

Appendix "B" - 2023 Wage Schedules

**Effective April 1, 2023**

	Increment First Year	Increment Second Year	Increment Third Year	Increment Fourth Year	Increment Fifth Year	Increment Sixth Year	Increment Seventh Year	Increment Eighth Year	Increment Ninth Year	Increment Tenth Year
<b>Level 1 (LPN)</b>	5,182.00	5,330.00	5,444.00	5,598.13	5,752.50	5,906.88	6,061.25	6,215.63	6,370.00	6,524.38
	31.89	32.80	33.50	34.45	35.40	36.35	37.30	38.25	39.20	40.15
<b>Recognition Pay</b>										
15 Years/29,250 Hours	5,263.38	5,411.25	5,525.00	5,679.38	5,833.75	5,988.13	6,142.50	6,296.88	6,451.25	6,605.63
	32.39	33.30	34.00	34.95	35.90	36.85	37.80	38.75	39.70	40.65
20 Years/39,000 Hours	5,385.25	5,533.13	5,646.88	5,801.25	5,955.63	6,110.00	6,264.38	6,418.75	6,573.13	6,727.50
	33.14	34.05	34.75	35.70	36.65	37.60	38.55	39.50	40.45	41.40
25 Years/48,750 Hours	5,547.75	5,695.63	5,809.38	5,963.75	6,118.13	6,272.50	6,426.88	6,581.25	6,735.63	6,890.00
	34.14	35.05	35.75	36.70	37.65	38.60	39.55	40.50	41.45	42.40
30 Years/58,500 Hours	5,750.88	5,898.75	6,012.50	6,166.88	6,321.25	6,475.63	6,630.00	6,784.38	6,938.75	7,093.13
	35.39	36.30	37.00	37.95	38.90	39.85	40.80	41.75	42.70	43.65
<b>Level 2 (LPN)</b>	5,395.00	5,550.00	5,671.00	5,825.63	5,980.00	6,134.38	6,288.75	6,443.13	6,597.50	6,751.88
	33.20	34.15	34.90	35.85	36.80	37.75	38.70	39.65	40.60	41.55
<b>Recognition Pay</b>										
15 Years/29,250 Hours	5,476.25	5,630.63	5,752.50	5,906.88	6,061.25	6,215.63	6,370.00	6,524.38	6,678.75	6,833.13
	33.70	34.65	35.40	36.35	37.30	38.25	39.20	40.15	41.10	42.05
20 Years/39,000 Hours	5,598.13	5,752.50	5,874.38	6,028.75	6,183.13	6,337.50	6,491.88	6,646.25	6,800.63	6,955.00
	34.45	35.40	36.15	37.10	38.05	39.00	39.95	40.90	41.85	42.80
25 Years/48,750 Hours	5,760.63	5,915.00	6,036.88	6,191.25	6,345.63	6,500.00	6,654.38	6,808.75	6,963.13	7,117.50
	35.45	36.40	37.15	38.10	39.05	40.00	40.95	41.90	42.85	43.80
30 Years/58,500 Hours	5,963.75	6,118.13	6,240.00	6,394.38	6,548.75	6,703.13	6,857.50	7,011.88	7,166.25	7,320.63
	36.70	37.65	38.40	39.35	40.30	41.25	42.20	43.15	44.10	45.05

**Effective April 1, 2023**

	<b>Increment First Year</b>	<b>Increment Second Year</b>	<b>Increment Third Year</b>	<b>Increment Fourth Year</b>	<b>Increment Fifth Year</b>	<b>Increment Sixth Year</b>	<b>Increment Seventh Year</b>	<b>Increment Eighth Year</b>	<b>Increment Ninth Year</b>	<b>Increment Tenth Year</b>
<b>Level 3 (RN/RPN)*</b>	6,534.00	6,784.00	7,034.00	7,289.75	7,544.88	7,800.00	8,055.13	8,310.25	8,565.38	8,820.50
	40.21	41.75	43.29	44.86	46.43	48.00	49.57	51.14	52.71	54.28
<b>Recognition Pay</b>										
15 Years/29,250 Hours	6,615.38	6,865.63	7,115.88	7,371.00	7,626.13	7,881.25	8,136.38	8,391.50	8,646.63	8,901.75
	40.71	42.25	43.79	45.36	46.93	48.50	50.07	51.64	53.21	54.78
20 Years/39,000 Hours	6,737.25	6,987.50	7,237.75	7,492.88	7,748.00	8,003.13	8,258.25	8,513.38	8,768.50	9,023.63
	41.46	43.00	44.54	46.11	47.68	49.25	50.82	52.39	53.96	55.53
25 Years/48,750 Hours	6,899.75	7,150.00	7,400.25	7,655.38	7,910.50	8,165.63	8,420.75	8,675.88	8,931.00	9,186.13
	42.46	44.00	45.54	47.11	48.68	50.25	51.82	53.39	54.96	56.53
30 Years/58,500 Hours	7,102.88	7,353.13	7,603.38	7,858.50	8,113.63	8,368.75	8,623.88	8,879.00	9,134.13	9,389.25
	43.71	45.25	46.79	48.36	49.93	51.50	53.07	54.64	56.21	57.78
<b>Level 4 (RN/RPN)</b>	7,762.00	8,006.38	8,250.13	8,502.00	8,753.88	9,005.75	9,257.63	9,509.50	9,761.38	10,013.25
	47.77	49.27	50.77	52.32	53.87	55.42	56.97	58.52	60.07	61.62
<b>Recognition Pay</b>										
15 Years/29,250 Hours	7,843.88	8,087.63	8,331.38	8,583.25	8,835.13	9,087.00	9,338.88	9,590.75	9,842.63	10,094.50
	48.27	49.77	51.27	52.82	54.37	55.92	57.47	59.02	60.57	62.12
20 Years/39,000 Hours	7,965.75	8,209.50	8,453.25	8,705.13	8,957.00	9,208.88	9,460.75	9,712.63	9,964.50	10,216.38
	49.02	50.52	52.02	53.57	55.12	56.67	58.22	59.77	61.32	62.87
25 Years/48,750 Hours	8,128.25	8,372.00	8,615.75	8,867.63	9,119.50	9,371.38	9,623.25	9,875.13	10,127.00	10,378.88
	50.02	51.52	53.02	54.57	56.12	57.67	59.22	60.77	62.32	63.87
30 Years/58,500 Hours	8,331.38	8,575.13	8,818.88	9,070.75	9,322.63	9,574.50	9,826.38	10,078.25	10,330.13	10,582.00
	51.27	52.77	54.27	55.82	57.37	58.92	60.47	62.02	63.57	65.12

*\*Includes Licensed Graduate nurses, which are defined by the College of Registered Nurses of British Columbia as "nurses granted LGN registration in B.C. prior to Oct. 1, 1990. An LGN registrant may perform or provide services as they are a registered nurse registrant."*

**Effective April 1, 2023**

	<b>Increment First Year</b>	<b>Increment Second Year</b>	<b>Increment Third Year</b>	<b>Increment Fourth Year</b>	<b>Increment Fifth Year</b>	<b>Increment Sixth Year</b>	<b>Increment Seventh Year</b>	<b>Increment Eighth Year</b>	<b>Increment Ninth Year</b>	<b>Increment Tenth Year</b>
<b>Level 5 (RN/RPN)</b>	8,265.00	8,508.50	8,752.25	9,004.13	9,256.00	9,507.88	9,759.75	10,011.63	10,263.50	10,515.38
	50.86	52.36	53.86	55.41	56.96	58.51	60.06	61.61	63.16	64.71
<b>Recognition Pay</b>										
15 Years/29,250 Hours	8,346.00	8,589.75	8,833.50	9,085.38	9,337.25	9,589.13	9,841.00	10,092.88	10,344.75	10,596.63
	51.36	52.86	54.36	55.91	57.46	59.01	60.56	62.11	63.66	65.21
20 Years/39,000 Hours	8,467.88	8,711.63	8,955.38	9,207.25	9,459.13	9,711.00	9,962.88	10,214.75	10,466.63	10,718.50
	52.11	53.61	55.11	56.66	58.21	59.76	61.31	62.86	64.41	65.96
25 Years/48,750 Hours	8,630.38	8,874.13	9,117.88	9,369.75	9,621.63	9,873.50	10,125.38	10,377.25	10,629.13	10,881.00
	53.11	54.61	56.11	57.66	59.21	60.76	62.31	63.86	65.41	66.96
30 Years/58,500 Hours	8,833.50	9,077.25	9,321.00	9,572.88	9,824.75	10,076.63	10,328.50	10,580.38	10,832.25	11,084.13
	54.36	55.86	57.36	58.91	60.46	62.01	63.56	65.11	66.66	68.21
<b>Level 6 (RN/RPN)</b>	8,600.00	8,843.25	9,087.00	9,338.88	9,590.75	9,842.63	10,094.50	10,346.38	10,598.25	10,850.13
	52.92	54.42	55.92	57.47	59.02	60.57	62.12	63.67	65.22	66.77
<b>Recognition Pay</b>										
15 Years/29,250 Hours	8,680.75	8,924.50	9,168.25	9,420.13	9,672.00	9,923.88	10,175.75	10,427.63	10,679.50	10,931.38
	53.42	54.92	56.42	57.97	59.52	61.07	62.62	64.17	65.72	67.27
20 Years/39,000 Hours	8,802.63	9,046.38	9,290.13	9,542.00	9,793.88	10,045.75	10,297.63	10,549.50	10,801.38	11,053.25
	54.17	55.67	57.17	58.72	60.27	61.82	63.37	64.92	66.47	68.02
25 Years/48,750 Hours	8,965.13	9,208.88	9,452.63	9,704.50	9,956.38	10,208.25	10,460.13	10,712.00	10,963.88	11,215.75
	55.17	56.67	58.17	59.72	61.27	62.82	64.37	65.92	67.47	69.02
30 Years/58,500 Hours	9,168.25	9,412.00	9,655.75	9,907.63	10,159.50	10,411.38	10,663.25	10,915.13	11,167.00	11,418.88
	56.42	57.92	59.42	60.97	62.52	64.07	65.62	67.17	68.72	70.27