



CANADIAN SOCIETY OF RESPIRATORY THERAPISTS

SOCIÉTÉ CANADIENNE DES THÉRAPEUTES RESPIRATOIRES

# **Respiratory Therapist and Anesthesia Assistant Professional Salary Scale Analysis**

**August 2021**

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# 1. Introduction

## a. Summary

This collection of wage scales was compiled to allow for the comparison of hourly and biweekly base wages for unionized respiratory therapists and anesthesia assistants working in Canadian public institutions/organizations. This report includes wage information gathered from collective bargaining agreements for union or local bargaining units. Data for respiratory therapists (RTs) in the Yukon were not included as RTs do not tend to work in public institutions/organizations in this territory.

This report includes base wages and market adjustments. Premiums for overtime, evening/night shifts, shifts worked on weekends, and for instructing/preceptoring students are not included.

The reader is encouraged to take the variations in costs of living across Canada and between regions within provinces when comparing wages.

Some respiratory therapists working in public institutions are non-unionized. To allow for the differentiation of unionized and non-unionized employers, wherever possible, the names of the employers represented by a collective agreement are included.

In the event that biweekly wages were not specified in the collective agreement consulted, the biweekly wage was calculated using the hourly wage and standard workweek as specified in the collective agreement or was calculated from the stated monthly or annual pay. Calculations were rounded to the nearest cent.

A list of unions and local bargaining units consulted for this report is found in Appendix A.

The Canadian Society of Respiratory Therapists (CSRT) does not get involved in labour negotiations with employers. This report has been prepared as a service to its members. Copies are available on the CSRT website ([www.csrt.com](http://www.csrt.com)) or by contacting the CSRT (201-2460 Lancaster Road, Ottawa ON K1B 4S5, 1-800-267-3422, [admin@csrt.com](mailto:admin@csrt.com)).

Every effort to ensure that this wage comparison is complete and accurate has been made. Please report any errors or omissions to [csrt@csrt.com](mailto:csrt@csrt.com).

## 2. Newfoundland and Labrador

### a. Association of Allied Health Professionals <sup>1,2</sup>

Title	Grid	(\$)	Step 1 <sup>6</sup>	Step 2	Step 3
Respiratory Therapist I <sup>3</sup>	CG34	Biweekly <sup>5</sup> Hourly	2223.75 29.65	2349.75 31.33	2477.25 33.03
Respiratory Therapist II	CG38	Biweekly Hourly	2569.50 34.26	2717.25 36.23	2866.50 38.22
Respiratory Therapist IIA	CG39	Biweekly Hourly	2655.00 35.40	2811.75 37.49	2970.75 39.61
Respiratory Therapist IIB (Supervisory)	CG40	Biweekly Hourly	2740.50 36.54	2905.50 38.74	3066.00 40.88
Anesthesia Assistant I	CG38	Biweekly <sup>5</sup> Hourly	2569.50 34.26	2717.25 36.23	2866.50 38.22
Anesthesia Assistant II	CG41	Biweekly Hourly	2806.50 37.42	3057.75 40.77	3309.75 44.13
Anesthesia Respiratory Therapist	CG36	Biweekly Hourly	2394.00 31.92	2532.75 33.77	2671.50 35.62

1. Wages came into effect on July 1, 2021. This contract extension is set to expire on June 30, 2022.
2. Employers: Eastern Regional Integrated Health Authority operating: Agnes Pratt Home, St. John's Health Sciences Centre, St. John's St. Clare's Mercy Hospital, St. John's Janeway Child Health Centre, St. John's Waterford Hospital, St. John's Leonard A. Miller Centre, St. John's Dr. Bliss Murphy Centre, St. John's Saint Luke's Home, St. John's Pleasant View Towers, St. John's St Patrick's Mercy Home, St. John's Glenbrook Lodge, St. John's Major's Path Clinic, St. John's Mount Pearl Square Community Services Pleasantville, Building 532, St. John's Mental Health Topsail Road Villa Nova Plaza, Conception Bay South Cordage Place, St. John's LeMarchant House, St. John's Youth Treatment Centre, Paradise Dr. WH Newhook Community Health Centre, Whitbourne Coish Place, Clarenville Dr. Albert O'Mahoney Manor, Clarenville DM Brown Building, Clarenville Community Care Residence Dr. G.B. Cross Memorial Hospital, Clarenville Carbonear General Hospital Pte. Josiah Squibb Memorial Pavilion, Carbonear Marystown Community Services Building Placentia Health Centre Bonavista Health Care Complex Burin Peninsula Health Care Centre, Burin Taylor Building, Harbour Grace Blue Crest Interfaith, Grand Bank Dr. S. Beckley Health Centre, Grand Bank US Memorial Health Centre, St. Lawrence (as per Schedule B)
3. Respiratory therapist I: staff therapist; Respiratory therapist II: therapist with some additional leadership and administrative responsibilities; Respiratory therapist II (supervisory): therapist with advanced professional leadership and administrative responsibilities
4. Anesthesia assistant I: staff anesthesia assistant; Anesthesia assistant II: anesthesia assistant with leadership and coordination responsibilities
5. Biweekly pay calculated based upon 75 hours in a two-week period (article 19.01c).
6. Step progression occurs once 1950 hours of work are accumulated or if 1800 hours has been accumulated over a 12-month period (as per Schedule A: Salaries)

**b. Newfoundland and Labrador Association of Public and Private Employees  
(Health Professionals)<sup>1, 2</sup>**

Title	Grid	(\$)	Step 1 <sup>5</sup>	Step 2	Step 3
Respiratory Therapist I <sup>3</sup>	CG34	Biweekly <sup>4</sup> Hourly	2158.50 28.78	2280.75 30.41	2404.50 32.06
Respiratory Therapist II	CG38	Biweekly Hourly	2493.75 33.25	2637.75 35.17	2782.50 37.10
Respiratory Therapist IIA	CG39	Biweekly Hourly	2577.00 34.36	2729.25 36.39	2883.75 38.45
Respiratory Therapist IIB	CG40	Biweekly Hourly	2660.25 35.47	2820.75 37.61	2976.75 39.69

1. Wages came into effect on April 1, 2019. This collective agreement is set to expire on March 31, 2022.
2. Employers: Eastern Regional Health Authority, Central Regional Health Authority, Western Regional Health Authority, Labrador-Grenfell Regional Health Authority, Government of Newfoundland and Labrador (as per schedule B)
3. Respiratory therapist I: staff respiratory therapist; Respiratory therapist II: clinical leader, sole charge therapist
4. Biweekly pay calculated based upon 75 hours in a two-week period (article 19.01a.ii)
5. Step progression occurs once 1950 hours of work are accumulated. (as per Schedule A: Salaries)

### 3. Nova Scotia

#### a. Nova Scotia Government and General Employees Union<sup>1, 2</sup>

Title	Grid	(\$)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist	HTH227	Biweekly <sup>3</sup>	2085.86	2144.50	2280.80	2355.27	2580.35	2670.74
		Hourly	27.8114	28.5933	30.4107	31.4036	34.4047	35.6098
Senior Respiratory Therapist	HTH230	Biweekly <sup>3</sup>	2388.94	2586.30	2684.93	2792.48	2902.13	3016.67
		Hourly	31.8525	34.4840	35.7990	37.2331	38.6951	40.2223
Anesthesia Assistant	HTH140	Biweekly <sup>3</sup>	2869.87	3116.15	3362.40	3608.66		
		Hourly	38.2649	41.5487	44.8320	48.1154		

Title	Grid	(\$)	Step 7	Step 8	After 25 yrs
Respiratory Therapist	HTH227	Biweekly <sup>3</sup>	2765.83	2859.34	2959.40
		Hourly	36.8777	38.1245	39.4587
Senior Respiratory Therapist	HTH230	Biweekly <sup>3</sup>			3122.24
		Hourly			41.6299
Anesthesia Assistant	HTH140	Biweekly <sup>3</sup>			3734.94
		Hourly			49.7992

1. Wages came into effect on October 31, 2020. Collective agreement expired on October 31, 2020. A new agreement has been reached and is anticipated to be implemented in fall 2021. Once available, this new agreement will be available on the
2. Employers and respective locals: Nova Scotia Health Authority; Locals: 100 (Central Zone), 193 (Northern Zone), 104 (Eastern Zone), 195 (Western Zone)
3. Biweekly pay was calculated based on 75 hrs worked in a two-week period (article 14.01 a)

## 4. Prince Edward Island

### a. International Union of Operating Engineers – Local 942: Permanent and temporary employees<sup>3</sup>

Title	Grid	(\$)	Step1 <sup>4</sup>	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist I <sup>1</sup>	13	Biweekly <sup>4</sup>	2278.50	2374.50	2474.25	2576.25	2684.25	2796.75
		Hourly	30.38	31.66	32.99	34.35	35.79	37.29
Respiratory Therapist II <sup>2</sup>	15	Biweekly	2450.25	2551.50	2657.25	2770.50	2886.00	3005.25
		Hourly	32.67	34.02	35.43	36.94	38.48	40.07

1. Respiratory therapist I: staff respiratory therapist. RT I wages came into effect on April 1, 2021 and the above pay scale is in effect until October 1, 2021.
2. Respiratory therapist II: respiratory therapist with additional supervisory responsibilities. RT II wages came into effect on April 1, 2019. The collective agreement is set to expire on March 31, 2022.
3. Employer: Health PEI
4. Biweekly pay was calculated based on a 37.5-hour work week (article 21.01)

### b. International Union of Operating Engineers – Local 942: Casual employees<sup>3</sup>

Title	Grid	(\$)	Step1 <sup>4</sup>	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist I <sup>1</sup>	13	Biweekly <sup>4</sup>	2553.75	2658.00	2772.00	2884.50	3006.00	3131.25
		Hourly	34.05	35.44	36.96	38.46	40.08	41.75
Respiratory Therapist II <sup>2</sup>	15	Biweekly	2833.50	2952.00	3074.25	3203.25	3337.50	3477.00
		Hourly	37.78	39.36	40.99	42.71	44.50	46.36

1. Respiratory therapist I: staff respiratory therapist. RT I wages came into effect on April 1, 2021 and remains in effect until October 1, 2021.
2. Respiratory therapist II: respiratory therapist with additional supervisory responsibilities. RT II wages came into effect on April 1, 2019. The collective agreement is set to expire on March 31, 2022.
3. Employer: Health PEI
4. Biweekly pay was calculated based on a 37.5-hour work week (article 21.01)



## 5. New Brunswick

### a. New Brunswick Union of Public and Private Employees - Medical Science Professionals <sup>1,2,3</sup>

Title	Grid	(\$)	A <sup>6</sup>	B	C	D	E	F
Respiratory Therapist I <sup>4</sup>	Group 1	Biweekly	1656.75	1740.00	1824.75	1914.75	1993.50	2092.50
		Hourly	22.09	23.20	24.33	25.53	26.58	27.90
Respiratory Therapist II	Group 3	Biweekly	1942.50	2032.50	2127.00	2223.00	2311.50	2427.00
		Hourly	25.90	27.10	28.36	29.64	30.82	32.36
Respiratory Therapist III	Group 4	Biweekly	2079.75	2177.25	2283.00	2387.25	2483.25	2607.75
		Hourly	27.73	29.03	30.44	31.83	33.11	34.77
Anesthesia Assistant	Group 3	Biweekly <sup>5</sup>	2622.75	2739.00	2868.00	3000.75	3117.00	3273.00
		Hourly	34.97	36.52	38.24	40.01	41.56	43.64

1. Collective agreement expired March 31, 2019.
2. Employers: Regional Health Authority A; Regional Health Authority B; EM/ANB Inc.; New Brunswick Health Council (as per Part III, First Schedule, Public Service Labour Relations Act.)
3. Respiratory therapists covered under this collective agreement currently also receive a Recruitment and Retention adjustment of 3%.
4. Respiratory therapist I: graduate who has not passed the credentialing exam; Respiratory therapist II: respiratory therapist; Respiratory therapist III: respiratory therapist with additional supervisory responsibilities
5. Biweekly pay was calculated based upon a 37.5-hour work week (article 16.02).
6. Incremental increases occur on the anniversary date of hire.

## 6. Québec

### a. Fédération interprofessionnelle du Québec <sup>1</sup>

Title	Grid	(\$)	Step1 <sup>6</sup>	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist <sup>2</sup>	2244	Biweekly <sup>5</sup>	1718.25	1792.93	1871.95	1954.60	2040.88	2130.05
		Hourly	23.70	24.73	25.82	26.96	28.15	29.38
RT Technical Coordinator <sup>3</sup>	2246	Biweekly	1745.80	1797.28	1853.10	1908.20	1966.93	2025.65
		Hourly	24.08	24.79	25.56	26.32	27.13	27.94
Assistant-Head RT <sup>4</sup>	2248	Biweekly	1773.35	1830.63	1890.08	1950.25	2014.05	2078.58
		Hourly	24.46	25.25	26.07	26.90	27.78	28.67

Title	Grid	(\$)	Step 7	Step 8	Step 9	Step10	Step11	Step12
Respiratory Therapist	2244	Biweekly <sup>3</sup>	2224.30	2321.45	2409.18	2499.80	2593.33	2691.93
		Hourly	30.68	32.02	33.23	34.48	35.77	37.13
RT Technical Coordinator	2246	Biweekly	2086.55	2150.35	2214.88	2283.03	2351.18	2422.95
		Hourly	28.78	29.66	30.55	31.49	32.43	33.42
Assistant-Head RT	2248	Biweekly	2146.00	2214.88	2286.65	2359.88	2436.73	2515.03
		Hourly	29.60	30.55	31.54	32.55	33.61	34.69

Title	Grid	(\$)	Step 13	Step 14	Step 15	Step16	Step17	Step18
Respiratory Therapist	2244	Biweekly <sup>3</sup> Hourly						
RT Technical Coordinator	2246	Biweekly	2496.18	2559.25	2623.05	2690.48	2758.63	2827.50
		Hourly	34.43	35.30	36.18	37.11	38.05	39.00
Assistant-Head RT	2248	Biweekly	2596.95	2668.00	2740.50	2815.90	2892.03	2971.05
		Hourly	35.82	36.80	37.80	38.84	39.89	40.98

1. Wages came into effect on April 2, 2019. Collective agreement expired on March 31, 2020.
2. Respiratory therapist: staff respiratory therapist
3. RT Technical coordinator: works as an RT and has a regular supervisory role
4. Assistant Head RT: works as an RT, shares responsibility with the head RT and replaces them in their regular absence
5. Biweekly pay was calculated based on 72.5 hrs worked in a two-week period. (Note: the collective agreement defines the work week for respiratory therapists as 35-36.25 hours [page 27, *FIQ: New Salary Scales and List of Job Titles*].)
6. Employees advance one step upon the anniversary of their employment.

## 7. Ontario

### a. Ontario Public Service Employees Union (Hospital Professionals Division Central Provisions)<sup>1, 2</sup>

Title	Grid	(\$)	Start	Year 1	Year 2	Year 3	Year 4	Year 5
Respiratory Therapist	n/a	Biweekly <sup>3</sup>	2474.25	2570.25	2677.50	2784.00	2890.50	2997.00
		Hourly	32.99	34.27	35.70	37.12	38.54	39.96
Senior RT	n/a	Biweekly	2837.25	2949.75	3065.25	3175.50	3291.75	3401.25
		Hourly	37.83	39.33	40.87	42.34	43.89	45.35
Charge RT	n/a	Biweekly	2999.25	3117.75	3237.75	3357.00	3477.75	3594.00
		Hourly	39.99	41.57	43.17	44.76	46.37	47.92

Title	Grid	(\$)	Year 6	Year 7	Year 8
Respiratory Therapist	n/a	Biweekly	3103.50	3209.25	3417.00
		Hourly	41.38	42.79	45.56
Senior RT	n/a	Biweekly	3621.75		
		Hourly	48.29		
Charge RT	n/a	Biweekly	3828.00		
		Hourly	51.04		

1. Wages came into effect on April 1, 2021. Collective agreement expires on March 31, 2022.

2. Employers listed in collective agreement: Alexandra Hospital (local 106), London Health Sciences Centre (local 106), South Huron Hospital (local 106), St. Joseph's Health Centre (local 106), Chatham-Kent Health Alliance (local 132), Huron Perth Healthcare Alliance (local 141), Bluewater Health (local 145), St. Thomas-Elgin General Hospital (local 159), Joseph Brant Hospital (local 206), St. Joseph's Hamilton (local 206), Hotel Dieu Shaver Health and Rehabilitation Centre (local 215), Niagara Health System (local 215), Headwaters Health Care Centre (local 227), Guelph General Hospital (local 231), Cambridge Memorial Hospital (local 239), Grey Bruce Regional Health Services (local 260), South Bruce Grey Health Centre (local 275), Hanover & District Hospital (local 275), Ross Memorial Hospital (local 309), Northumberland Hills Hospital (local 344), Royal Victoria Hospital (local 346), Collingwood General & Marine Hospital (local 347), Lakeridge Health Corporation (local 348), Markham Stouffville Hospital/Uxbridge (local 348), Georgian Bay General Hospital (local 367), Peterborough Regional Health Centre (local 373), Muskoka-Algonquin Healthcare (local 380), Orillia Soldiers' Memorial Hospital (local 383), Cornwall Community Hospital (local 402), Brockville General Hospital (local 425), Kemptville District Hospital (local 425), Kingston General Hospital (local 444), Hawkesbury & District General Hospital (local 461), Perth & Smith Falls District Hospital (local 466), Royal Ottawa Health Care Group (local 479), Quinte Healthcare Corporation (local 480), Mount Sinai Hospital (local 570), Bridgepoint Hospital (local 570), Baycrest Centre for Geriatric Care (local 583), Sault-Ste. Marie Hospital (Units A, B and C) (local 620), MICS Group of Health Services (local 643), Timmins & District Hospital (local 643), Temiskaming Hospital (local 646), Kirkland & District Hospital (local 646), Manitoulin Health Centre (local 659), Health Sciences North (local 659), North Bay Regional Health Centre (local 662), West Nipissing General Hospital (local 662), Thunder Bay Regional Hospital (local 715).

3. Biweekly pay was calculated based on 75 hrs worked in a two-week period (article 16.01).

**b. Ontario Public Service Employees Union (local 273)<sup>1, 2</sup>**

Title	Grid	(\$)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist	14	Biweekly <sup>3</sup>	2395.23	2489.11	2592.38	2695.67	2798.93	2902.19
		Hourly	31.9364	33.1881	34.5651	35.9422	37.3191	38.6958
Senior RT	15	Biweekly	2747.28	2857.61	2966.75	3075.89	3186.21	3294.18
		Hourly	36.6304	38.1014	39.5567	41.0119	42.4828	43.9224
Charge RT	19	Biweekly	2903.37	3018.38	3134.58	3249.57	3366.92	3480.77
		Hourly	38.7116	40.2451	41.7944	43.3276	44.8923	46.4102

Title	Grid	(\$)	Step 7	Step 8	Step 9
Respiratory Therapist	n/a	Biweekly	3005.48	3107.57	3308.39
		Hourly	40.0731	41.4343	44.1118
Senior RT	n/a	Biweekly	3506.63		
		Hourly	46.7550		
Charge RT	n/a	Biweekly	3706.05		
		Hourly	49.4140		

1. Wages came into effect on April 1, 2020. The collective agreement expired on March 31, 2021.
2. Employers listed in collective agreement: Hamilton Health Sciences Corporation
3. Biweekly pay was calculated based on 75 hrs worked in a two-week period (article 16.01).

## 8. Manitoba

### a. Manitoba Association of Health Care Professionals <sup>1,2,3</sup>

Title	(\$)	Start	Step 1 <sup>5</sup>	Step 2	Step 3	Step 4	Step 5	Step 6	Year 20
Respiratory Therapist	Biweekly <sup>4</sup> Hourly	2699.01 32.147	2779.78 33.109	2863.23 34.103	2948.96 35.124	3037.62 36.180	3128.62 37.264	3222.49 38.382	3286.97 39.150
Clinical Service Leader-RT <sup>6</sup>	Biweekly Hourly	3150.12 37.520	3244.40 38.643	3341.80 39.803	3442.21 40.999	3545.06 42.224	3651.77 43.495	3761.16 44.798	3836.39 45.694
Clinical Specialist-RT	Biweekly Hourly	3150.12 37.520	3244.40 38.643	3341.80 39.803	3442.21 40.999	3545.06 42.224	3651.77 43.495	3761.16 44.798	3836.39 45.694

1. Collective agreement expired March 31, 2018. The above pay scale remains in effect until a new collective agreement is in place.

2. Employer: Winnipeg Regional Health Authority (Health Sciences Centre Site). The pay scale listed above is the same for the following sites: Concordia Hospital, Misericordia Health Centre, Northern Regional Health Authority, Seven Oaks General Hospital, St. Boniface Hospital, Victoria General Hospital.

3. The above pay scale includes Standardized & Recruitment & Retention Adjustments.

4. Biweekly pay was calculated by multiplying the monthly wage listed in the collective agreement by 0.5.

5. Employees advance one step upon the anniversary of their employment.

6. This pay scale represents that of Charge Respiratory Therapist (Misericordia and St. Boniface) and Clinical Resource RT (Seven Oaks).

### b. Manitoba Government and General Employees' Union <sup>1,2</sup>

Title	(\$)	Start	Step 1 <sup>5</sup>	Step 2	Step 3	Step 4	Step 5	Step 6	Year 20
Respiratory Therapist	Biweekly <sup>3</sup> Hourly	2699.01 32.147	2779.78 33.109	2863.23 34.103	2948.96 35.124	3037.62 36.180	3128.62 37.264	3222.49 38.382	3286.97 39.150
Senior Respiratory Therapist	Biweekly Hourly	2922.59 34.810	3010.16 35.853	3100.33 36.927	3193.52 38.037	3289.32 39.178	3387.88 40.352	3489.40 41.561	3559.16 42.392
Staff Respiratory Therapist	Biweekly Hourly	2699.01 32.147	2779.78 33.109	2863.23 34.103	2948.96 35.124	3037.62 36.180	3128.62 37.264	3222.49 38.382	3286.97 39.150

1. Collective agreement expired March 31, 2018. The above pay scale remains in effect until a new collective is in place.

2. Employer: Prairie Mountain Health. The pay scale listed above is standardized for respiratory therapists in Manitoba who are members of this union.

3. Biweekly pay was calculated by multiplying the monthly wage listed in the collective agreement by 0.5.

4. Employees advance one step upon the anniversary of their employment.

### c. Physician and Clinical Assistants of Manitoba <sup>1, 2, 3</sup>

Title	(\$)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Clinical Assistant – 2080 Hour Employee <sup>4</sup>	Biweekly <sup>5</sup>	2714.88	2966.72	3171.36	3478.24	3831.84	4163.20
	Hourly <sup>6</sup>	33.936	37.084	39.642	43.478	47.898	52.040
Clinical Assistant – 2600 Hour Employee, Basic	Biweekly <sup>7</sup>	4062.20	4219.60	4382.90	4552.70	4787.20	4972.50
	Hourly	40.622	42.196	43.829	45.527	47.872	49.725
Clinical Assistant – 2600 Hour Employee, Call Included	Biweekly <sup>7</sup>	4433.20	4604.90	4783.30	4968.40	5224.40	5426.70
	Hourly	44.332	46.049	47.833	49.684	52.244	54.267

1. Anesthesia Clinical Assistants are represented by this union in the province of Manitoba.
2. Collective agreement expired on March 31, 2019.
3. Employer: Winnipeg Regional Health Authority. The same pay scales are in effect for Southern Health – Santé Sud (expired March 31, 2019), and for Interlake-Eastern Regional Health Authority (expired March 31, 2019).
4. Southern Health-Santé Sud and Interlake-Eastern Regional Health Authority only list salary scales for Clinical Assistant – 2080 hour employees.
5. Biweekly pay was calculated based on 80 hrs worked in a two-week period, as per article 9.01- Hours of Work.
6. Clinical assistants in the Northern Regional Health Authority receive a 25% geographic differential above the hourly wage.
7. Clinical Assistant - 2600 Hour employees biweekly pay is calculated based on 100 hrs worked in a two-week period.

## 9. Saskatchewan

### a. Health Sciences Association of Saskatchewan <sup>1, 2, 3</sup>

Title		(\$)	Step 1	Step 2	Step 3	Step 4	Step 5
Respiratory Therapist - Diploma (Base)	Biweekly <sup>4</sup> Hourly		2111.08 28.165	2195.55 29.292	2283.47 30.465	2374.91 31.685	2582.01 34.448
Respiratory Therapist – Diploma with Market Supplement and Market Adjustment	Biweekly Hourly		2499.94 33.353	2600.00 34.688	2704.03 36.076	2812.27 37.520	3049.35 40.683
Senior Respiratory Therapist (Base)	Biweekly Hourly		2279.95 30.418	2371.16 31.635	2466.06 32.901	2564.70 34.217	2788.66 37.205
Senior Respiratory Therapist with Market Supplement and Market Adjustment	Biweekly Hourly		2699.76 36.019	2807.85 37.461	2920.20 38.960	3036.98 40.518	3293.40 43.939
Anesthesia Assistant – Certified (Base)	Biweekly Hourly		2462.53 32.854	2560.72 34.164	2663.48 35.535	2770.07 36.957	3011.72 40.181
Anesthesia Assistant – Certified with Market Supplement and Market Adjustment	Biweekly Hourly		2915.78 38.901	3032.41 40.457	3153.91 42.078	3280.06 43.761	3556.86 47.454
Senior Anesthesia Assistant – Certified (Base)	Biweekly Hourly		2660.04 35.489	2766.47 36.909	2877.25 38.387	2992.31 39.922	3252.62 43.395
Senior Anesthesia Assistant – Certified with Market Supplement and Market Adjustment	Biweekly Hourly		3149.79 42.023	3275.78 43.704	3406.95 45.454	3543.22 47.272	3841.38 51.250
Anesthesia Assistant Trainee (Base)	Biweekly Hourly		2216.09 29.566	2304.76 30.749	2396.87 31.978	2492.82 33.258	2710.78 36.166
Anesthesia Assistant Trainee with Market Supplement and Market Adjustment	Biweekly Hourly		2624.21 35.011	2729.22 36.412	2838.43 37.869	2951.98 39.384	3201.20 42.709

1. The above pay scale came into effect on April 1, 2021 and remains in effect until April 1, 2022. The collective agreement expires on March 21, 2024.

2. Collective agreement is between the Health Sciences Association of Saskatchewan and the Saskatchewan Association of Health Organizations Inc.

3. Respiratory therapists and anesthesia assistants covered under this collective agreement currently receive the market supplement and market adjustment.

4. Biweekly pay was calculated using a work year of 1948.8 hours (article 15).

## 10. Alberta

### a. Health Sciences Association of Alberta – Paramedical Professional and Technical Employees <sup>1, 2</sup>

Title	Grid	(\$)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist I <sup>5</sup>	7	Biweekly	2852.78	2938.03	3032.58	3124.03	3224.78	3326.30
		Hourly	36.81	37.91	39.13	40.31	41.61	42.92
Respiratory Therapist II	9	Biweekly	3043.43	3139.53	3238.73	3346.45	3451.08	3561.90
		Hourly	39.27	40.51	41.79	43.18	44.53	45.96
Respiratory Therapist III	10	Biweekly	3153.48	3251.90	3353.43	3472.00	3585.15	3703.73
		Hourly	40.69	41.96	43.27	44.80	46.26	47.79

Title	Grid	(\$)	Step 7	Step 8	Step 9
Respiratory Therapist I	7	Biweekly <sup>3</sup>	3432.48	3541.75	3665.75
		Hourly	44.29	45.70	47.30
Respiratory Therapist II	9	Biweekly	3678.15	3793.63	3924.60
		Hourly	47.46	48.95	50.64
Respiratory Therapist III	10	Biweekly	3823.85	3947.08	4086.58
		Hourly	49.34	50.93	52.73

1. The above pay scale came into effect on April 1, 2019. Collective agreement expired on March 31, 2020. The collective agreement indicates that respiratory therapists are receiving a wage re-opener until such time as a new collective agreement comes into effect.

2. Employers: Alberta Health Services, Bethany Nursing Home of Camrose, Lamont Health Care Centre.

3. Anaesthesia Technician II: Staff anesthesia technician, without supervisory responsibilities. This title is not used throughout Alberta. Some sites classify anesthesia technicians as respiratory therapists.

4. Anaesthesia Technician III: Anesthesia technician with supervisory or chief technician responsibilities

5. Respiratory therapist I: general duty RT; Respiratory therapist II: supervisor; Respiratory therapist III: unit supervisor

6. Biweekly salary calculated based upon an average of 77.5 hours in a biweekly period (articles 10.01b] and 45.05 A.a.ii)



## 11. British Columbia

### a. Health Sciences Professionals Bargaining Association <sup>1,2</sup>

Title	Grid	(\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 25
Respiratory Therapist Grade I <sup>3</sup>	7	Biweekly <sup>5</sup> Hourly	2312.00 30.82	2428.00 32.37	2536.00 33.81	2651.00 35.35	2757.00 36.76	2885.00 38.46	2892.00 38.56
Respiratory Therapist Grade II	8	Biweekly Hourly	2399.00 31.99	2519.00 33.58	2633.00 35.11	2753.00 36.70	2865.00 38.20	2991.00 39.88	2999.00 39.98
Respiratory Therapist Grade III	9	Biweekly Hourly	2485.00 33.13	2612.00 34.83	2727.00 36.36	2852.00 38.03	2966.00 39.55	3099.00 41.32	3107.00 41.43
Respiratory Therapist Grade IV	12	Biweekly Hourly	2774.00 36.99	2915.00 38.86	3046.00 40.61	3185.00 42.47	3312.00 44.16	3461.00 46.15	3470.00 46.27
Respiratory Therapist Grade V	13	Biweekly Hourly	2880.00 38.40	3026.00 40.34	3162.00 42.16	3306.00 44.08	3437.00 45.82	3592.00 47.89	3601.00 48.01
Respiratory Therapist Grade VI	14	Biweekly Hourly	2989.00 39.85	3139.00 41.85	3282.00 43.76	3430.00 45.73	3567.00 47.56	3728.00 49.71	3737.00 49.83
Anesthesia Assistant (AA) Trainee	8	Biweekly Hourly	2399.00 31.99	2519.00 33.58	2633.00 35.11	2753.00 36.70	2865.00 38.20	2991.00 39.88	2999.00 39.98
AA Staff	11	Biweekly Hourly	2674.00 35.65	2807.00 37.43	2933.00 39.11	3068.00 40.90	3191.00 42.54	3334.00 44.45	3342.00 44.56
AA Sole Charge or Student Supervisor	12	Biweekly Hourly	2774.00 36.99	2915.00 38.86	3046.00 40.61	3185.00 42.47	3312.00 44.16	3461.00 46.15	3470.00 46.27
AA Clinical Instructor	13	Biweekly Hourly	2880.00 38.40	3026.00 40.34	3162.00 42.16	3306.00 44.08	3437.00 45.82	3592.00 47.89	3601.00 48.01
Anesthesia Assistant Supervisor (a) <sup>4</sup>	14	Biweekly Hourly	2989.00 39.85	3139.00 41.85	3282.00 43.76	3430.00 45.73	3567.00 47.56	3728.00 49.71	3737.00 49.83
AA Supervisor (b) <sup>4</sup>	15	Biweekly Hourly	3103.00 41.37	3259.00 43.45	3406.00 45.41	3562.00 47.49	3702.00 49.36	3869.00 51.59	3879.00 51.72
AA Supervisor (c) <sup>4</sup>	16	Biweekly Hourly	3221.00 42.94	3383.00 45.11	3536.00 47.15	3697.00 49.29	3844.00 51.25	4016.00 53.54	4025.00 53.67

1. Pay scale came into effect on April 1, 2021. Collective agreement expires March 31, 2022.

2. Employers are represented by the Health Employers Association of British Columbia which represents the province's six regional health authorities.

3. Respiratory therapist Grade I: A respiratory therapist working under the supervision of another RT; Respiratory therapist Grades II-VI: respiratory therapists with additional supervisory responsibilities. These grades reflect the level of responsibility (supervisory, teaching, additional duties).

4. The specific pay level for Anesthesia Assistant Supervisors is dependent upon the number of total staff FTEs the individual supervises.

5. Biweekly salary calculated based on 75 hours in a biweekly period (article 24.01).

## 12. Northwest Territories

### a. Union of Northern Workers – Local 11<sup>1,2</sup>

Title	Pay Range <sup>2</sup>	(\$)	Casual	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist	16	Biweekly <sup>3</sup>	3381.00	3576.00	3668.25	3762.75	3859.50	3958.50	4060.50
		Hourly <sup>4</sup>	45.08	47.68	48.91	50.17	51.46	52.78	54.14

Title	Pay Range <sup>2</sup>	(\$)	Step 7	Step 8
Respiratory Therapist	16	Biweekly <sup>3</sup>	4164.75	4272.00
		Hourly <sup>4</sup>	55.53	56.96

1. Pay scale came into effect on April 1, 2020. Collective agreement expired on March 31, 2021.
2. Employer: Stanton Territorial Health Authority (STHA)
3. Biweekly pay calculated based upon 37.5 hours per week (article 22.01 [a]) and the position description for respiratory therapists at STHA (<http://careers.hr.gov.nt.ca/sites/default/files/jd/13890.pdf>).
4. The above pay scales do not include any Northern Allowance Rates. These are available [here](#).

## 13. Nunavut

### a. Nunavut Employees Union<sup>1</sup>

Title	Pay Range <sup>2</sup>	(\$)	Casual	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Respiratory Therapist	12	Biweekly <sup>3</sup>	2834.27	3029.27	3107.27	3186.77	3268.50	3352.50	3438.77
		Hourly <sup>4</sup>	37.79	40.39	41.43	42.49	43.58	44.70	45.85

1. Above pay scale came into effect on October 1, 2017 and remains in effect. Collective agreement expired on September 30, 2018.
2. Respiratory therapist pay range is determined using the Hay Job Evaluation system.
3. Biweekly pay calculated by dividing annual salary by 26.
4. Hourly pay calculated by dividing annual salary by 1950 hours (as per union communiqué).

## Appendix A: Union and Bargaining Unit Websites

The information contained in this report was obtained from collective agreements available via the following websites:

Province/ Territory	Union/Bargaining Unit
Newfoundland and Labrador	<a href="#">Newfoundland and Labrador Association of Public and Private Employees: Health Professionals</a>  <a href="#">Association of Allied Health Professionals</a>
Nova Scotia	<a href="#">Nova Scotia Government and General Employees Union</a>
Prince Edward Island	<a href="#">International Union of Operating Engineers: Local 942</a>
New Brunswick	<a href="#">New Brunswick Union of Public and Private Employees: Medical Science Professionals</a>
Quebec	<a href="#">Fédération interprofessionnelle du Québec</a>
Ontario	<a href="#">Ontario Public Service Employees Union: Hospital Professionals Division</a>  <a href="#">Ontario Public Service Employees Union: Local 273</a>
Manitoba	<a href="#">Manitoba Association of Healthcare Professionals</a>  <a href="#">Manitoba Government and General Employees' Union</a>  <a href="#">Physician and Clinical Assistants of Manitoba</a>
Saskatchewan	<a href="#">Health Sciences Association of Saskatchewan</a>
Alberta	<a href="#">Health Sciences Association of Alberta</a>
British Columbia	<a href="#">Health Sciences Professional Bargaining Association</a>
Northwest Territories	<a href="#">Union of Northern Workers</a>
Nunavut	<a href="#">Nunavut Employees Union: Government of Nunavut</a>