

## IWK PIO Classification List

Classification	Pay Grade	% Adj	% Adj
		Nov 1, 2024	Apr 1, 2025
Access Navigator	HTH230P2	0.00%	0.00%
LIS Coordinator	HTH526PI	2.50%	2.50%
Program Implementer	HTH122P2	2.50%	2.50%
Remedial Seating Technician	HTH110P1	0.00%	0.00%
Respiratory Therapy Aide	HTH205PI	0.00%	0.00%
Youth Care Worker I	HTH120P	0.00%	0.00%
Youth Care Worker I	HTH120P1	0.00%	0.00%
Youth Care Worker I	HTH120P2	0.00%	0.00%
Youth Care Worker II	HTH122P1	0.00%	0.00%

IWK - Healthcare Bargaining Unit  
WAGE APPENDIX 'A'

Annual rates are approximate.

**MOA15- IWK PIO SCALES AMENDED**

Pay Grade	Classification	Steps	Expired Hourly Rate	Expired Approx. Annual Rate	% Increase:	3.0%	% Increase:	2.5%	% Increase:	2.0%	Wage Adj. up to 2.5%		Wage Adj. up to 2.5%	
					Nov 1, 2023 Hourly Rate	Nov 1, 2023 Approx. Annual Rate	April 1, 2024 Hourly Rate	Apr 1, 2024 Approx. Annual Rate	Nov 1, 2024 Hourly Rate	Nov 1, 2024 Approx. Annual Rate	Nov 1, 2024 Hourly Rate	Nov 1, 2024 Approx. Annual Rate	Apr 1, 2025 Hourly Rate	Apr 1, 2025 Approx. Annual Rate
HTH110P1	Remedial Seating Technician	1	\$28.4516	\$55,481	\$29.3051	\$57,145	\$30.0377	\$58,574	\$30.6385	\$59,745	\$30.6385	\$59,745	\$30.6385	\$59,745
		2	\$29.2513	\$57,040	\$30.1288	\$58,751	\$30.8820	\$60,220	\$31.4996	\$61,424	\$31.4996	\$61,424	\$31.4996	\$61,424
		3	\$30.0728	\$58,642	\$30.9750	\$60,401	\$31.7494	\$61,911	\$32.3844	\$63,150	\$32.3844	\$63,150	\$32.3844	\$63,150
		4	\$31.1108	\$60,666	\$32.0441	\$62,486	\$32.8452	\$64,048	\$33.5021	\$65,329	\$33.5021	\$65,329	\$33.5021	\$65,329
		25 yrs.	\$32.1998	\$62,790	\$33.1656	\$64,673	\$33.9948	\$66,290	\$34.6747	\$67,616	\$34.6747	\$67,616	\$34.6747	\$67,616
HTH120P	Youth Care Worker I	5	\$39.5862	\$77,193	\$40.7738	\$79,509	\$41.7931	\$81,497	\$42.6290	\$83,127	\$42.6290	\$83,127	\$42.6290	\$83,127
		25 yrs.	\$40.9715	\$79,894	\$42.2009	\$82,292	\$43.2559	\$84,349	\$44.1210	\$86,036	\$44.1210	\$86,036	\$44.1210	\$86,036
HTH120P1	Youth Care Worker I	1	\$28.3854	\$55,352	\$29.2370	\$57,012	\$29.9679	\$58,437	\$30.5673	\$59,606	\$30.5673	\$59,606	\$30.5673	\$59,606
		2	\$29.1659	\$56,874	\$30.0409	\$58,580	\$30.7919	\$60,044	\$31.4077	\$61,245	\$31.4077	\$61,245	\$31.4077	\$61,245
		3	\$30.0799	\$58,656	\$30.9823	\$60,415	\$31.7569	\$61,926	\$32.3920	\$63,164	\$32.3920	\$63,164	\$32.3920	\$63,164
		4	\$31.1204	\$60,685	\$32.0540	\$62,505	\$32.8554	\$64,068	\$33.5125	\$65,349	\$33.5125	\$65,349	\$33.5125	\$65,349
		5	\$32.2906	\$62,967	\$33.2593	\$64,856	\$34.0908	\$66,477	\$34.7726	\$67,807	\$34.7726	\$67,807	\$34.7726	\$67,807
		6	\$33.5913	\$65,503	\$34.5990	\$67,468	\$35.4640	\$69,155	\$36.1733	\$70,538	\$36.1733	\$70,538	\$36.1733	\$70,538
		7	\$34.5998	\$67,470	\$35.6378	\$69,494	\$36.5287	\$71,231	\$37.2593	\$72,656	\$37.2593	\$72,656	\$37.2593	\$72,656
		8	\$35.8170	\$69,843	\$36.8915	\$71,938	\$37.8138	\$73,737	\$38.5701	\$75,212	\$38.5701	\$75,212	\$38.5701	\$75,212
		9	\$36.3664	\$70,914	\$37.4574	\$73,042	\$38.3938	\$74,868	\$39.1617	\$76,365	\$39.1617	\$76,365	\$39.1617	\$76,365
		25 yrs.	\$37.6392	\$73,396	\$34.4234	\$67,126	\$35.2840	\$68,804	\$35.9896	\$70,180	\$35.9896	\$70,180	\$35.9896	\$70,180

IWK - Healthcare Bargaining Unit  
WAGE APPENDIX 'A'

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**MOA15- IWK PIO SCALES AMENDED**

Pay Grade	Classification	Steps	Expired Hourly Rate	Expired Approx. Annual Rate	% Increase:		% Increase:		% Increase:		Wage Adj. up to 2.5%		Wage Adj. up to 2.5%	
					Nov 1, 2023 Hourly Rate	Nov 1, 2023 Approx. Annual Rate	April 1, 2024 Hourly Rate	Apr 1, 2024 Approx. Annual Rate	Nov 1, 2024 Hourly Rate	Nov 1, 2024 Approx. Annual Rate	Nov 1, 2024 Hourly Rate	Nov 1, 2024 Approx. Annual Rate	Apr 1, 2025 Hourly Rate	Apr 1, 2025 Approx. Annual Rate
HTH120P2	Youth Care Worker I	1	\$32.3166	\$63,017	\$33.2861	\$64,908	\$34.1183	\$66,531	\$34.8007	\$67,861	\$34.8007	\$67,861	\$34.8007	\$67,861
		2	\$35.4048	\$69,039	\$36.4669	\$71,110	\$37.3786	\$72,888	\$38.1262	\$74,346	\$38.1262	\$74,346	\$38.1262	\$74,346
		3	\$36.6447	\$71,457	\$37.7440	\$73,601	\$38.6876	\$75,441	\$39.4614	\$76,950	\$39.4614	\$76,950	\$39.4614	\$76,950
		4	\$37.9496	\$74,002	\$39.0881	\$76,222	\$40.0653	\$78,127	\$40.8666	\$79,690	\$40.8666	\$79,690	\$40.8666	\$79,690
		5	\$39.2325	\$76,503	\$40.4095	\$78,799	\$41.4197	\$80,768	\$42.2481	\$82,384	\$42.2481	\$82,384	\$42.2481	\$82,384
		25 yrs.	\$40.6056	\$79,181	\$41.8238	\$81,556	\$42.8694	\$83,595	\$43.7268	\$85,267	\$43.7268	\$85,267	\$43.7268	\$85,267
HTH122P1	Youth Care Worker II	1	\$29.1220	\$56,788	\$29.9957	\$58,492	\$30.7456	\$59,954	\$31.3605	\$61,153	\$31.3605	\$61,153	\$31.3605	\$61,153
		2	\$30.3620	\$59,206	\$31.2729	\$60,982	\$32.0547	\$62,507	\$32.6958	\$63,757	\$32.6958	\$63,757	\$32.6958	\$63,757
		3	\$31.6045	\$61,629	\$32.5526	\$63,478	\$33.3664	\$65,064	\$34.0337	\$66,366	\$34.0337	\$66,366	\$34.0337	\$66,366
		4	\$32.9694	\$64,290	\$33.9585	\$66,219	\$34.8075	\$67,875	\$35.5037	\$69,232	\$35.5037	\$69,232	\$35.5037	\$69,232
		5	\$34.3354	\$66,954	\$35.3655	\$68,963	\$36.2496	\$70,687	\$36.9746	\$72,100	\$36.9746	\$72,100	\$36.9746	\$72,100
		6	\$35.7021	\$69,619	\$36.7732	\$71,708	\$37.6925	\$73,500	\$38.4464	\$74,970	\$38.4464	\$74,970	\$38.4464	\$74,970
	25 yrs.	\$36.9515	\$72,055	\$38.0603	\$74,218	\$39.0117	\$76,073	\$39.7920	\$77,594	\$39.7920	\$77,594	\$39.7920	\$77,594	

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HTH122P2	Program Implementer	1	\$27.4511	\$53,530	\$28.2746	\$55,135	\$28.9815	\$56,514	\$29.5611	\$57,644	\$30.3001	\$59,085	\$31.0576	\$60,562
		2	\$28.5921	\$55,755	\$29.4499	\$57,427	\$30.1861	\$58,863	\$30.7898	\$60,040	\$31.5595	\$61,541	\$32.3485	\$63,080
		3	\$30.9997	\$60,449	\$31.9297	\$62,263	\$32.7279	\$63,819	\$33.3825	\$65,096	\$34.2171	\$66,723	\$35.0725	\$68,391
		4	\$32.2681	\$62,923	\$33.2361	\$64,810	\$34.0670	\$66,431	\$34.7483	\$67,759	\$35.6170	\$69,453	\$36.5074	\$71,189
		5	\$33.6615	\$65,640	\$34.6713	\$67,609	\$35.5381	\$69,299	\$36.2489	\$70,685	\$37.1551	\$72,452	\$38.0840	\$74,264
		6	\$35.0565	\$68,360	\$36.1082	\$70,411	\$37.0109	\$72,171	\$37.7511	\$73,615	\$38.6949	\$75,455	\$39.6623	\$77,341
		7	\$36.4516	\$71,081	\$37.5451	\$73,213	\$38.4837	\$75,043	\$39.2534	\$76,544	\$40.2347	\$78,458	\$41.2406	\$80,419
		8	\$37.8458	\$73,799	\$38.9812	\$76,013	\$39.9557	\$77,914	\$40.7548	\$79,472	\$41.7737	\$81,459	\$42.8180	\$83,495
	25 yrs.	\$39.1705	\$76,382	\$40.3455	\$78,674	\$41.3541	\$80,641	\$42.1812	\$82,253	\$43.2358	\$84,310	\$44.3166	\$86,417	
HTH205PI	Respiratory Therapy Aide	1	\$22.3878	\$43,656	\$23.0594	\$44,966	\$23.6359	\$46,090	\$24.1086	\$47,012	\$24.1086	\$47,012	\$24.1086	\$47,012
		2	\$23.0172	\$44,884	\$23.7077	\$46,230	\$24.3004	\$47,386	\$24.7864	\$48,333	\$24.7864	\$48,333	\$24.7864	\$48,333
		3	\$23.6034	\$46,027	\$24.3115	\$47,407	\$24.9193	\$48,593	\$25.4177	\$49,565	\$25.4177	\$49,565	\$25.4177	\$49,565
		4	\$24.2323	\$47,253	\$24.9593	\$48,671	\$25.5833	\$49,887	\$26.0950	\$50,885	\$26.0950	\$50,885	\$26.0950	\$50,885
		25 yrs.	\$25.0802	\$48,906	\$25.8329	\$50,374	\$26.4787	\$51,633	\$27.0083	\$52,666	\$27.0083	\$52,666	\$27.0083	\$52,666
HTH230P2	Access Navigator	1	\$37.3117	\$72,758	\$38.4311	\$74,941	\$39.3919	\$76,814	\$40.1797	\$78,350	\$40.1797	\$78,350	\$40.1797	\$78,350
		2	\$38.7965	\$75,653	\$39.9604	\$77,923	\$40.9594	\$79,871	\$41.7786	\$81,468	\$41.7786	\$81,468	\$41.7786	\$81,468
		3	\$41.8989	\$81,703	\$43.1559	\$84,154	\$44.2348	\$86,258	\$45.1195	\$87,983	\$45.1195	\$87,983	\$45.1195	\$87,983
		4	\$43.5175	\$84,859	\$44.8230	\$87,405	\$45.9436	\$89,590	\$46.8625	\$91,382	\$46.8625	\$91,382	\$46.8625	\$91,382
		5	\$45.2718	\$88,280	\$46.6300	\$90,929	\$47.7958	\$93,202	\$48.7517	\$95,066	\$48.7517	\$95,066	\$48.7517	\$95,066
		6	\$47.1615	\$91,965	\$48.5763	\$94,724	\$49.7907	\$97,092	\$50.7865	\$99,034	\$50.7865	\$99,034	\$50.7865	\$99,034
		7	\$49.0500	\$95,648	\$50.5215	\$98,517	\$51.7845	\$100,980	\$52.8202	\$102,999	\$52.8202	\$102,999	\$52.8202	\$102,999
		25 yrs.	\$50.7666	\$98,995	\$52.2898	\$101,965	\$53.5970	\$104,514	\$54.6689	\$106,604	\$54.6689	\$106,604	\$54.6689	\$106,604

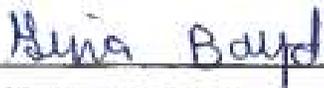
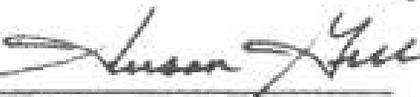
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HTH526PI	LIS Coordinator	1	\$40.3189	\$78,622	\$41.5285	\$80,981	\$42.5667	\$83,005	\$43.4180	\$84,665	\$44.5035	\$86,782	\$45.6161	\$88,951
		2	\$41.4872	\$80,900	\$42.7318	\$83,327	\$43.8001	\$85,410	\$44.6761	\$87,118	\$45.7930	\$89,296	\$46.9378	\$91,529
		3	\$42.6566	\$83,180	\$43.9363	\$85,676	\$45.0347	\$87,818	\$45.9354	\$89,574	\$47.0838	\$91,813	\$48.2609	\$94,109
		4	\$43.8248	\$85,458	\$45.1395	\$88,022	\$46.2680	\$90,223	\$47.1934	\$92,027	\$48.3732	\$94,328	\$49.5825	\$96,686
		5	\$45.3957	\$88,522	\$46.7576	\$91,177	\$47.9265	\$93,457	\$48.8850	\$95,326	\$50.1071	\$97,709	\$51.3598	\$100,152
		25 yrs.	\$46.9843	\$91,619	\$48.3941	\$94,369	\$49.6039	\$96,728	\$50.5960	\$98,662	\$51.8608	\$101,129	\$53.1574	\$103,657

**Representative Signatures:**

Council of Unions		Employer Representatives	
 _____ NSGEU Representative	Date: January 21, 2026	 _____ IWK	Date: Jan 7/2026
 _____ CUPE Representative	Date: January 19, 2026	 _____ IWK	Date: January 7, 2026
 _____ UNIFOR Representative	Date: Jan 19 2026	_____ IWK	Date: