.3619 | \$67,006 \$62,539 |
| | | 4 | \$34.0284 | \$66,355 \$61,932 | \$34.1985 | \$66,687 \$62,241 | \$34.7115 | \$67,688 \$63,175 | \$34.8851 | \$68,026 \$63,491 | \$35.4084 | \$69,046 \$64,443 | \$35.5854 | \$69,392 \$64,765 |
| | | 5 | \$35.1789 | \$68,599 \$64,026 | \$35.3548 | \$68,942 \$64,346 | \$35.8851 | \$69,976 \$65,311 | \$36.0645 | \$70,326 \$65,637 | \$36.6055 | \$71,381 \$66,622 | \$36.7885 | \$71,738 \$66,955 |
| | | 25 yrs. | \$36.4101 | \$71,000 \$66,266 | \$36.5922 | \$71,355 \$66,598 | \$37.1411 | \$72,425 \$67,597 | \$37.3268 | \$72,787 \$67,935 | \$37.8867 | \$73,879 \$68,954 | \$38.0761 | \$74,248 \$69,298 |
| | | | <i>Annual Salary based upon 1950 hours</i> | | | | | | | | | | | |
| | | | <i>Annual Salary based upon 1820 hours</i> | | | | | | | | | | | |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH226 | Computer Services Officer B | 1 | \$29.5859 | \$57,693 | \$29.7338 | \$57,981 | \$30.1798 | \$58,851 | \$30.3307 | \$59,145 | \$30.7857 | \$60,032 | \$30.9396 | \$60,332 |
| | | 2 | \$32.4132 | \$63,206 | \$32.5753 | \$63,522 | \$33.0639 | \$64,475 | \$33.2292 | \$64,797 | \$33.7276 | \$65,769 | \$33.8962 | \$66,098 |
| | | 3 | \$33.5484 | \$65,419 | \$33.7161 | \$65,746 | \$34.2218 | \$66,733 | \$34.3929 | \$67,066 | \$34.9088 | \$68,072 | \$35.0833 | \$68,413 |
| | | 4 | \$34.7429 | \$67,749 | \$34.9166 | \$68,088 | \$35.4403 | \$69,109 | \$35.6175 | \$69,454 | \$36.1518 | \$70,496 | \$36.3326 | \$70,849 |
| | | 5 | \$35.9176 | \$70,039 | \$36.0972 | \$70,389 | \$36.6387 | \$71,445 | \$36.8219 | \$71,802 | \$37.3742 | \$72,879 | \$37.5611 | \$73,244 |
| | | 25 yrs. | \$37.1746 | \$72,490 | \$37.3605 | \$72,853 | \$37.9209 | \$73,946 | \$38.1105 | \$74,315 | \$38.6822 | \$75,430 | \$38.8756 | \$75,807 |
| HTH326 | Psychometrist Vocational Counsellor | 1 | \$30.2073 | \$58,904 | \$30.3583 | \$59,199 | \$30.8137 | \$60,087 | \$30.9678 | \$60,387 | \$31.4323 | \$61,293 | \$31.5895 | \$61,599 |
| | | 2 | \$33.0940 | \$64,533 | \$33.2595 | \$64,856 | \$33.7584 | \$65,829 | \$33.9272 | \$66,158 | \$34.4361 | \$67,150 | \$34.6083 | \$67,486 |
| | | 3 | \$34.2529 | \$66,793 | \$34.4242 | \$67,127 | \$34.9406 | \$68,134 | \$35.1153 | \$68,475 | \$35.6420 | \$69,502 | \$35.8202 | \$69,849 |
| | | 4 | \$35.4726 | \$69,172 | \$35.6500 | \$69,517 | \$36.1848 | \$70,560 | \$36.3657 | \$70,913 | \$36.9112 | \$71,977 | \$37.0958 | \$72,337 |
| | | 5 | \$36.6718 | \$71,510 | \$36.8552 | \$71,868 | \$37.4080 | \$72,946 | \$37.5950 | \$73,310 | \$38.1589 | \$74,410 | \$38.3497 | \$74,782 |
| | | 25 yrs. | \$37.9553 | \$74,013 | \$38.1451 | \$74,383 | \$38.7173 | \$75,499 | \$38.9109 | \$75,876 | \$39.4946 | \$77,014 | \$39.6921 | \$77,400 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH426 | DIIS Technologist | 1 | \$30.0084 | \$58,516 | \$30.1584 | \$58,809 | \$30.6108 | \$59,691 | \$30.7639 | \$59,989 | \$31.2254 | \$60,889 | \$31.3815 | \$61,194 |
| | | 2 | \$31.8838 | \$62,173 | \$32.0432 | \$62,484 | \$32.5238 | \$63,422 | \$32.6864 | \$63,739 | \$33.1767 | \$64,695 | \$33.3426 | \$65,018 |
| | | 3 | \$33.7593 | \$65,831 | \$33.9281 | \$66,160 | \$34.4370 | \$67,152 | \$34.6092 | \$67,488 | \$35.1283 | \$68,500 | \$35.3039 | \$68,843 |
| | | 4 | \$35.6348 | \$69,488 | \$35.8130 | \$69,835 | \$36.3502 | \$70,883 | \$36.5320 | \$71,237 | \$37.0800 | \$72,306 | \$37.2654 | \$72,668 |
| | | 5 | \$37.5105 | \$73,145 | \$37.6981 | \$73,511 | \$38.2636 | \$74,614 | \$38.4549 | \$74,987 | \$39.0317 | \$76,112 | \$39.2269 | \$76,492 |
| | | 25 yrs. | \$38.8233 | \$75,705 | \$39.0174 | \$76,084 | \$39.6027 | \$77,225 | \$39.8007 | \$77,611 | \$40.3977 | \$78,776 | \$40.5997 | \$79,169 |
| HTH526 | LIS Database Coordinator Medical Laboratory Technologist C Pathology Assistant Radiochemistry Lab Technologist Radiological Technologist QC Team Leader, Diagnostic Imaging Vascular Diagnostic Technologist | 1 | \$30.8418 | \$60,141 | \$30.9960 | \$60,442 | \$31.4609 | \$61,349 | \$31.6182 | \$61,655 | \$32.0925 | \$62,580 | \$32.2530 | \$62,893 |
| | | 2 | \$33.7887 | \$65,888 | \$33.9576 | \$66,218 | \$34.4670 | \$67,211 | \$34.6393 | \$67,547 | \$35.1589 | \$68,560 | \$35.3347 | \$68,903 |
| | | 3 | \$34.9720 | \$68,196 | \$35.1469 | \$68,537 | \$35.6741 | \$69,565 | \$35.8525 | \$69,912 | \$36.3903 | \$70,961 | \$36.5723 | \$71,316 |
| | | 4 | \$36.2175 | \$70,624 | \$36.3986 | \$70,977 | \$36.9446 | \$72,042 | \$37.1293 | \$72,402 | \$37.6862 | \$73,488 | \$37.8746 | \$73,856 |
| | | 5 | \$37.4419 | \$73,012 | \$37.6291 | \$73,377 | \$38.1935 | \$74,478 | \$38.3845 | \$74,850 | \$38.9603 | \$75,973 | \$39.1551 | \$76,353 |
| | | 25 yrs. | \$38.7524 | \$75,567 | \$38.9462 | \$75,945 | \$39.5304 | \$77,084 | \$39.7281 | \$77,470 | \$40.3240 | \$78,632 | \$40.5256 | \$79,025 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|----------|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH127 | | 1 | \$26.0476 | \$50,793 | \$26.1778 | \$51,047 | \$26.5705 | \$51,812 | \$26.7034 | \$52,071 | \$27.1040 | \$52,853 | \$27.2395 | \$53,117 |
| | | 2 | \$26.7798 | \$52,220 | \$26.9137 | \$52,481 | \$27.3174 | \$53,269 | \$27.4540 | \$53,535 | \$27.8658 | \$54,338 | \$28.0051 | \$54,610 |
| | | 3 | \$28.4819 | \$55,540 | \$28.6243 | \$55,818 | \$29.0537 | \$56,655 | \$29.1990 | \$56,938 | \$29.6370 | \$57,792 | \$29.7852 | \$58,081 |
| | | 4 | \$29.4121 | \$57,353 | \$29.5592 | \$57,640 | \$30.0026 | \$58,505 | \$30.1526 | \$58,797 | \$30.6049 | \$59,679 | \$30.7579 | \$59,978 |
| | | 5 | \$32.2227 | \$62,834 | \$32.3838 | \$63,148 | \$32.8696 | \$64,096 | \$33.0339 | \$64,416 | \$33.5294 | \$65,382 | \$33.6970 | \$65,709 |
| | | 6 | \$33.3512 | \$65,035 | \$33.5180 | \$65,360 | \$34.0208 | \$66,340 | \$34.1909 | \$66,672 | \$34.7038 | \$67,672 | \$34.8773 | \$68,010 |
| | | 7 | \$34.5387 | \$67,351 | \$34.7114 | \$67,687 | \$35.2321 | \$68,703 | \$35.4083 | \$69,046 | \$35.9394 | \$70,082 | \$36.1191 | \$70,432 |
| | | 8 | \$35.7066 | \$69,628 | \$35.8851 | \$69,976 | \$36.4234 | \$71,026 | \$36.6055 | \$71,381 | \$37.1546 | \$72,451 | \$37.3404 | \$72,814 |
| | | 25 yrs. | \$36.9564 | \$72,065 | \$37.1412 | \$72,425 | \$37.6983 | \$73,512 | \$37.8868 | \$73,879 | \$38.4551 | \$74,987 | \$38.6474 | \$75,362 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH227 | Critical Care Paramedic Respiratory Therapist | 1 | \$26.5945 | \$51,859 | \$26.7275 | \$52,119 | \$27.1284 | \$52,900 | \$27.2640 | \$53,165 | \$27.6730 | \$53,962 | \$27.8114 | \$54,232 |
| | | 2 | \$27.3421 | \$53,317 | \$27.4788 | \$53,584 | \$27.8910 | \$54,387 | \$28.0305 | \$54,659 | \$28.4510 | \$55,479 | \$28.5933 | \$55,757 |
| | | 3 | \$29.0801 | \$56,706 | \$29.2255 | \$56,990 | \$29.6639 | \$57,845 | \$29.8122 | \$58,134 | \$30.2594 | \$59,006 | \$30.4107 | \$59,301 |
| | | 4 | \$30.0296 | \$58,558 | \$30.1797 | \$58,851 | \$30.6324 | \$59,733 | \$30.7856 | \$60,032 | \$31.2474 | \$60,932 | \$31.4036 | \$61,237 |
| | | 5 | \$32.8993 | \$64,154 | \$33.0638 | \$64,475 | \$33.5598 | \$65,442 | \$33.7276 | \$65,769 | \$34.2335 | \$66,756 | \$34.4047 | \$67,089 |
| | | 6 | \$34.0517 | \$66,401 | \$34.2220 | \$66,733 | \$34.7353 | \$67,734 | \$34.9090 | \$68,072 | \$35.4326 | \$69,093 | \$35.6098 | \$69,439 |
| | | 7 | \$35.2641 | \$68,765 | \$35.4404 | \$69,109 | \$35.9720 | \$70,145 | \$36.1519 | \$70,496 | \$36.6942 | \$71,554 | \$36.8777 | \$71,911 |
| | | 8 | \$36.4564 | \$71,090 | \$36.6387 | \$71,445 | \$37.1883 | \$72,517 | \$37.3742 | \$72,880 | \$37.9348 | \$73,973 | \$38.1245 | \$74,343 |
| | | 25 yrs. | \$37.7323 | \$73,578 | \$37.9210 | \$73,946 | \$38.4898 | \$75,055 | \$38.6822 | \$75,430 | \$39.2624 | \$76,562 | \$39.4587 | \$76,945 |

**NSHA
Health Care
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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|----------|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH128 | | 1 | \$33.3512 | \$65,035 | \$33.5180 | \$65,360 | \$34.0208 | \$66,340 | \$34.1909 | \$66,672 | \$34.7038 | \$67,672 | \$34.8773 | \$68,010 |
| | | 2 | \$34.5387 | \$67,351 | \$34.7114 | \$67,687 | \$35.2321 | \$68,703 | \$35.4083 | \$69,046 | \$35.9394 | \$70,082 | \$36.1191 | \$70,432 |
| | | 3 | \$35.7065 | \$69,628 | \$35.8850 | \$69,976 | \$36.4233 | \$71,025 | \$36.6054 | \$71,380 | \$37.1545 | \$72,451 | \$37.3403 | \$72,813 |
| | | 4 | \$36.8545 | \$71,866 | \$37.0388 | \$72,226 | \$37.5944 | \$73,309 | \$37.7824 | \$73,676 | \$38.3491 | \$74,781 | \$38.5408 | \$75,155 |
| | | 25 yrs. | \$38.1446 | \$74,382 | \$38.3353 | \$74,754 | \$38.9103 | \$75,875 | \$39.1049 | \$76,254 | \$39.6915 | \$77,398 | \$39.8900 | \$77,785 |
| HTH129 | | 1 | \$31.5367 | \$61,497 | \$31.6944 | \$61,804 | \$32.1698 | \$62,731 | \$32.3306 | \$63,045 | \$32.8156 | \$63,990 | \$32.9797 | \$64,310 |
| | | 2 | \$32.9235 | \$64,201 | \$33.0881 | \$64,522 | \$33.5844 | \$65,489 | \$33.7523 | \$65,817 | \$34.2586 | \$66,804 | \$34.4299 | \$67,138 |
| | | 3 | \$34.3083 | \$66,901 | \$34.4798 | \$67,236 | \$34.9970 | \$68,244 | \$35.1720 | \$68,585 | \$35.6996 | \$69,614 | \$35.8781 | \$69,962 |
| | | 4 | \$35.6944 | \$69,604 | \$35.8729 | \$69,952 | \$36.4110 | \$71,001 | \$36.5931 | \$71,356 | \$37.1420 | \$72,427 | \$37.3277 | \$72,789 |
| | | 5 | \$37.0782 | \$72,302 | \$37.2636 | \$72,664 | \$37.8226 | \$73,754 | \$38.0117 | \$74,123 | \$38.5819 | \$75,234 | \$38.7748 | \$75,611 |
| | | 25 yrs. | \$38.3756 | \$74,833 | \$38.5675 | \$75,207 | \$39.1460 | \$76,335 | \$39.3417 | \$76,717 | \$39.9318 | \$77,868 | \$40.1315 | \$78,257 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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|----------|--|---------|--|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH229 | | 1 | \$32.1990 | \$62,788 | \$32.3600 | \$63,102 | \$32.8454 | \$64,049 | \$33.0096 | \$64,369 | \$33.5047 | \$65,334 | \$33.6722 | \$65,661 |
| | | 2 | \$33.6148 | \$65,549 | \$33.7829 | \$65,877 | \$34.2896 | \$66,865 | \$34.4610 | \$67,199 | \$34.9779 | \$68,207 | \$35.1528 | \$68,548 |
| | | 3 | \$35.0286 | \$68,306 | \$35.2037 | \$68,647 | \$35.7318 | \$69,677 | \$35.9105 | \$70,025 | \$36.4492 | \$71,076 | \$36.6314 | \$71,431 |
| | | 4 | \$36.4439 | \$71,066 | \$36.6261 | \$71,421 | \$37.1755 | \$72,492 | \$37.3614 | \$72,855 | \$37.9218 | \$73,947 | \$38.1114 | \$74,317 |
| | | 5 | \$37.8569 | \$73,821 | \$38.0462 | \$74,190 | \$38.6169 | \$75,303 | \$38.8100 | \$75,679 | \$39.3922 | \$76,814 | \$39.5892 | \$77,199 |
| | | 25 yrs. | \$39.1817 | \$76,404 | \$39.3776 | \$76,786 | \$39.9683 | \$77,938 | \$40.1681 | \$78,328 | \$40.7706 | \$79,503 | \$40.9745 | \$79,900 |
| HTH130 | Clinical Therapist (Dev) Community Outreach Worker Psychologist (Master's Candidate Register) Recreation Therapist Tissue Bank Specialist Youth Health Centre Coordinator | 1 | \$29.8324 | \$58,173 \$54,295 | \$29.9816 | \$58,464 \$54,566 | \$30.4313 | \$59,341 \$55,385 | \$30.5835 | \$59,638 \$55,662 | \$31.0423 | \$60,532 \$56,497 | \$31.1975 | \$60,835 \$56,779 |
| | | 2 | \$32.2968 | \$62,979 \$58,780 | \$32.4583 | \$63,294 \$59,074 | \$32.9452 | \$64,243 \$59,960 | \$33.1099 | \$64,564 \$60,260 | \$33.6065 | \$65,533 \$61,164 | \$33.7745 | \$65,861 \$61,470 |
| | | 3 | \$33.5287 | \$65,381 \$61,022 | \$33.6963 | \$65,708 \$61,327 | \$34.2017 | \$66,693 \$62,247 | \$34.3727 | \$67,027 \$62,558 | \$34.8883 | \$68,032 \$63,497 | \$35.0627 | \$68,372 \$63,814 |
| | | 4 | \$34.8718 | \$68,000 \$63,467 | \$35.0462 | \$68,340 \$63,784 | \$35.5719 | \$69,365 \$64,741 | \$35.7498 | \$69,712 \$65,064 | \$36.2860 | \$70,757 \$66,040 | \$36.4674 | \$71,111 \$66,371 |
| | | 5 | \$36.2410 | \$70,670 \$65,959 | \$36.4222 | \$71,023 \$66,288 | \$36.9685 | \$72,089 \$67,283 | \$37.1533 | \$72,449 \$67,619 | \$37.7106 | \$73,536 \$68,633 | \$37.8992 | \$73,903 \$68,977 |
| | | 6 | \$37.6714 | \$73,459 \$68,562 | \$37.8598 | \$73,826 \$68,905 | \$38.4277 | \$74,934 \$69,938 | \$38.6198 | \$75,308 \$70,288 | \$39.1991 | \$76,438 \$71,342 | \$39.3951 | \$76,820 \$71,699 |
| | | 25 yrs. | \$38.9898 | \$76,030 \$70,962 | \$39.1847 | \$76,410 \$71,316 | \$39.7725 | \$77,557 \$72,386 | \$39.9714 | \$77,944 \$72,748 | \$40.5710 | \$79,113 \$73,839 | \$40.7739 | \$79,509 \$74,208 |
| | | | <i>Annual Salary based upon 1950 hours</i> | | | | | | | | | | | |
| | | | <i>Annual Salary based upon 1820 hours</i> | | | | | | | | | | | |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|-------------------------------------|-----------------------------------|-----------|--|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH230 | Behaviorist | 1 | \$30.4587 | \$59,394 | \$30.6110 | \$59,691 | \$31.0702 | \$60,587 | \$31.2256 | \$60,890 | \$31.6940 | \$61,803 | \$31.8525 | \$62,112 |
| | Clinical Program Coordinator C | | | \$55,435 | | \$55,712 | | \$56,548 | | \$56,830 | | \$57,683 | | \$57,971 |
| | Crisis Intervener | 2 | \$32.9751 | \$64,301 | \$33.1400 | \$64,623 | \$33.6371 | \$65,592 | \$33.8053 | \$65,920 | \$34.3124 | \$66,909 | \$34.4840 | \$67,243 |
| | Health Care Social Worker B (BSW) | | | \$60,015 | | \$60,315 | | \$61,219 | | \$61,525 | | \$62,448 | | \$62,761 |
| | Medical Laboratory Technologist D | 3 | \$34.2326 | \$66,754 | \$34.4038 | \$67,087 | \$34.9199 | \$68,094 | \$35.0945 | \$68,434 | \$35.6209 | \$69,461 | \$35.7990 | \$69,808 |
| | Occupational Therapist | | | \$62,303 | | \$62,615 | | \$63,554 | | \$63,872 | | \$64,830 | | \$65,154 |
| | Physiotherapist | 4 | \$35.6041 | \$69,428 | \$35.7821 | \$69,775 | \$36.3188 | \$70,822 | \$36.5004 | \$71,176 | \$37.0479 | \$72,243 | \$37.2331 | \$72,605 |
| Placement Coordinator | \$64,799 | | | \$65,123 | | \$66,100 | | \$66,431 | | \$67,427 | | \$67,764 | | |
| Senior Respiratory Therapist | 5 | \$37.0021 | \$72,154 | \$37.1871 | \$72,515 | \$37.7449 | \$73,603 | \$37.9336 | \$73,971 | \$38.5026 | \$75,080 | \$38.6951 | \$75,456 | |
| Spiritual & Religious Care Chaplain | | | \$67,344 | | \$67,681 | | \$68,696 | | \$69,039 | | \$70,075 | | \$70,425 | |
| Team Leader, NM/CT/MRI/IV | 6 | \$38.4624 | \$75,002 | \$38.6547 | \$75,377 | \$39.2345 | \$76,507 | \$39.4307 | \$76,890 | \$40.0222 | \$78,043 | \$40.2223 | \$78,434 | |
| | | | \$70,002 | | \$70,352 | | \$71,407 | | \$71,764 | | \$72,840 | | \$73,205 | |
| | | 25 yrs. | \$39.8085 | \$77,627 | \$40.0075 | \$78,015 | \$40.6076 | \$79,185 | \$40.8106 | \$79,581 | \$41.4228 | \$80,775 | \$41.6299 | \$81,179 |
| | | | \$72,452 | \$72,814 | \$73,906 | \$74,276 | \$75,390 | \$75,767 | | | | | | |
| | | | <i>Annual Salary based upon 1950 hours</i> | | | | | | | | | | | |
| | | | <i>Annual Salary based upon 1820 hours</i> | | | | | | | | | | | |

**NSHA
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|----------|------------|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH330 | Orthoptist | 1 | \$31.0984 | \$60,642 | \$31.2539 | \$60,945 | \$31.7227 | \$61,859 | \$31.8813 | \$62,168 | \$32.3595 | \$63,101 | \$32.5213 | \$63,416 |
| | | 2 | \$33.6678 | \$65,652 | \$33.8361 | \$65,980 | \$34.3436 | \$66,970 | \$34.5153 | \$67,305 | \$35.0330 | \$68,314 | \$35.2082 | \$68,656 |
| | | 3 | \$34.9515 | \$68,156 | \$35.1263 | \$68,497 | \$35.6532 | \$69,524 | \$35.8315 | \$69,872 | \$36.3690 | \$70,920 | \$36.5508 | \$71,274 |
| | | 4 | \$36.3517 | \$70,886 | \$36.5335 | \$71,240 | \$37.0815 | \$72,309 | \$37.2669 | \$72,670 | \$37.8259 | \$73,760 | \$38.0150 | \$74,129 |
| | | 5 | \$37.7791 | \$73,669 | \$37.9680 | \$74,038 | \$38.5375 | \$75,148 | \$38.7302 | \$75,524 | \$39.3112 | \$76,657 | \$39.5078 | \$77,040 |
| | | 6 | \$39.2700 | \$76,577 | \$39.4664 | \$76,960 | \$40.0584 | \$78,114 | \$40.2587 | \$78,505 | \$40.8626 | \$79,682 | \$41.0669 | \$80,080 |
| | | 25 yrs. | \$40.6445 | \$79,257 | \$40.8477 | \$79,653 | \$41.4604 | \$80,848 | \$41.6677 | \$81,252 | \$42.2927 | \$82,471 | \$42.5042 | \$82,883 |
| HTH131 | | 1 | \$34.5387 | \$67,351 | \$34.7114 | \$67,687 | \$35.2321 | \$68,703 | \$35.4083 | \$69,046 | \$35.9394 | \$70,082 | \$36.1191 | \$70,432 |
| | | 2 | \$35.7066 | \$69,628 | \$35.8851 | \$69,976 | \$36.4234 | \$71,026 | \$36.6055 | \$71,381 | \$37.1546 | \$72,451 | \$37.3404 | \$72,814 |
| | | 3 | \$36.8547 | \$71,867 | \$37.0390 | \$72,226 | \$37.5946 | \$73,309 | \$37.7826 | \$73,676 | \$38.3493 | \$74,781 | \$38.5410 | \$75,155 |
| | | 4 | \$38.1672 | \$74,426 | \$38.3580 | \$74,798 | \$38.9334 | \$75,920 | \$39.1281 | \$76,300 | \$39.7150 | \$77,444 | \$39.9136 | \$77,832 |
| | | 25 yrs. | \$39.5032 | \$77,031 | \$39.7007 | \$77,416 | \$40.2962 | \$78,578 | \$40.4977 | \$78,970 | \$41.1052 | \$80,155 | \$41.3107 | \$80,556 |

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DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|---|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH231 | Certified Prosthetics / Orthotics Clinician | 1 | \$36.0044 | \$70,209 | \$36.1844 | \$70,560 | \$36.7272 | \$71,618 | \$36.9108 | \$71,976 | \$37.4645 | \$73,056 | \$37.6518 | \$73,421 |
| | | 2 | \$37.0542 | \$72,256 | \$37.2395 | \$72,617 | \$37.7981 | \$73,706 | \$37.9871 | \$74,075 | \$38.5569 | \$75,186 | \$38.7497 | \$75,562 |
| | | 3 | \$38.4188 | \$74,917 | \$38.6109 | \$75,291 | \$39.1901 | \$76,421 | \$39.3861 | \$76,803 | \$39.9769 | \$77,955 | \$40.1768 | \$78,345 |
| | | 4 | \$39.6566 | \$77,330 | \$39.8549 | \$77,717 | \$40.4527 | \$78,883 | \$40.6550 | \$79,277 | \$41.2648 | \$80,466 | \$41.4711 | \$80,869 |
| | | 25 yrs. | \$41.0446 | \$80,037 | \$41.2498 | \$80,437 | \$41.8685 | \$81,644 | \$42.0778 | \$82,052 | \$42.7090 | \$83,283 | \$42.9225 | \$83,699 |
| HTH132 | Dietitian | 1 | \$29.5419 | \$57,607 | \$29.6896 | \$57,895 | \$30.1349 | \$58,763 | \$30.2856 | \$59,057 | \$30.7399 | \$59,943 | \$30.8936 | \$60,242 |
| | | 2 | \$30.8175 | \$60,094 | \$30.9716 | \$60,395 | \$31.4362 | \$61,300 | \$31.5934 | \$61,607 | \$32.0673 | \$62,531 | \$32.2276 | \$62,844 |
| | | 3 | \$33.3715 | \$65,075 | \$33.5384 | \$65,400 | \$34.0415 | \$66,381 | \$34.2117 | \$66,713 | \$34.7249 | \$67,714 | \$34.8985 | \$68,052 |
| | | 4 | \$34.6480 | \$67,564 | \$34.8212 | \$67,902 | \$35.3435 | \$68,920 | \$35.5202 | \$69,265 | \$36.0530 | \$70,304 | \$36.2333 | \$70,655 |
| | | 5 | \$36.0399 | \$70,278 | \$36.2201 | \$70,629 | \$36.7634 | \$71,688 | \$36.9472 | \$72,047 | \$37.5014 | \$73,128 | \$37.6889 | \$73,493 |
| | | 6 | \$37.4325 | \$72,993 | \$37.6197 | \$73,358 | \$38.1840 | \$74,459 | \$38.3749 | \$74,831 | \$38.9505 | \$75,953 | \$39.1453 | \$76,333 |
| | | 7 | \$38.9414 | \$75,936 | \$39.1361 | \$76,315 | \$39.7231 | \$77,460 | \$39.9217 | \$77,847 | \$40.5205 | \$79,015 | \$40.7231 | \$79,410 |
| | | 25 yrs. | \$40.3043 | \$78,593 | \$40.5058 | \$78,986 | \$41.1134 | \$80,171 | \$41.3190 | \$80,572 | \$41.9388 | \$81,781 | \$42.1485 | \$82,189 |

**NSHA
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|----------|---|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH133 | | 1 | \$36.4839 | \$66,401 | \$36.6663 | \$66,733 | \$37.2163 | \$67,734 | \$37.4024 | \$68,072 | \$37.9634 | \$69,093 | \$38.1532 | \$69,439 |
| | | 2 | \$37.7830 | \$68,765 | \$37.9719 | \$69,109 | \$38.5415 | \$70,145 | \$38.7342 | \$70,496 | \$39.3152 | \$71,554 | \$39.5118 | \$71,911 |
| | | 3 | \$39.0607 | \$71,090 | \$39.2560 | \$71,446 | \$39.8448 | \$72,517 | \$40.0440 | \$72,880 | \$40.6447 | \$73,973 | \$40.8479 | \$74,343 |
| | | 4 | \$40.3165 | \$73,376 | \$40.5181 | \$73,743 | \$41.1259 | \$74,849 | \$41.3315 | \$75,223 | \$41.9515 | \$76,351 | \$42.1613 | \$76,733 |
| | | 25 yrs. | \$41.7275 | \$75,944 | \$41.9361 | \$76,324 | \$42.5651 | \$77,469 | \$42.7779 | \$77,856 | \$43.4196 | \$79,024 | \$43.6367 | \$79,419 |
| HTH134 | Challenging Behaviour Coordinator Nutritionist <i>Annual Salary based upon 1950 hours Annual Salary based upon 1820 hours</i> | 1 | \$32.6851 | \$63,736 \$59,487 | \$32.8485 | \$64,055 \$59,784 | \$33.3412 | \$65,016 \$60,681 | \$33.5079 | \$65,341 \$60,985 | \$34.0105 | \$66,321 \$61,899 | \$34.1806 | \$66,652 \$62,209 |
| | | 2 | \$33.9355 | \$66,174 \$61,763 | \$34.1052 | \$66,505 \$62,071 | \$34.6168 | \$67,503 \$63,002 | \$34.7899 | \$67,840 \$63,317 | \$35.3117 | \$68,858 \$64,267 | \$35.4883 | \$69,202 \$64,589 |
| | | 3 | \$35.2987 | \$68,832 \$64,244 | \$35.4752 | \$69,176 \$64,565 | \$36.0073 | \$70,214 \$65,533 | \$36.1873 | \$70,565 \$65,861 | \$36.7301 | \$71,624 \$66,849 | \$36.9138 | \$71,982 \$67,183 |
| | | 4 | \$36.6625 | \$71,492 \$66,726 | \$36.8458 | \$71,849 \$67,059 | \$37.3985 | \$72,927 \$68,065 | \$37.5855 | \$73,292 \$68,406 | \$38.1493 | \$74,391 \$69,432 | \$38.3400 | \$74,763 \$69,779 |
| | | 5 | \$38.1402 | \$74,374 \$69,415 | \$38.3309 | \$74,745 \$69,762 | \$38.9059 | \$75,867 \$70,809 | \$39.1004 | \$76,246 \$71,163 | \$39.6869 | \$77,390 \$72,230 | \$39.8853 | \$77,777 \$72,592 |
| | | 6 | \$39.7325 | \$77,478 \$72,313 | \$39.9312 | \$77,866 \$72,675 | \$40.5302 | \$79,034 \$73,765 | \$40.7329 | \$79,429 \$74,134 | \$41.3439 | \$80,620 \$75,246 | \$41.5506 | \$81,023 \$75,622 |
| | | 25 yrs. | \$41.1230 | \$80,190 \$74,844 | \$41.3286 | \$80,591 \$75,218 | \$41.9485 | \$81,800 \$76,346 | \$42.1582 | \$82,209 \$76,728 | \$42.7906 | \$83,442 \$77,879 | \$43.0046 | \$83,859 \$78,269 |

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|----------|---|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
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| HTH135 | DIIS Coordinator | 1 | \$34.3083 | \$66,901 | \$34.4798 | \$67,235 | \$34.9970 | \$68,244 | \$35.1720 | \$68,585 | \$35.6996 | \$69,614 | \$35.8781 | \$69,962 |
| | | 2 | \$35.6942 | \$69,604 | \$35.8727 | \$69,952 | \$36.4108 | \$71,001 | \$36.5929 | \$71,356 | \$37.1418 | \$72,426 | \$37.3275 | \$72,788 |
| | | 3 | \$37.0782 | \$72,302 | \$37.2636 | \$72,664 | \$37.8226 | \$73,754 | \$38.0117 | \$74,123 | \$38.5819 | \$75,234 | \$38.7748 | \$75,611 |
| | | 4 | \$38.4650 | \$75,007 | \$38.6573 | \$75,382 | \$39.2372 | \$76,512 | \$39.4334 | \$76,895 | \$40.0249 | \$78,048 | \$40.2250 | \$78,439 |
| | | 5 | \$39.8491 | \$77,706 | \$40.0483 | \$78,094 | \$40.6490 | \$79,266 | \$40.8522 | \$79,662 | \$41.4650 | \$80,857 | \$41.6723 | \$81,261 |
| | | 25 yrs. | \$41.2438 | \$80,425 | \$41.4500 | \$80,828 | \$42.0718 | \$82,040 | \$42.2822 | \$82,450 | \$42.9164 | \$83,687 | \$43.1310 | \$84,105 |
| HTH235 | Continuing Care Coordinator <i>Annual Salary based upon 1820 hours</i> | 1 | \$36.8218 | \$67,016 | \$37.0059 | \$67,351 | \$37.5610 | \$68,361 | \$37.7488 | \$68,703 | \$38.3150 | \$69,733 | \$38.5066 | \$70,082 |
| | | 2 | \$38.0965 | \$69,336 | \$38.2870 | \$69,682 | \$38.8613 | \$70,728 | \$39.0556 | \$71,081 | \$39.6414 | \$72,147 | \$39.8396 | \$72,508 |
| | | 3 | \$39.3715 | \$71,656 | \$39.5684 | \$72,014 | \$40.1619 | \$73,095 | \$40.3627 | \$73,460 | \$40.9681 | \$74,562 | \$41.1729 | \$74,935 |
| | | 4 | \$40.6459 | \$73,975 | \$40.8491 | \$74,345 | \$41.4618 | \$75,460 | \$41.6691 | \$75,838 | \$42.2941 | \$76,975 | \$42.5056 | \$77,360 |
| | | 5 | \$41.9227 | \$76,299 | \$42.1323 | \$76,681 | \$42.7643 | \$77,831 | \$42.9781 | \$78,220 | \$43.6228 | \$79,394 | \$43.8409 | \$79,791 |
| | | 25 yrs. | \$43.3901 | \$78,970 | \$43.6071 | \$79,365 | \$44.2612 | \$80,555 | \$44.4825 | \$80,958 | \$45.1497 | \$82,172 | \$45.3754 | \$82,583 |

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|----------|--|-------|--|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH136 | Board Certified Behaviour Analyst Clinical Program Coordinator D Team Leader, Recreation Therapy Team Leader, Tissue Bank Program | 1 | \$33.4340 | \$65,196 \$60,850 | \$33.6012 | \$65,522 \$61,154 | \$34.1052 | \$66,505 \$62,072 | \$34.2757 | \$66,838 \$62,382 | \$34.7898 | \$67,840 \$63,318 | \$34.9637 | \$68,180 \$63,634 |
| | | 2 | \$34.7768 | \$67,815 \$63,294 | \$34.9507 | \$68,154 \$63,610 | \$35.4750 | \$69,176 \$64,565 | \$35.6524 | \$69,522 \$64,887 | \$36.1872 | \$70,565 \$65,861 | \$36.3681 | \$70,918 \$66,190 |
| | | 3 | \$36.1208 | \$70,435 \$65,740 | \$36.3014 | \$70,788 \$66,068 | \$36.8459 | \$71,849 \$67,059 | \$37.0301 | \$72,209 \$67,395 | \$37.5856 | \$73,292 \$68,406 | \$37.7735 | \$73,658 \$68,748 |
| | | 4 | \$37.5766 | \$73,274 \$68,389 | \$37.7645 | \$73,641 \$68,731 | \$38.3310 | \$74,745 \$69,762 | \$38.5227 | \$75,119 \$70,111 | \$39.1005 | \$76,246 \$71,163 | \$39.2960 | \$76,627 \$71,519 |
| | | 5 | \$39.1452 | \$76,333 \$71,244 | \$39.3409 | \$76,715 \$71,601 | \$39.9310 | \$77,866 \$72,675 | \$40.1307 | \$78,255 \$73,038 | \$40.7327 | \$79,429 \$74,133 | \$40.9364 | \$79,826 \$74,504 |
| | | 6 | \$40.7125 | \$79,389 \$74,097 | \$40.9161 | \$79,786 \$74,467 | \$41.5298 | \$80,983 \$75,584 | \$41.7374 | \$81,388 \$75,962 | \$42.3635 | \$82,609 \$77,102 | \$42.5753 | \$83,022 \$77,487 |
| | | | <i>Annual Salary based upon 1950 hours</i> <i>Annual Salary based upon 1820 hours</i> | 25 yrs. | \$42.1374 | \$82,168 \$76,690 | \$42.3481 | \$82,579 \$77,074 | \$42.9833 | \$83,818 \$78,230 | \$43.1982 | \$84,237 \$78,621 | \$43.8462 | \$85,500 \$79,800 |

**NSHA
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DRAFT WAGE APPENDIX 'A'**

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH236 | Assistive Technology Team Lead | 1 | \$34.1362 | \$66,566 | \$34.3069 | \$66,898 | \$34.8215 | \$67,902 | \$34.9956 | \$68,241 | \$35.5205 | \$69,265 | \$35.6981 | \$69,611 |
| | Dietitian, Team Leader | 2 | \$35.5074 | \$69,239 | \$35.6849 | \$69,586 | \$36.2202 | \$70,629 | \$36.4013 | \$70,983 | \$36.9473 | \$72,047 | \$37.1320 | \$72,408 |
| | Interdisciplinary Clinical Leader | 3 | \$36.8794 | \$71,915 | \$37.0638 | \$72,275 | \$37.6198 | \$73,359 | \$37.8079 | \$73,725 | \$38.3750 | \$74,831 | \$38.5669 | \$75,206 |
| | Professional Practice Coordinator | 4 | \$38.3657 | \$74,813 | \$38.5575 | \$75,187 | \$39.1359 | \$76,315 | \$39.3316 | \$76,697 | \$39.9216 | \$77,847 | \$40.1212 | \$78,236 |
| | Prosthetic / Orthotic Team Leader | 5 | \$39.9674 | \$77,936 | \$40.1672 | \$78,326 | \$40.7697 | \$79,501 | \$40.9735 | \$79,898 | \$41.5881 | \$81,097 | \$41.7960 | \$81,502 |
| | Team Leader, Community Health Team | 6 | \$41.5675 | \$81,056 | \$41.7753 | \$81,462 | \$42.4019 | \$82,684 | \$42.6139 | \$83,097 | \$43.2531 | \$84,344 | \$43.4694 | \$84,765 |
| | Team Leader, Continuing Care | 25 yrs. | \$43.0223 | \$83,893 | \$43.2374 | \$84,313 | \$43.8860 | \$85,578 | \$44.1054 | \$86,006 | \$44.7670 | \$87,296 | \$44.9908 | \$87,732 |
| HTH336 | Continuing Care Coordinator, Team Lead | 1 | \$38.1647 | \$69,460 | \$38.3555 | \$69,807 | \$38.9308 | \$70,854 | \$39.1255 | \$71,208 | \$39.7124 | \$72,277 | \$39.9110 | \$72,638 |
| | | 2 | \$39.4439 | \$71,788 | \$39.6411 | \$72,147 | \$40.2357 | \$73,229 | \$40.4369 | \$73,595 | \$41.0435 | \$74,699 | \$41.2487 | \$75,073 |
| | | 3 | \$40.7234 | \$74,117 | \$40.9270 | \$74,487 | \$41.5409 | \$75,604 | \$41.7486 | \$75,983 | \$42.3748 | \$77,122 | \$42.5867 | \$77,508 |
| | | 4 | \$42.0022 | \$76,444 | \$42.2122 | \$76,826 | \$42.8454 | \$77,979 | \$43.0596 | \$78,369 | \$43.7055 | \$79,544 | \$43.9240 | \$79,942 |
| | | 5 | \$43.2836 | \$78,776 | \$43.5000 | \$79,170 | \$44.1525 | \$80,358 | \$44.3733 | \$80,759 | \$45.0389 | \$81,971 | \$45.2641 | \$82,381 |
| | | 25 yrs. | \$44.7985 | \$81,533 | \$45.0225 | \$81,941 | \$45.6978 | \$83,170 | \$45.9263 | \$83,586 | \$46.6152 | \$84,840 | \$46.8483 | \$85,264 |
| | <i>Annual Salary based upon 1820 hours</i> | | | | | | | | | | | | | |

**NSHA
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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|-----------------------------|---------|--|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH137 | Educator Psychotherapist | 1 | \$32.0941 | \$62,584 \$58,411 | \$32.2546 | \$62,897 \$58,704 | \$32.7384 | \$63,840 \$59,584 | \$32.9021 | \$64,159 \$59,882 | \$33.3956 | \$65,122 \$60,780 | \$33.5626 | \$65,447 \$61,084 |
| | | 2 | \$33.3715 | \$65,075 \$60,736 | \$33.5384 | \$65,400 \$61,040 | \$34.0415 | \$66,381 \$61,956 | \$34.2117 | \$66,713 \$62,265 | \$34.7249 | \$67,714 \$63,199 | \$34.8985 | \$68,052 \$63,515 |
| | | 3 | \$36.0399 | \$70,278 \$65,592 | \$36.2201 | \$70,629 \$65,920 | \$36.7634 | \$71,688 \$66,909 | \$36.9472 | \$72,047 \$67,244 | \$37.5014 | \$73,128 \$68,252 | \$37.6889 | \$73,493 \$68,594 |
| | | 4 | \$37.4325 | \$72,993 \$68,127 | \$37.6197 | \$73,358 \$68,468 | \$38.1840 | \$74,459 \$69,495 | \$38.3749 | \$74,831 \$69,842 | \$38.9505 | \$75,953 \$70,890 | \$39.1453 | \$76,333 \$71,244 |
| | | 5 | \$38.9414 | \$75,936 \$70,873 | \$39.1361 | \$76,315 \$71,228 | \$39.7231 | \$77,460 \$72,296 | \$39.9217 | \$77,847 \$72,657 | \$40.5205 | \$79,015 \$73,747 | \$40.7231 | \$79,410 \$74,116 |
| | | 6 | \$40.5666 | \$79,105 \$73,831 | \$40.7694 | \$79,501 \$74,201 | \$41.3809 | \$80,693 \$75,314 | \$41.5878 | \$81,097 \$75,690 | \$42.2116 | \$82,313 \$76,825 | \$42.4227 | \$82,725 \$77,210 |
| | | 7 | \$42.1912 | \$82,273 \$76,788 | \$42.4022 | \$82,684 \$77,172 | \$43.0382 | \$83,924 \$78,329 | \$43.2534 | \$84,344 \$78,721 | \$43.9022 | \$85,609 \$79,902 | \$44.1217 | \$86,037 \$80,301 |
| | | 25 yrs. | \$43.6678 | \$85,152 \$79,475 | \$43.8861 | \$85,578 \$79,873 | \$44.5444 | \$86,862 \$81,071 | \$44.7671 | \$87,296 \$81,476 | \$45.4386 | \$88,605 \$82,698 | \$45.6658 | \$89,048 \$83,112 |
| | | | <i>Annual Salary based upon 1950 hours Annual Salary based upon 1820 hours</i> | | | | | | | | | | | |

**NSHA
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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|-----------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH237 | Clinical Interventionist EIBI (Masters) | 1 | \$33.4564 | \$65,240 | \$33.6237 | \$65,566 | \$34.1281 | \$66,549 | \$34.2987 | \$66,882 | \$34.8132 | \$67,885 | \$34.9873 | \$68,225 |
| | Clinical Therapist (Masters) | | | \$60,890 | | \$61,195 | | \$62,113 | | \$62,423 | | \$63,360 | | \$63,676 |
| | Health Care Social Worker (Masters) | 2 | \$34.7879 | \$67,836 | \$34.9618 | \$68,176 | \$35.4862 | \$69,198 | \$35.6636 | \$69,544 | \$36.1986 | \$70,587 | \$36.3796 | \$70,940 |
| | Psychologist (Masters) | | | \$63,314 | | \$63,631 | | \$64,585 | | \$64,908 | | \$65,882 | | \$66,211 |
| | | 3 | \$37.5693 | \$73,260 | \$37.7571 | \$73,627 | \$38.3235 | \$74,731 | \$38.5151 | \$75,105 | \$39.0928 | \$76,231 | \$39.2883 | \$76,613 |
| | | | | \$68,376 | | \$68,718 | | \$69,749 | | \$70,098 | | \$71,149 | | \$71,505 |
| | <i>Annual Salary based upon 1950 hours</i> | 4 | \$39.0211 | \$76,091 | \$39.2162 | \$76,472 | \$39.8044 | \$77,619 | \$40.0034 | \$78,007 | \$40.6035 | \$79,177 | \$40.8065 | \$79,573 |
| | <i>Annual Salary based upon 1820 hours</i> | | | \$71,018 | | \$71,373 | | \$72,444 | | \$72,806 | | \$73,898 | | \$74,268 |
| | 5 | \$40.5940 | \$79,158 | \$40.7970 | \$79,554 | \$41.4090 | \$80,747 | \$41.6160 | \$81,151 | \$42.2402 | \$82,368 | \$42.4514 | \$82,780 | |
| | | | \$73,881 | | \$74,250 | | \$75,364 | | \$75,741 | | \$76,877 | | \$77,261 | |
| | 6 | \$42.2884 | \$82,462 | \$42.4998 | \$82,875 | \$43.1373 | \$84,118 | \$43.3530 | \$84,538 | \$44.0033 | \$85,807 | \$44.2233 | \$86,236 | |
| | | | \$76,965 | | \$77,350 | | \$78,510 | | \$78,903 | | \$80,086 | | \$80,487 | |
| | 7 | \$43.9818 | \$85,764 | \$44.2017 | \$86,193 | \$44.8647 | \$87,486 | \$45.0890 | \$87,924 | \$45.7653 | \$89,242 | \$45.9941 | \$89,689 | |
| | | | \$80,047 | | \$80,447 | | \$81,654 | | \$82,062 | | \$83,293 | | \$83,709 | |
| | 25 yrs. | \$45.5210 | \$88,766 | \$45.7486 | \$89,210 | \$46.4348 | \$90,548 | \$46.6670 | \$91,001 | \$47.3670 | \$92,366 | \$47.6038 | \$92,828 | |
| | | | \$82,848 | | \$83,263 | | \$84,512 | | \$84,934 | | \$86,208 | | \$86,639 | |

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|---------------------|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH138 | Pharmacist | 1 | \$39.1639 | \$76,370 | \$39.3597 | \$76,751 | \$39.9501 | \$77,903 | \$40.1499 | \$78,292 | \$40.7521 | \$79,467 | \$40.9559 | \$79,864 |
| | | 2 | \$40.6771 | \$79,321 | \$40.8805 | \$79,717 | \$41.4937 | \$80,913 | \$41.7012 | \$81,317 | \$42.3267 | \$82,537 | \$42.5383 | \$82,950 |
| | | 3 | \$42.3168 | \$82,518 | \$42.5284 | \$82,930 | \$43.1663 | \$84,174 | \$43.3821 | \$84,595 | \$44.0328 | \$85,864 | \$44.2530 | \$86,293 |
| | | 4 | \$44.0835 | \$85,962 | \$44.3039 | \$86,392 | \$44.9685 | \$87,688 | \$45.1933 | \$88,127 | \$45.8712 | \$89,448 | \$46.1006 | \$89,896 |
| | | 5 | \$45.8483 | \$89,404 | \$46.0775 | \$89,851 | \$46.7687 | \$91,199 | \$47.0025 | \$91,655 | \$47.7075 | \$93,030 | \$47.9460 | \$93,495 |
| | | 6 | \$47.7396 | \$93,092 | \$47.9783 | \$93,558 | \$48.6980 | \$94,961 | \$48.9415 | \$95,436 | \$49.6756 | \$96,867 | \$49.9240 | \$97,352 |
| | | 25 yrs. | \$49.4105 | \$96,350 | \$49.6576 | \$96,832 | \$50.4025 | \$98,285 | \$50.6545 | \$98,776 | \$51.4143 | \$100,258 | \$51.6714 | \$100,759 |
| HTH139 | Radiation Therapist | 1 | \$38.9633 | \$75,978 | \$39.1581 | \$76,358 | \$39.7455 | \$77,503 | \$39.9442 | \$77,891 | \$40.5434 | \$79,059 | \$40.7461 | \$79,455 |
| | | 2 | \$41.8498 | \$81,607 | \$42.0590 | \$82,015 | \$42.6899 | \$83,246 | \$42.9033 | \$83,662 | \$43.5468 | \$84,917 | \$43.7645 | \$85,341 |
| | | 3 | \$43.0089 | \$83,867 | \$43.2239 | \$84,287 | \$43.8723 | \$85,551 | \$44.0917 | \$85,979 | \$44.7531 | \$87,268 | \$44.9769 | \$87,705 |
| | | 4 | \$44.2286 | \$86,246 | \$44.4497 | \$86,677 | \$45.1164 | \$87,977 | \$45.3420 | \$88,417 | \$46.0221 | \$89,743 | \$46.2522 | \$90,192 |
| | | 5 | \$45.4278 | \$88,584 | \$45.6549 | \$89,027 | \$46.3397 | \$90,363 | \$46.5714 | \$90,815 | \$47.2700 | \$92,177 | \$47.5064 | \$92,638 |
| | | 25 yrs. | \$47.0179 | \$91,685 | \$47.2530 | \$92,143 | \$47.9618 | \$93,526 | \$48.2016 | \$93,993 | \$48.9246 | \$95,403 | \$49.1692 | \$95,880 |

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| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH239 | Clinical Practice Educator (Masters) Clinical Leader (Masters) Professional Practice Coordinator (Masters) Team Leader, Health Care Social Worker (Masters) | 1 | \$39.7815 | \$77,574 | \$39.9804 | \$77,961 | \$40.5801 | \$79,131 | \$40.7830 | \$79,527 | \$41.3947 | \$80,719 | \$41.6017 | \$81,123 |
| | | 2 | \$42.7287 | \$83,321 | \$42.9423 | \$83,738 | \$43.5864 | \$84,994 | \$43.8043 | \$85,419 | \$44.4614 | \$86,700 | \$44.6837 | \$87,133 |
| | | 3 | \$43.9117 | \$85,628 | \$44.1313 | \$86,056 | \$44.7933 | \$87,347 | \$45.0173 | \$87,784 | \$45.6926 | \$89,101 | \$45.9211 | \$89,546 |
| | | 4 | \$45.1576 | \$88,057 | \$45.3834 | \$88,497 | \$46.0642 | \$89,825 | \$46.2945 | \$90,274 | \$46.9889 | \$91,628 | \$47.2238 | \$92,086 |
| | | 5 | \$46.3820 | \$90,445 | \$46.6139 | \$90,897 | \$47.3131 | \$92,261 | \$47.5497 | \$92,722 | \$48.2629 | \$94,113 | \$48.5042 | \$94,583 |
| | | 25 yrs. | \$48.0054 | \$93,611 | \$48.2454 | \$94,079 | \$48.9691 | \$95,490 | \$49.2139 | \$95,967 | \$49.9521 | \$97,407 | \$50.2019 | \$97,894 |
| HTH140 | Anaesthesia Assistant | 1 | \$36.5906 | \$71,352 | \$36.7736 | \$71,709 | \$37.3252 | \$72,784 | \$37.5118 | \$73,148 | \$38.0745 | \$74,245 | \$38.2649 | \$74,617 |
| | | 2 | \$39.7308 | \$77,475 | \$39.9295 | \$77,862 | \$40.5284 | \$79,030 | \$40.7310 | \$79,425 | \$41.3420 | \$80,617 | \$41.5487 | \$81,020 |
| | | 3 | \$42.8704 | \$83,597 | \$43.0848 | \$84,015 | \$43.7311 | \$85,275 | \$43.9498 | \$85,702 | \$44.6090 | \$86,987 | \$44.8320 | \$87,422 |
| | | 4 | \$46.0101 | \$89,719 | \$46.2402 | \$90,168 | \$46.9338 | \$91,520 | \$47.1685 | \$91,978 | \$47.8760 | \$93,358 | \$48.1154 | \$93,825 |
| | | 25 yrs. | \$47.6202 | \$92,859 | \$47.8583 | \$93,324 | \$48.5762 | \$94,724 | \$48.8191 | \$95,197 | \$49.5514 | \$96,625 | \$49.7992 | \$97,108 |
| | | HTH240 | Perfusionist Psychologist (PhD Candidate Register) | 1 | \$37.3590 | \$72,850 | \$37.5458 | \$73,214 | \$38.1090 | \$74,313 | \$38.2995 | \$74,684 | \$38.8740 | \$75,804 |
| 2 | \$40.5651 | | | \$79,102 | \$40.7679 | \$79,498 | \$41.3794 | \$80,690 | \$41.5863 | \$81,093 | \$42.2101 | \$82,310 | \$42.4212 | \$82,721 |
| 3 | \$43.7707 | | | \$85,353 | \$43.9896 | \$85,779 | \$44.6494 | \$87,066 | \$44.8726 | \$87,502 | \$45.5457 | \$88,814 | \$45.7734 | \$89,258 |
| 4 | \$46.9761 | | | \$91,604 | \$47.2110 | \$92,062 | \$47.9192 | \$93,443 | \$48.1588 | \$93,910 | \$48.8812 | \$95,318 | \$49.1256 | \$95,795 |
| 25 yrs. | \$48.6204 | | | \$95,210 | \$48.8635 | \$95,686 | \$49.5965 | \$97,122 | \$49.8445 | \$97,607 | \$50.5922 | \$99,071 | \$50.8452 | \$99,567 |

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|----------|---|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH141 | Dosimetrist | 1 | \$43.5223 | \$84,869 | \$43.7399 | \$85,293 | \$44.3960 | \$86,572 | \$44.6180 | \$87,005 | \$45.2873 | \$88,310 | \$45.5137 | \$88,752 |
| | | 2 | \$44.7605 | \$87,283 | \$44.9843 | \$87,720 | \$45.6591 | \$89,035 | \$45.8874 | \$89,481 | \$46.5757 | \$90,823 | \$46.8086 | \$91,277 |
| | | 3 | \$45.9778 | \$89,656 | \$46.2077 | \$90,105 | \$46.9008 | \$91,456 | \$47.1353 | \$91,914 | \$47.8423 | \$93,292 | \$48.0815 | \$93,759 |
| | | 4 | \$47.1747 | \$91,991 | \$47.4106 | \$92,450 | \$48.1218 | \$93,837 | \$48.3624 | \$94,306 | \$49.0878 | \$95,721 | \$49.3332 | \$96,200 |
| | | 25 yrs. | \$48.8258 | \$95,210 | \$49.0699 | \$95,686 | \$49.8059 | \$97,122 | \$50.0549 | \$97,607 | \$50.8057 | \$99,071 | \$51.0597 | \$99,567 |
| HTH142 | Pharmacist Team Leader | 1 | \$43.0279 | \$83,904 | \$43.2430 | \$84,324 | \$43.8916 | \$85,589 | \$44.1111 | \$86,017 | \$44.7728 | \$87,307 | \$44.9967 | \$87,743 |
| | | 2 | \$44.7620 | \$87,286 | \$44.9858 | \$87,722 | \$45.6606 | \$89,038 | \$45.8889 | \$89,483 | \$46.5772 | \$90,825 | \$46.8101 | \$91,280 |
| | | 3 | \$46.6309 | \$90,930 | \$46.8641 | \$91,385 | \$47.5671 | \$92,756 | \$47.8049 | \$93,219 | \$48.5220 | \$94,618 | \$48.7646 | \$95,091 |
| | | 4 | \$48.4978 | \$94,571 | \$48.7403 | \$95,044 | \$49.4714 | \$96,469 | \$49.7188 | \$96,952 | \$50.4646 | \$98,406 | \$50.7169 | \$98,898 |
| | | 5 | \$50.4985 | \$98,472 | \$50.7510 | \$98,964 | \$51.5123 | \$100,449 | \$51.7699 | \$100,951 | \$52.5464 | \$102,465 | \$52.8091 | \$102,978 |
| | | 25 yrs. | \$52.2659 | \$101,918 | \$52.5272 | \$102,428 | \$53.3151 | \$103,964 | \$53.5817 | \$104,484 | \$54.3854 | \$106,052 | \$54.6573 | \$106,582 |
| HTH143 | Clinical Educator, Radiation Therapy Annual Salary based upon 1950 hours | 1 | \$46.0059 | \$89,711 | \$46.2359 | \$90,160 | \$46.9294 | \$91,512 | \$47.1640 | \$91,970 | \$47.8715 | \$93,350 | \$48.1109 | \$93,816 |
| | | 2 | \$47.3321 | \$92,298 | \$47.5688 | \$92,759 | \$48.2823 | \$94,151 | \$48.5237 | \$94,621 | \$49.2516 | \$96,041 | \$49.4979 | \$96,521 |
| | | 3 | \$48.6366 | \$94,841 | \$48.8798 | \$95,316 | \$49.6130 | \$96,745 | \$49.8611 | \$97,229 | \$50.6090 | \$98,688 | \$50.8620 | \$99,181 |
| | | 4 | \$49.9189 | \$97,342 | \$50.1685 | \$97,828 | \$50.9210 | \$99,296 | \$51.1756 | \$99,792 | \$51.9432 | \$101,289 | \$52.2029 | \$101,796 |
| | | 25 yrs. | \$51.6659 | \$100,749 | \$51.9242 | \$101,252 | \$52.7031 | \$102,771 | \$52.9666 | \$103,285 | \$53.7611 | \$104,834 | \$54.0299 | \$105,359 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

Annual rates are approximate.

***Note:** This Wage Appendix A was created in accordance with Memorandum of Agreement #21, Pay Plan Transition. Classification titles that pre-dated the work of the Pay Plan Transition Committee have not been included. For the sake of simplicity, just the newly agreed classification titles have been included, effective August 8, 2018, the date of the Kaplan Award.

| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH144 | Radiation Safety Officer Team Leader, Anaesthesia | 1 | \$41.3233 | \$80,581 | \$41.5299 | \$80,984 | \$42.1528 | \$82,198 | \$42.3636 | \$82,609 | \$42.9991 | \$83,848 | \$43.2141 | \$84,268 |
| | | 2 | \$43.0279 | \$83,904 | \$43.2430 | \$84,324 | \$43.8916 | \$85,589 | \$44.1111 | \$86,017 | \$44.7728 | \$87,307 | \$44.9967 | \$87,744 |
| | | 3 | \$44.8464 | \$87,450 | \$45.0706 | \$87,887 | \$45.7467 | \$89,206 | \$45.9754 | \$89,652 | \$46.6650 | \$90,997 | \$46.8983 | \$91,452 |
| | | 4 | \$46.6652 | \$90,997 | \$46.8985 | \$91,452 | \$47.6020 | \$92,824 | \$47.8400 | \$93,288 | \$48.5576 | \$94,688 | \$48.8004 | \$95,161 |
| | | 5 | \$48.5974 | \$94,765 | \$48.8404 | \$95,239 | \$49.5730 | \$96,667 | \$49.8209 | \$97,151 | \$50.5682 | \$98,608 | \$50.8210 | \$99,101 |
| | | 25 yrs. | \$50.2983 | \$98,082 | \$50.5498 | \$98,572 | \$51.3080 | \$100,051 | \$51.5645 | \$100,551 | \$52.3380 | \$102,059 | \$52.5997 | \$102,570 |
| HTH244 | Team Leader, Perfusionist | 1 | \$42.5630 | \$82,998 | \$42.7758 | \$83,413 | \$43.4174 | \$84,664 | \$43.6345 | \$85,087 | \$44.2890 | \$86,364 | \$44.5104 | \$86,795 |
| | | 2 | \$44.3188 | \$86,422 | \$44.5404 | \$86,854 | \$45.2085 | \$88,156 | \$45.4345 | \$88,597 | \$46.1160 | \$89,926 | \$46.3466 | \$90,376 |
| | | 3 | \$46.1916 | \$90,074 | \$46.4226 | \$90,524 | \$47.1189 | \$91,882 | \$47.3545 | \$92,341 | \$48.0648 | \$93,726 | \$48.3051 | \$94,195 |
| | | 4 | \$48.0652 | \$93,727 | \$48.3055 | \$94,196 | \$49.0301 | \$95,609 | \$49.2753 | \$96,087 | \$50.0144 | \$97,528 | \$50.2645 | \$98,016 |
| | | 5 | \$50.0553 | \$97,608 | \$50.3056 | \$98,096 | \$51.0602 | \$99,567 | \$51.3155 | \$100,065 | \$52.0852 | \$101,566 | \$52.3456 | \$102,074 |
| | | 25 yrs. | \$51.8074 | \$101,024 | \$52.0664 | \$101,529 | \$52.8474 | \$103,052 | \$53.1116 | \$103,568 | \$53.9083 | \$105,121 | \$54.1778 | \$105,647 |

**NSHA
Health Care
DRAFT WAGE APPENDIX 'A'**

Annual rates are approximate.

***Note:** This Wage Appendix A was created in accordance with Memorandum of Agreement #21, Pay Plan Transition. Classification titles that pre-dated the work of the Pay Plan Transition Committee have not been included. For the sake of simplicity, just the newly agreed classification titles have been included, effective August 8, 2018, the date of the Kaplan Award.

| Paygrade | Position | Steps | Date of Kaplan Award | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | | % Increase: 1.50% | | % Increase: 0.50% | |
|----------|--|---------|---------------------------|--------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| | | | *Aug.08.18 Hourly Rate | *Aug.08.18 Approx. Annual Rate | Oct.31-18 Hourly Rate | Oct.31-18 Approx. Annual Rate | Nov.01-18 Hourly Rate | Nov.01-18 Approx. Annual Rate | Oct.31-19 Hourly Rate | Oct.31-19 Approx. Annual Rate | Nov.01-19 Hourly Rate | Nov.01-19 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| HTH146 | Psychologist (PHD) | 1 | \$45.0037 | \$87,758 | \$45.2287 | \$88,196 | \$45.9071 | \$89,519 | \$46.1366 | \$89,967 | \$46.8286 | \$91,316 | \$47.0627 | \$91,773 |
| | | 2 | \$47.8160 | \$93,242 | \$48.0551 | \$93,708 | \$48.7759 | \$95,113 | \$49.0198 | \$95,589 | \$49.7551 | \$97,023 | \$50.0039 | \$97,508 |
| | | 3 | \$50.6297 | \$98,728 | \$50.8828 | \$99,222 | \$51.6460 | \$100,710 | \$51.9042 | \$101,213 | \$52.6828 | \$102,732 | \$52.9462 | \$103,245 |
| | | 4 | \$53.4422 | \$104,212 | \$53.7094 | \$104,733 | \$54.5150 | \$106,304 | \$54.7876 | \$106,836 | \$55.6094 | \$108,438 | \$55.8874 | \$108,980 |
| | | 5 | \$56.2546 | \$109,697 | \$56.5359 | \$110,245 | \$57.3839 | \$111,899 | \$57.6708 | \$112,458 | \$58.5359 | \$114,145 | \$58.8286 | \$114,716 |
| | | 25 yrs. | \$58.2236 | \$113,536 | \$58.5147 | \$114,104 | \$59.3924 | \$115,815 | \$59.6894 | \$116,394 | \$60.5847 | \$118,140 | \$60.8876 | \$118,731 |
| HTH147 | Advanced Practice Leader (PHD) Professional Practice Coordinator (PHD) Team Leader, Psychology (PHD) | 1 | \$46.0636 | \$89,825 | \$46.2939 | \$90,274 | \$46.9883 | \$91,628 | \$47.2232 | \$92,086 | \$47.9315 | \$93,467 | \$48.1712 | \$93,935 |
| | | 2 | \$49.8836 | \$97,273 | \$50.1330 | \$97,759 | \$50.8850 | \$99,226 | \$51.1394 | \$99,722 | \$51.9065 | \$101,218 | \$52.1660 | \$101,724 |
| | | 3 | \$53.5661 | \$104,454 | \$53.8339 | \$104,976 | \$54.6414 | \$106,551 | \$54.9146 | \$107,084 | \$55.7383 | \$108,690 | \$56.0170 | \$109,234 |
| | | 4 | \$57.1328 | \$111,409 | \$57.4185 | \$111,966 | \$58.2798 | \$113,646 | \$58.5712 | \$114,214 | \$59.4498 | \$115,927 | \$59.7470 | \$116,507 |
| | | 5 | \$59.4670 | \$115,961 | \$59.7643 | \$116,540 | \$60.6608 | \$118,288 | \$60.9641 | \$118,880 | \$61.8786 | \$120,663 | \$62.1880 | \$121,266 |
| | | 25 yrs. | \$61.5484 | \$120,019 | \$61.8561 | \$120,619 | \$62.7839 | \$122,429 | \$63.0978 | \$123,041 | \$64.0443 | \$124,886 | \$64.3645 | \$125,511 |