

April 1, 2023 and April 1, 2024 Health Science Professionals Classification Comparability

The parties have reviewed the 2023 and 2024 wage schedules of CSSEA/CSSBA paraprofessional occupations comparable to occupations under the Health Science Professionals (HSPBA) Sector Collective Agreement after the 2024 wage schedule of the new Health Science Professionals profile-based classification system was finalized. While available funding is insufficient to align all CSSEA/CSSBA paraprofessional classifications up to the HSPBA target rates, the classifications that remain below their target rates are 13-P, 14-P and 15-P.

The only grids affected by this distribution are the Paraprofessional Wage Grids – the JJEP Wage Grids for 2023 and 2024 remain the same as previously circulated and are included here only for completeness.

April 1, 2023 HSPBA Classification Comparability:

- **Wage Adjustments (Grid 13-P, 14-P, 15-P, and 16-P):**
 - Effective April 1, 2023, Paraprofessional classifications in Grid 13-P, 14-P, 15-P, and 16-P will receive a 3.50% wage increase.
- **Speech Language Pathologist Supervisor (Grid 18-P-SLP):**
 - Step 4 rate will be increased by 3.79% to match the top rate of the April 1, 2023 Health Science Professionals Bargaining Association (HSPBA) wage schedule.
 - Step 1 rate will remain unchanged as it is higher than the start rate of the April 1, 2023 HSPBA wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
- **Layered-Over Supervisors:**
 - Layered-Over Paraprofessional Supervisors without an existing supervisor benchmark will be compensated at a rate of one additional grid or a minimum of eight percent (8%) above the highest job supervised.
 - For illustrative purpose, the table below shows how the rates will be calculated for a Layered-Over classification:

Classification	Step 1	Step 2	Step 3	Step 4
Grid 14-P Classification	\$40.03	\$43.55	\$47.07	\$50.59
Unique Grid 15-P Classification	\$42.98	\$46.50	\$50.01	\$53.52
Layered-Over Grid 15-P Classification (Grid 14-P + 8%)	\$43.23	\$47.03	\$50.84	\$54.64

April 1, 2024 HSPBA Classification Comparability:

- **Occupational Therapist Supervisor (Grid 17-P-OT):**
 - Step 4 rate will be increased by 4.41% to match the top rate of the April 1, 2024 HSPBA wage schedule.
 - Step 1 rate will be increased by 0.50% to match the start rate of the April 1, 2024 HSPBA wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.

- **Physiotherapist Supervisor (Grid 17-P-PT):**
 - Step 4 rate will be increased by 4.41% to match the top rate of the April 1, 2024 HSPBA wage schedule.
 - Step 1 rate will be increased by 0.50% to match the start rate of the April 1, 2024 HSPBA wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
- **Speech Language Pathologist Supervisor (Grid 18-P-SLP):**
 - Step 4 rate will be increased by 3.32% of the final April 1, 2023 rate (or 4.12% of the preliminary April 1, 2024 rate, which was agreed on March 22, 2024) to match the top rate of the April 1, 2024 HSPBA wage schedule.
 - Step 1 rate will remain unchanged as it is higher than the top rate of the April 1, 2024 HSPBA wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
- **New Supervisor Benchmarks:**
 - Infant Development Consultant Supervisor (15-P-IDC) and Supportive Child Development Consultant Supervisor (15-P-SCDC) benchmarks will be created.
 - Step 1 rate will match the start rate of the April 1, 2024 HSPBA wage schedule.
 - Step 4 rate will match the top rate of the April 1, 2024 HSPBA wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
 - Incumbent Layered-Over supervisors of Infant Development Consultant (Grid 14-P-IDC) and Supportive Child Development Consultant (Grid 14-P-SCDC) will be wage protected at Grid 15-P.