

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

COMMUNITY SUPPORT

- Monthly salaries include a 3.0% increase

A1. Effective April 1, 2026

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
1				Aboriginal Activities Instructor - SMHC		SMHC	30536501	CPSHGM16	2080	Hourly Monthly Annual	24.357 4,221,880 50,662,560	25.084 4,347,893 52,174,720	25.932 4,494,880 53,938,560	26.816 4,648,107 55,777,280	27.710 4,803,067 57,636,800	28.569 4,951,960 59,423,520			28,141 5,051,107 60,613,280	29,724 5,152,160 61,825,920	30,616 5,306,773 63,681,280	
2				Aboriginal Resource Worker - SMHC		SMHC	30536500	CPSHGM06	2080	Hourly Monthly Annual	21.530 3,580,720 42,968,640	21.932 3,683,333 44,200,000	22.601 3,801,547 45,618,560	23.261 3,917,507 47,010,080	23.707 4,039,880 48,478,560	24.189 4,192,760 50,313,120			24,189 4,276,653 51,319,840	25,166 4,362,107 52,345,280	25,921 4,492,973 53,915,680	
3				Child Life Assistant		Health Sciences Centre	30000103	CPHS36	2015	Hourly Monthly Annual	22.358 3,754,281 45,051,370	23.109 3,880,386 46,564,635	23.885 4,010,690 48,128,275	24.642 4,137,803 49,653,630	25.502 4,282,211 51,386,530	26.312 4,418,223 53,018,680	27.281 4,571,215 56,847,180	28.212 4,737,265 57,983,640	28,776 4,831,970 59,144,280	29,352 4,928,690 59,144,280	30,233 5,076,625 60,919,495	
4				Child Life Assistant		CCMB	C261	Non-SAP	2015	Hourly Monthly Annual	22.358 3,754,281 45,051,370	23.109 3,880,386 46,564,635	23.885 4,010,690 48,128,275	24.642 4,137,803 49,653,630	25.502 4,282,211 51,386,530	26.312 4,418,223 53,018,680	27.281 4,571,215 56,847,180	28.212 4,737,265 57,983,640	28,776 4,831,970 59,144,280	29,352 4,928,690 59,144,280	30,233 5,076,625 60,919,495	
5	23-47CERT	K		Communication Disorders Assistant		Health Sciences Centre	30000149	CPSHRA10	2015	Hourly Monthly Annual	24.322 4,084,069 49,008,830	25.035 4,203,794 50,445,525	25.770 4,327,213 51,926,550	26.529 4,454,661 53,455,935	27.309 4,585,636 55,027,635	28.114 4,720,809 56,649,710			28,676 4,815,178 57,782,140	29,250 4,911,563 58,938,750	30,128 5,058,993 60,707,920	
6				Community Support Worker		Health Sciences Centre	30000108	CPHS18	2015	Hourly Monthly Annual	22.475 3,773,927 45,287,125	23.136 3,884,920 46,619,040	23.816 3,999,103 47,989,240	24.515 4,116,477 49,397,725	25.238 4,237,881 50,854,570	25.982 4,362,811 52,353,730			26,502 4,450,128 53,401,530	27,032 4,539,123 54,469,480	27,843 4,675,304 56,103,645	
7	23-63CW	F		Crisis Worker	Crisis Worker	Shared Health	30001740	MG2208	2080	Hourly Monthly Annual	24.207 4,195,880 50,350,560	24.946 4,323,973 51,887,680	25.785 4,469,400 53,632,800	26.655 4,620,200 55,442,400	27.538 4,773,253 57,279,040	28.405 4,923,533 59,082,400			28,974 5,022,160 60,265,920	29,554 5,122,693 61,472,320	30,441 5,276,440 63,317,280	
8				Diagnostic Imaging Assistant		Shared Health	30003078	MGFVH08	2015	Hourly Monthly Annual	22.475 3,773,927 45,287,125	23.136 3,884,920 46,619,040	23.816 3,999,103 47,989,240	24.515 4,116,477 49,397,725	25.238 4,237,881 50,854,570	25.982 4,362,811 52,353,730			26,502 4,450,128 53,401,530	27,032 4,539,123 54,469,480	27,843 4,675,304 56,103,645	
9				Diagnostic Imaging Assistant		Shared Health	30003704	CPSO12	2015	Hourly Monthly Annual	22.475 3,773,927 45,287,125	23.136 3,884,920 46,619,040	23.816 3,999,103 47,989,240	24.515 4,116,477 49,397,725	25.238 4,237,881 50,854,570	25.982 4,362,811 52,353,730			26,502 4,450,128 53,401,530	27,032 4,539,123 54,469,480	27,843 4,675,304 56,103,645	
10				Diagnostic Imaging Assistant SH (MHC)		Shared Health	30004454	OEMMID10	2015	Hourly Monthly Annual	22.862 3,775,103 45,301,230	23.221 3,838,911 46,066,930	23.831 3,899,193 46,790,315	24.515 4,001,622 48,019,465	25.238 4,155,098 49,861,175	26.033 4,238,049 50,856,585			26,502 4,322,847 51,874,160	27,032 4,452,478 51,874,160	27,843 4,542,940 53,429,740	
11				Forensic Program Support Worker		Shared Health	30002272	MG2208	2080	Hourly Monthly Annual	24.207 4,195,880 50,350,560	24.946 4,323,973 51,887,680	25.785 4,469,400 53,632,800	26.655 4,620,200 55,442,400	27.538 4,773,253 57,279,040	28.405 4,923,533 59,082,400			28,974 5,022,160 60,265,920	29,554 5,122,693 61,472,320	30,441 5,276,440 63,317,280	
12	23-13CERT	A-1		Health Care Aide		Shared Health	30003705	CPSO01A	2015	Hourly Monthly Annual	23.187 3,893,484 46,721,805	23.867 4,007,667 48,092,005	24.567 4,125,209 49,502,505	25.290 4,246,613 50,959,350	26.033 4,371,375 52,456,495	26.800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	28,182 4,681,853 56,182,230	28,718 4,822,231 57,866,770	
13	23-13CERT	A-1		Health Care Aide		Shared Health	30003441	CPCH01A	2015	Hourly Monthly Annual	23.187 3,893,484 46,721,805	23.867 4,007,667 48,092,005	24.567 4,125,209 49,502,505	25.290 4,246,613 50,959,350	26.033 4,371,375 52,456,495	26.800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	28,182 4,681,853 56,182,230	28,718 4,822,231 57,866,770	
14	23-13CERT	A-1		Health Care Aide		Shared Health	30003224	CPGH01A	2015	Hourly Monthly Annual	23.187 3,893,484 46,721,805	23.867 4,007,667 48,092,005	24.567 4,125,209 49,502,505	25.290 4,246,613 50,959,350	26.033 4,371,375 52,456,495	26.800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	28,182 4,681,853 56,182,230	28,718 4,822,231 57,866,770	
15	23-13UNCERT	A-2		Health Care Aide - Uncertified		Health Sciences Centre	30003299	CPHS91	2015	Hourly Monthly Annual	21.885 3,674,856 44,098,275								22,323 3,748,404 44,980,845	22,769 3,823,295 45,879,535	23,452 3,937,982 47,255,780	
16	23-13UNCERT	A-2		Health Care Aide - Uncertified		Shared Health	30003175	CPHS91	2015	Hourly Monthly Annual	21.885 3,674,856 44,098,275								22,323 3,748,404 44,980,845	22,769 3,823,295 45,879,535	23,452 3,937,982 47,255,780	
17				Mental Health Rehabilitation Worker		Health Sciences Centre	30000111	CPHS18	2015	Hourly Monthly Annual	23.187 3,893,484 46,721,805	23.867 4,007,667 48,092,005	24.567 4,125,209 49,502,505	25.290 4,246,613 50,959,350	26.033 4,371,375 52,456,495	26.800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	28,182 4,681,853 56,182,230	28,718 4,822,231 57,866,770	
18	23-DUAL	E		Nursing Assistant		CCMB	C648	Non-SAP	2015	Hourly Monthly Annual	23.577 3,958,971 47,507,655	24.271 4,075,505 48,906,065	24.984 4,195,230 50,342,760	25.718 4,318,481 51,821,770	26.477 4,445,930 53,351,155	27.258 4,577,073 54,924,870	28.062 4,712,078 56,544,930			28,624 4,806,447 57,677,360	29,196 4,902,495 58,829,940	30,072 5,049,590 60,595,080
19	23-DUAL	E		Nursing Assistant (Dually Trained)		HSC / Shared Health	30000135	CPSHDT2	2015	Hourly Monthly Annual	23.577 3,958,971 47,507,655	24.271 4,075,505 48,906,065	24.984 4,195,230 50,342,760	25.718 4,318,481 51,821,770	26.477 4,445,930 53,351,155	27.258 4,577,073 54,924,870	28.062 4,712,078 56,544,930			28,624 4,806,447 57,677,360	29,196 4,902,495 58,829,940	30,072 5,049,590 60,595,080
20	23-DUAL	E		Nursing Assistant (UCA)		Shared Health	30008077	CPSHDT2	2015	Hourly Monthly Annual	22.475 3,773,927 45,287,125	23.136 3,884,920 46,619,040	23.816 3,999,103 47,989,240	24.515 4,116,477 49,397,725	25.238 4,237,881 50,854,570	25.982 4,362,811 52,353,730			26,502 4,450,128 53,401,530	27,032 4,539,123 54,469,480	27,843 4,675,304 56,103,645	
21	23-DUAL	E		Nursing Assistant RT		CCMB	C658	Non-SAP	2015	Hourly Monthly Annual	23.577 3,958,971 47,507,655	24.271 4,075,505 48,906,065	24.984 4,195,230 50,342,760	25.718 4,318,481 51,821,770	26.477 4,445,930 53,351,155	27.258 4,577,073 54,924,870	28.062 4,712,078 56,544,930			28,624 4,806,447 57,677,360	29,196 4,902,495 58,829,940	30,072 5,049,590 60,595,080
22	23-55ORA	U		Operating Room Assistant	Operating Room Assistant	Health Sciences Centre	30006878	CPCS01	2015	Hourly Monthly Annual	27.097 4,550,038 54,600,455	27.898 4,684,539 56,214,470	28.721 4,822,735 57,872,815	29.565 4,964,456 59,573,475	30.442 5,111,719 61,340,630	31.339 5,262,340 63,148,085			31,966 5,367,624 64,411,490	32,606 5,475,091 65,701,090	33,584 5,639,313 67,671,760	
23				Ophthalmic Assistant		Health Sciences Centre	30000031	CPHS21	1950	Hourly Monthly Annual	22.775 3,700,938 44,411,250	23.445 3,809,813 45,717,750	24.137 3,922,263 47,067,150	24.845 4,037,313 48,447,750	25.577 4,156,263 49,875,150	26.331 4,278,788 51,345,450			26,857 4,364,263 52,371,150	27,395 4,451,688 53,420,250	28,217 4,585,263 55,023,150	
24				OT Technician (Activity)		Eden Mental Health	Non-SAP	Non-SAP	2080	Hourly Monthly Annual	22.475 3,895,667 46,748,000	23.136 4,010,240 48,122,880	23.816 4,128,107 49,537,280	24.515 4,249,267 50,991,200	25.238 4,374,587 52,495,040	25.982 4,503,547 54,042,560			26,502 4,593,680 55,124,160	27,032 4,685,547 56,226,560	27,843 4,826,120 57,913,440	
25				PACT Support Worker		Shared Health	30000197	MG2208	2080	Hourly Monthly Annual	24.207 4,195,880 50,350,560	24.946 4,323,973 51,887,680	25.785 4,469,400 53,632,800	26.655 4,620,200 55,442,400	27.538 4,773,253 57,279,040	28.405 4,923,533 59,082,400			28,974 5,022,160 60,265,920	29,554 5,122,693 61,472,320	30,441 5,276,440 63,317,280	
26				Patient Transport Assistant		Health Sciences Centre	30000131	CPHS11	2015	Hourly Monthly Annual	21.474 3,605,843 43,270,110	22.102 3,711,294 44,535,530	22.751 3,820,272 45,843,265	23.421 3,932,776 47,193,315	24.109 4,048,303 48,579,635	24.819 4,167,524 50,010,285			25,315 4,250,810 51,009,725	25,822 4,335,944 52,031,330	26,597 4,466,080 53,592,955	
27				Patient Transport Assistant - PIO		Health Sciences Centre	30000088	CPHS12	2015	Hourly Monthly Annual	22.884 3,842,605 46,111,260	23.272 3,907,757 46,893,080	23.660 3,972,908 47,674,900	24.046 4,037,724 48,452,690	24.434 4,102,876 49,234,510	24.819 4,167,524 50,010,285			25,315 4,250,810 51,009,725	25,822 4,335,944 52,031,330	26,597 4,466,080 53,592,955	
28				Porter-Aide		Shared Health	30036256	MGPDS63	2015	Hourly Monthly Annual	21.474 3,605,843 43,270,110	22.102 3,711,294 44,535,530	22.751 3,820,272 45,843,265	23.421 3,932,776 47,193,315	24.109 4,048,303 48,579,635	24.819 4,167,524 50,010,						

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APPENDIX "A" - SALARIES

COMMUNITY SUPPORT

- Monthly salaries include a 3.0% increase

A1. Effective April 1, 2026

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
29				Porter-Diagnostic Imaging		Shared Health	30004735	UFSB12	2015	Hourly Monthly Annual	21,473 3,605.675 43,268.095	22,101 3,711.126 44,533.515	22,751 3,820.272 45,843.265	23,421 3,932.776 47,193.315	24,109 4,048.303 48,579.635	24,819 4,167.524 50,010.285			25,315 4,250.810 51,009.725	25,822 4,335.944 52,031.330	26,597 4,466.080 53,592.955	
30	23-13CERT	A-1		Psych Nurse Assistant 2 - SN2		Eden Mental Health	Non-SAP	Non-SAP	2080	Hourly Monthly Annual	23,187 4,019.080 48,228.960	23,867 4,136.947 49,643.360	24,567 4,258.280 51,099.360	25,290 4,383.600 52,603.200	26,033 4,512.387 54,146.840	26,800 4,645.333 55,744.000			27,335 4,738.067 56,856.800	27,882 4,832.880 57,994.560	28,718 4,977.787 59,733.440	
31				Psych Nursing Assistant 1 - SMHC		SMHC	30536646	CPSHGM04	2080	Hourly Monthly Annual	20,412 3,538.080 42,456.960	21,071 3,652.307 43,827.680	21,663 3,754.920 45,059.040	22,301 3,865.507 46,386.080	22,993 3,985.453 47,825.440	23,452 4,065.013 48,780.180			23,921 4,146.307 49,755.680	24,391 4,227.600 50,744.160	24,839 4,302.400 51,744.160	
32				Psych Nursing Assistant 2 - SMHC		SMHC	30536647	CPSHGM08	2080	Hourly Monthly Annual	21,663 3,754.920 45,059.040	22,301 3,865.507 46,386.080	22,993 3,985.453 47,825.440	23,753 4,117.167 49,406.240	24,456 4,239.040 50,868.480	25,363 4,396.253 52,755.040	26,157 4,533.880 54,406.560			26,680 4,624.533 55,494.400	27,214 4,717.093 56,605.120	28,030 4,858.533 58,302.400
33				Rehab Assistant - SMHC		Shared Health	30536502	CPSHGM16	2080	Hourly Monthly Annual	25,135 4,356.733 52,280.800	25,994 4,503.893 54,046.720	26,868 4,657.120 55,885.440	27,762 4,812.080 57,744.960	28,621 4,960.973 59,531.680	29,193 5,060.120 60,721.440			29,777 5,161.347 61,936.160	30,777 5,316.347 63,793.600	30,870 5,316.133 64,600.000	
34	23-47CERT	K		Rehabilitation Assistant		Health Sciences Centre	30000142	CPSHRA10	2015	Hourly Monthly Annual	24,322 4,084.069 49,008.830	25,035 4,203.794 50,445.525	25,770 4,327.213 51,926.550	26,529 4,454.661 53,455.935	27,309 4,585.636 55,027.635	28,114 4,720.809 56,649.710			28,676 4,815.178 57,782.140	29,250 4,911.563 58,938.750	30,128 5,058.993 60,707.920	
35	23-13CERT	A-1		Unit Assistant		Health Sciences Centre	30000140	CPHS01A	2015	Hourly Monthly Annual	22,475 3,773.927 45,287.125	23,136 3,884.920 46,619.040	23,816 3,999.103 47,989.240	24,515 4,116.477 49,397.725	25,238 4,237.881 50,854.570	25,982 4,362.811 52,353.730	26,748 4,491.435 53,897.220			27,283 4,581.270 54,975.245	27,829 4,672.953 56,075.435	28,664 4,813.163 57,757.960
36		A-1		Unit Assistant		CCMB	C616	Non-SAP	2015	Hourly Monthly Annual	22,475 3,773.927 45,287.125	23,136 3,884.920 46,619.040	23,816 3,999.103 47,989.240	24,515 4,116.477 49,397.725	25,238 4,237.881 50,854.570	25,982 4,362.811 52,353.730	26,748 4,491.435 53,897.220			27,283 4,581.270 54,975.245	27,829 4,672.953 56,075.435	28,664 4,813.163 57,757.960
37				Unit Assistant PIO		Health Sciences Centre	30000100	CPHS19	2015	Hourly Monthly Annual	24,046 4,037.724 48,452.690	24,434 4,102.876 49,234.510	24,819 4,167.524 50,010.285	25,208 4,232.843 50,794.120	25,996 4,297.995 51,575.940	26,982 4,362.811 52,353.730			27,502 4,450.128 53,401.530	27,932 4,539.123 54,469.480	27,943 4,675.304 56,103.645	

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with