



First Nations Health Authority  
Health through wellness

# **FNHA PSAC COLLECTIVE AGREEMENT WAGE SCHEDULES**

April 1, 2020 – March 31, 2023

## **PSAC WAGE SCHEDULES**

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## AS – ADMINISTRATIVE SERVICES GROUP ANNUAL RATES OF PAY

- A) Effective April 01, 2020
- B) Effective April 01, 2021
- C) Effective April 01, 2022

### AS - Development

From:	\$	50917
To:	A	51935
	B	52974
	C	54033

AS-1	Step	1	2	3	4
From:	\$	53501	55537	57647	59838
To:	A	54571	56648	58800	61035
	B	55662	57781	59976	62256
	C	56775	58937	61176	63501

AS-2	Step	1	2	3
From:	\$	59618	61883	64236
To:	A	60810	63121	65521
	B	62026	64383	66831
	C	63267	65671	68168

AS-3	Step	1	2	3
From:	\$	63901	66330	68849
To:	A	65179	67657	70226
	B	66483	69010	71631
	C	67813	70390	73064

AS-4	Step	1	2	3
From:	\$	69803	72455	75428
To:	A	71199	73904	76937
	B	72623	75382	78476
	C	74075	76890	80046

<b>AS-5</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>
From:	\$	83333	86502	90098
To:	A	85000	88232	91900
	B	86700	89997	93738
	C	88434	91797	95613

<b>AS-6</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>
From:	\$	92823	96351	100136
To:	A	94679	98278	102139
	B	96573	100244	104182
	C	98504	102249	106266

<b>AS-7</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
From:	\$	97707	101425	105274	108437	111719
To:	A	99661	103454	107379	110606	113953
	B	101654	105523	109527	112818	116232
	C	103687	107633	111718	115074	118557

<b>AS - 8</b>	<b>Range</b>			
From:	\$	100889	to	118751
To:	A	102907	to	121126
	B	104965	to	123549
	C	107064	to	126020

## CR – CLERICAL AND REGULATORY GROUP ANNUAL RATES OF PAY

- A) **Effective April 01, 2020**
- B) **Effective April 01, 2021**
- C) **Effective April 01, 2022**

<b>CR-3</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
From:	\$	44719	45890	47063	48237
To:	A	45613	46808	48004	49202
	B	46525	47744	48964	50186
	C	47456	48699	49943	51190

<b>CR-4</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
From:	\$	49546	50864	52176	53481
To:	A	50537	51881	53220	54551
	B	51548	52919	54284	55642
	C	52579	53977	55370	56755

<b>CR-5</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
From:	\$	54150	55636	57139	58623
To:	A	55233	56749	58282	59795
	B	56338	57884	59448	60991
	C	57465	59042	60637	62211

<b>CR-6</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
From:	\$	61635	63256	64863	66486
To:	A	62868	64521	66160	67816
	B	64125	65811	67483	69172
	C	65408	67127	68833	70555

<b>CR-7</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
From:	\$	68368	70260	72153	74065
To:	A	69735	71665	73596	75546
	B	71130	73098	75068	77057
	C	72553	74560	76569	78598

## DA – DATA PROCESSING GROUP ANNUAL RATES OF PAY

- A) Effective April 01, 2020
- B) Effective April 01, 2021
- C) Effective April 01, 2022

### SUBGROUP - DATA CONVERSION

DA-CON-3	Step	1	2	3	4
From:	\$	43856	45085	46315	47546
To:	A	44733	45987	47241	48497
	B	45628	46907	48186	49467
	C	46541	47845	49150	50456

DA-CON-4	Step	1	2	3	4
From:	\$	55175	56526	57892	59252
To:	A	56279	57657	59050	60437
	B	57405	58810	60231	61646
	C	58553	59986	61436	62879

DA-CON-5	Step	1	2	3	4
From:	\$	58531	60025	61528	63023
To:	A	59702	61226	62759	64283
	B	60896	62451	64014	65569
	C	62114	63700	65294	66880

DA-CON-6	Step	1	2	3	4
From:	\$	61063	62714	64354	65998
To:	A	62284	63968	65641	67318
	B	63530	65247	66954	68664
	C	64801	66552	68293	70037

DA-CON-7	Step	1	2	3	4
From:	\$	69260	71079	72890	74711
To:	A	70645	72501	74348	76205
	B	72058	73951	75835	77729
	C	73499	75430	77352	79284

<b>DA-CON-8</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
From:	\$	72809	74815	76812	78832
To:	A	74265	76311	78348	80409
	B	75750	77837	79915	82017
	C	77265	79394	81513	83657

<b>Special Level C</b>	<b>Step</b>	<b>1</b>
From:	\$	42690
To:	A	43544
	B	44415
	C	45303

**EG – ENGINEERING AND SCIENTIFIC SUPPORT GROUP ANNUAL RATES  
OF PAY**

- A) **Effective April 01, 2020**
- B) **Effective April 01, 2021**
- C) **Effective April 01, 2022**

<b>EG-1</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
From:	\$	46688	48552	50500	52516	54619	56806
To:	A	47622	49523	51510	53566	55711	57942
	B	48574	50513	52540	54637	56825	59101
	C	49545	51523	53591	55730	57962	60283

<b>EG-2</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
From:	\$	51359	53411	55551	57769	60078	62484
To:	A	52386	54479	56662	58924	61280	63734
	B	53434	55569	57795	60102	62506	65009
	C	54503	56680	58951	61304	63756	66309

<b>EG-3</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
From:	\$	56493	58753	61103	63544	66089	68732
To:	A	57623	59928	62325	64815	67411	70107
	B	58775	61127	63572	66111	68759	71509
	C	59951	62350	64843	67433	70134	72939

<b>EG-4</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
From:	\$	62144	64629	67215	69904	72696	75606
To:	A	63387	65922	68559	71302	74150	77118
	B	64655	67240	69930	72728	75633	78660
	C	65948	68585	71329	74183	77146	80233

<b>EG-5</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
From:	\$	68355	71087	73935	76888	79968	83164
To:	A	69722	72509	75414	78426	81567	84827
	B	71116	73959	76922	79995	83198	86524
	C	72538	75438	78460	81595	84862	88254



<b>EG-6</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
From:	\$	75192	78198	81331	84580	87961	91480
To:	A	76696	79762	82958	86272	89720	93310
	B	78230	81357	84617	87997	91514	95176
	C	79795	82984	86309	89757	93344	97080

<b>EG-7</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
From:	\$	82710	86022	89461	93037	96763	100631
To:	A	84364	87742	91250	94898	98698	102644
	B	86051	89497	93075	96796	100672	104697
	C	87772	91287	94937	98732	102685	106791

<b>EG-8</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
From:	\$	90986	94624	98404	102342	106438	110695
To:	A	92806	96516	100372	104389	108567	112909
	B	94662	98446	102379	106477	110738	115167
	C	96555	100415	104427	108607	112953	117470

**PM – PROGRAM ADMINISTRATION GROUP ANNUAL RATES OF PAY**

- A) Effective April 01, 2020**
- B) Effective April 01, 2021**
- C) Effective April 01, 2022**

**PM - Development**

From:	\$	50917
To:	A	51935
	B	52974
	C	54033

<b>PM-1</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
From:	\$	53501	55537	57647	59838
To:	A	54571	56648	58800	61035
	B	55662	57781	59976	62256
	C	56775	58937	61176	63501

<b>PM-2</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>
From:	\$	59618	61883	64236
To:	A	60810	63121	65521
	B	62026	64383	66831
	C	63267	65671	68168

<b>PM-3</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>
From:	\$	63901	66330	68849
To:	A	65179	67657	70226
	B	66483	69010	71631
	C	67813	70390	73064

<b>PM-4</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>
From:	\$	69803	72455	75428
To:	A	71199	73904	76937
	B	72623	75382	78476
	C	74075	76890	80046

<b>PM-5</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>
From:	\$	83333	86502	90098
To:	A	85000	88232	91900
	B	86700	89997	93738
	C	88434	91797	95613

<b>PM-6</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
From:	\$	97707	101425	105274	108437	111719
To:	A	99661	103454	107379	110606	113953
	B	101654	105523	109527	112818	116232
	C	103687	107633	111718	115074	118557

<b>PM - 7</b>	<b>Range</b>		
From:	\$	100888	to 118751
To:	A	102906	to 121126
	B	104964	to 123549
	C	107063	to 126020