



# Health science professionals

The collective agreement for health science professionals is negotiated between employers and the Health Science Professionals Bargaining Association (HSPBA). It covers more than 16,000 members of HSA along with members of the Hospital Employees Union (HEU), the Canadian Union of Public Employees (CUPE), the Professional Employees Association (PEA) and the BC Government Employees Union (BCGEU).

## 2022-2025 Tentative HSPBA Collective Agreement

Information on the tentative agreement is [available here](#).

### 2022 Wage Rates

<b>General HSPBA</b>	<a href="#">Effective first pay period after April 1, 2022</a> . .
<b>Diagnostic Medical Sonographer Magnetic Resonance Imaging Technologist</b>	<a href="#">Effective first pay period after April 1, 2022</a> . .
<b>Medical Technologist Nuclear Medicine Technologist Radiological Technologist</b>	<a href="#">Effective first pay period after April 1, 2022</a> . .
<b>Paediatric Perfusionist (PHSA - Children's and Women's Health Centre)</b>	<a href="#">Effective first pay period after April 1, 2022</a> . .
<b>Perfusionist</b>	<a href="#">Effective first pay period after April 1, 2022</a>
<b>Pharmacist</b>	<a href="#">Effective first pay period after April 1, 2022</a> . .
<b>Occupational Therapist Physiotherapist</b>	<a href="#">Effective first pay period after April 1, 2022</a> . .
<b>Radiation Therapist (PHSA - BC Cancer Agency)</b>	<a href="#">Effective first pay period after April 1, 2022</a>

## 2019 - 2022 HSPBA COLLECTIVE AGREEMENT

Members and stewards should be aware that this **draft** version of the Collective Agreement may contain errors and omissions that will be corrected over the next few months as the agreement is finalized and printed. Once the printed version is finalized, employers will be responsible for the distribution of the collective agreement books to every employee covered by the HSPBA.

- [FINAL 2019-2022 Collective Agreement](#)
- [Detailed language changes \(underlining indicates changes from the 2019 - 2022 collective agreement\)](#)

### 2019-2022 wage rates

On October 29, 2019 agreement was reached on the details of the HSPBA wage rates negotiated for the 2019-2022 Health Science Professionals Collective Agreement. The finalized wage grids are available here. Please note there are multiple profession-based wage grids, and you should refer to the wage grid corresponding to your profession.

<b>General HSPBA</b>	<a href="#">Effective first pay period after April 1, 2019</a>	<a href="#">Effective first pay period after April 1, 2020</a>	<a href="#">Effective first pay period after April 1, 2021</a>
<b>Diagnostic Medical Sonographer Magnetic Resonance Imaging Technologist</b>	<a href="#">Effective first pay period after April 1, 2019</a>	<a href="#">Effective first pay period after April 1, 2020</a>	<a href="#">Effective first pay period after April 1, 2021</a>

<b>Medical Technologist Nuclear Medicine Technologist Radiological Technologist</b>	<a href="#">Effective first pay period after April 1, 2019</a>	<a href="#">Effective first pay period after April 1, 2020</a>	<a href="#">Effective first pay period after April 1, 2021</a>
<b>Paediatric Perfusionist (PHSA - Children's and Women's Health Centre)</b>	<a href="#">Effective first pay period after April 1, 2019</a>	<a href="#">Effective first pay period after April 1, 2020</a>	<a href="#">Effective first pay period after April 1, 2021</a>
<b>Perfusionist</b>	<a href="#">Effective first pay period after April 1, 2019</a>	<a href="#">Effective first pay period after April 1, 2020</a>	<a href="#">Effective first pay period after April 1, 2021</a>
<b>Pharmacist</b>	<a href="#">Effective first pay period after April 1, 2019</a>	<a href="#">Effective first pay period after April 1, 2020</a>	<a href="#">Effective first pay period after April 1, 2021</a>
<b>Occupational Therapist Physiotherapist</b>	<a href="#">Effective first pay period after April 1, 2019</a>	<a href="#">Effective first pay period after April 1, 2020</a>	<a href="#">Effective first pay period after April 1, 2021</a>
<b>Radiation Therapist (PHSA - BC Cancer Agency)</b>	<a href="#">Effective first pay period after April 1, 2019</a>	<a href="#">Effective first pay period after April 1, 2020</a>	<a href="#">Effective first pay period after April 1, 2021</a>

## Workload Tool

- [HSPBA workload management materials are available on the HEABC website.](#)

## Other Documents

- [Report to members on the terms of settlement 2019-2022](#)
- [Detailed language changes \(underlining indicates changes from the 2019 - 2022 collective agreement](#)
- [Frequently asked questions about benefits, leaves, and other features of the 2019-2022 HSPBA tentative agreement](#)
- [Frequently asked questions about the tentative agreement classification change proposals: Modernizing the Health Care Team](#)

## 2014-2019 HSPBA COLLECTIVE AGREEMENT

Except where specifically noted, the contract took effect April 1, 2014 and expired March 31, 2019.

- [Collective Agreement \(merged 2012-14 and 2014-19\)](#)

## Previous wage schedules

- [2019 Wage Schedules - effective first pay period after Feb. 1, 2019](#)
- [2018 Wage Schedules - effective first pay period after Feb. 1, 2018 and April 1, 2018](#)
- [2017 Wage Schedules - effective first pay period after Apr 1 2017](#)
- [2017 Wage Schedules - effective first pay period after Feb 1 2017](#)
- [2016 Wage Schedules - effective first pay period after Apr 1 2016](#)
- [2016 Wage Schedules - effective first pay period after Feb 1 2016](#)






## Additional information:

- [A summary of your benefits in this collective agreement](#)
- [Health benefits in this collective agreement](#)
- [Overview of 2014-19 Collective Agreement for Health Science Professionals](#)
- [Q and A about the 2014-19 collective agreement](#)
- [Information about previous collective agreements](#)

## Attachments

File Attachments:

- ✘ [2012-2019 Health Science Professionals collective agreement.pdf](#)
- ✘ [2016 HSPBA Wage Schedules updated with ESD Feb 1.pdf](#)
- ✘ [2016 HSPBA Wage Schedules updated with ESD Apr 1.pdf](#)

-  [HEABC-HSPBA Feb Apr 2018 wage schedules all.pdf](#)
-  [HEABC-HSPBA Feb 2019 wage schedules-20181109.pdf](#)
-  [HSPBA 2019-2021 Wage Schedules Other.pdf](#)
-  [Wage schedules April 2019.pdf](#)
-  [DRAFT FINAL HSPBA 2019-2022 HSA for Web.pdf](#)

- [Print](#)
- [PDF](#)

180 East Columbia  
New Westminster, BC V3L 0G7

Website  
[www.hsabc.org](http://www.hsabc.org)

Telephone 604-517-0994  
1-800-663-2017