

Appendix "A"

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
Level 1 (LPN)	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
Recognition Pay 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
Level 2 (LPN)	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
Recognition Pay 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

	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
Level 3 (RN/RPN)*	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
Recognition Pay										
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
Level 4 (RN/RPN)	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
Recognition Pay										
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

	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
Level 5 (RN/RPN)	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
Recognition Pay										
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
Level 6 (RN/RPN)	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
Recognition Pay										
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