

**HEALTH SERVICES & SUPPORT FACILITIES SUBSECTOR (MONTHLY)**

**EFFECTIVE DATE: APRIL 1, 2003**

+ Pay Equity Adjustments (See \*)

+ 3.2% General Wage Increase

WAGE RATE LEVELS (\$ per month)			WAGE RATE LEVELS (\$ per month)			WAGE RATE LEVELS (\$ per month)		
Rate	Start	12 months	Rate	Start	12 months	Rate	Start	12 months
BMW1	2,949		M3	2,930	2,999	PC7	3,204	3,261
BMW2	2,949		M4	3,145	3,287	PC7A	3,172	3,229
BSW2	3,359		M4A	3,411	3,577	* PC8	3,666	3,733
BSW3	3,485		M5	3,566	3,750	PC8A	3,333	3,400
BSW4	3,619		M6	3,965		* PC9	3,455	3,517
CA1	3,036		M7	3,958		PC9A	3,271	3,333
COOK1	3,333		M7A	3,774	3,982	PC10	3,433	3,504
COOK2	3,395		M7B	3,972	4,214	PC10A	3,348	3,417
COOK3	3,481		M8	4,255		* PC11	3,780	3,910
COOK4	3,573		M9	4,225	4,505	PC11A	3,400	3,530
COOK5	3,623		MS1	4,024		PC11B	3,314	3,444
COOK6	3,844		MS2	4,272		PC12	3,212	3,314
COOK7	4,068		MS3	4,562		* PC13	3,621	3,677
FFIN	3,717		MS4	4,850		PC14	3,634	3,702
FSS1	3,975		MS5	5,150		PC15	3,588	3,697
* FSS2	4,103		MS6	5,493		* PC16	3,781	3,858
* FSS3	4,336		MW1	2,939		PC17	3,267	3,353
* FSS4	4,673		MW2	3,152		PC17A	3,677	3,845
FSW1	2,824		MW3	3,345		PC17B	3,708	3,877
FSW2	2,881		MW4	3,556		PC18	3,880	3,972
FSW3	2,939		MW5	3,750		PC18A	3,773	3,865
GK1	2,939		MW6	4,103		PC18C	3,677	3,770
GK2	3,152		MW6A	4,517		PC19	3,925	4,018
GK3	3,345		MW7	4,363		PC19A	4,000	4,094
GK4	3,556		MW7A	4,839		PC20	3,673	3,809
GK5	3,750		MW8	4,530		PC21	4,109	4,224
HSKPR	3,759		PC1	2,526	2,574	PC22	3,891	4,070
LW1	2,914		PC2	2,647	2,696	PC22A	4,016	4,130
LW2	3,075		* PC3	3,447	3,516	PC22B	4,276	4,441
LW3	3,147		PC3A	3,329	3,399	PC22C	4,372	4,537
LW4	3,259		PC3B	3,171	3,242	PC23	4,561	4,724
LW5	3,416		PC3C	3,086	3,155	R1	2,733	2,795
LW6	3,863		PC4	2,608		R2	2,856	2,902
M1	2,800	2,872	PC5	3,258	3,313	R3	2,542	2,582
M2	2,881	2,998	PC6	2,779	2,819	R4	2,803	2,881

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WAGE RATE LEVELS (\$ per month)			WAGE RATE LEVELS (\$ per month)			WAGE RATE LEVELS (\$ per month)		
Rate	Start	12 months	Rate	Start	12 months	Rate	Start	12 months
R5	3,005	3,057	R19E	3,495	3,575	SE4B	3,906	
R5A	3,094	3,146	R19F	3,853	3,932	SEB	3,383	
R5B	3,242	3,292	R19G	3,650	3,728	SEBA	3,507	
R6	2,726	2,780	R19S	3,753	3,847	SM1	2,580	2,627
R6A	2,733	2,839	R20	3,477	3,592	SM2	2,878	2,941
R7	3,188	3,252	R20A	3,555	3,744	SM3	2,977	3,027
R7A	3,356	3,419	R21	4,096	4,199	SM4	3,095	3,171
R7B	3,156	3,220	R21C	3,846	3,950	SM5	3,235	3,314
R8	3,252	3,313	R21D	3,753	3,858	SM6	3,165	3,237
R9	3,258	3,310	R21E	4,029	4,132	T1	2,992	
R9A	3,313	3,364 *	R21F	4,174	4,278	T2	3,057	
R9C	2,905	2,957	R21G	3,878	3,982	T3	3,181	
R10	3,110		R21S	4,220	4,340	T4	3,262	
R11	3,347	3,422	R22	3,748	3,864	T5	3,097	
R11A	3,349	3,418	R23	3,864	3,993	T6	3,163	
R11C	3,023	3,100	R23A	3,764	4,044	T7	3,321	
R12	3,038	3,114	R24	4,237	4,378	T8	3,517	
R13	3,086	3,164	R25	4,197	4,340	TD1	3,750	
R13A	3,013	3,230	R26	4,180	4,346 **	TD1 + 5%	3,967	
R14	3,486	3,567	R26S	4,788	4,978	TD2	3,847	
R14A	3,593	3,674	R27	4,346	4,507 **	TD2 + 5%	4,038	
* R14B	3,849	3,929	R27A	4,257	4,597	TD3	3,976	
R14C	3,230	3,311	R28	4,507	4,665 **	TD3 + 5%	4,156	
R14D	3,573	3,652	R29	4,665	4,812	TD4	3,982	
R15	3,345		R29S	5,346	5,516 **	TD4 + 5%	4,156	
R16	3,559	3,642	SE2	4,445		TD5	4,097	
R17	3,315	3,398	SE2A	4,572		** TD5 + 5%	4,323	
R18	3,446		SE2B	4,864		TD6	4,214	
R18A	3,300	3,538	SE3	4,040		** TD6 + 5%	4,446	
R19	3,682	3,759	SE3A	4,148		TD7	4,214	
R19A	3,492	3,580	SE3B	4,477		** TD7 + 5%	4,446	
R19C	3,429	3,509	SE4	3,576		GRID 26	3,926	
* R19D	4,146	4,224	SE4A	3,675				

\* Pay equity

\*\* This rate code is at or near the pay equity target rate for the classification. As a result, the revised wage rate for this rate code may not provide for a 5% differential above the base rate code (i.e. TD base rate code). This rate code is only a label for the new wage rate and may provide for an actual wage differential of less than 5%.

**HEALTH SERVICES & SUPPORT FACILITIES SUBSECTOR (HOURLY)**

**EFFECTIVE DATE: APRIL 1, 2003**

+ Pay Equity Adjustments (See \*)

+ 3.2% General Wage Increase

WAGE RATE LEVELS (\$ per hour)			WAGE RATE LEVELS (\$ per hour)			WAGE RATE LEVELS (\$ per hour)		
Rate	Start	12 months	Rate	Start	12 months	Rate	Start	12 months
BMW1	18.90		M3	18.78	19.22	PC7	20.54	20.90
BMW2	18.90		M4	20.16	21.07	PC7A	20.33	20.70
BSW2	21.53		M4A	21.87	22.93	PC8	23.50	23.93
BSW3	22.34		M5	22.86	24.04	PC8A	21.37	21.79
BSW4	23.20		M6	25.42		PC9	22.15	22.54
CA1	19.46		M7	25.37		PC9A	20.97	21.37
COOK1	21.37		M7A	24.19	25.53	PC10	22.01	22.46
COOK2	21.76		M7B	25.46	27.01	PC10A	21.46	21.90
COOK3	22.31		M8	27.28		PC11	24.23	25.06
COOK4	22.90		M9	27.08	28.88	PC11A	21.79	22.63
COOK5	23.22		MS1	25.79		PC11B	21.24	22.08
COOK6	24.64		MS2	27.38		PC12	20.59	21.24
COOK7	26.08		MS3	29.24		PC13	23.21	23.57
FFIN	23.83		MS4	31.09		PC14	23.29	23.73
FSS1	25.48		MS5	33.01		PC15	23.00	23.70
* FSS2	26.30		MS6	35.21		PC16	24.24	24.73
* FSS3	27.79		MW1	18.84		PC17	20.94	21.49
* FSS4	29.96		MW2	20.21		PC17A	23.57	24.65
FSW1	18.10		MW3	21.44		PC17B	23.77	24.85
FSW2	18.47		MW4	22.79		PC18	24.87	25.46
FSW3	18.84		MW5	24.04		PC18A	24.19	24.78
GK1	18.84		MW6	26.30		PC18C	23.57	24.17
GK2	20.21		MW6A	28.96		PC19	25.16	25.76
GK3	21.44		MW7	27.97		PC19A	25.64	26.24
GK4	22.79		MW7A	31.02		PC20	23.54	24.42
GK5	24.04		MW8	29.04		PC21	26.34	27.08
HSKPR	24.10		PC1	16.19	16.50	PC22	24.94	26.09
LW1	18.68		PC2	16.97	17.28	PC22A	25.74	26.47
LW2	19.71		* PC3	22.10	22.54	PC22B	27.41	28.47
LW3	20.17		PC3A	21.34	21.79	PC22C	28.03	29.08
LW4	20.89		PC3B	20.33	20.78	PC23	29.24	30.28
LW5	21.90		PC3C	19.78	20.22	R1	17.52	17.92
LW6	24.76		PC4	16.72		R2	18.31	18.60
M1	17.95	18.41	PC5	20.88	21.24	R3	16.29	16.55
M2	18.47	19.22	PC6	17.81	18.07	R4	17.97	18.47

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WAGE RATE LEVELS (\$ per hour)				WAGE RATE LEVELS (\$ per hour)			WAGE RATE LEVELS (\$ per hour)		
Rate	Start	12 months		Rate	Start	12 months	Rate	Start	12 months
R5	19.26	19.60		R19E	22.40	22.92	SE4B	25.04	
R5A	19.83	20.17		R19F	24.70	25.21	SEB	21.69	
R5B	20.78	21.10		R19G	23.40	23.90	SEBA	22.48	
R6	17.47	17.82		R19S	24.06	24.66	SM1	16.54	16.84
R6A	17.52	18.20		R20	22.29	23.03	SM2	18.45	18.85
R7	20.44	20.85		R20A	22.79	24.00	SM3	19.08	19.40
R7A	21.51	21.92		R21	26.26	26.92	SM4	19.84	20.33
R7B	20.23	20.64		R21C	24.65	25.32	SM5	20.74	21.24
R8	20.85	21.24		R21D	24.06	24.73	SM6	20.29	20.75
R9	20.88	21.22		R21E	25.83	26.49	T1	19.18	
R9A	21.24	21.56	*	R21F	26.76	27.42	T2	19.60	
R9C	18.62	18.96		R21G	24.86	25.53	T3	20.39	
R10	19.94			R21S	27.05	27.82	T4	20.91	
R11	21.46	21.94		R22	24.03	24.77	T5	19.85	
R11A	21.47	21.91		R23	24.77	25.60	T6	20.28	
R11C	19.38	19.87		R23A	24.13	25.92	T7	21.29	
R12	19.47	19.96		R24	27.16	28.06	T8	22.54	
R13	19.78	20.28		R25	26.90	27.82	TD1	24.04	
R13A	19.31	20.71		R26	26.79	27.86	** TD1 + 5%	25.43	
R14	22.35	22.87		R26S	30.69	31.91	TD2	24.66	
R14A	23.03	23.55		R27	27.86	28.89	** TD2 + 5%	25.88	
* R14B	24.67	25.19		R27A	27.29	29.47	TD3	25.49	
R14C	20.71	21.22		R28	28.89	29.90	** TD3 + 5%	26.64	
R14D	22.90	23.41		R29	29.90	30.85	TD4	25.53	
R15	21.44			R29S	34.27	35.36	** TD4 + 5%	26.64	
R16	22.81	23.35		SE2	28.49		TD5	26.26	
R17	21.25	21.78		SE2A	29.31		** TD5 + 5%	27.71	
R18	22.09			SE2B	31.18		TD6	27.01	
R18A	21.15	22.68		SE3	25.90		** TD6 + 5%	28.50	
R19	23.60	24.10		SE3A	26.59		TD7	27.01	
R19A	22.38	22.95		SE3B	28.70		** TD7 + 5%	28.50	
R19C	21.98	22.49		SE4	22.92		GRID 26	25.17	
* R19D	26.58	27.08		SE4A	23.56				

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