

**MNU & Rural Health Authorities - Northern Manitoba
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	2015	Hourly	28.963	29.910	30.845	31.982	33.025	34.189	35.406	36.114
		Monthly	4,863.370	5,022.388	5,179.390	5,370.311	5,545.448	5,740.903	5,945.258	6,064.143
		Annual	58,360.445	60,268.650	62,152.675	64,443.730	66,545.375	68,890.835	71,343.090	72,769.710
Nurse II	2015	Hourly	37.835	39.155	40.480	41.860	43.209	44.605		45.497
		Monthly	6,353.127	6,574.777	6,797.267	7,028.992	7,255.511	7,489.923		7,639.705
		Annual	76,237.525	78,897.325	81,567.200	84,347.900	87,066.135	89,879.075		91,676.455
Nurse II (20 Year Scale)	2015	Hourly	38.591	39.938	41.290	42.697	44.074	45.497		
		Monthly	6,480.072	6,706.256	6,933.279	7,169.538	7,400.759	7,639.705		
		Annual	77,760.865	80,475.070	83,199.350	86,034.455	88,809.110	91,676.455		
Nurse III	2015	Hourly	39.273	40.597	41.979	43.329	44.581	45.947	47.357	48.303
		Monthly	6,594.591	6,816.913	7,048.974	7,275.661	7,485.893	7,715.267	7,952.030	8,110.879
		Annual	79,135.095	81,802.955	84,587.685	87,307.935	89,830.715	92,583.205	95,424.355	97,330.545
Nurse III (20 Year Scale)	2015	Hourly	40.059	41.409	42.820	44.196	45.473	46.867	48.303	
		Monthly	6,726.574	6,953.261	7,190.192	7,421.245	7,635.675	7,869.750	8,110.879	
		Annual	80,718.885	83,439.135	86,282.300	89,054.940	91,628.095	94,437.005	97,330.545	
Nurse IV	2015	Hourly	40.620	42.124	43.630	45.272	47.152	48.978	50.887	51.905
		Monthly	6,820.775	7,073.322	7,326.204	7,601.923	7,917.607	8,224.223	8,544.775	8,715.715
		Annual	81,849.300	84,879.860	87,914.450	91,223.080	95,011.280	98,690.670	102,537.305	104,588.575
Nurse IV (20 Year Scale)	2015	Hourly	41.433	42.966	44.502	46.177	48.096	49.958	51.905	
		Monthly	6,957.291	7,214.708	7,472.628	7,753.888	8,076.120	8,388.781	8,715.715	
		Annual	83,487.495	86,576.490	89,671.530	93,046.655	96,913.440	100,665.370	104,588.575	
Nurse V	2015	Hourly	42.878	44.520	46.401	48.225	50.218	52.169	54.202	55.287
		Monthly	7,199.931	7,475.650	7,791.501	8,097.781	8,432.439	8,760.045	9,101.419	9,283.609
		Annual	86,399.170	89,707.800	93,498.015	97,173.375	101,189.270	105,120.535	109,217.030	111,403.305
Nurse V (20 Year Scale)	2015	Hourly	43.736	45.411	47.328	49.190	51.222	53.212	55.287	
		Monthly	7,344.003	7,625.264	7,947.160	8,259.821	8,601.028	8,935.182	9,283.609	
		Annual	88,128.040	91,503.165	95,365.920	99,117.850	103,212.330	107,222.180	111,403.305	
Nurse Practitioner	2015	Hourly	48.867	52.453	54.609	56.764	59.088			60.270
		Monthly	8,205.584	8,807.733	9,169.761	9,531.622	9,921.860			10,120.338
		Annual	98,467.005	105,692.795	110,037.135	114,379.460	119,062.320			121,444.050
Nurse Practitioner (20 Year Scale)	2015	Hourly	49.844	53.502	55.702	57.899	60.270			
		Monthly	8,369.638	8,983.878	9,353.294	9,722.207	10,120.338			
		Annual	100,435.660	107,806.530	112,239.530	116,666.485	121,444.050			
Weekend Worker - Licensed Practical Nurse	2015	Hourly	33.306	34.397	35.472	36.780	37.979	39.317	40.717	41.532
		Monthly	5,592.633	5,775.830	5,956.340	6,175.975	6,377.307	6,601.980	6,837.063	6,973.915
		Annual	67,111.590	69,309.955	71,476.080	74,111.700	76,527.685	79,223.755	82,044.755	83,686.980

Nurse Classification ⁽¹⁾	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Weekend Worker - Nurse II	2015	Hourly	43.510	45.029	46.552	48.139	49.691	51.295			52.321
		Monthly	7,306.054	7,561.120	7,816.857	8,083.340	8,343.947	8,613.285			8,785.568
		Annual	87,672.650	90,733.435	93,802.280	97,000.085	100,127.365	103,359.425			105,426.815
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	44.380	45.929	47.483	49.102	50.685	52.321			
		Monthly	7,452.142	7,712.245	7,973.187	8,245.044	8,510.856	8,785.568			
		Annual	89,425.700	92,546.935	95,678.245	98,940.530	102,130.275	105,426.815			
Weekend Worker - Nurse III	2015	Hourly	45.164	46.687	48.277	49.828	51.269	52.839	54.460		55.549
		Monthly	7,583.788	7,839.525	8,106.513	8,366.952	8,608.920	8,872.549	9,144.742		9,327.603
		Annual	91,005.460	94,074.305	97,278.155	100,403.420	103,307.035	106,470.585	109,736.900		111,931.235
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	46.067	47.621	49.242	50.825	52.295	53.896	55.549		
		Monthly	7,735.417	7,996.360	8,268.553	8,534.365	8,781.202	9,050.037	9,327.603		
		Annual	92,825.005	95,956.315	99,222.630	102,412.375	105,374.425	108,600.440	111,931.235		
Weekend Worker - Nurse IV	2015	Hourly	46.713	48.442	50.174	52.063	54.225	56.324	58.520		59.691
		Monthly	7,843.891	8,134.219	8,425.051	8,742.245	9,105.281	9,457.738	9,826.483		10,023.114
		Annual	94,126.695	97,610.630	101,100.610	104,906.945	109,263.375	113,492.860	117,917.800		120,277.365
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	47.647	49.411	51.178	53.104	55.310	57.451	59.691		
		Monthly	8,000.725	8,296.930	8,593.639	8,917.047	9,287.471	9,646.980	10,023.114		
		Annual	96,008.705	99,563.165	103,123.670	107,004.560	111,449.650	115,763.765	120,277.365		
Weekend Worker - Nurse V	2015	Hourly	49.310	51.198	53.361	55.460	57.751	59.994	62.333		63.579
		Monthly	8,279.971	8,596.998	8,960.201	9,312.658	9,697.355	10,073.993	10,466.750		10,675.974
		Annual	99,359.650	103,163.970	107,522.415	111,751.900	116,368.265	120,887.910	125,600.995		128,111.685
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	50.296	52.222	54.428	56.568	58.905	61.193	63.579		
		Monthly	8,445.537	8,768.944	9,139.368	9,498.710	9,891.131	10,275.325	10,675.974		
		Annual	101,346.440	105,227.330	109,672.420	113,984.520	118,693.575	123,303.895	128,111.685		

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

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APPENDIX "A" - SALARIES**

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	2015	Hourly	29.325	30.284	31.231	32.382	33.438	34.616	35.849	36.565
		Monthly	4,924.156	5,085.188	5,244.205	5,437.478	5,614.798	5,812.603	6,019.645	6,139.873
		Annual	59,089.875	61,022.260	62,930.465	65,249.730	67,377.570	69,751.240	72,235.735	73,678.475
Nurse II	2015	Hourly	38.308	39.644	40.986	42.383	43.749	45.163		46.066
		Monthly	6,432.552	6,656.888	6,882.233	7,116.812	7,346.186	7,583.620		7,735.249
		Annual	77,190.620	79,882.660	82,586.790	85,401.745	88,154.235	91,003.445		92,822.990
Nurse II (20 Year Scale)	2015	Hourly	39.073	40.437	41.806	43.231	44.625	46.066		
		Monthly	6,561.008	6,790.046	7,019.924	7,259.205	7,493.281	7,735.249		
		Annual	78,732.095	81,480.555	84,239.090	87,110.465	89,919.375	92,822.990		
Nurse III	2015	Hourly	39.764	41.104	42.504	43.871	45.138	46.521	47.949	48.907
		Monthly	6,677.038	6,902.047	7,137.130	7,366.672	7,579.423	7,811.651	8,051.436	8,212.300
		Annual	80,124.460	82,824.560	85,645.560	88,400.065	90,953.070	93,739.815	96,617.235	98,547.605
Nurse III (20 Year Scale)	2015	Hourly	40.560	41.927	43.355	44.748	46.041	47.453	48.907	
		Monthly	6,810.700	7,040.242	7,280.027	7,513.935	7,731.051	7,968.150	8,212.300	
		Annual	81,728.400	84,482.905	87,360.325	90,167.220	92,772.615	95,617.795	98,547.605	
Nurse IV	2015	Hourly	41.128	42.651	44.175	45.838	47.741	49.590	51.523	52.554
		Monthly	6,906.077	7,161.814	7,417.719	7,696.964	8,016.510	8,326.988	8,651.570	8,824.693
		Annual	82,872.920	85,941.765	89,012.625	92,363.570	96,198.115	99,923.850	103,818.845	105,896.310
Nurse IV (20 Year Scale)	2015	Hourly	41.951	43.503	45.058	46.754	48.697	50.582	52.554	
		Monthly	7,044.272	7,304.879	7,565.989	7,850.776	8,177.038	8,493.561	8,824.693	
		Annual	84,531.265	87,658.545	90,791.870	94,209.310	98,124.455	101,922.730	105,896.310	
Nurse V	2015	Hourly	43.414	45.077	46.981	48.828	50.846	52.821	54.880	55.978
		Monthly	7,289.934	7,569.180	7,888.893	8,199.035	8,537.891	8,869.526	9,215.267	9,399.639
		Annual	87,479.210	90,830.155	94,666.715	98,388.420	102,454.690	106,434.315	110,583.200	112,795.670
Nurse V (20 Year Scale)	2015	Hourly	44.283	45.979	47.920	49.805	51.862	53.877	55.978	
		Monthly	7,435.854	7,720.640	8,046.567	8,363.090	8,708.494	9,046.846	9,399.639	
		Annual	89,230.245	92,647.685	96,558.800	100,357.075	104,501.930	108,562.155	112,795.670	
Nurse Practitioner	2015	Hourly	49.478	53.109	55.292	57.474	59.827			61.023
		Monthly	8,308.181	8,917.886	9,284.448	9,650.843	10,045.950			10,246.779
		Annual	99,698.170	107,014.635	111,413.380	115,810.110	120,551.405			122,961.345
Nurse Practitioner (20 Year Scale)	2015	Hourly	50.467	54.171	56.398	58.623	61.023			
		Monthly	8,474.250	9,096.214	9,470.164	9,843.779	10,246.779			
		Annual	101,691.005	109,154.565	113,641.970	118,125.345	122,961.345			
Weekend Worker - Licensed Practical Nurse	2015	Hourly	33.722	34.827	35.915	37.240	38.454	39.808	41.226	42.051
		Monthly	5,662.486	5,848.034	6,030.727	6,253.217	6,457.068	6,684.427	6,922.533	7,061.064
		Annual	67,949.830	70,176.405	72,368.725	75,038.600	77,484.810	80,213.120	83,070.390	84,732.765

Nurse Classification ⁽¹⁾	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Weekend Worker - Nurse II	2015	Hourly	44.054	45.592	47.134	48.741	50.312	51.936			52.975	
		Monthly	7,397.401	7,655.657	7,914.584	8,184.426	8,448.223	8,720.920			8,895.385	
		Annual	88,768.810	91,867.880	94,975.010	98,213.115	101,378.680	104,651.040			106,744.625	
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	44.935	46.503	48.077	49.716	51.319	52.975				
		Monthly	7,545.335	7,808.629	8,072.930	8,348.145	8,617.315	8,895.385				
		Annual	90,544.025	93,703.545	96,875.155	100,177.740	103,407.785	106,744.625				
Weekend Worker - Nurse III	2015	Hourly	45.729	47.271	48.880	50.451	51.910	53.499	55.141			56.243
		Monthly	7,678.661	7,937.589	8,207.767	8,471.564	8,716.554	8,983.374	9,259.093			9,444.137
		Annual	92,143.935	95,251.065	98,493.200	101,658.765	104,598.650	107,800.485	111,109.115			113,329.645
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	46.643	48.216	49.858	51.460	52.949	54.570	56.243			
		Monthly	7,832.137	8,096.270	8,371.989	8,640.992	8,891.020	9,163.213	9,444.137			
		Annual	93,985.645	97,155.240	100,463.870	103,691.900	106,692.235	109,958.550	113,329.645			
Weekend Worker - Nurse IV	2015	Hourly	47.297	49.048	50.801	52.714	54.903	57.028	59.252			60.437
		Monthly	7,941.955	8,235.977	8,530.335	8,851.559	9,219.129	9,575.952	9,949.398			10,148.380
		Annual	95,303.455	98,831.720	102,364.015	106,218.710	110,629.545	114,911.420	119,392.780			121,780.555
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	48.243	50.029	51.818	53.768	56.001	58.169	60.437			
		Monthly	8,100.804	8,400.703	8,701.106	9,028.543	9,403.501	9,767.545	10,148.380			
		Annual	97,209.645	100,808.435	104,413.270	108,342.520	112,842.015	117,210.535	121,780.555			
Weekend Worker - Nurse V	2015	Hourly	49.926	51.838	54.028	56.153	58.473	60.744	63.112			64.374
		Monthly	8,383.408	8,704.464	9,072.202	9,429.025	9,818.591	10,199.930	10,597.557			10,809.468
		Annual	100,600.890	104,453.570	108,866.420	113,148.295	117,823.095	122,399.160	127,170.680			129,713.610
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	50.925	52.875	55.108	57.275	59.641	61.958	64.374			
		Monthly	8,551.156	8,878.594	9,253.552	9,617.427	10,014.718	10,403.781	10,809.468			
		Annual	102,613.875	106,543.125	111,042.620	115,409.125	120,176.615	124,845.370	129,713.610			

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

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A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	2015	Hourly	29.736	30.708	31.668	32.835	33.906	35.101	36.351	37.077
		Monthly	4,993.170	5,156.385	5,317.585	5,513.544	5,693.383	5,894.043	6,103.939	6,225.846
		Annual	59,918.040	61,876.620	63,811.020	66,162.525	68,320.590	70,728.515	73,247.265	74,710.155
Nurse II	2015	Hourly	38.844	40.199	41.560	42.976	44.361	45.795		46.711
		Monthly	6,522.555	6,750.082	6,978.617	7,216.387	7,448.951	7,689.744		7,843.555
		Annual	78,270.660	81,000.985	83,743.400	86,596.640	89,387.415	92,276.925		94,122.665
Nurse II (20 Year Scale)	2015	Hourly	39.620	41.003	42.391	43.836	45.250	46.711		
		Monthly	6,652.858	6,885.087	7,118.155	7,360.795	7,598.229	7,843.555		
		Annual	79,834.300	82,621.045	85,417.865	88,329.540	91,178.750	94,122.665		
Nurse III	2015	Hourly	40.321	41.679	43.099	44.485	45.770	47.172	48.620	49.592
		Monthly	6,770.568	6,998.599	7,237.040	7,469.773	7,685.546	7,920.965	8,164.108	8,327.323
		Annual	81,246.815	83,983.185	86,844.485	89,637.275	92,226.550	95,051.580	97,969.300	99,927.880
Nurse III (20 Year Scale)	2015	Hourly	41.128	42.514	43.962	45.374	46.686	48.117	49.592	
		Monthly	6,906.077	7,138.809	7,381.953	7,619.051	7,839.358	8,079.646	8,327.323	
		Annual	82,872.920	85,665.710	88,583.430	91,428.610	94,072.290	96,955.755	99,927.880	
Nurse IV	2015	Hourly	41.704	43.248	44.793	46.480	48.409	50.284	52.244	53.290
		Monthly	7,002.797	7,262.060	7,521.491	7,804.767	8,128.678	8,443.522	8,772.638	8,948.279
		Annual	84,033.560	87,144.720	90,257.895	93,657.200	97,544.135	101,322.260	105,271.660	107,379.350
Nurse IV (20 Year Scale)	2015	Hourly	42.538	44.112	45.689	47.409	49.379	51.290	53.290	
		Monthly	7,142.839	7,407.140	7,671.945	7,960.761	8,291.557	8,612.446	8,948.279	
		Annual	85,714.070	88,885.680	92,063.335	95,529.135	99,498.685	103,349.350	107,379.350	
Nurse V	2015	Hourly	44.022	45.708	47.639	49.512	51.558	53.560	55.648	56.762
		Monthly	7,392.028	7,675.135	7,999.382	8,313.890	8,657.448	8,993.617	9,344.227	9,531.286
		Annual	88,704.330	92,101.620	95,992.585	99,766.680	103,889.370	107,923.400	112,130.720	114,375.430
Nurse V (20 Year Scale)	2015	Hourly	44.903	46.623	48.591	50.502	52.588	54.631	56.762	
		Monthly	7,539.962	7,828.779	8,159.239	8,480.128	8,830.402	9,173.455	9,531.286	
		Annual	90,479.545	93,945.345	97,910.865	101,761.530	105,964.820	110,081.465	114,375.430	
Nurse Practitioner	2015	Hourly	50.171	53.853	56.066	58.279	60.665			61.877
		Monthly	8,424.547	9,042.816	9,414.416	9,786.015	10,186.665			10,390.180
		Annual	101,094.565	108,513.795	112,972.990	117,432.185	122,239.975			124,682.155
Nurse Practitioner (20 Year Scale)	2015	Hourly	51.174	54.929	57.188	59.444	61.877			
		Monthly	8,592.968	9,223.495	9,602.818	9,981.638	10,390.180			
		Annual	103,115.610	110,681.935	115,233.820	119,779.660	124,682.155			
Weekend Worker - Licensed Practical Nurse	2015	Hourly	34.194	35.315	36.418	37.761	38.992	40.365	41.803	42.640
		Monthly	5,741.743	5,929.977	6,115.189	6,340.701	6,547.407	6,777.956	7,019.420	7,159.967
		Annual	68,900.910	71,159.725	73,382.270	76,088.415	78,568.880	81,335.475	84,233.045	85,919.600

Nurse Classification ⁽¹⁾	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Weekend Worker - Nurse II	2015	Hourly	44.671	46.230	47.794	49.423	51.016	52.663			53.717	
		Monthly	7,501.005	7,762.788	8,025.409	8,298.945	8,566.437	8,842.995			9,019.980	
		Annual	90,012.065	93,153.450	96,304.910	99,587.345	102,797.240	106,115.945			108,239.755	
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	45.564	47.154	48.750	50.412	52.037	53.717				
		Monthly	7,650.955	7,917.943	8,185.938	8,465.015	8,737.880	9,019.980				
		Annual	91,811.460	95,015.310	98,231.250	101,580.180	104,854.555	108,239.755				
Weekend Worker - Nurse III	2015	Hourly	46.369	47.933	49.564	51.157	52.637	54.248	55.913			57.030
		Monthly	7,786.128	8,048.750	8,322.622	8,590.113	8,838.630	9,109.143	9,388.725			9,576.288
		Annual	93,433.535	96,584.995	99,871.460	103,081.355	106,063.555	109,309.720	112,664.695			114,915.450
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	47.296	48.891	50.556	52.180	53.690	55.334	57.030			
		Monthly	7,941.787	8,209.614	8,489.195	8,761.892	9,015.446	9,291.501	9,576.288			
		Annual	95,301.440	98,515.365	101,870.340	105,142.700	108,185.350	111,498.010	114,915.450			
Weekend Worker - Nurse IV	2015	Hourly	47.959	49.735	51.512	53.452	55.672	57.826	60.082			61.283
		Monthly	8,053.115	8,351.335	8,649.723	8,975.482	9,348.257	9,709.949	10,088.769			10,290.437
		Annual	96,637.385	100,216.025	103,796.680	107,705.780	112,179.080	116,519.390	121,065.230			123,485.245
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	48.918	50.729	52.543	54.521	56.785	58.983	61.283			
		Monthly	8,214.148	8,518.245	8,822.845	9,154.985	9,535.148	9,904.229	10,290.437			
		Annual	98,569.770	102,218.935	105,874.145	109,859.815	114,421.775	118,850.745	123,485.245			
Weekend Worker - Nurse V	2015	Hourly	50.625	52.564	54.784	56.939	59.292	61.594	63.996			65.275
		Monthly	8,500.781	8,826.372	9,199.147	9,561.007	9,956.115	10,342.659	10,745.995			10,960.760
		Annual	102,009.375	105,916.460	110,389.760	114,732.085	119,473.380	124,111.910	128,951.940			131,529.125
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	51.638	53.615	55.880	58.077	60.476	62.825	65.275			
		Monthly	8,670.881	9,002.852	9,383.183	9,752.096	10,154.928	10,549.365	10,960.760			
		Annual	104,050.570	108,034.225	112,598.200	117,025.155	121,859.140	126,592.375	131,529.125			

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Rural Health Authorities - Northern Manitoba
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	2015	Hourly	29.885	30.862	31.826	32.999	34.076	35.277	36.533	37.262
		Monthly	5,018.190	5,182.244	5,344.116	5,541.082	5,721.928	5,923.596	6,134.500	6,256.911
		Annual	60,218.275	62,186.930	64,129.390	66,492.985	68,663.140	71,083.155	73,613.995	75,082.930
Nurse II	2015	Hourly	39.038	40.400	41.768	43.191	44.583	46.024		46.945
		Monthly	6,555.131	6,783.833	7,013.543	7,252.489	7,486.229	7,728.197		7,882.848
		Annual	78,661.570	81,406.000	84,162.520	87,029.865	89,834.745	92,738.360		94,594.175
Nurse II (20 Year Scale)	2015	Hourly	39.818	41.208	42.603	44.055	45.476	46.945		
		Monthly	6,686.106	6,919.510	7,153.754	7,397.569	7,636.178	7,882.848		
		Annual	80,233.270	83,034.120	85,845.045	88,770.825	91,634.140	94,594.175		
Nurse III	2015	Hourly	40.523	41.887	43.314	44.707	45.999	47.408	48.863	49.840
		Monthly	6,804.487	7,033.525	7,273.143	7,507.050	7,723.999	7,960.593	8,204.912	8,368.967
		Annual	81,653.845	84,402.305	87,277.710	90,084.605	92,687.985	95,527.120	98,458.945	100,427.600
Nurse III (20 Year Scale)	2015	Hourly	41.334	42.727	44.182	45.601	46.919	48.358	49.840	
		Monthly	6,940.668	7,174.575	7,418.894	7,657.168	7,878.482	8,120.114	8,368.967	
		Annual	83,288.010	86,094.905	89,026.730	91,886.015	94,541.785	97,441.370	100,427.600	
Nurse IV	2015	Hourly	41.913	43.464	45.017	46.712	48.651	50.535	52.505	53.556
		Monthly	7,037.891	7,298.330	7,559.105	7,843.723	8,169.314	8,485.669	8,816.465	8,992.945
		Annual	84,454.695	87,579.960	90,709.255	94,124.680	98,031.765	101,828.025	105,797.575	107,915.340
Nurse IV (20 Year Scale)	2015	Hourly	42.751	44.333	45.917	47.646	49.626	51.546	53.556	
		Monthly	7,178.605	7,444.250	7,710.230	8,000.558	8,333.033	8,655.433	8,992.945	
		Annual	86,143.265	89,330.995	92,522.755	96,006.690	99,996.390	103,865.190	107,915.340	
Nurse V	2015	Hourly	44.242	45.937	47.877	49.760	51.816	53.828	55.926	57.046
		Monthly	7,428.969	7,713.588	8,039.346	8,355.533	8,700.770	9,038.618	9,390.908	9,578.974
		Annual	89,147.630	92,563.055	96,472.155	100,266.400	104,409.240	108,463.420	112,690.890	114,947.690
Nurse V (20 Year Scale)	2015	Hourly	45.128	46.856	48.834	50.755	52.851	54.904	57.046	
		Monthly	7,577.743	7,867.903	8,200.043	8,522.610	8,874.564	9,219.297	9,578.974	
		Annual	90,932.920	94,414.840	98,400.510	102,271.325	106,494.765	110,631.560	114,947.690	
Nurse Practitioner	2015	Hourly	50.422	54.122	56.346	58.570	60.968			62.186
		Monthly	8,466.694	9,087.986	9,461.433	9,834.879	10,237.543			10,442.066
		Annual	101,600.330	109,055.830	113,537.190	118,018.550	122,850.520			125,304.790
Nurse Practitioner (20 Year Scale)	2015	Hourly	51.430	55.204	57.474	59.741	62.186			
		Monthly	8,635.954	9,269.672	9,650.843	10,031.510	10,442.066			
		Annual	103,631.450	111,236.060	115,810.110	120,378.115	125,304.790			
Weekend Worker - Licensed Practical Nurse	2015	Hourly	34.365	35.492	36.600	37.950	39.187	40.567	42.012	42.853
		Monthly	5,770.456	5,959.698	6,145.750	6,372.438	6,580.150	6,811.875	7,054.515	7,195.733
		Annual	69,245.475	71,516.380	73,749.000	76,469.250	78,961.805	81,742.505	84,654.180	86,348.795

Nurse Classification ⁽¹⁾	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Weekend Worker - Nurse II	2015	Hourly	44.894	46.461	48.033	49.670	51.271	52.926			53.986
		Monthly	7,538.451	7,801.576	8,065.541	8,340.421	8,609.255	8,887.158			9,065.149
		Annual	90,461.410	93,618.915	96,786.495	100,085.050	103,311.065	106,645.890			108,781.790
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	45.792	47.390	48.994	50.664	52.297	53.986			
		Monthly	7,689.240	7,957.571	8,226.909	8,507.330	8,781.538	9,065.149			
		Annual	92,270.880	95,490.850	98,722.910	102,087.960	105,378.455	108,781.790			
Weekend Worker - Nurse III	2015	Hourly	46.601	48.173	49.812	51.413	52.900	54.519	56.193		57.315
		Monthly	7,825.085	8,089.050	8,364.265	8,633.100	8,882.792	9,154.649	9,435.741		9,624.144
		Annual	93,901.015	97,068.595	100,371.180	103,597.195	106,593.500	109,855.785	113,228.895		115,489.725
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	47.532	49.135	50.809	52.441	53.958	55.611	57.315		
		Monthly	7,981.415	8,250.585	8,531.678	8,805.718	9,060.448	9,338.014	9,624.144		
		Annual	95,776.980	99,007.025	102,380.135	105,668.615	108,725.370	112,056.165	115,489.725		
Weekend Worker - Nurse IV	2015	Hourly	48.199	49.984	51.770	53.719	55.950	58.115	60.382		61.589
		Monthly	8,093.415	8,393.147	8,693.046	9,020.315	9,394.938	9,758.477	10,139.144		10,341.820
		Annual	97,120.985	100,717.760	104,316.550	108,243.785	112,739.250	117,101.725	121,669.730		124,101.835
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	49.163	50.983	52.806	54.794	57.069	59.278	61.589		
		Monthly	8,255.287	8,560.895	8,867.008	9,200.826	9,582.836	9,953.764	10,341.820		
		Annual	99,063.445	102,730.745	106,404.090	110,409.910	114,994.035	119,445.170	124,101.835		
Weekend Worker - Nurse V	2015	Hourly	50.878	52.827	55.058	57.224	59.588	61.902	64.316		65.601
		Monthly	8,543.264	8,870.534	9,245.156	9,608.863	10,005.818	10,394.378	10,799.728		11,015.501
		Annual	102,519.170	106,446.405	110,941.870	115,306.360	120,069.820	124,732.530	129,596.740		132,186.015
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	51.896	53.883	56.159	58.367	60.778	63.139	65.601		
		Monthly	8,714.203	9,047.854	9,430.032	9,800.792	10,205.639	10,602.090	11,015.501		
		Annual	104,570.440	108,574.245	113,160.385	117,609.505	122,467.670	127,225.085	132,186.015		

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Rural Health Authorities - Northern Manitoba
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse ⁽²⁾	2015	Hourly	30.244	31.232	32.208	33.395	34.485	35.700	36.971	38.080	38.842
		Monthly	5,078.472	5,244.373	5,408.260	5,607.577	5,790.606	5,994.625	6,208.047	6,394.267	6,522.219
		Annual	60,941.660	62,932.480	64,899.120	67,290.925	69,487.275	71,935.500	74,496.565	76,731.200	78,266.630
Undergraduate Nursing Employee	2015	Hourly	30.244								
		Monthly	5,078.472								
		Annual	60,941.660								
Nurse II ⁽³⁾	2015	Hourly	39.506	40.885	42.269	43.709	45.118	46.576	47.508		48.458
		Monthly	6,633.716	6,865.273	7,097.670	7,339.470	7,576.064	7,820.887	7,977.385		8,136.906
		Annual	79,604.590	82,383.275	85,172.035	88,073.635	90,912.770	93,850.640	95,728.620		97,642.870
Nurse II (20 Year Scale) ⁽³⁾	2015	Hourly	40.296	41.702	43.114	44.584	46.022	47.508	48.458		
		Monthly	6,766.370	7,002.461	7,239.559	7,486.397	7,727.861	7,977.385	8,136.906		
		Annual	81,196.440	84,029.530	86,874.710	89,836.760	92,734.330	95,728.620	97,642.870		
LPN - CRN	2015	Hourly	40.258	41.638	43.052	44.476	45.835	47.277	48.479	49.448	50.437
		Monthly	6,759.989	6,991.714	7,229.148	7,468.262	7,696.460	7,938.596	8,140.432	8,303.143	8,469.213
		Annual	81,119.870	83,900.570	86,749.780	89,619.140	92,357.525	95,263.155	97,685.185	99,637.720	101,630.555
LPN - CRN (20 Year Scale)	2015	Hourly	41.063	42.471	43.913	45.366	46.752	48.223	49.449	50.437	
		Monthly	6,895.162	7,131.589	7,373.725	7,617.708	7,850.440	8,097.445	8,303.311	8,469.213	
		Annual	82,741.945	85,579.065	88,484.695	91,412.490	94,205.280	97,169.345	99,639.735	101,630.555	
Nurse III ⁽⁴⁾	2015	Hourly	41.009	42.390	43.834	45.243	46.551	47.977	49.449	50.438	51.447
		Monthly	6,886.095	7,117.988	7,360.459	7,597.054	7,816.689	8,056.138	8,303.311	8,469.381	8,638.809
		Annual	82,633.135	85,415.850	88,325.510	91,164.645	93,800.265	96,673.655	99,639.735	101,632.570	103,665.705
Nurse III (20 Year Scale) ⁽⁴⁾	2015	Hourly	41.830	43.240	44.712	46.148	47.482	48.938	50.438	51.447	
		Monthly	7,023.954	7,260.717	7,507.890	7,749.018	7,973.019	8,217.506	8,469.381	8,638.809	
		Annual	84,287.450	87,128.600	90,094.680	92,988.220	95,676.230	98,610.070	101,632.570	103,665.705	
Nurse IV ⁽⁵⁾	2015	Hourly	42.415	43.985	45.557	47.272	49.235	51.140	53.220	55.387	56.495
		Monthly	7,122.185	7,385.815	7,649.780	7,937.757	8,267.377	8,587.258	8,936.525	9,300.400	9,486.452
		Annual	85,466.225	88,629.775	91,797.355	95,253.080	99,208.525	103,047.100	107,238.300	111,604.805	113,837.425
Nurse IV (20 Year Scale) ⁽⁵⁾	2015	Hourly	43.263	44.864	46.467	48.217	50.221	52.164	54.286	56.495	
		Monthly	7,264.579	7,533.413	7,802.584	8,096.438	8,432.943	8,759.205	9,115.524	9,486.452	
		Annual	87,174.945	90,400.960	93,631.005	97,157.255	101,195.315	105,110.460	109,386.290	113,837.425	
Nurse V	2015	Hourly	44.773	46.488	48.452	50.357	52.438	54.474	56.597		57.731
		Monthly	7,518.133	7,806.110	8,135.898	8,455.780	8,805.214	9,147.093	9,503.580		9,693.997
		Annual	90,217.595	93,673.320	97,630.780	101,469.355	105,662.570	109,765.110	114,042.955		116,327.965
Nurse V (20 Year Scale)	2015	Hourly	45.670	47.418	49.420	51.364	53.485	55.563	57.731		
		Monthly	7,668.754	7,962.273	8,298.442	8,624.872	8,981.023	9,329.954	9,693.997		
		Annual	92,025.050	95,547.270	99,581.300	103,498.460	107,772.275	111,959.445	116,327.965		

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse Practitioner	2015	Hourly	51.027	54.771	57.022	59.273	61.700			62.932
		Monthly	8,568.284	9,196.964	9,574.944	9,952.925	10,360.458			10,567.332
		Annual	102,819.405	110,363.565	114,899.330	119,435.095	124,325.500			126,807.980

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Nurse Practitioner (20 Year Scale)	2015	Hourly	52.047	55.866	58.164	60.458	62.932				
		Monthly	8,739.559	9,380.833	9,766.705	10,151.906	10,567.332				
		Annual	104,874.705	112,569.990	117,200.460	121,822.870	126,807.980				
Weekend Worker - Licensed Practical Nurse ⁽²⁾	2015	Hourly	34.777	35.918	37.039	38.405	39.657	41.054	42.516	43.792	44.668
		Monthly	5,839.638	6,031.231	6,219.465	6,448.840	6,659.071	6,893.651	7,139.145	7,353.407	7,500.502
		Annual	70,075.655	72,374.770	74,633.585	77,386.075	79,908.855	82,723.810	85,669.740	88,240.880	90,006.020
Weekend Worker - Nurse II ⁽³⁾	2015	Hourly	45.433	47.019	48.609	50.266	51.886	53.561	54.634		55.727
		Monthly	7,628.958	7,895.274	8,162.261	8,440.499	8,712.524	8,993.785	9,173.959		9,357.492
		Annual	91,547.495	94,743.285	97,947.135	101,285.990	104,550.290	107,925.415	110,087.510		112,289.905
Weekend Worker - Nurse II (20 Year Scale) ⁽³⁾	2015	Hourly	46.342	47.959	49.582	51.272	52.925	54.634	55.727		
		Monthly	7,781.594	8,053.115	8,325.644	8,609.423	8,886.990	9,173.959	9,357.492		
		Annual	93,379.130	96,637.385	99,907.730	103,313.080	106,643.875	110,087.510	112,289.905		
Weekend Worker - LPN - CRN	2015	Hourly	46.297	47.885	49.510	51.148	52.711	54.367	55.751	56.866	58.003
		Monthly	7,774.038	8,040.690	8,313.554	8,588.602	8,851.055	9,129.125	9,361.522	9,548.749	9,739.670
		Annual	93,288.455	96,488.275	99,762.650	103,063.220	106,212.665	109,549.505	112,338.265	114,584.990	116,876.045
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	47.223	48.843	50.500	52.171	53.765	55.454	56.866	58.003	
		Monthly	7,929.529	8,201.554	8,479.792	8,760.380	9,028.040	9,311.651	9,548.749	9,739.670	
		Annual	95,154.345	98,418.645	101,757.500	105,124.565	108,336.475	111,739.810	114,584.990	116,876.045	
Weekend Worker - Nurse III ⁽⁴⁾	2015	Hourly	47.160	48.751	50.410	52.030	53.535	55.173	56.867	58.004	59.164
		Monthly	7,918.950	8,186.105	8,464.679	8,736.704	8,989.419	9,264.466	9,548.917	9,739.838	9,934.622
		Annual	95,027.400	98,233.265	101,576.150	104,840.450	107,873.025	111,173.595	114,587.005	116,878.060	119,215.460
Weekend Worker - Nurse III (20 Year Scale) ⁽⁴⁾	2015	Hourly	48.102	49.725	51.419	53.070	54.605	56.278	58.003	59.164	
		Monthly	8,077.128	8,349.656	8,634.107	8,911.338	9,169.090	9,450.014	9,739.670	9,934.622	
		Annual	96,925.530	100,195.875	103,609.285	106,936.050	110,029.075	113,400.170	116,876.045	119,215.460	
Weekend Worker - Nurse IV ⁽⁵⁾	2015	Hourly	48.777	50.584	52.391	54.364	56.621	58.812	61.205	63.694	64.968
		Monthly	8,190.471	8,493.897	8,797.322	9,128.622	9,507.610	9,875.515	10,277.340	10,695.284	10,909.210
		Annual	98,285.655	101,926.760	105,567.865	109,543.460	114,091.315	118,506.180	123,328.075	128,343.410	130,910.520
Weekend Worker - Nurse IV (20 Year Scale) ⁽⁵⁾	2015	Hourly	49.753	51.595	53.440	55.452	57.754	59.989	62.427	64.968	
		Monthly	8,354.358	8,663.660	8,973.467	9,311.315	9,697.859	10,073.153	10,482.534	10,909.210	
		Annual	100,252.295	103,963.925	107,681.600	111,735.780	116,374.310	120,877.835	125,790.405	130,910.520	
Weekend Worker - Nurse V	2015	Hourly	51.489	53.461	55.719	57.911	60.303	62.645	65.088		66.388
		Monthly	8,645.861	8,976.993	9,356.149	9,724.222	10,125.879	10,519.140	10,929.360		11,147.652
		Annual	103,750.335	107,723.915	112,273.785	116,690.665	121,510.545	126,229.675	131,152.320		133,771.820
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	52.519	54.530	56.833	59.067	61.507	63.897	66.388		
		Monthly	8,818.815	9,156.496	9,543.208	9,918.334	10,328.050	10,729.371	11,147.652		
		Annual	105,825.785	109,877.950	114,518.495	119,020.005	123,936.605	128,752.455	133,771.820		

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

² New "Year 7" Step-on-Scale for Licensed Practical Nurse Effective April 1, 2021

³ New "Year 6" Step-on-Scale for Nurse II Effective April 1, 2021

⁴ New "Year 7" Step-on-Scale for Nurse III Effective April 1, 2021

⁵ Nurse IV Standardized to "Year 7" Step-on-Scale Effective April 1, 2021

**MNU & Rural Health Authorities - Northern Manitoba
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2022

- Monthly salaries include a 2.0% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	2015	Hourly	30.849	31.857	32.852	34.063	35.175	36.414	37.710	38.842	39.619
		Monthly	5,180.061	5,349.321	5,516.398	5,719.745	5,906.469	6,114.518	6,332.138	6,522.219	6,652.690
		Annual	62,160.735	64,191.855	66,196.780	68,636.945	70,877.625	73,374.210	75,985.650	78,266.630	79,832.285
Undergraduate Nursing Employee	2015	Hourly	30.849								
		Monthly	5,180.061								
		Annual	62,160.735								
Nurse II ⁽²⁾	2015	Hourly	40.296	41.703	43.114	44.583	46.020	47.508	48.458	49.427	50.416
		Monthly	6,766.370	7,002.629	7,239.559	7,486.229	7,727.525	7,977.385	8,136.906	8,299.617	8,465.687
		Annual	81,196.440	84,031.545	86,874.710	89,834.745	92,730.300	95,728.620	97,642.870	99,595.405	101,588.240
Nurse II (20 Year Scale) ⁽²⁾	2015	Hourly	41.102	42.536	43.976	45.476	46.942	48.458	49.427	50.416	
		Monthly	6,901.711	7,142.503	7,384.303	7,636.178	7,882.344	8,136.906	8,299.617	8,465.687	
		Annual	82,820.530	85,710.040	88,611.640	91,634.140	94,588.130	97,642.870	99,595.405	101,588.240	
LPN - CRN	2015	Hourly	41.063	42.471	43.913	45.366	46.752	48.223	49.449	50.437	51.446
		Monthly	6,895.162	7,131.589	7,373.725	7,617.708	7,850.440	8,097.445	8,303.311	8,469.213	8,638.641
		Annual	82,741.945	85,579.065	88,484.695	91,412.490	94,205.280	97,169.345	99,639.735	101,630.555	103,663.690
LPN - CRN (20 Year Scale)	2015	Hourly	41.884	43.320	44.791	46.273	47.687	49.187	50.438	51.446	
		Monthly	7,033.022	7,274.150	7,521.155	7,770.008	8,007.442	8,259.317	8,469.381	8,638.641	
		Annual	84,396.260	87,289.800	90,253.865	93,240.095	96,089.305	99,111.805	101,632.570	103,663.690	
Nurse III	2015	Hourly	41.829	43.238	44.711	46.148	47.482	48.937	50.438	51.447	52.476
		Monthly	7,023.786	7,260.381	7,507.722	7,749.018	7,973.019	8,217.338	8,469.381	8,638.809	8,811.595
		Annual	84,285.435	87,124.570	90,092.665	92,988.220	95,676.230	98,608.055	101,632.570	103,665.705	105,739.140
Nurse III (20 Year Scale)	2015	Hourly	42.667	44.105	45.606	47.071	48.432	49.917	51.447	52.476	
		Monthly	7,164.500	7,405.965	7,658.008	7,904.005	8,132.540	8,381.896	8,638.809	8,811.595	
		Annual	85,974.005	88,871.575	91,896.090	94,848.065	97,590.480	100,582.755	103,665.705	105,739.140	
Nurse IV	2015	Hourly	43.263	44.865	46.468	48.217	50.220	52.163	54.284	56.495	57.625
		Monthly	7,264.579	7,533.581	7,802.752	8,096.438	8,432.775	8,759.037	9,115.188	9,486.452	9,676.198
		Annual	87,174.945	90,402.975	93,633.020	97,157.255	101,193.300	105,108.445	109,382.260	113,837.425	116,114.375
Nurse IV (20 Year Scale)	2015	Hourly	44.128	45.761	47.396	49.181	51.225	53.207	55.372	57.625	
		Monthly	7,409.827	7,684.035	7,958.578	8,258.310	8,601.531	8,934.342	9,297.882	9,676.198	
		Annual	88,917.920	92,208.415	95,502.940	99,099.715	103,218.375	107,212.105	111,574.580	116,114.375	
Nurse V	2015	Hourly	45.668	47.418	49.421	51.364	53.487	55.563	57.729		58.886
		Monthly	7,668.418	7,962.273	8,298.610	8,624.872	8,981.359	9,329.954	9,693.661		9,887.941
		Annual	92,021.020	95,547.270	99,583.315	103,498.460	107,776.305	111,959.445	116,323.935		118,655.290
Nurse V (20 Year Scale)	2015	Hourly	46.583	48.366	50.408	52.391	54.555	56.674	58.886		
		Monthly	7,822.062	8,121.458	8,464.343	8,797.322	9,160.694	9,516.509	9,887.941		
		Annual	93,864.745	97,457.490	101,572.120	105,567.865	109,928.325	114,198.110	118,655.290		
Nurse Practitioner	2015	Hourly	52.048	55.866	58.162	60.458	62.934				64.191

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	Monthly	8,739.727	9,380.833	9,766.369	10,151.906	10,567.668				10,778.739
	Annual	104,876.720	112,569.990	117,196.430	121,822.870	126,812.010				129,344.865
Nurse Practitioner (20 Year Scale)	2015									
	Hourly	53.088	56.983	59.327	61.667	64.191				
	Monthly	8,914.360	9,568.395	9,961.992	10,354.917	10,778.739				
	Annual	106,972.320	114,820.745	119,543.905	124,259.005	129,344.865				

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Weekend Worker - Licensed Practical Nurse	2015	Hourly	35.473	36.636	37.780	39.173	40.450	41.875	43.366	44.668	45.561
		Monthly	5,956.508	6,151.795	6,343.892	6,577.800	6,792.229	7,031.510	7,281.874	7,500.502	7,650.451
		Annual	71,478.095	73,821.540	76,126.700	78,933.595	81,506.750	84,378.125	87,382.490	90,006.020	91,805.415
Weekend Worker - Nurse II ⁽²⁾	2015	Hourly	46.342	47.959	49.581	51.271	52.924	54.632	55.727	56.841	57.978
		Monthly	7,781.594	8,053.115	8,325.476	8,609.255	8,886.822	9,173.623	9,357.492	9,544.551	9,735.473
		Annual	93,379.130	96,637.385	99,905.715	103,311.065	106,641.860	110,083.480	112,289.905	114,534.615	116,825.670
Weekend Worker - Nurse II (20 Year Scale) ⁽²⁾	2015	Hourly	47.269	48.918	50.574	52.297	53.984	55.727	56.842	57.978	
		Monthly	7,937.253	8,214.148	8,492.218	8,781.538	9,064.813	9,357.492	9,544.719	9,735.473	
		Annual	95,247.035	98,569.770	101,906.610	105,378.455	108,777.760	112,289.905	114,536.630	116,825.670	
Weekend Worker - LPN - CRN	2015	Hourly	47.223	48.843	50.500	52.171	53.765	55.454	56.866	58.003	59.163
		Monthly	7,929.529	8,201.554	8,479.792	8,760.380	9,028.040	9,311.651	9,548.749	9,739.670	9,934.454
		Annual	95,154.345	98,418.645	101,757.500	105,124.565	108,336.475	111,739.810	114,584.990	116,876.045	119,213.445
Weekend Worker - LPN - CRN (20 Year Scale) ⁽²⁾	2015	Hourly	48.167	49.820	51.510	53.214	54.840	56.563	58.003	59.163	
		Monthly	8,088.042	8,365.608	8,649.388	8,935.518	9,208.550	9,497.870	9,739.670	9,934.454	
		Annual	97,056.505	100,387.300	103,792.650	107,226.210	110,502.600	113,974.445	116,876.045	119,213.445	
Weekend Worker - Nurse III	2015	Hourly	48.103	49.726	51.418	53.071	54.606	56.276	58.004	59.164	60.347
		Monthly	8,077.295	8,349.824	8,633.939	8,911.505	9,169.258	9,449.678	9,739.838	9,934.622	10,133.267
		Annual	96,927.545	100,197.890	103,607.270	106,938.065	110,031.090	113,396.140	116,878.060	119,215.460	121,599.205
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	49.064	50.720	52.447	54.131	55.697	57.404	59.163	60.347	
		Monthly	8,238.663	8,516.733	8,806.725	9,089.497	9,352.455	9,639.088	9,934.454	10,133.267	
		Annual	98,863.960	102,200.800	105,680.705	109,073.965	112,229.455	115,669.060	119,213.445	121,599.205	
Weekend Worker - Nurse IV	2015	Hourly	49.753	51.596	53.439	55.451	57.753	59.988	62.429	64.968	66.267
		Monthly	8,354.358	8,663.828	8,973.299	9,311.147	9,697.691	10,072.985	10,482.870	10,909.210	11,127.334
		Annual	100,252.295	103,965.940	107,679.585	111,733.765	116,372.295	120,875.820	125,794.435	130,910.520	133,528.005
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	50.748	52.627	54.509	56.561	58.909	61.189	63.676	66.267	
		Monthly	8,521.435	8,836.950	9,152.970	9,497.535	9,891.803	10,274.653	10,692.262	11,127.334	
		Annual	102,257.220	106,043.405	109,835.635	113,970.415	118,701.635	123,295.835	128,307.140	133,528.005	
Weekend Worker - Nurse V	2015	Hourly	52.519	54.530	56.833	59.069	61.509	63.898	66.390		67.716
		Monthly	8,818.815	9,156.496	9,543.208	9,918.670	10,328.386	10,729.539	11,147.988		11,370.645
		Annual	105,825.785	109,877.950	114,518.495	119,024.035	123,940.635	128,754.470	133,775.850		136,447.740
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	53.569	55.621	57.970	60.248	62.737	65.175	67.716		
		Monthly	8,995.128	9,339.693	9,734.129	10,116.643	10,534.588	10,943.969	11,370.645		
		Annual	107,941.535	112,076.315	116,809.550	121,399.720	126,415.055	131,327.625	136,447.740		

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

² New 'Year 7' Step-on-Scale for Nurse II Effective April 1, 2022

**MNU & Rural Health Authorities - Northern Manitoba
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2023

- Monthly salaries include a 2.0% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	2015	Hourly	31.466	32.494	33.509	34.744	35.879	37.142	38.464	39.619	40.411
		Monthly	5,283.666	5,456.284	5,626.720	5,834.097	6,024.682	6,236.761	6,458.747	6,652.690	6,785.680
		Annual	63,403.990	65,475.410	67,520.635	70,009.160	72,296.185	74,841.130	77,504.960	79,832.285	81,428.165
Undergraduate Nursing Employee	2015	Hourly	31.466								
		Monthly	5,283.666								
		Annual	63,403.990								
Nurse II	2015	Hourly	41.102	42.537	43.976	45.475	46.940	48.458	49.427	50.416	51.424
		Monthly	6,901.711	7,142.671	7,384.303	7,636.010	7,882.008	8,136.906	8,299.617	8,465.687	8,634.947
		Annual	82,820.530	85,712.055	88,611.640	91,632.125	94,584.100	97,642.870	99,595.405	101,588.240	103,619.360
Nurse II (20 Year Scale)	2015	Hourly	41.924	43.387	44.856	46.386	47.881	49.427	50.416	51.424	
		Monthly	7,039.738	7,285.400	7,532.070	7,788.983	8,040.018	8,299.617	8,465.687	8,634.947	
		Annual	84,476.860	87,424.805	90,384.840	93,467.790	96,480.215	99,595.405	101,588.240	103,619.360	
LPN - CRN	2015	Hourly	41.884	43.320	44.791	46.273	47.687	49.187	50.438	51.446	52.475
		Monthly	7,033.022	7,274.150	7,521.155	7,770.008	8,007.442	8,259.317	8,469.381	8,638.641	8,811.427
		Annual	84,396.260	87,289.800	90,253.865	93,240.095	96,089.305	99,111.805	101,632.570	103,663.690	105,737.125
LPN - CRN (20 Year Scale)	2015	Hourly	42.722	44.186	45.687	47.198	48.641	50.171	51.447	52.475	
		Monthly	7,173.736	7,419.566	7,671.609	7,925.331	8,167.635	8,424.547	8,638.809	8,811.427	
		Annual	86,084.830	89,034.790	92,059.305	95,103.970	98,011.615	101,094.565	103,665.705	105,737.125	
Nurse III	2015	Hourly	42.666	44.103	45.605	47.071	48.432	49.916	51.447	52.476	53.526
		Monthly	7,164.333	7,405.629	7,657.840	7,904.005	8,132.540	8,381.728	8,638.809	8,811.595	8,987.908
		Annual	85,971.990	88,867.545	91,894.075	94,848.065	97,590.480	100,580.740	103,665.705	105,739.140	107,854.890
Nurse III (20 Year Scale)	2015	Hourly	43.520	44.987	46.518	48.012	49.401	50.915	52.476	53.526	
		Monthly	7,307.733	7,554.067	7,811.148	8,062.015	8,295.251	8,549.477	8,811.595	8,987.908	
		Annual	87,692.800	90,648.805	93,733.770	96,744.180	99,543.015	102,593.725	105,739.140	107,854.890	
Nurse IV	2015	Hourly	44.128	45.762	47.397	49.181	51.224	53.206	55.370	57.625	58.778
		Monthly	7,409.827	7,684.203	7,958.746	8,258.310	8,601.363	8,934.174	9,297.546	9,676.198	9,869.806
		Annual	88,917.920	92,210.430	95,504.955	99,099.715	103,216.360	107,210.090	111,570.550	116,114.375	118,437.670
Nurse IV (20 Year Scale)	2015	Hourly	45.011	46.676	48.344	50.165	52.250	54.271	56.479	58.778	
		Monthly	7,558.097	7,837.678	8,117.763	8,423.540	8,773.646	9,113.005	9,483.765	9,869.806	
		Annual	90,697.165	94,052.140	97,413.160	101,082.475	105,283.750	109,356.065	113,805.185	118,437.670	
Nurse V	2015	Hourly	46.581	48.366	50.409	52.391	54.557	56.674	58.884		60.064
		Monthly	7,821.726	8,121.458	8,464.511	8,797.322	9,161.030	9,516.509	9,887.605		10,085.747
		Annual	93,860.715	97,457.490	101,574.135	105,567.865	109,932.355	114,198.110	118,651.260		121,028.960
Nurse V (20 Year Scale)	2015	Hourly	47.515	49.333	51.416	53.439	55.646	57.807	60.064		
		Monthly	7,978.560	8,283.833	8,633.603	8,973.299	9,343.891	9,706.759	10,085.747		
		Annual	95,742.725	99,405.995	103,603.240	107,679.585	112,126.690	116,481.105	121,028.960		
Nurse Practitioner ⁽²⁾	2015	Hourly	53.089	56.983	59.325	61.667	64.193	66.119			67.441

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	Monthly	8,914.528	9,568.395	9,961.656	10,354.917	10,779.075	11,102.482			11,324.468
	Annual	106,974.335	114,820.745	119,539.875	124,259.005	129,348.895	133,229.785			135,893.615
Nurse Practitioner (20 Year Scale)	2015									
	Hourly	54.150	58.123	60.514	62.900	65.475	67.441			
	Monthly	9,092.688	9,759.820	10,161.309	10,561.958	10,994.344	11,324.468			
	Annual	109,112.250	117,117.845	121,935.710	126,743.500	131,932.125	135,893.615			

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Weekend Worker - Licensed Practical Nurse	2015	Hourly	36.182	37.369	38.536	39.956	41.259	42.713	44.233	45.561	46.472
		Monthly	6,075.561	6,274.878	6,470.837	6,709.278	6,928.074	7,172.225	7,427.458	7,650.451	7,803.423
		Annual	72,906.730	75,298.535	77,650.040	80,511.340	83,136.885	86,066.695	89,129.495	91,805.415	93,641.080
Weekend Worker - Nurse II	2015	Hourly	47.269	48.918	50.573	52.296	53.982	55.725	56.842	57.978	59.138
		Monthly	7,937.253	8,214.148	8,492.050	8,781.370	9,064.478	9,357.156	9,544.719	9,735.473	9,930.256
		Annual	95,247.035	98,569.770	101,904.595	105,376.440	108,773.730	112,285.875	114,536.630	116,825.670	119,163.070
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	48.214	49.896	51.585	53.343	55.064	56.842	57.979	59.138	
		Monthly	8,095.934	8,378.370	8,661.981	8,957.179	9,246.163	9,544.719	9,735.640	9,930.256	
		Annual	97,151.210	100,540.440	103,943.775	107,486.145	110,953.960	114,536.630	116,827.685	119,163.070	
Weekend Worker - LPN - CRN	2015	Hourly	48.167	49.820	51.510	53.214	54.840	56.563	58.003	59.163	60.346
		Monthly	8,088.042	8,365.608	8,649.388	8,935.518	9,208.550	9,497.870	9,739.670	9,934.454	10,133.099
		Annual	97,056.505	100,387.300	103,792.650	107,226.210	110,502.600	113,974.445	116,876.045	119,213.445	121,597.190
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	49.130	50.816	52.540	54.278	55.937	57.694	59.163	60.346	
		Monthly	8,249.746	8,532.853	8,822.342	9,114.181	9,392.755	9,687.784	9,934.454	10,133.099	
		Annual	98,996.950	102,394.240	105,868.100	109,370.170	112,713.055	116,253.410	119,213.445	121,597.190	
Weekend Worker - Nurse III	2015	Hourly	49.065	50.721	52.446	54.132	55.698	57.402	59.164	60.347	61.554
		Monthly	8,238.831	8,516.901	8,806.558	9,089.665	9,352.623	9,638.753	9,934.622	10,133.267	10,335.943
		Annual	98,865.975	102,202.815	105,678.690	109,075.980	112,231.470	115,665.030	119,215.460	121,599.205	124,031.310
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	50.045	51.734	53.496	55.214	56.811	58.552	60.346	61.554	
		Monthly	8,403.390	8,687.001	8,982.870	9,271.351	9,539.514	9,831.857	10,133.099	10,335.943	
		Annual	100,840.675	104,244.010	107,794.440	111,256.210	114,474.165	117,982.280	121,597.190	124,031.310	
Weekend Worker - Nurse IV	2015	Hourly	50.748	52.628	54.508	56.560	58.908	61.188	63.678	66.267	67.592
		Monthly	8,521.435	8,837.118	9,152.802	9,497.367	9,891.635	10,274.485	10,692.598	11,127.334	11,349.823
		Annual	102,257.220	106,045.420	109,833.620	113,968.400	118,699.620	123,293.820	128,311.170	133,528.005	136,197.880
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	51.763	53.680	55.599	57.692	60.087	62.413	64.950	67.592	
		Monthly	8,691.870	9,013.767	9,335.999	9,687.448	10,089.609	10,480.183	10,906.188	11,349.823	
		Annual	104,302.445	108,165.200	112,031.985	116,249.380	121,075.305	125,762.195	130,874.250	136,197.880	
Weekend Worker - Nurse V	2015	Hourly	53.569	55.621	57.970	60.250	62.739	65.176	67.718		69.070
		Monthly	8,995.128	9,339.693	9,734.129	10,116.979	10,534.924	10,944.137	11,370.981		11,598.004
		Annual	107,941.535	112,076.315	116,809.550	121,403.750	126,419.085	131,329.640	136,451.770		139,176.050
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	54.640	56.733	59.129	61.453	63.992	66.479	69.070		
		Monthly	9,174.967	9,526.416	9,928.745	10,318.983	10,745.323	11,162.932	11,598.004		
		Annual	110,099.600	114,316.995	119,144.935	123,827.795	128,943.880	133,955.185	139,176.050		

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

² New 'Year 5' Step-on-Scale for Nurse Practitioner Effective April 1, 2023