

NSH PIO Classification List

Classification	Pay Grade	% Adj	% Adj
		Nov 1, 2024	Apr 1, 2025
Developmental Worker	HTH042PD	0.90%	0.00%
Renal Assistant	HTH106P	2.50%	2.50%
Unregistered Cardio Technologist	HTH106P1	2.50%	2.50%
Clubhouse Rehab Worker I	HTH110P	2.50%	2.50%
Clubhouse Rehab Worker II	HTH117P	2.50%	2.50%
Therapeutic Psych Assistant	HTH208P1	2.50%	2.50%
Clinical Program Coordinator C	HTH230P4	2.50%	2.50%
Clinical Leader Masters	HTH239P	2.50%	2.50%
Pharmacy Practice Assistant	HTH308P1	0.40%	0.00%
Medical Laboratory Assistant	HTH308P4	0.52%	0.00%
DIIS Technologist	HTH426P	2.50%	2.18%
Medical Laboratory Technologist C	HTH526P	2.50%	0.77%
Team Lead Radiological Tech	HTH526P2	2.50%	2.18%
LIS Database Coordinator	HTH526P3	2.50%	2.50%

NSH PHASCC PIO Classification List

Classification	Pay Grade	% Adj	% Adj
		Nov 1, 2024	Apr 1, 2025
Continuing Care Referral Assistant	5HT311P1	0.00%	0.00%
Continuing Care Referral Assistant	5HT311P2	0.00%	0.00%
Community Home Visitor Coordinator	5HTH126P	2.50%	2.50%
Clinical Therapist <2 Years	5HTH130P	2.50%	2.50%
Rehabilitation Assistant	5HTH209P	1.49%	0.00%
Placement Coordinator	5HTH230P	2.50%	2.50%
Continuing Care Coordinator	5HTH235P	2.50%	2.50%

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

Annual rates are approximate.

MOA33- NSH 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
HTH026P	Therapeutic Activity Director	1	\$29.1276	\$56,799	\$30.0014	\$58,503	\$30.7514	\$59,965	\$31.3664	\$61,164	\$31.3664	\$61,164	\$31.3664	\$61,164
		2	\$30.5154	\$59,505	\$31.4309	\$61,290	\$32.2167	\$62,823	\$32.8610	\$64,079	\$32.8610	\$64,079	\$32.8610	\$64,079
		3	\$31.9013	\$62,208	\$32.8583	\$64,074	\$33.6798	\$65,676	\$34.3534	\$66,989	\$34.3534	\$66,989	\$34.3534	\$66,989
		4	\$33.2892	\$64,914	\$34.2879	\$66,861	\$35.1451	\$68,533	\$35.8480	\$69,904	\$35.8480	\$69,904	\$35.8480	\$69,904
		5	\$34.6745	\$67,615	\$35.7147	\$69,644	\$36.6076	\$71,385	\$37.3398	\$72,813	\$37.3398	\$72,813	\$37.3398	\$72,813
		25 yrs.	\$35.8880	\$69,982	\$36.9647	\$72,081	\$37.8889	\$73,883	\$38.6467	\$75,361	\$38.6467	\$75,361	\$38.6467	\$75,361
HTH042PD	Developmental Worker	1	\$24.2418	\$47,272	\$24.9691	\$48,690	\$25.5933	\$49,907	\$26.1052	\$50,905	\$26.3401	\$51,363	\$26.3401	\$51,363
		2	\$25.0389	\$48,826	\$25.7901	\$50,291	\$26.4349	\$51,548	\$26.9636	\$52,579	\$27.2063	\$53,052	\$27.2063	\$53,052
		3	\$26.0391	\$50,776	\$26.8203	\$52,300	\$27.4908	\$53,607	\$28.0406	\$54,679	\$28.2930	\$55,171	\$28.2930	\$55,171
		4	\$27.0481	\$52,744	\$27.8595	\$54,326	\$28.5560	\$55,684	\$29.1271	\$56,798	\$29.3892	\$57,309	\$29.3892	\$57,309
		5	\$28.2258	\$55,040	\$29.0726	\$56,692	\$29.7994	\$58,109	\$30.3954	\$59,271	\$30.6690	\$59,805	\$30.6690	\$59,805
		25 yrs.	\$29.2139	\$56,967	\$30.0901	\$58,676	\$30.8424	\$60,143	\$31.4592	\$61,345	\$31.7424	\$61,898	\$31.7424	\$61,898
HTH053PD	Recreation Assistant	1	\$27.2195	\$53,078	\$28.0361	\$54,670	\$28.7370	\$56,037	\$29.3117	\$57,158	\$29.3117	\$57,158	\$29.3117	\$57,158
		2	\$27.8462	\$54,300	\$28.6816	\$55,929	\$29.3986	\$57,327	\$29.9866	\$58,474	\$29.9866	\$58,474	\$29.9866	\$58,474
		3	\$28.4515	\$55,480	\$29.3050	\$57,145	\$30.0376	\$58,573	\$30.6384	\$59,745	\$30.6384	\$59,745	\$30.6384	\$59,745
		4	\$29.2509	\$57,039	\$30.1284	\$58,750	\$30.8816	\$60,219	\$31.4992	\$61,423	\$31.4992	\$61,423	\$31.4992	\$61,423
		25 yrs.	\$30.2745	\$59,035	\$31.1829	\$60,807	\$31.9625	\$62,327	\$32.6017	\$63,573	\$32.6017	\$63,573	\$32.6017	\$63,573
HTH105P	Rehabilitation Aide	1	\$23.5227	\$45,869	\$24.2284	\$47,245	\$24.8341	\$48,427	\$25.3308	\$49,395	\$25.3308	\$49,395	\$25.3308	\$49,395
		2	\$24.1490	\$47,091	\$24.8735	\$48,503	\$25.4953	\$49,716	\$26.0052	\$50,710	\$26.0052	\$50,710	\$26.0052	\$50,710
		3	\$24.7543	\$48,271	\$25.4969	\$49,719	\$26.1343	\$50,962	\$26.6570	\$51,981	\$26.6570	\$51,981	\$26.6570	\$51,981
		4	\$25.3821	\$49,495	\$26.1436	\$50,980	\$26.7972	\$52,255	\$27.3331	\$53,300	\$27.3331	\$53,300	\$27.3331	\$53,300
		25 yrs.	\$26.2706	\$51,228	\$27.0586	\$52,764	\$27.7351	\$54,083	\$28.2898	\$55,165	\$28.2898	\$55,165	\$28.2898	\$55,165

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

Annual rates are approximate.

MOA33- NSH 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
HTH106P	Endoscopy Tech	1	\$21.7855	\$42,482	\$22.4391	\$43,756	\$23.0001	\$44,850	\$23.4601	\$45,747	\$23.4601	\$45,747	\$23.4601	\$45,747
		2	\$22.4581	\$43,793	\$23.1318	\$45,107	\$23.7101	\$46,235	\$24.1843	\$47,159	\$24.1843	\$47,159	\$24.1843	\$47,159
		3	\$23.1985	\$45,237	\$23.8945	\$46,594	\$24.4919	\$47,759	\$24.9817	\$48,714	\$24.9817	\$48,714	\$24.9817	\$48,714
		4	\$23.9389	\$46,681	\$24.6571	\$48,081	\$25.2735	\$49,283	\$25.7790	\$50,269	\$25.7790	\$50,269	\$25.7790	\$50,269
		5	\$24.6792	\$48,124	\$25.4196	\$49,568	\$26.0551	\$50,807	\$26.5762	\$51,824	\$26.5762	\$51,824	\$26.5762	\$51,824
		25 yrs.	\$25.5429	\$49,809	\$26.3093	\$51,303	\$26.9670	\$52,586	\$27.5064	\$53,637	\$27.5064	\$53,637	\$27.5064	\$53,637
HTH106P	Renal Assistant	1	\$21.7855	\$42,482	\$22.4391	\$43,756	\$23.0001	\$44,850	\$23.4601	\$45,747	\$24.0466	\$46,891	\$24.6478	\$48,063
		2	\$22.4581	\$43,793	\$23.1318	\$45,107	\$23.7101	\$46,235	\$24.1843	\$47,159	\$24.7889	\$48,338	\$25.4086	\$49,547
		3	\$23.1985	\$45,237	\$23.8945	\$46,594	\$24.4919	\$47,759	\$24.9817	\$48,714	\$25.6062	\$49,932	\$26.2464	\$51,180
		4	\$23.9389	\$46,681	\$24.6571	\$48,081	\$25.2735	\$49,283	\$25.7790	\$50,269	\$26.4235	\$51,526	\$27.0841	\$52,814
		5	\$24.6792	\$48,124	\$25.4196	\$49,568	\$26.0551	\$50,807	\$26.5762	\$51,824	\$27.2406	\$53,119	\$27.9216	\$54,447
		25 yrs.	\$25.5429	\$49,809	\$26.3093	\$51,303	\$26.9670	\$52,586	\$27.5064	\$53,637	\$28.1940	\$54,978	\$28.8989	\$56,353
HTH106P1	Unregistered Cardio Technologist	1	\$23.4537	\$45,735	\$24.1573	\$47,107	\$24.7612	\$48,284	\$25.2564	\$49,250	\$25.8878	\$50,481	\$26.5350	\$51,743
		2	\$24.1416	\$47,076	\$24.8658	\$48,488	\$25.4874	\$49,700	\$25.9971	\$50,694	\$26.6470	\$51,962	\$27.3132	\$53,261
		3	\$24.8312	\$48,421	\$25.5761	\$49,873	\$26.2155	\$51,120	\$26.7398	\$52,143	\$27.4083	\$53,446	\$28.0935	\$54,782
		4	\$25.5187	\$49,761	\$26.2843	\$51,254	\$26.9414	\$52,536	\$27.4802	\$53,586	\$28.1672	\$54,926	\$28.8714	\$56,299
		5	\$26.2085	\$51,107	\$26.9948	\$52,640	\$27.6697	\$53,956	\$28.2231	\$55,035	\$28.9287	\$56,411	\$29.6519	\$57,821
		25 yrs.	\$27.1259	\$52,896	\$27.9396	\$54,482	\$28.6381	\$55,844	\$29.2109	\$56,961	\$29.9412	\$58,385	\$30.6897	\$59,845

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

Annual rates are approximate.

MOA33- NSH 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
HTH106P4	SPD Aide	1	\$23.1872	\$45,215	\$23.8828	\$46,571	\$24.4799	\$47,736	\$24.9695	\$48,691	\$24.9695	\$48,691	\$24.9695	\$48,691
		2	\$23.9028	\$46,610	\$24.6199	\$48,009	\$25.2354	\$49,209	\$25.7401	\$50,193	\$25.7401	\$50,193	\$25.7401	\$50,193
		3	\$24.6908	\$48,147	\$25.4315	\$49,591	\$26.0673	\$50,831	\$26.5886	\$51,848	\$26.5886	\$51,848	\$26.5886	\$51,848
		4	\$25.4787	\$49,683	\$26.2431	\$51,174	\$26.8992	\$52,453	\$27.4372	\$53,503	\$27.4372	\$53,503	\$27.4372	\$53,503
		5	\$26.2668	\$51,220	\$27.0548	\$52,757	\$27.7312	\$54,076	\$28.2858	\$55,157	\$28.2858	\$55,157	\$28.2858	\$55,157
		25 yrs.	\$27.1861	\$53,013	\$28.0017	\$54,603	\$28.7018	\$55,969	\$29.2758	\$57,088	\$29.2758	\$57,088	\$29.2758	\$57,088
HTH106P6	DI Technical Assistant	1	\$23.5227	\$45,869	\$24.2284	\$47,245	\$24.8341	\$48,427	\$25.3308	\$49,395	\$25.3308	\$49,395	\$25.3308	\$49,395
		2	\$24.1493	\$47,091	\$24.8738	\$48,504	\$25.4956	\$49,716	\$26.0055	\$50,711	\$26.0055	\$50,711	\$26.0055	\$50,711
		3	\$24.7543	\$48,271	\$25.4969	\$49,719	\$26.1343	\$50,962	\$26.6570	\$51,981	\$26.6570	\$51,981	\$26.6570	\$51,981
		4	\$25.3819	\$49,495	\$26.1434	\$50,980	\$26.7970	\$52,254	\$27.3329	\$53,299	\$27.3329	\$53,299	\$27.3329	\$53,299
		25 yrs.	\$26.2705	\$51,227	\$27.0584	\$52,764	\$27.7349	\$54,083	\$28.2896	\$55,165	\$28.2896	\$55,165	\$28.2896	\$55,165
HTH108P	Patient Support Worker	1	\$23.7076	\$46,230	\$24.4188	\$47,617	\$25.0293	\$48,807	\$25.5299	\$49,783	\$25.5299	\$49,783	\$25.5299	\$49,783
		2	\$24.1918	\$47,174	\$24.9176	\$48,589	\$25.5405	\$49,804	\$26.0513	\$50,800	\$26.0513	\$50,800	\$26.0513	\$50,800
		3	\$24.6854	\$48,137	\$25.4260	\$49,581	\$26.0617	\$50,820	\$26.5829	\$51,837	\$26.5829	\$51,837	\$26.5829	\$51,837
		4	\$25.1891	\$49,119	\$25.9448	\$50,592	\$26.5934	\$51,857	\$27.1253	\$52,894	\$27.1253	\$52,894	\$27.1253	\$52,894
		5	\$25.7031	\$50,121	\$26.4742	\$51,625	\$27.1361	\$52,915	\$27.6788	\$53,974	\$27.6788	\$53,974	\$27.6788	\$53,974
		25 yrs.	\$26.6027	\$51,875	\$27.4008	\$53,432	\$28.0859	\$54,768	\$28.6476	\$55,863	\$28.6476	\$55,863	\$28.6476	\$55,863

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WAGE APPENDIX 'A'

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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
HTH108P1	MDR Resource Technician	1	\$22.8359	\$44,530	\$23.5210	\$45,866	\$24.1090	\$47,013	\$24.5912	\$47,953	\$24.5912	\$47,953	\$24.5912	\$47,953
		2	\$23.6146	\$46,048	\$24.3230	\$47,430	\$24.9311	\$48,616	\$25.4297	\$49,588	\$25.4297	\$49,588	\$25.4297	\$49,588
		3	\$24.3929	\$47,566	\$25.1247	\$48,993	\$25.7528	\$50,218	\$26.2679	\$51,222	\$26.2679	\$51,222	\$26.2679	\$51,222
		4	\$25.1716	\$49,085	\$25.9267	\$50,557	\$26.5749	\$51,821	\$27.1064	\$52,857	\$27.1064	\$52,857	\$27.1064	\$52,857
		5	\$25.9503	\$50,603	\$26.7288	\$52,121	\$27.3970	\$53,424	\$27.9449	\$54,493	\$27.9449	\$54,493	\$27.9449	\$54,493
		25 yrs.	\$26.8583	\$52,374	\$27.6643	\$53,945	\$28.3559	\$55,294	\$28.9230	\$56,400	\$28.9230	\$56,400	\$28.9230	\$56,400
HTH110P	Clubhouse Rehab Worker I	1	\$23.1145	\$45,073	\$23.8079	\$46,425	\$24.4031	\$47,586	\$24.8912	\$48,538	\$25.5135	\$49,751	\$26.1513	\$50,995
		2	\$24.3147	\$47,414	\$25.0441	\$48,836	\$25.6702	\$50,057	\$26.1836	\$51,058	\$26.8382	\$52,334	\$27.5092	\$53,643
		3	\$25.5011	\$49,727	\$26.2661	\$51,219	\$26.9228	\$52,499	\$27.4613	\$53,550	\$28.1478	\$54,888	\$28.8515	\$56,260
		4	\$26.6949	\$52,055	\$27.4957	\$53,617	\$28.1831	\$54,957	\$28.7468	\$56,056	\$29.4655	\$57,458	\$30.2021	\$58,894
		5	\$27.9428	\$54,488	\$28.7811	\$56,123	\$29.5006	\$57,526	\$30.0906	\$58,677	\$30.8429	\$60,144	\$31.6140	\$61,647
		25 yrs.	\$28.9208	\$56,396	\$29.7884	\$58,087	\$30.5331	\$59,540	\$31.1438	\$60,730	\$31.9224	\$62,249	\$32.7205	\$63,805
HTH117P	Clubhouse Rehab Worker II	1	\$27.7616	\$54,135	\$28.5944	\$55,759	\$29.3093	\$57,153	\$29.8955	\$58,296	\$30.6429	\$59,754	\$31.4090	\$61,248
		2	\$29.4979	\$57,521	\$30.3828	\$59,246	\$31.1424	\$60,728	\$31.7652	\$61,942	\$32.5593	\$63,491	\$33.3733	\$65,078
		3	\$31.2323	\$60,903	\$32.1693	\$62,730	\$32.9735	\$64,298	\$33.6330	\$65,584	\$34.4738	\$67,224	\$35.3356	\$68,904
		4	\$32.9687	\$64,289	\$33.9578	\$66,218	\$34.8067	\$67,873	\$35.5028	\$69,230	\$36.3904	\$70,961	\$37.3002	\$72,735
		5	\$34.7037	\$67,672	\$35.7448	\$69,702	\$36.6384	\$71,445	\$37.3712	\$72,874	\$38.3055	\$74,696	\$39.2631	\$76,563
		25 yrs.	\$35.9184	\$70,041	\$36.9959	\$72,142	\$37.9207	\$73,945	\$38.6792	\$75,424	\$39.6462	\$77,310	\$40.6373	\$79,243

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					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
HTH122P	Community Support Worker	1	\$27.4510	\$53,529	\$28.2745	\$55,135	\$28.9814	\$56,514	\$29.5610	\$57,644	\$29.5610	\$57,644	\$29.5610	\$57,644
		2	\$28.5922	\$55,755	\$29.4500	\$57,428	\$30.1863	\$58,863	\$30.7900	\$60,041	\$30.7900	\$60,041	\$30.7900	\$60,041
		3	\$30.9997	\$60,449	\$31.9297	\$62,263	\$32.7279	\$63,819	\$33.3825	\$65,096	\$33.3825	\$65,096	\$33.3825	\$65,096
		4	\$32.2681	\$62,923	\$33.2361	\$64,810	\$34.0670	\$66,431	\$34.7483	\$67,759	\$34.7483	\$67,759	\$34.7483	\$67,759
		5	\$33.6614	\$65,640	\$34.6712	\$67,609	\$35.5380	\$69,299	\$36.2488	\$70,685	\$36.2488	\$70,685	\$36.2488	\$70,685
		6	\$35.0565	\$68,360	\$36.1082	\$70,411	\$37.0109	\$72,171	\$37.7511	\$73,615	\$37.7511	\$73,615	\$37.7511	\$73,615
		7	\$36.4516	\$71,081	\$37.5451	\$73,213	\$38.4837	\$75,043	\$39.2534	\$76,544	\$39.2534	\$76,544	\$39.2534	\$76,544
		8	\$37.8458	\$73,799	\$38.9812	\$76,013	\$39.9557	\$77,914	\$40.7548	\$79,472	\$40.7548	\$79,472	\$40.7548	\$79,472
	25 yrs.	\$39.1705	\$76,382	\$40.3455	\$78,674	\$41.3541	\$80,641	\$42.1812	\$82,253	\$42.1812	\$82,253	\$42.1812	\$82,253	
HTH146P	Psychologist PhD	1	\$56.4638	\$110,104	\$58.1577	\$113,408	\$59.6116	\$116,243	\$60.8038	\$118,567	\$60.8038	\$118,567	\$60.8038	\$118,567
		2	\$59.6003	\$116,221	\$61.3883	\$119,707	\$62.9230	\$122,700	\$64.1815	\$125,154	\$64.1815	\$125,154	\$64.1815	\$125,154
		3	\$62.7369	\$122,337	\$64.6190	\$126,007	\$66.2345	\$129,157	\$67.5592	\$131,740	\$67.5592	\$131,740	\$67.5592	\$131,740
		25 yrs.	\$64.9327	\$126,619	\$66.8807	\$130,417	\$68.5527	\$133,678	\$69.9238	\$136,351	\$69.9238	\$136,351	\$69.9238	\$136,351
HTH205P2	Unit Aide	1	\$21.5972	\$42,115	\$22.2451	\$43,378	\$22.8012	\$44,462	\$23.2572	\$45,352	\$23.2572	\$45,352	\$23.2572	\$45,352
		2	\$22.0769	\$43,050	\$22.7392	\$44,341	\$23.3077	\$45,450	\$23.7739	\$46,359	\$23.7739	\$46,359	\$23.7739	\$46,359
		3	\$22.5569	\$43,986	\$23.2336	\$45,306	\$23.8144	\$46,438	\$24.2907	\$47,367	\$24.2907	\$47,367	\$24.2907	\$47,367
		4	\$23.2767	\$45,390	\$23.9750	\$46,751	\$24.5744	\$47,920	\$25.0659	\$48,879	\$25.0659	\$48,879	\$25.0659	\$48,879
		5	\$23.9966	\$46,793	\$24.7165	\$48,197	\$25.3344	\$49,402	\$25.8411	\$50,390	\$25.8411	\$50,390	\$25.8411	\$50,390
		25 yrs.	\$24.8365	\$48,431	\$25.5816	\$49,884	\$26.2211	\$51,131	\$26.7455	\$52,154	\$26.7455	\$52,154	\$26.7455	\$52,154

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

Annual rates are approximate.

MOA33- NSH 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
HTH205P4	Unit Aide	1	\$20.0776	\$39,151	\$20.6799	\$40,326	\$21.1969	\$41,334	\$21.6208	\$42,161	\$21.6208	\$42,161	\$21.6208	\$42,161
		2	\$20.6787	\$40,323	\$21.2991	\$41,533	\$21.8316	\$42,572	\$22.2682	\$43,423	\$22.2682	\$43,423	\$22.2682	\$43,423
		3	\$21.2815	\$41,499	\$21.9199	\$42,744	\$22.4679	\$43,812	\$22.9173	\$44,689	\$22.9173	\$44,689	\$22.9173	\$44,689
		4	\$21.8820	\$42,670	\$22.5385	\$43,950	\$23.1020	\$45,049	\$23.5640	\$45,950	\$23.5640	\$45,950	\$23.5640	\$45,950
		5	\$22.6836	\$44,233	\$23.3641	\$45,560	\$23.9482	\$46,699	\$24.4272	\$47,633	\$24.4272	\$47,633	\$24.4272	\$47,633
		25 yrs.	\$23.4776	\$45,781	\$24.1818	\$47,155	\$24.7864	\$48,333	\$25.2822	\$49,300	\$25.2822	\$49,300	\$25.2822	\$49,300
HTH205P8	Unit Aide	1	\$24.1494	\$47,091	\$24.8739	\$48,504	\$25.4957	\$49,717	\$26.0056	\$50,711	\$26.0056	\$50,711	\$26.0056	\$50,711
		2	\$24.7535	\$48,269	\$25.4961	\$49,717	\$26.1335	\$50,960	\$26.6562	\$51,980	\$26.6562	\$51,980	\$26.6562	\$51,980
		3	\$25.3821	\$49,495	\$26.1436	\$50,980	\$26.7972	\$52,255	\$27.3331	\$53,300	\$27.3331	\$53,300	\$27.3331	\$53,300
		4	\$25.9867	\$50,674	\$26.7663	\$52,194	\$27.4355	\$53,499	\$27.9842	\$54,569	\$27.9842	\$54,569	\$27.9842	\$54,569
		25 yrs.	\$26.8964	\$52,448	\$27.7031	\$54,021	\$28.3957	\$55,372	\$28.9636	\$56,479	\$28.9636	\$56,479	\$28.9636	\$56,479
HTH208P1	Therapeutic Psych Assistant	1	\$23.4537	\$45,735	\$24.1573	\$47,107	\$24.7612	\$48,284	\$25.2564	\$49,250	\$25.8878	\$50,481	\$26.5350	\$51,743
		2	\$24.1416	\$47,076	\$24.8658	\$48,488	\$25.4874	\$49,700	\$25.9971	\$50,694	\$26.6470	\$51,962	\$27.3132	\$53,261
		3	\$24.8312	\$48,421	\$25.5761	\$49,873	\$26.2155	\$51,120	\$26.7398	\$52,143	\$27.4083	\$53,446	\$28.0935	\$54,782
		4	\$25.5187	\$49,761	\$26.2843	\$51,254	\$26.9414	\$52,536	\$27.4802	\$53,586	\$28.1672	\$54,926	\$28.8714	\$56,299
		5	\$26.2085	\$51,107	\$26.9948	\$52,640	\$27.6697	\$53,956	\$28.2231	\$55,035	\$28.9287	\$56,411	\$29.6519	\$57,821
		25 yrs.	\$27.1259	\$52,896	\$27.9396	\$54,482	\$28.6381	\$55,844	\$29.2109	\$56,961	\$29.9412	\$58,385	\$30.6897	\$59,845
HTH209P	Rehabilitation Assistant	1	\$26.5927	\$51,856	\$27.3905	\$53,411	\$28.0753	\$54,747	\$28.6368	\$55,842	\$28.6368	\$55,842	\$28.6368	\$55,842
	Occupational Therapy Assistant	2	\$27.2194	\$53,078	\$28.0360	\$54,670	\$28.7369	\$56,037	\$29.3116	\$57,158	\$29.3116	\$57,158	\$29.3116	\$57,158
	Physiotherapy Assistant	3	\$27.8469	\$54,301	\$28.6823	\$55,930	\$29.3994	\$57,329	\$29.9874	\$58,475	\$29.9874	\$58,475	\$29.9874	\$58,475
		4	\$28.4515	\$55,480	\$29.3050	\$57,145	\$30.0376	\$58,573	\$30.6384	\$59,745	\$30.6384	\$59,745	\$30.6384	\$59,745
		25 yrs.	\$29.4475	\$57,423	\$30.3307	\$59,145	\$31.0889	\$60,623	\$31.7107	\$61,836	\$31.7107	\$61,836	\$31.7107	\$61,836

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

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MOA33- NSH 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
HTH209P1	Recreation Therapy Associate	1	\$27.2194	\$53,078	\$28.0360	\$54,670	\$28.7369	\$56,037	\$29.3116	\$57,158	\$29.3116	\$57,158	\$29.3116	\$57,158
		2	\$27.8463	\$54,300	\$28.6817	\$55,929	\$29.3987	\$57,327	\$29.9867	\$58,474	\$29.9867	\$58,474	\$29.9867	\$58,474
		3	\$28.4517	\$55,481	\$29.3053	\$57,145	\$30.0379	\$58,574	\$30.6387	\$59,745	\$30.6387	\$59,745	\$30.6387	\$59,745
		4	\$29.2513	\$57,040	\$30.1288	\$58,751	\$30.8820	\$60,220	\$31.4996	\$61,424	\$31.4996	\$61,424	\$31.4996	\$61,424
		25 yrs.	\$30.2750	\$59,036	\$31.1833	\$60,807	\$31.9629	\$62,328	\$32.6021	\$63,574	\$32.6021	\$63,574	\$32.6021	\$63,574
HTH227P	Pulmonary Function Tech	1	\$29.6591	\$57,835	\$30.5489	\$59,570	\$31.3126	\$61,060	\$31.9389	\$62,281	\$31.9389	\$62,281	\$31.9389	\$62,281
		2	\$30.4928	\$59,461	\$31.4076	\$61,245	\$32.1928	\$62,776	\$32.8367	\$64,032	\$32.8367	\$64,032	\$32.8367	\$64,032
		3	\$32.4311	\$63,241	\$33.4040	\$65,138	\$34.2391	\$66,766	\$34.9239	\$68,102	\$34.9239	\$68,102	\$34.9239	\$68,102
		4	\$33.4899	\$65,305	\$34.4946	\$67,264	\$35.3570	\$68,946	\$36.0641	\$70,325	\$36.0641	\$70,325	\$36.0641	\$70,325
		5	\$36.6905	\$71,546	\$37.7912	\$73,693	\$38.7360	\$75,535	\$39.5107	\$77,046	\$39.5107	\$77,046	\$39.5107	\$77,046
		6	\$37.9756	\$74,052	\$39.1149	\$76,274	\$40.0928	\$78,181	\$40.8947	\$79,745	\$40.8947	\$79,745	\$40.8947	\$79,745
		7	\$39.3276	\$76,689	\$40.5074	\$78,989	\$41.5201	\$80,964	\$42.3505	\$82,583	\$42.3505	\$82,583	\$42.3505	\$82,583
		8	\$40.6575	\$79,282	\$41.8772	\$81,661	\$42.9241	\$83,702	\$43.7826	\$85,376	\$43.7826	\$85,376	\$43.7826	\$85,376
		25 yrs.	\$42.0803	\$82,057	\$43.3429	\$84,519	\$44.4264	\$86,631	\$45.3150	\$88,364	\$45.3150	\$88,364	\$45.3150	\$88,364

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

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MOA33- NSH 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
HTH227P1	Pulmonary Function Tech	1	\$30.5489	\$59,570	\$31.4654	\$61,358	\$32.2520	\$62,891	\$32.8970	\$64,149	\$32.8970	\$64,149	\$32.8970	\$64,149
		2	\$31.4073	\$61,244	\$32.3495	\$63,082	\$33.1582	\$64,658	\$33.8214	\$65,952	\$33.8214	\$65,952	\$33.8214	\$65,952
		3	\$33.4044	\$65,139	\$34.4065	\$67,093	\$35.2667	\$68,770	\$35.9720	\$70,145	\$35.9720	\$70,145	\$35.9720	\$70,145
		4	\$34.4948	\$67,265	\$35.5296	\$69,283	\$36.4178	\$71,015	\$37.1462	\$72,435	\$37.1462	\$72,435	\$37.1462	\$72,435
		5	\$37.7909	\$73,692	\$38.9246	\$75,903	\$39.8977	\$77,801	\$40.6957	\$79,357	\$40.6957	\$79,357	\$40.6957	\$79,357
		6	\$39.1144	\$76,273	\$40.2878	\$78,561	\$41.2950	\$80,525	\$42.1209	\$82,136	\$42.1209	\$82,136	\$42.1209	\$82,136
		7	\$40.5071	\$78,989	\$41.7223	\$81,358	\$42.7654	\$83,393	\$43.6207	\$85,060	\$43.6207	\$85,060	\$43.6207	\$85,060
		8	\$41.8767	\$81,660	\$43.1330	\$84,109	\$44.2113	\$86,212	\$45.0955	\$87,936	\$45.0955	\$87,936	\$45.0955	\$87,936
		25 yrs.	\$43.3424	\$84,518	\$44.6427	\$87,053	\$45.7587	\$89,229	\$46.6738	\$91,014	\$46.6738	\$91,014	\$46.6738	\$91,014
HTH227P2	Pulmonary Function Tech	1	\$30.9214	\$60,297	\$31.8490	\$62,106	\$32.6452	\$63,658	\$33.2981	\$64,931	\$33.2981	\$64,931	\$33.2981	\$64,931
		2	\$31.7795	\$61,970	\$32.7329	\$63,829	\$33.5512	\$65,425	\$34.2222	\$66,733	\$34.2222	\$66,733	\$34.2222	\$66,733
		3	\$33.7765	\$65,864	\$34.7898	\$67,840	\$35.6595	\$69,536	\$36.3727	\$70,927	\$36.3727	\$70,927	\$36.3727	\$70,927
		4	\$34.4948	\$67,265	\$35.5296	\$69,283	\$36.4178	\$71,015	\$37.1462	\$72,435	\$37.1462	\$72,435	\$37.1462	\$72,435
		5	\$37.7909	\$73,692	\$38.9246	\$75,903	\$39.8977	\$77,801	\$40.6957	\$79,357	\$40.6957	\$79,357	\$40.6957	\$79,357
		6	\$39.1144	\$76,273	\$40.2878	\$78,561	\$41.2950	\$80,525	\$42.1209	\$82,136	\$42.1209	\$82,136	\$42.1209	\$82,136
		7	\$40.5071	\$78,989	\$41.7223	\$81,358	\$42.7654	\$83,393	\$43.6207	\$85,060	\$43.6207	\$85,060	\$43.6207	\$85,060
		8	\$41.8767	\$81,660	\$43.1330	\$84,109	\$44.2113	\$86,212	\$45.0955	\$87,936	\$45.0955	\$87,936	\$45.0955	\$87,936
		25 yrs.	\$43.3424	\$84,518	\$44.6427	\$87,053	\$45.7587	\$89,229	\$46.6738	\$91,014	\$46.6738	\$91,014	\$46.6738	\$91,014

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

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MOA33- NSH 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
HTH230P3	Health Care Social Worker B (BSW)	1	\$35.7932	\$69,797	\$36.8670	\$71,891	\$37.7887	\$73,688	\$38.5445	\$75,162	\$38.5445	\$75,162	\$38.5445	\$75,162
		2	\$37.2181	\$72,575	\$38.3346	\$74,752	\$39.2930	\$76,621	\$40.0789	\$78,154	\$40.0789	\$78,154	\$40.0789	\$78,154
		3	\$38.6400	\$75,348	\$39.7992	\$77,608	\$40.7942	\$79,549	\$41.6101	\$81,140	\$41.6101	\$81,140	\$41.6101	\$81,140
		4	\$40.1927	\$78,376	\$41.3985	\$80,727	\$42.4335	\$82,745	\$43.2822	\$84,400	\$43.2822	\$84,400	\$43.2822	\$84,400
		5	\$41.7460	\$81,405	\$42.9984	\$83,847	\$44.0734	\$85,943	\$44.9549	\$87,662	\$44.9549	\$87,662	\$44.9549	\$87,662
		6	\$43.4286	\$84,686	\$44.7315	\$87,226	\$45.8498	\$89,407	\$46.7668	\$91,195	\$46.7668	\$91,195	\$46.7668	\$91,195
		25 yrs.	\$44.9485	\$87,650	\$46.2971	\$90,279	\$47.4545	\$92,536	\$48.4036	\$94,387	\$48.4036	\$94,387	\$48.4036	\$94,387
HTH230P4	Clinical Program Coordinator C	1	\$37.3118	\$72,758	\$38.4312	\$74,941	\$39.3920	\$76,814	\$40.1798	\$78,351	\$41.1843	\$80,309	\$42.2139	\$82,317
		2	\$38.7965	\$75,653	\$39.9604	\$77,923	\$40.9594	\$79,871	\$41.7786	\$81,468	\$42.8231	\$83,505	\$43.8937	\$85,593
		3	\$41.8987	\$81,702	\$43.1557	\$84,154	\$44.2346	\$86,257	\$45.1193	\$87,983	\$46.2473	\$90,182	\$47.4035	\$92,437
		4	\$43.5176	\$84,859	\$44.8231	\$87,405	\$45.9437	\$89,590	\$46.8626	\$91,382	\$48.0342	\$93,667	\$49.2351	\$96,008
		5	\$45.2718	\$88,280	\$46.6300	\$90,929	\$47.7958	\$93,202	\$48.7517	\$95,066	\$49.9705	\$97,442	\$51.2198	\$99,879
		6	\$47.1615	\$91,965	\$48.5763	\$94,724	\$49.7907	\$97,092	\$50.7865	\$99,034	\$52.0562	\$101,510	\$53.3576	\$104,047
		7	\$49.0500	\$95,648	\$50.5215	\$98,517	\$51.7845	\$100,980	\$52.8202	\$102,999	\$54.1407	\$105,574	\$55.4942	\$108,214
25 yrs.	\$50.7666	\$98,995	\$52.2898	\$101,965	\$53.5970	\$104,514	\$54.6689	\$106,604	\$56.0356	\$109,269	\$57.4365	\$112,001		
HTH239P	Clinical Leader Masters	1	\$44.3656	\$86,513	\$45.6966	\$89,108	\$46.8390	\$91,336	\$47.7758	\$93,163	\$48.9702	\$95,492	\$50.1945	\$97,879
		2	\$47.6524	\$92,922	\$49.0820	\$95,710	\$50.3091	\$98,103	\$51.3153	\$100,065	\$52.5982	\$102,566	\$53.9132	\$105,131
		3	\$48.9720	\$95,495	\$50.4412	\$98,360	\$51.7022	\$100,819	\$52.7362	\$102,836	\$54.0546	\$105,406	\$55.4060	\$108,042
		4	\$50.3612	\$98,204	\$51.8720	\$101,150	\$53.1688	\$103,679	\$54.2322	\$105,753	\$55.5880	\$108,397	\$56.9777	\$111,107
		5	\$51.7267	\$100,867	\$53.2785	\$103,893	\$54.6105	\$106,490	\$55.7027	\$108,620	\$57.0953	\$111,336	\$58.5227	\$114,119
		6	\$53.5373	\$104,398	\$55.1434	\$107,530	\$56.5220	\$110,218	\$57.6524	\$112,422	\$59.0937	\$115,233	\$60.5710	\$118,113
		25 yrs.	\$54.8329	\$106,924	\$57.0734	\$111,293	\$58.5003	\$114,076	\$59.6702	\$116,357	\$61.1620	\$119,266	\$62.6910	\$122,247

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WAGE APPENDIX 'A'

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MOA33- NSH 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
HTH308P	Medical Laboratory Assistant	1	\$22.4017	\$43,683	\$23.0738	\$44,994	\$23.6506	\$46,119	\$24.1236	\$47,041	\$24.1236	\$47,041	\$24.1236	\$47,041
		2	\$24.5213	\$47,817	\$25.2569	\$49,251	\$25.8883	\$50,482	\$26.4061	\$51,492	\$26.4061	\$51,492	\$26.4061	\$51,492
		3	\$25.8050	\$50,320	\$26.5792	\$51,829	\$27.2437	\$53,125	\$27.7886	\$54,188	\$27.7886	\$54,188	\$27.7886	\$54,188
		4	\$26.4591	\$51,595	\$27.2529	\$53,143	\$27.9342	\$54,472	\$28.4929	\$55,561	\$28.4929	\$55,561	\$28.4929	\$55,561
		5	\$27.0895	\$52,825	\$27.9022	\$54,409	\$28.5998	\$55,770	\$29.1718	\$56,885	\$29.1718	\$56,885	\$29.1718	\$56,885
		25 yrs.	\$28.0373	\$54,673	\$28.8788	\$56,314	\$29.6008	\$57,722	\$30.1928	\$58,876	\$30.1928	\$58,876	\$30.1928	\$58,876
HTH308P1	Pharmacy Practice Assistant	1	\$23.1594	\$45,161	\$23.8542	\$46,516	\$24.4506	\$47,679	\$24.9396	\$48,632	\$25.0394	\$48,827	\$25.0394	\$48,827
		2	\$23.9364	\$46,676	\$24.6545	\$48,076	\$25.2709	\$49,278	\$25.7763	\$50,264	\$25.8794	\$50,465	\$25.8794	\$50,465
		3	\$24.7511	\$48,265	\$25.4936	\$49,713	\$26.1309	\$50,955	\$26.6535	\$51,974	\$26.7601	\$52,182	\$26.7601	\$52,182
		4	\$25.5647	\$49,851	\$26.3316	\$51,347	\$26.9899	\$52,630	\$27.5297	\$53,683	\$27.6398	\$53,898	\$27.6398	\$53,898
		5	\$26.5862	\$51,843	\$27.3838	\$53,398	\$28.0684	\$54,733	\$28.6298	\$55,828	\$28.7443	\$56,051	\$28.7443	\$56,051
		25 yrs.	\$27.5168	\$53,658	\$28.3422	\$55,267	\$29.0508	\$56,649	\$29.6318	\$57,782	\$29.7504	\$58,013	\$29.7504	\$58,013
HTH308P4	Medical Laboratory Assistant	1	\$24.7535	\$48,269	\$25.4961	\$49,717	\$26.1335	\$50,960	\$26.6562	\$51,980	\$26.7948	\$52,250	\$26.7948	\$52,250
		2	\$25.3821	\$49,495	\$26.1436	\$50,980	\$26.7972	\$52,255	\$27.3331	\$53,300	\$27.4752	\$53,577	\$27.4752	\$53,577
		3	\$25.9867	\$50,674	\$26.7663	\$52,194	\$27.4355	\$53,499	\$27.9842	\$54,569	\$28.1297	\$54,853	\$28.1297	\$54,853
		4	\$26.5924	\$51,855	\$27.3902	\$53,411	\$28.0750	\$54,746	\$28.6365	\$55,841	\$28.7854	\$56,132	\$28.7854	\$56,132
		25 yrs.	\$27.5230	\$53,670	\$28.3489	\$55,280	\$29.0576	\$56,662	\$29.6388	\$57,796	\$29.7929	\$58,096	\$29.7929	\$58,096
HTH308P9	Medical Laboratory Assistant	1	\$25.0357	\$48,820	\$25.7868	\$50,284	\$26.4315	\$51,541	\$26.9601	\$52,572	\$26.9601	\$52,572	\$26.9601	\$52,572
		2	\$25.7029	\$50,121	\$26.4740	\$51,624	\$27.1359	\$52,915	\$27.6786	\$53,973	\$27.6786	\$53,973	\$27.6786	\$53,973
		3	\$26.3469	\$51,376	\$27.1373	\$52,918	\$27.8157	\$54,241	\$28.3720	\$55,325	\$28.3720	\$55,325	\$28.3720	\$55,325
		4	\$27.0150	\$52,679	\$27.8255	\$54,260	\$28.5211	\$55,616	\$29.0915	\$56,728	\$29.0915	\$56,728	\$29.0915	\$56,728
		25 yrs.	\$27.9606	\$54,523	\$28.7994	\$56,159	\$29.5193	\$57,563	\$30.1097	\$58,714	\$30.1097	\$58,714	\$30.1097	\$58,714

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

Annual rates are approximate.

MOA33- NSH 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
HTH309P	Dietetic Technician	1	\$21.7587	\$42,429	\$22.4115	\$43,702	\$22.9718	\$44,795	\$23.4312	\$45,691	\$23.4312	\$45,691	\$23.4312	\$45,691
		2	\$22.3218	\$43,528	\$22.9915	\$44,833	\$23.5663	\$45,954	\$24.0376	\$46,873	\$24.0376	\$46,873	\$24.0376	\$46,873
		3	\$23.1711	\$45,184	\$23.8662	\$46,539	\$24.4629	\$47,703	\$24.9522	\$48,657	\$24.9522	\$48,657	\$24.9522	\$48,657
		4	\$26.4986	\$51,672	\$27.2936	\$53,223	\$27.9759	\$54,553	\$28.5354	\$55,644	\$28.5354	\$55,644	\$28.5354	\$55,644
		5	\$27.4699	\$53,566	\$28.2940	\$55,173	\$29.0014	\$56,553	\$29.5814	\$57,684	\$29.5814	\$57,684	\$29.5814	\$57,684
		6	\$27.8977	\$54,401	\$28.7346	\$56,032	\$29.4530	\$57,433	\$30.0421	\$58,582	\$30.0421	\$58,582	\$30.0421	\$58,582
		25 yrs.	\$28.8743	\$56,305	\$29.7403	\$57,994	\$30.4839	\$59,444	\$31.0936	\$60,633	\$31.0936	\$60,633	\$31.0936	\$60,633
HTH422P	Youth Care Worker B	1	\$32.1739	\$62,739	\$33.1391	\$64,621	\$33.9676	\$66,237	\$34.6470	\$67,562	\$34.6470	\$67,562	\$34.6470	\$67,562
		2	\$33.2623	\$64,861	\$34.2602	\$66,807	\$35.1167	\$68,478	\$35.8190	\$69,847	\$35.8190	\$69,847	\$35.8190	\$69,847
		3	\$34.3275	\$66,939	\$35.3573	\$68,947	\$36.2412	\$70,670	\$36.9660	\$72,084	\$36.9660	\$72,084	\$36.9660	\$72,084
		4	\$35.3913	\$69,013	\$36.4530	\$71,083	\$37.3643	\$72,860	\$38.1116	\$74,318	\$38.1116	\$74,318	\$38.1116	\$74,318
		5	\$36.4816	\$71,139	\$37.5760	\$73,273	\$38.5154	\$75,105	\$39.2857	\$76,607	\$39.2857	\$76,607	\$39.2857	\$76,607
		6	\$37.5472	\$73,217	\$38.6736	\$75,414	\$39.6404	\$77,299	\$40.4332	\$78,845	\$40.4332	\$78,845	\$40.4332	\$78,845
		25 yrs.	\$38.8612	\$75,779	\$40.0272	\$78,053	\$41.0278	\$80,004	\$41.8484	\$81,604	\$41.8484	\$81,604	\$41.8484	\$81,604
HTH426P	DIIS Technologist	1	\$34.1691	\$66,630	\$35.1942	\$68,629	\$36.0741	\$70,345	\$36.7956	\$71,751	\$37.7155	\$73,545	\$38.5377	\$75,149
		2	\$36.3045	\$70,794	\$37.3936	\$72,918	\$38.3284	\$74,740	\$39.0950	\$76,235	\$40.0724	\$78,141	\$40.9460	\$79,845
		3	\$38.4400	\$74,958	\$39.5932	\$77,207	\$40.5830	\$79,137	\$41.3947	\$80,720	\$42.4296	\$82,738	\$43.3546	\$84,541
		4	\$40.5758	\$79,123	\$41.7931	\$81,497	\$42.8379	\$83,534	\$43.6947	\$85,205	\$44.7871	\$87,335	\$45.7635	\$89,239
		5	\$42.7114	\$83,287	\$43.9927	\$85,786	\$45.0925	\$87,930	\$45.9944	\$89,689	\$47.1443	\$91,931	\$48.1720	\$93,935
		25 yrs.	\$44.2064	\$86,202	\$45.5324	\$88,788	\$46.6707	\$91,008	\$47.6042	\$92,828	\$48.7944	\$95,149	\$49.8580	\$97,223

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

Annual rates are approximate.

MOA33- NSH 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
HTH526P	Medical Laboratory Technologist C	1	\$35.1178	\$68,480	\$36.1713	\$70,534	\$37.0756	\$72,297	\$37.8171	\$73,743	\$38.7625	\$75,587	\$39.0610	\$76,169
		2	\$38.4738	\$75,024	\$39.6280	\$77,275	\$40.6187	\$79,206	\$41.4311	\$80,791	\$42.4669	\$82,810	\$42.7939	\$83,448
		3	\$39.8212	\$77,651	\$41.0158	\$79,981	\$42.0412	\$81,980	\$42.8820	\$83,620	\$43.9541	\$85,711	\$44.2925	\$86,370
		4	\$41.2392	\$80,416	\$42.4764	\$82,829	\$43.5383	\$84,900	\$44.4091	\$86,598	\$45.5193	\$88,763	\$45.8698	\$89,446
		5	\$42.6333	\$83,135	\$43.9123	\$85,629	\$45.0101	\$87,770	\$45.9103	\$89,525	\$47.0581	\$91,763	\$47.4204	\$92,470
		25 yrs.	\$44.1256	\$86,045	\$45.4492	\$88,626	\$46.5855	\$90,842	\$47.5172	\$92,659	\$48.7051	\$94,975	\$49.0801	\$95,706
HTH526P2	Team Lead Radiological Tech	1	\$33.9687	\$66,239	\$34.9878	\$68,226	\$35.8625	\$69,932	\$36.5798	\$71,331	\$37.4943	\$73,114	\$38.3117	\$74,708
		2	\$36.7750	\$71,711	\$37.8783	\$73,863	\$38.8253	\$75,709	\$39.6018	\$77,224	\$40.5918	\$79,154	\$41.4767	\$80,880
		3	\$38.1774	\$74,446	\$39.3227	\$76,679	\$40.3058	\$78,596	\$41.1119	\$80,168	\$42.1397	\$82,172	\$43.0583	\$83,964
		4	\$39.7068	\$77,428	\$40.8980	\$79,751	\$41.9205	\$81,745	\$42.7589	\$83,380	\$43.8279	\$85,464	\$44.7833	\$87,327
		5	\$41.2659	\$80,469	\$42.5039	\$82,883	\$43.5665	\$84,955	\$44.4378	\$86,654	\$45.5487	\$88,820	\$46.5417	\$90,756
		6	\$42.8945	\$83,644	\$44.1813	\$86,154	\$45.2858	\$88,307	\$46.1915	\$90,073	\$47.3463	\$92,325	\$48.3784	\$94,338
25 yrs.	\$44.3957	\$86,572	\$45.7276	\$89,169	\$46.8708	\$91,398	\$47.8082	\$93,226	\$49.0034	\$95,557	\$50.0716	\$97,640		
HTH526P3	LIS Database Coordinator	1	\$38.7823	\$75,625	\$39.9458	\$77,894	\$40.9444	\$79,842	\$41.7633	\$81,438	\$42.8074	\$83,474	\$43.8776	\$85,561
		2	\$40.1534	\$78,299	\$41.3580	\$80,648	\$42.3920	\$82,664	\$43.2398	\$84,318	\$44.3208	\$86,426	\$45.4288	\$88,586
		3	\$41.5110	\$80,946	\$42.7563	\$83,375	\$43.8252	\$85,459	\$44.7017	\$87,168	\$45.8192	\$89,347	\$46.9647	\$91,581
		4	\$42.8458	\$83,549	\$44.1312	\$86,056	\$45.2345	\$88,207	\$46.1392	\$89,971	\$47.2927	\$92,221	\$48.4750	\$94,526
		25 yrs.	\$44.3453	\$86,473	\$45.6758	\$89,068	\$46.8177	\$91,295	\$47.7541	\$93,121	\$48.9479	\$95,448	\$50.1716	\$97,835

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

Annual rates are approximate.

MOA33- NSH PIO SCALES PHASCC AMENDED

Pay Grade	Classification	Steps	Expired Hourly Rate	Expired Approx. Annual Rate	% Increase:		% Increase:		% Increase:		Wage Adj. up to 2.5%		Adjustment to 1950 hours		Wage Adj. up to 2.5%	
					April 1, 2024 Hourly Rate	April 1, 2024 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	Nov 3, 2024 Hourly Rate	Nov 3, 2024 Approx. Annual Rate	Apr 1, 2025 Hourly Rate	Apr 1, 2025 Approx. Annual Rate
5HT311P1	Continuing Care Referral Assistant <i>*Annual salary based on 1820 hours will change to 1950 hours effective Nov 3, 2024.</i>	1	\$28.4019	\$51,691	\$29.2540	\$53,242	\$29.9854	\$54,573	\$30.5851	\$55,665	\$30.5851	\$55,665	\$30.5851	\$59,641	\$30.5851	\$59,641
		2	\$29.3609	\$53,437	\$30.2417	\$55,040	\$30.9977	\$56,416	\$31.6177	\$57,544	\$31.6177	\$57,544	\$31.6177	\$61,655	\$31.6177	\$61,655
		3	\$30.0888	\$54,762	\$30.9915	\$56,405	\$31.7663	\$57,815	\$32.4016	\$58,971	\$32.4016	\$58,971	\$32.4016	\$63,183	\$32.4016	\$63,183
		4	\$30.9377	\$56,307	\$31.8658	\$57,996	\$32.6624	\$59,446	\$33.3156	\$60,634	\$33.3156	\$60,634	\$33.3156	\$64,965	\$33.3156	\$64,965
		5	\$31.9087	\$58,074	\$32.8660	\$59,816	\$33.6877	\$61,312	\$34.3615	\$62,538	\$34.3615	\$62,538	\$34.3615	\$67,005	\$34.3615	\$67,005
		25 yrs.	\$33.0254	\$60,106	\$34.0163	\$61,910	\$34.8668	\$63,458	\$35.5642	\$64,727	\$35.5642	\$64,727	\$35.5642	\$69,350	\$35.5642	\$69,350
5HT311P2	Continuing Care Referral Assistant <i>*Annual salary based on 1820 hours will change to 1950 hours effective Nov 3, 2024.</i>	1	\$28.3024	\$51,510	\$29.1515	\$53,056	\$29.8803	\$54,382	\$30.4779	\$55,470	\$30.4779	\$55,470	\$30.4779	\$59,432	\$30.4779	\$59,432
		2	\$29.2578	\$53,249	\$30.1355	\$54,847	\$30.8889	\$56,218	\$31.5067	\$57,342	\$31.5067	\$57,342	\$31.5067	\$61,438	\$31.5067	\$61,438
		3	\$29.9834	\$54,570	\$30.8829	\$56,207	\$31.6550	\$57,612	\$32.2881	\$58,764	\$32.2881	\$58,764	\$32.2881	\$62,962	\$32.2881	\$62,962
		4	\$30.8292	\$56,109	\$31.7541	\$57,792	\$32.5480	\$59,237	\$33.1990	\$60,422	\$33.1990	\$60,422	\$33.1990	\$64,738	\$33.1990	\$64,738
		5	\$31.7967	\$57,870	\$32.7506	\$59,606	\$33.5694	\$61,096	\$34.2408	\$62,318	\$34.2408	\$62,318	\$34.2408	\$66,770	\$34.2408	\$66,770
		25 yrs.	\$32.9097	\$59,896	\$33.8969	\$61,692	\$34.7443	\$63,235	\$35.4392	\$64,499	\$35.4392	\$64,499	\$35.4392	\$69,106	\$35.4392	\$69,106
5HTH126P	Community Home Visitor Coordinator <i>*Annual salary based on 1820 hours will change to 1950 hours effective Nov 3, 2024.</i>	1	\$33.2702	\$60,552	\$34.2683	\$62,368	\$35.1250	\$63,928	\$35.8275	\$65,206	\$36.7232	\$66,836	\$36.7232	\$71,610	\$37.6413	\$73,401
		2	\$36.0184	\$65,553	\$37.0990	\$67,520	\$38.0265	\$69,208	\$38.7870	\$70,592	\$39.7567	\$72,357	\$39.7567	\$77,526	\$40.7506	\$79,464
		3	\$37.3921	\$68,054	\$38.5139	\$70,095	\$39.4767	\$71,848	\$40.2662	\$73,284	\$41.2729	\$75,117	\$41.2729	\$80,482	\$42.3047	\$82,494
		4	\$38.8902	\$70,780	\$40.0569	\$72,904	\$41.0583	\$74,726	\$41.8795	\$76,221	\$42.9265	\$78,126	\$42.9265	\$83,707	\$43.9997	\$85,799
		5	\$40.4171	\$73,559	\$41.6296	\$75,766	\$42.6703	\$77,660	\$43.5237	\$79,213	\$44.6118	\$81,193	\$44.6118	\$86,993	\$45.7271	\$89,168
		6	\$42.0124	\$76,463	\$43.2728	\$78,757	\$44.3546	\$80,725	\$45.2417	\$82,340	\$46.3727	\$84,398	\$46.3727	\$90,427	\$47.5320	\$92,687
25 yrs.	\$43.4827	\$79,139	\$44.7873	\$81,513	\$45.9070	\$83,551	\$46.8252	\$85,222	\$47.9957	\$87,352	\$47.9957	\$93,592	\$49.1956	\$95,931		

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

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MOA33- NSH PIO SCALES PHASCC AMENDED

Pay Grade	Classification	Steps	Expired Hourly Rate	Expired Approx. Annual Rate	% Increase:		% Increase:		% Increase:		Wage Adj. up to 2.5%		Adjustment to 1950 hours		Wage Adj. up to 2.5%	
					April 1, 2024 Hourly Rate	April 1, 2024 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	Nov 3, 2024 Hourly Rate	Nov 3, 2024 Approx. Annual Rate	Apr 1, 2025 Hourly Rate	Apr 1, 2025 Approx. Annual Rate
5HTH130P	Clinical Therapist <2 Years <i>Annual salary based on 1950 hours</i>	1	\$33.9687	\$66,239	\$34.9878	\$68,226	\$35.8625	\$69,932	\$36.5798	\$71,331	\$37.4943	\$73,114	\$37.4943	\$73,114	\$38.4317	\$74,942
		2	\$36.7750	\$71,711	\$37.8783	\$73,863	\$38.8253	\$75,709	\$39.6018	\$77,224	\$40.5918	\$79,154	\$40.5918	\$79,154	\$41.6066	\$81,133
		3	\$38.1775	\$74,446	\$39.3228	\$76,679	\$40.3059	\$78,597	\$41.1120	\$80,168	\$42.1398	\$82,173	\$42.1398	\$82,173	\$43.1933	\$84,227
		4	\$39.7068	\$77,428	\$40.8980	\$79,751	\$41.9205	\$81,745	\$42.7589	\$83,380	\$43.8279	\$85,464	\$43.8279	\$85,464	\$44.9236	\$87,601
		5	\$41.2656	\$80,468	\$42.5036	\$82,882	\$43.5662	\$84,954	\$44.4375	\$86,653	\$45.5484	\$88,819	\$45.5484	\$88,819	\$46.6871	\$91,040
		6	\$42.8945	\$83,644	\$44.1813	\$86,154	\$45.2858	\$88,307	\$46.1915	\$90,073	\$47.3463	\$92,325	\$47.3463	\$92,325	\$48.5300	\$94,634
		25 yrs.	\$44.3958	\$86,572	\$45.7276	\$89,169	\$46.8708	\$91,398	\$47.8082	\$93,226	\$49.0034	\$95,557	\$49.0034	\$95,557	\$50.2286	\$97,946
5HTH209P	Rehabilitation Assistant <i>*Annual salary based on 1820 hours will change to 1950 hours effective Nov 3, 2024.</i>	1	\$26.0749	\$47,456	\$26.8571	\$48,880	\$27.5285	\$50,102	\$28.0791	\$51,104	\$28.4975	\$51,865	\$28.4975	\$55,570	\$28.4975	\$55,570
		2	\$26.6894	\$48,575	\$27.4901	\$50,032	\$28.1774	\$51,283	\$28.7409	\$52,308	\$29.1691	\$53,088	\$29.1691	\$56,880	\$29.1691	\$56,880
		3	\$27.3042	\$49,694	\$28.1233	\$51,184	\$28.8264	\$52,464	\$29.4029	\$53,513	\$29.8410	\$54,311	\$29.8410	\$58,190	\$29.8410	\$58,190
		4	\$27.8977	\$50,774	\$28.7346	\$52,297	\$29.4530	\$53,604	\$30.0421	\$54,677	\$30.4897	\$55,491	\$30.4897	\$59,455	\$30.4897	\$59,455
		25 yrs.	\$28.8741	\$52,551	\$29.7403	\$54,127	\$30.4837	\$55,480	\$31.0936	\$56,590	\$31.5568	\$57,433	\$31.5568	\$61,536	\$31.5568	\$61,536
5HTH230P	Placement Coordinator <i>*Annual salary based on 1820 hours will change to 1950 hours effective Nov 3, 2024.</i>	1	\$36.5157	\$66,459	\$37.6112	\$68,452	\$38.5515	\$70,164	\$39.3225	\$71,567	\$40.3056	\$73,356	\$40.3056	\$78,596	\$41.3132	\$80,561
		2	\$37.9123	\$69,000	\$39.0497	\$71,070	\$40.0259	\$72,847	\$40.8264	\$74,304	\$41.8471	\$76,162	\$41.8471	\$81,602	\$42.8933	\$83,642
		3	\$39.4348	\$71,771	\$40.6178	\$73,924	\$41.6332	\$75,772	\$42.4659	\$77,288	\$43.5275	\$79,220	\$43.5275	\$84,879	\$44.6157	\$87,001
		4	\$40.9590	\$74,545	\$42.1878	\$76,782	\$43.2425	\$78,701	\$44.1074	\$80,275	\$45.2101	\$82,282	\$45.2101	\$88,160	\$46.3404	\$90,364
		5	\$42.6098	\$77,550	\$43.8881	\$79,876	\$44.9853	\$81,873	\$45.8850	\$83,511	\$47.0321	\$85,598	\$47.0321	\$91,713	\$48.2079	\$94,005
		6	\$44.3883	\$80,787	\$45.7199	\$83,210	\$46.8629	\$85,290	\$47.8002	\$86,996	\$48.9952	\$89,171	\$48.9952	\$95,541	\$50.2201	\$97,929
		25 yrs.	\$45.9417	\$83,614	\$47.3201	\$86,123	\$48.5031	\$88,276	\$49.4732	\$90,041	\$50.7100	\$92,292	\$50.7100	\$98,885	\$51.9778	\$101,357

NSH - Healthcare Bargaining Unit
WAGE APPENDIX 'A'

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MOA33- NSH PIO SCALES PHASCC AMENDED

Pay Grade	Classification	Steps	Expired Hourly Rate	Expired Approx. Annual Rate	% Increase:		% Increase:		% Increase:		Wage Adj. up to 2.5%		Adjustment to 1950 hours		Wage Adj. up to 2.5%	
					April 1, 2024 Hourly Rate	April 1, 2024 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	Nov 3, 2024 Hourly Rate	Nov 3, 2024 Approx. Annual Rate	Apr 1, 2025 Hourly Rate	Apr 1, 2025 Approx. Annual Rate
5HTH235P	Continuing Care Coordinator <i>*Annual salary based on 1820 hours will change to 1950 hours effective Nov 3, 2024.</i>	1	\$41.2097	\$75,002	\$42.4460	\$77,252	\$43.5072	\$79,183	\$44.3773	\$80,767	\$45.4867	\$82,786	\$45.4867	\$88,699	\$46.6239	\$90,917
		2	\$42.6362	\$77,598	\$43.9153	\$79,926	\$45.0132	\$81,924	\$45.9135	\$83,563	\$47.0613	\$85,652	\$47.0613	\$91,770	\$48.2378	\$94,064
		3	\$44.0631	\$80,195	\$45.3850	\$82,601	\$46.5196	\$84,666	\$47.4500	\$86,359	\$48.6363	\$88,518	\$48.6363	\$94,841	\$49.8522	\$97,212
		4	\$45.4893	\$82,791	\$46.8540	\$85,274	\$48.0254	\$87,406	\$48.9859	\$89,154	\$50.2105	\$91,383	\$50.2105	\$97,910	\$51.4658	\$100,358
		5	\$46.9185	\$85,392	\$48.3261	\$87,954	\$49.5343	\$90,152	\$50.5250	\$91,956	\$51.7881	\$94,254	\$51.7881	\$100,987	\$53.0828	\$103,511
		25 yrs.	\$48.5604	\$88,380	\$50.0175	\$91,032	\$51.2680	\$93,308	\$52.2934	\$95,174	\$53.6007	\$97,553	\$53.6007	\$104,521	\$54.9407	\$107,134

Representative Signatures:

Council of Unions		Employer Representatives	
 _____ NSGEU Representative	Date: <i>January 21, 2026</i>	 _____ NSH	Date: January 6, 2026
 _____ CUPE Representative	Date: January 19, 2026	 _____ NSH	Date: January 7, 2026
 _____ UNIFOR Representative	Date: <i>JAN 19 2026</i>	_____ NSH	Date: