

**HSAS Wage Schedule - Respiratory Therapist Proposed Market Supplement Rates**

| Payroll Job Number | Classification                                  |   | April 1, 2022 |          |          |          |          | April 1, 2023 |          |          |          |          |  |  |
|--------------------|---|---|---------------|----------|----------|----------|----------|---------------|----------|----------|----------|----------|--|--|
|                    |   |   | Step 1        | Step 2   | Step 3   | Step 4   | Step 5   | Step 1        | Step 2   | Step 3   | Step 4   | Step 5   |  |  |
| 668                | <b>Respiratory Therapist</b>                    |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    | Diploma   |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    |   | Base  | \$28,728      | \$29,878 | \$31,074 | \$32,319 | \$35,137 | \$29,303      | \$30,476 | \$31,695 | \$32,965 | \$35,840 |  |  |
|                    |   | MA  | \$33,322      | \$34,656 | \$36,042 | \$37,485 | \$40,647 | \$33,897      | \$35,254 | \$36,663 | \$38,131 | \$41,350 |  |  |
|                    |   | Effective May 27, 2012 MS                             | \$33,916      | \$35,274 | \$36,685 | \$38,154 | \$41,372 | \$34,491      | \$35,872 | \$37,306 | \$38,800 | \$42,075 |  |  |
|                    |   | Effective November 12, 2020 MS                        | \$35,884      | \$37,321 | \$38,814 | \$40,368 | \$43,772 | \$36,459      | \$37,919 | \$39,435 | \$41,014 | \$44,475 |  |  |
|                    |   | Effective October 18, 2022 New MS                     | \$38,072      | \$39,596 | \$41,180 | \$42,829 | \$46,441 | \$38,647      | \$40,194 | \$41,801 | \$43,475 | \$47,144 |  |  |
|                    |   | MS Amount   | \$2,188       | \$2,275  | \$2,366  | \$2,461  | \$2,669  | \$2,188       | \$2,275  | \$2,366  | \$2,461  | \$2,669  |  |  |
| 669                | <b>Respiratory Therapist</b>                    |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    | Diploma Senior                                  |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    |   | Base  | \$31,026      | \$32,268 | \$33,559 | \$34,901 | \$37,949 | \$31,647      | \$32,913 | \$34,230 | \$35,599 | \$38,708 |  |  |
|                    |   | MA  | \$35,986      | \$37,427 | \$38,924 | \$40,480 | \$43,900 | \$36,607      | \$38,072 | \$39,595 | \$41,178 | \$44,659 |  |  |
|                    |   | Effective May 27, 2012 MS                             | \$36,627      | \$38,094 | \$39,618 | \$41,202 | \$44,683 | \$37,248      | \$38,739 | \$40,289 | \$41,900 | \$45,442 |  |  |
|                    |   | Effective November 12, 2020 MS                        | \$38,755      | \$40,307 | \$41,920 | \$43,597 | \$47,275 | \$39,376      | \$40,952 | \$42,591 | \$44,295 | \$48,034 |  |  |
|                    |   | Effective October 18, 2022 New MS                     | \$41,118      | \$42,765 | \$44,474 | \$46,255 | \$50,157 | \$41,739      | \$43,410 | \$45,145 | \$46,953 | \$50,916 |  |  |
|                    |   | MS Amount   | \$2,363       | \$2,458  | \$2,554  | \$2,658  | \$2,882  | \$2,363       | \$2,458  | \$2,554  | \$2,658  | \$2,882  |  |  |
| 681                | <b>Anaesthesia Assistant - Certified</b>        |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    | RT Diploma SR + 8%                              |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    |   | Base  | \$33,511      | \$34,847 | \$36,246 | \$37,696 | \$40,985 | \$34,181      | \$35,544 | \$36,971 | \$38,450 | \$41,805 |  |  |
|                    |   | MA  | \$38,867      | \$40,420 | \$42,040 | \$43,720 | \$47,413 | \$39,537      | \$41,117 | \$42,765 | \$44,474 | \$48,233 |  |  |
|                    |   | Market Supplement (effective May 27, 2012) MS         | \$39,558      | \$41,140 | \$42,789 | \$44,500 | \$48,258 | \$40,228      | \$41,837 | \$43,514 | \$45,254 | \$49,078 |  |  |
|                    |   | Market Supplement (effective November 12, 2020) MS    | \$41,853      | \$43,527 | \$45,272 | \$47,082 | \$51,058 | \$42,523      | \$44,224 | \$45,997 | \$47,836 | \$51,878 |  |  |
|                    |   | Market Supplement (effective October 18, 2022) New MS | \$44,404      | \$46,180 | \$48,032 | \$49,952 | \$54,171 | \$45,074      | \$46,877 | \$48,757 | \$50,706 | \$54,991 |  |  |
|                    |   | MS Amount   | \$2,551       | \$2,653  | \$2,760  | \$2,870  | \$3,113  | \$2,551       | \$2,653  | \$2,760  | \$2,870  | \$3,113  |  |  |
| 700                | <b>Senior Anaesthesia Assistant - Certified</b> |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    | RT Diploma SR + 8% + 8%                         |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    |   | Base  | \$36,199      | \$37,647 | \$39,155 | \$40,720 | \$44,263 | \$36,923      | \$38,400 | \$39,938 | \$41,534 | \$45,148 |  |  |
|                    |   | MA  | \$41,986      | \$43,665 | \$45,413 | \$47,228 | \$51,205 | \$42,710      | \$44,418 | \$46,196 | \$48,042 | \$52,090 |  |  |
|                    |   | Market Supplement (effective May 27, 2012) MS         | \$42,733      | \$44,442 | \$46,222 | \$48,070 | \$52,118 | \$43,457      | \$45,195 | \$47,005 | \$48,884 | \$53,003 |  |  |
|                    |   | Market Supplement (effective November 12, 2020) MS    | \$45,213      | \$47,021 | \$48,904 | \$50,859 | \$55,142 | \$45,937      | \$47,774 | \$49,687 | \$51,673 | \$56,027 |  |  |
|                    |   | Market Supplement (effective October 18, 2022) New MS | \$47,969      | \$49,887 | \$51,885 | \$53,959 | \$58,504 | \$48,693      | \$50,640 | \$52,668 | \$54,773 | \$59,389 |  |  |
|                    |   | MS Amount   | \$2,756       | \$2,866  | \$2,981  | \$3,100  | \$3,362  | \$2,756       | \$2,866  | \$2,981  | \$3,100  | \$3,362  |  |  |
| 680                | <b>Anaesthesia Assistant Trainee</b>            |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    | 90% of RT Diploma Senior + 8% (MS Rates)        |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    |   | Base  | \$30,157      | \$31,364 | \$32,618 | \$33,923 | \$36,889 | \$30,760      | \$31,991 | \$33,270 | \$34,601 | \$37,627 |  |  |
|                    |   | MA  | \$34,979      | \$36,379 | \$37,835 | \$39,347 | \$42,672 | \$35,582      | \$37,006 | \$38,487 | \$40,025 | \$43,410 |  |  |
|                    |   | Market Supplement (effective May 27, 2012) MS         | \$35,602      | \$37,027 | \$38,509 | \$40,049 | \$43,432 | \$36,205      | \$37,654 | \$39,161 | \$40,727 | \$44,170 |  |  |
|                    |   | Market Supplement (effective November 12, 2020) MS    | \$37,668      | \$39,176 | \$40,744 | \$42,373 | \$45,952 | \$38,271      | \$39,803 | \$41,396 | \$43,051 | \$46,690 |  |  |
|                    |   | Market Supplement (effective October 18, 2022) New MS | \$39,964      | \$41,564 | \$43,228 | \$44,956 | \$48,753 | \$40,567      | \$42,191 | \$43,880 | \$45,634 | \$49,491 |  |  |
|                    |   | MS Amount   | \$2,296       | \$2,388  | \$2,484  | \$2,583  | \$2,801  | \$2,296       | \$2,388  | \$2,484  | \$2,583  | \$2,801  |  |  |
| 689                | <b>Supervisor, Respiratory Therapist</b>        |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    | RT Diploma SR + 8%                              |   |               |          |          |          |          |               |          |          |          |          |  |  |
|                    |   | Base  | \$33,511      | \$34,847 | \$36,246 | \$37,696 | \$40,985 | \$34,181      | \$35,544 | \$36,971 | \$38,450 | \$41,805 |  |  |
|                    |   | MA  | \$38,867      | \$40,420 | \$42,040 | \$43,720 | \$47,413 | \$39,537      | \$41,117 | \$42,765 | \$44,474 | \$48,233 |  |  |
|                    |   | Market Supplement (effective May 27, 2012) MS         | \$39,560      | \$41,141 | \$42,790 | \$44,500 | \$48,259 | \$40,230      | \$41,838 | \$43,515 | \$45,254 | \$49,079 |  |  |
|                    |   | Market Supplement (effective November 12, 2020) MS    | \$41,856      | \$43,528 | \$45,273 | \$47,082 | \$51,059 | \$42,526      | \$44,225 | \$45,998 | \$47,836 | \$51,879 |  |  |
|                    |   | Market Supplement (effective October 18, 2022) New MS | \$44,408      | \$46,182 | \$48,033 | \$49,952 | \$54,172 | \$45,078      | \$46,879 | \$48,758 | \$50,706 | \$54,992 |  |  |
|                    |   | MS Amount   | \$2,552       | \$2,654  | \$2,760  | \$2,870  | \$3,113  | \$2,552       | \$2,654  | \$2,760  | \$2,870  | \$3,113  |  |  |

Notes:  
 As per negotiation and discussion of November 16, 2023  
 MS rate established using 6.0% applied on the April 1, 2023 rates