

**MNU & Rural Health Authorities & Associations - Southern 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	1885	Hourly	29.552	30.519	31.475	32.634	33.697	34.886	36.128	36.850
		Monthly	4,642.056	4,794.021	4,944.138	5,126.328	5,293.237	5,479.960	5,675.080	5,788.591
		Annual	55,704.675	57,528.250	59,329.660	61,515.935	63,518.845	65,759.525	68,100.955	69,463.095
Nurse II	1885	Hourly	38.606	39.953	41.305	42.713	44.089	45.519		46.428
		Monthly	6,064.310	6,275.885	6,488.300	6,709.446	6,925.723	7,150.228		7,293.125
		Annual	72,771.725	75,310.625	77,859.600	80,513.355	83,108.675	85,802.730		87,517.495
Nurse II (20 Year Scale)	1885	Hourly	39.379	40.752	42.131	43.568	44.971	46.428		
		Monthly	6,185.714	6,401.487	6,618.100	6,843.780	7,064.254	7,293.125		
		Annual	74,228.570	76,817.845	79,417.195	82,125.355	84,771.050	87,517.495		
Nurse III	1885	Hourly	40.073	41.425	42.836	44.212	45.490	46.883	48.322	49.288
		Monthly	6,294.860	6,507.107	6,728.757	6,945.033	7,145.694	7,364.489	7,590.505	7,742.302
		Annual	75,538.320	78,085.280	80,745.080	83,340.400	85,748.325	88,373.870	91,086.060	92,907.620
Nurse III (20 Year Scale)	1885	Hourly	40.874	42.253	43.692	45.096	46.400	47.821	49.288	
		Monthly	6,420.630	6,637.242	6,863.258	7,083.900	7,288.591	7,511.920	7,742.302	
		Annual	77,047.555	79,646.905	82,359.095	85,006.805	87,463.090	90,143.040	92,907.620	
Nurse IV	1885	Hourly	41.448	42.982	44.519	46.194	48.114	49.975	51.925	52.963
		Monthly	6,510.801	6,751.761	6,993.225	7,256.351	7,557.929	7,850.272	8,156.552	8,319.599
		Annual	78,129.610	81,021.135	83,918.705	87,076.210	90,695.150	94,203.265	97,878.625	99,835.190
Nurse IV (20 Year Scale)	1885	Hourly	42.277	43.841	45.409	47.118	49.076	50.976	52.963	
		Monthly	6,640.936	6,886.766	7,132.932	7,401.431	7,709.054	8,007.442	8,319.599	
		Annual	79,691.235	82,641.195	85,595.185	88,817.170	92,508.650	96,089.305	99,835.190	
Nurse V	1885	Hourly	43.752	45.428	47.347	49.208	51.241	53.232	55.307	56.414
		Monthly	6,872.661	7,135.955	7,437.365	7,729.708	8,049.085	8,361.914	8,687.840	8,861.634
		Annual	82,471.935	85,631.455	89,248.380	92,756.495	96,589.025	100,342.970	104,254.085	106,339.610
Nurse V (20 Year Scale)	1885	Hourly	44.626	46.335	48.294	50.193	52.266	54.296	56.414	
		Monthly	7,010.017	7,278.516	7,586.139	7,884.527	8,210.118	8,528.991	8,861.634	
		Annual	84,120.205	87,342.190	91,033.670	94,614.325	98,521.410	102,347.895	106,339.610	
Nurse Practitioner	1885	Hourly	49.863	53.521	55.723	57.921	60.293			61.499
		Monthly	7,832.641	8,407.252	8,753.160	9,098.397	9,471.004			9,660.414
		Annual	93,991.690	100,887.020	105,037.920	109,180.760	113,652.045			115,924.965
Nurse Practitioner (20 Year Scale)	1885	Hourly	50.859	54.591	56.836	59.079	61.499			
		Monthly	7,989.139	8,575.336	8,927.961	9,280.250	9,660.414			
		Annual	95,869.670	102,904.035	107,135.535	111,363.005	115,924.965			
Weekend Worker - Licensed Practical Nurse	1885	Hourly	33.986	35.097	36.195	37.528	38.753	40.117	41.546	42.377
		Monthly	5,338.575	5,513.208	5,685.658	5,895.050	6,087.483	6,301.745	6,526.249	6,656.720
		Annual	64,062.895	66,158.495	68,227.900	70,740.605	73,049.795	75,620.935	78,314.990	79,880.645

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	1885	Hourly	44.397	45.946	47.501	49.120	50.704	52.347		53.394
		Monthly	6,974.083	7,217.394	7,461.545	7,715.939	7,964.791	8,222.879		8,387.270
		Annual	83,688.995	86,608.730	89,538.540	92,591.265	95,577.495	98,674.550		100,647.235
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.285	46.865	48.451	50.103	51.718	53.394		
		Monthly	7,113.454	7,361.635	7,610.823	7,870.422	8,123.976	8,387.270		
		Annual	85,361.445	88,339.615	91,329.875	94,445.065	97,487.715	100,647.235		
Weekend Worker - Nurse III	1885	Hourly	46.084	47.638	49.260	50.843	52.313	53.916	55.570	56.682
		Monthly	7,239.055	7,483.206	7,737.936	7,986.620	8,217.506	8,469.381	8,729.148	8,903.781
		Annual	86,868.665	89,798.475	92,855.230	95,839.445	98,610.070	101,632.570	104,749.775	106,845.375
Weekend Worker - Nurse III (20 Year Scale)	1885	Hourly	47.006	48.591	50.246	51.861	53.360	54.994	56.682	
		Monthly	7,383.800	7,632.820	7,892.755	8,146.477	8,381.896	8,638.641	8,903.781	
		Annual	88,605.595	91,593.840	94,713.060	97,757.725	100,582.755	103,663.690	106,845.375	
Weekend Worker - Nurse IV	1885	Hourly	47.664	49.430	51.196	53.123	55.331	57.472	59.713	60.906
		Monthly	7,487.236	7,764.635	8,042.033	8,344.787	8,691.535	9,027.872	9,379.993	9,567.388
		Annual	89,846.835	93,175.615	96,504.395	100,137.440	104,298.415	108,334.460	112,559.915	114,808.655
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	48.619	50.418	52.220	54.186	56.437	58.621	60.906	
		Monthly	7,637.186	7,919.790	8,202.897	8,511.696	8,865.328	9,208.382	9,567.388	
		Annual	91,646.230	95,037.475	98,434.765	102,140.350	106,383.940	110,500.585	114,808.655	
Weekend Worker - Nurse V	1885	Hourly	50.314	52.240	54.448	56.590	58.928	61.216	63.602	64.874
		Monthly	7,903.502	8,206.088	8,552.835	8,889.340	9,256.574	9,616.084	9,990.874	10,190.695
		Annual	94,842.020	98,473.050	102,634.025	106,672.085	111,078.890	115,393.005	119,890.485	122,288.335
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.321	53.286	55.537	57.722	60.106	62.440	64.874	
		Monthly	8,061.679	8,370.310	8,723.943	9,067.164	9,441.618	9,808.348	10,190.695	
		Annual	96,740.150	100,443.720	104,687.310	108,805.970	113,299.420	117,700.180	122,288.335	

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

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

A1. Effective April 1, 2018

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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	1885	Hourly	29.921	30.901	31.868	33.043	34.118	35.322	36.579	37.311
		Monthly	4,700.155	4,853.967	5,005.932	5,190.472	5,359.396	5,548.470	5,745.940	5,860.963
		Annual	56,401.865	58,247.605	60,071.180	62,285.665	64,312.755	66,581.645	68,951.285	70,331.560
Nurse II	1885	Hourly	39.088	40.452	41.821	43.246	44.641	46.087		47.009
		Monthly	6,140.041	6,354.303	6,569.404	6,793.237	7,012.368	7,239.559		7,384.303
		Annual	73,680.490	76,251.630	78,832.845	81,518.840	84,148.415	86,874.710		88,611.640
Nurse II (20 Year Scale)	1885	Hourly	39.870	41.262	42.658	44.112	45.534	47.009		
		Monthly	6,262.956	6,481.583	6,700.883	6,929.249	7,152.578	7,384.303		
		Annual	75,155.470	77,779.000	80,410.590	83,150.990	85,830.940	88,611.640		
Nurse III	1885	Hourly	40.575	41.942	43.371	44.765	46.059	47.468	48.925	49.904
		Monthly	6,373.613	6,588.378	6,812.883	7,031.846	7,235.025	7,456.508	7,685.378	7,839.022
		Annual	76,483.355	79,060.540	81,754.595	84,382.155	86,820.305	89,478.090	92,224.535	94,068.260
Nurse III (20 Year Scale)	1885	Hourly	41.385	42.781	44.238	45.660	46.980	48.419	49.904	
		Monthly	6,500.894	6,720.193	6,949.063	7,172.393	7,379.770	7,605.785	7,839.022	
		Annual	78,010.725	80,642.315	83,388.760	86,068.710	88,557.235	91,269.425	94,068.260	
Nurse IV	1885	Hourly	41.967	43.520	45.076	46.772	48.716	50.599	52.574	53.625
		Monthly	6,592.240	6,836.223	7,080.710	7,347.026	7,652.466	7,948.335	8,258.478	8,423.540
		Annual	79,106.885	82,034.680	84,968.520	88,164.310	91,829.595	95,380.025	99,101.730	101,082.475
Nurse IV (20 Year Scale)	1885	Hourly	42.805	44.390	45.976	47.707	49.690	51.613	53.625	
		Monthly	6,723.887	6,972.908	7,222.096	7,493.953	7,805.438	8,107.520	8,423.540	
		Annual	80,686.645	83,674.890	86,665.150	89,927.435	93,665.260	97,290.245	101,082.475	
Nurse V	1885	Hourly	44.299	45.995	47.939	49.822	51.881	53.897	55.999	57.119
		Monthly	6,958.635	7,225.118	7,530.391	7,826.260	8,149.668	8,466.358	8,796.483	8,972.459
		Annual	83,503.615	86,701.420	90,364.690	93,915.120	97,796.010	101,596.300	105,557.790	107,669.510
Nurse V (20 Year Scale)	1885	Hourly	45.184	46.915	48.898	50.821	52.919	54.975	57.119	
		Monthly	7,097.670	7,369.527	7,681.012	7,983.094	8,312.715	8,635.618	8,972.459	
		Annual	85,172.035	88,434.320	92,172.145	95,797.130	99,752.575	103,627.420	107,669.510	
Nurse Practitioner	1885	Hourly	50.486	54.190	56.420	58.645	61.046			62.267
		Monthly	7,930.536	8,512.368	8,862.642	9,212.076	9,589.385			9,781.146
		Annual	95,166.435	102,148.410	106,351.700	110,544.915	115,072.620			117,373.750
Nurse Practitioner (20 Year Scale)	1885	Hourly	51.495	55.273	57.547	59.817	62.267			
		Monthly	8,089.050	8,682.467	9,039.626	9,396.281	9,781.146			
		Annual	97,068.595	104,189.605	108,475.510	112,755.370	117,373.750			
Weekend Worker - Licensed Practical Nurse	1885	Hourly	34.410	35.536	36.647	37.997	39.237	40.619	42.066	42.907
		Monthly	5,405.238	5,582.054	5,756.687	5,968.766	6,163.549	6,380.498	6,607.857	6,740.007
		Annual	64,862.850	66,984.645	69,080.245	71,625.190	73,962.590	76,565.970	79,294.280	80,880.085

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	1885	Hourly	44.952	46.520	48.094	49.734	51.338	53.001		54.061
		Monthly	7,061.232	7,307.565	7,554.739	7,812.323	8,064.366	8,325.644		8,492.050
		Annual	84,734.780	87,690.785	90,656.865	93,747.875	96,772.390	99,907.730		101,904.595
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.851	47.450	49.057	50.730	52.364	54.061		
		Monthly	7,202.450	7,453.653	7,706.032	7,968.821	8,225.566	8,492.050		
		Annual	86,429.395	89,443.835	92,472.380	95,625.855	98,706.790	101,904.595		
Weekend Worker - Nurse III	1885	Hourly	46.660	48.234	49.876	51.479	52.967	54.590	56.265	57.391
		Monthly	7,329.563	7,576.736	7,834.656	8,086.531	8,320.271	8,575.168	8,838.294	9,015.110
		Annual	87,954.750	90,920.830	94,015.870	97,038.370	99,843.250	102,902.020	106,059.525	108,181.320
Weekend Worker - Nurse III (20 Year Scale)	1885	Hourly	47.594	49.198	50.874	52.509	54.027	55.681	57.391	
		Monthly	7,476.154	7,728.197	7,991.490	8,248.235	8,486.676	8,746.611	9,015.110	
		Annual	89,713.845	92,738.360	95,897.880	98,978.815	101,840.115	104,959.335	108,181.320	
Weekend Worker - Nurse IV	1885	Hourly	48.260	50.048	51.836	53.787	56.022	58.190	60.460	61.668
		Monthly	7,580.766	7,861.690	8,142.615	8,449.063	8,800.177	9,140.712	9,497.199	9,686.945
		Annual	90,969.190	94,340.285	97,711.380	101,388.755	105,602.120	109,688.540	113,966.385	116,243.335
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.227	51.048	52.873	54.864	57.143	59.353	61.668	
		Monthly	7,732.730	8,018.860	8,305.494	8,618.155	8,976.153	9,323.405	9,686.945	
		Annual	92,792.765	96,226.325	99,665.930	103,417.860	107,713.840	111,880.860	116,243.335	
Weekend Worker - Nurse V	1885	Hourly	50.943	52.893	55.129	57.298	59.664	61.982	64.398	65.686
		Monthly	8,002.237	8,308.685	8,659.798	9,000.501	9,372.269	9,736.312	10,115.804	10,318.143
		Annual	96,026.840	99,704.215	103,917.580	108,006.015	112,467.225	116,835.745	121,389.645	123,817.720
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.962	53.952	56.231	58.444	60.857	63.221	65.686	
		Monthly	8,162.429	8,474.922	8,832.920	9,180.508	9,559.664	9,930.928	10,318.143	
		Annual	97,949.150	101,699.065	105,995.045	110,166.095	114,715.965	119,171.130	123,817.720	

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

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A1. Effective April 1, 2019

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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	1885	Hourly	30.340	31.334	32.314	33.506	34.596	35.817	37.091	37.834
		Monthly	4,765.979	4,921.973	5,075.953	5,263.180	5,434.455	5,626.216	5,826.373	5,943.075
		Annual	57,191.745	59,063.680	60,911.435	63,158.160	65,213.460	67,514.590	69,916.470	71,316.895
Nurse II	1885	Hourly	39.635	41.018	42.407	43.851	45.266	46.733		47.667
		Monthly	6,226.014	6,443.298	6,661.422	6,888.278	7,110.599	7,340.981		7,487.740
		Annual	74,712.170	77,319.580	79,937.065	82,659.330	85,327.190	88,091.770		89,852.880
Nurse II (20 Year Scale)	1885	Hourly	40.428	41.839	43.256	44.730	46.171	47.667		
		Monthly	6,350.608	6,572.258	6,794.748	7,026.305	7,252.657	7,487.740		
		Annual	76,207.300	78,867.100	81,536.975	84,315.660	87,031.880	89,852.880		
Nurse III	1885	Hourly	41.142	42.529	43.978	45.391	46.703	48.133	49.611	50.603
		Monthly	6,462.777	6,680.565	6,908.260	7,130.245	7,336.279	7,560.952	7,793.013	7,948.839
		Annual	77,553.320	80,166.775	82,899.115	85,562.945	88,035.350	90,731.420	93,516.150	95,386.070
Nurse III (20 Year Scale)	1885	Hourly	41.964	43.380	44.857	46.299	47.637	49.097	50.603	
		Monthly	6,591.905	6,814.226	7,046.287	7,272.807	7,483.038	7,712.245	7,948.839	
		Annual	79,102.855	81,770.715	84,555.445	87,273.680	89,796.460	92,546.935	95,386.070	
Nurse IV	1885	Hourly	42.554	44.129	45.707	47.427	49.398	51.308	53.310	54.375
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,374.172	8,541.417
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,490.065	102,497.005
Nurse IV (20 Year Scale)	1885	Hourly	43.404	45.011	46.620	48.375	50.386	52.335	54.375	
		Monthly	6,818.088	7,070.467	7,323.182	7,598.901	7,914.752	8,221.032	8,541.417	
		Annual	81,817.060	84,845.605	87,878.180	91,186.810	94,977.025	98,652.385	102,497.005	
Nurse V	1885	Hourly	44.919	46.639	48.610	50.520	52.607	54.652	56.782	57.919
		Monthly	7,056.026	7,326.204	7,635.843	7,935.910	8,263.683	8,584.908	8,919.565	9,098.061
		Annual	84,672.315	87,914.450	91,630.110	95,230.915	99,164.195	103,018.890	107,034.785	109,176.730
Nurse V (20 Year Scale)	1885	Hourly	45.817	47.571	49.582	51.533	53.660	55.744	57.919	
		Monthly	7,197.076	7,472.628	7,788.479	8,094.927	8,429.081	8,756.518	9,098.061	
		Annual	86,364.915	89,671.530	93,461.745	97,139.120	101,148.970	105,078.220	109,176.730	
Nurse Practitioner	1885	Hourly	51.193	54.949	57.210	59.465	61.902			63.140
		Monthly	8,041.529	8,631.588	8,986.732	9,341.036	9,723.718			9,918.166
		Annual	96,498.350	103,579.060	107,840.785	112,092.435	116,684.620			119,017.990
Nurse Practitioner (20 Year Scale)	1885	Hourly	52.216	56.047	58.353	60.654	63.140			
		Monthly	8,202.225	8,804.039	9,166.235	9,527.760	9,918.166			
		Annual	98,426.705	105,648.465	109,994.820	114,333.115	119,017.990			
Weekend Worker - Licensed Practical Nurse	1885	Hourly	34.892	36.033	37.160	38.530	39.787	41.187	42.655	43.508
		Monthly	5,480.968	5,660.135	5,837.287	6,052.388	6,249.858	6,469.829	6,700.379	6,834.376
		Annual	65,771.615	67,921.620	70,047.445	72,628.660	74,998.300	77,637.950	80,404.545	82,012.515

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	1885	Hourly	45.582	47.171	48.767	50.430	52.056	53.743		54.818
		Monthly	7,160.135	7,409.827	7,660.526	7,921.637	8,177.206	8,442.178		8,610.935
		Annual	85,921.615	88,917.920	91,926.315	95,059.640	98,126.470	101,306.140		103,331.215
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.494	48.114	49.743	51.440	53.098	54.818		
		Monthly	7,303.368	7,557.929	7,813.834	8,080.318	8,340.757	8,610.935		
		Annual	87,640.410	90,695.150	93,766.010	96,963.815	100,089.080	103,331.215		
Weekend Worker - Nurse III	1885	Hourly	47.313	48.909	50.574	52.200	53.709	55.354	57.053	58.194
		Monthly	7,432.160	7,682.859	7,944.305	8,199.707	8,436.805	8,695.229	8,962.048	9,141.383
		Annual	89,185.915	92,194.310	95,331.665	98,396.480	101,241.660	104,342.745	107,544.580	109,696.600
Weekend Worker - Nurse III (20 Year Scale)	1885	Hourly	48.260	49.886	51.586	53.244	54.783	56.461	58.194	
		Monthly	7,580.766	7,836.335	8,103.323	8,363.761	8,605.561	8,869.023	9,141.383	
		Annual	90,969.190	94,036.020	97,239.870	100,365.135	103,266.735	106,428.270	109,696.600	
Weekend Worker - Nurse IV	1885	Hourly	48.935	50.748	52.562	54.540	56.807	59.005	61.306	62.531
		Monthly	7,686.889	7,971.676	8,256.630	8,567.276	8,923.428	9,268.664	9,630.189	9,822.621
		Annual	92,242.670	95,660.110	99,079.565	102,807.315	107,081.130	111,223.970	115,562.265	117,871.455
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.916	51.764	53.613	55.632	57.942	60.184	62.531	
		Monthly	7,841.037	8,131.197	8,421.693	8,738.887	9,101.755	9,453.876	9,822.621	
		Annual	94,092.440	97,574.360	101,060.310	104,866.645	109,221.060	113,446.515	117,871.455	
Weekend Worker - Nurse V	1885	Hourly	51.656	53.634	55.900	58.099	60.499	62.850	65.299	66.605
		Monthly	8,114.237	8,425.051	8,781.034	9,126.439	9,503.412	9,872.660	10,257.358	10,462.552
		Annual	97,370.845	101,100.610	105,372.410	109,517.265	114,040.940	118,471.925	123,088.290	125,550.620
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.690	54.708	57.018	59.261	61.709	64.106	66.605	
		Monthly	8,276.780	8,593.639	8,956.507	9,308.964	9,693.493	10,069.963	10,462.552	
		Annual	99,321.365	103,123.670	107,478.085	111,707.570	116,321.920	120,839.550	125,550.620	

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

**MNU & Rural Health Authorities & Associations - Southern 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	1885	Hourly	30.492	31.491	32.475	33.673	34.769	35.996	37.276	38.023
		Monthly	4,789.823	4,946.657	5,101.308	5,289.543	5,461.658	5,654.426	5,855.422	5,972.796
		Annual	57,477.875	59,359.885	61,215.700	63,474.515	65,539.890	67,853.110	70,265.065	71,673.550
Nurse II	1885	Hourly	39.833	41.224	42.619	44.070	45.493	46.967		47.906
		Monthly	6,257.079	6,475.538	6,694.670	6,922.700	7,146.198	7,377.755		7,525.185
		Annual	75,084.945	77,706.460	80,336.035	83,072.405	85,754.370	88,533.055		90,302.225
Nurse II (20 Year Scale)	1885	Hourly	40.630	42.049	43.472	44.953	46.402	47.906		
		Monthly	6,382.345	6,605.170	6,828.667	7,061.400	7,288.927	7,525.185		
		Annual	76,588.135	79,262.040	81,944.005	84,736.795	87,467.120	90,302.225		
Nurse III	1885	Hourly	41.348	42.742	44.199	45.618	46.936	48.374	49.859	50.856
		Monthly	6,495.017	6,713.980	6,942.850	7,165.844	7,372.885	7,598.733	7,831.969	7,988.635
		Annual	77,940.200	80,567.760	83,314.205	85,990.125	88,474.620	91,184.795	93,983.630	95,863.625
Nurse III (20 Year Scale)	1885	Hourly	42.174	43.597	45.081	46.531	47.876	49.342	50.856	
		Monthly	6,624.816	6,848.313	7,081.550	7,309.245	7,520.484	7,750.865	7,988.635	
		Annual	79,497.795	82,179.760	84,978.595	87,710.935	90,245.805	93,010.385	95,863.625	
Nurse IV	1885	Hourly	42.767	44.349	45.936	47.664	49.645	51.565	53.577	54.647
		Monthly	6,718.010	6,966.527	7,215.715	7,487.236	7,798.386	8,099.964	8,415.983	8,584.068
		Annual	80,616.120	83,598.320	86,588.580	89,846.835	93,580.630	97,199.570	100,991.800	103,008.815
Nurse IV (20 Year Scale)	1885	Hourly	43.621	45.236	46.853	48.617	50.638	52.597	54.647	
		Monthly	6,852.175	7,105.898	7,359.788	7,636.850	7,954.380	8,262.172	8,584.068	
		Annual	82,226.105	85,270.770	88,317.450	91,642.200	95,452.565	99,146.060	103,008.815	
Nurse V	1885	Hourly	45.143	46.872	48.853	50.773	52.870	54.926	57.067	58.208
		Monthly	7,091.289	7,362.810	7,673.960	7,975.538	8,304.990	8,627.894	8,964.231	9,143.566
		Annual	85,095.465	88,353.720	92,087.515	95,706.455	99,659.885	103,534.730	107,570.775	109,722.795
Nurse V (20 Year Scale)	1885	Hourly	46.046	47.809	49.830	51.790	53.928	56.023	58.208	
		Monthly	7,233.010	7,510.073	7,827.435	8,135.395	8,471.228	8,800.345	9,143.566	
		Annual	86,796.125	90,120.875	93,929.225	97,624.735	101,654.735	105,604.135	109,722.795	
Nurse Practitioner	1885	Hourly	51.448	55.224	57.496	59.763	62.212			63.455
		Monthly	8,081.661	8,674.743	9,031.734	9,387.717	9,772.414			9,967.701
		Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970			119,612.415
Nurse Practitioner (20 Year Scale)	1885	Hourly	52.477	56.327	58.645	60.958	63.455			
		Monthly	8,243.197	8,848.033	9,212.076	9,575.448	9,967.701			
		Annual	98,918.365	106,176.395	110,544.915	114,905.375	119,612.415			
Weekend Worker - Licensed Practical Nurse	1885	Hourly	35.066	36.213	37.346	38.722	39.986	41.394	42.869	43.726
		Monthly	5,508.338	5,688.513	5,866.505	6,082.613	6,281.091	6,502.237	6,733.962	6,868.631
		Annual	66,100.060	68,262.155	70,398.055	72,991.360	75,373.090	78,026.845	80,807.545	82,423.575

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	1885	Hourly	45.809	47.408	49.011	50.682	52.316	54.012		55.091
		Monthly	7,195.901	7,446.936	7,698.811	7,961.265	8,218.010	8,484.325		8,653.921
		Annual	86,350.810	89,363.235	92,385.735	95,535.180	98,616.115	101,811.905		103,847.055
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.726	48.355	49.992	51.697	53.363	55.091		
		Monthly	7,339.805	7,595.710	7,852.959	8,120.786	8,382.400	8,653.921		
		Annual	88,077.665	91,148.525	94,235.505	97,449.430	100,588.800	103,847.055		
Weekend Worker - Nurse III	1885	Hourly	47.550	49.154	50.827	52.461	53.977	55.631	57.338	58.485
		Monthly	7,469.269	7,721.312	7,984.102	8,240.678	8,478.952	8,738.719	9,006.882	9,187.057
		Annual	89,631.230	92,655.745	95,809.220	98,888.140	101,747.425	104,864.630	108,082.585	110,244.680
Weekend Worker - Nurse III (20 Year Scale)	1885	Hourly	48.501	50.136	51.844	53.510	55.057	56.743	58.485	
		Monthly	7,618.715	7,875.460	8,143.790	8,405.573	8,648.548	8,913.353	9,187.057	
		Annual	91,424.580	94,505.515	97,725.485	100,866.870	103,782.575	106,960.230	110,244.680	
Weekend Worker - Nurse IV	1885	Hourly	49.180	51.001	52.825	54.812	57.091	59.300	61.613	62.843
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,678.381	9,871.653
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,140.570	118,459.835
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	50.165	52.022	53.881	55.910	58.232	60.485	62.843	
		Monthly	7,880.161	8,171.833	8,463.840	8,782.545	9,147.260	9,501.229	9,871.653	
		Annual	94,561.935	98,061.990	101,566.075	105,390.545	109,767.125	114,014.745	118,459.835	
Weekend Worker - Nurse V	1885	Hourly	51.914	53.903	56.179	58.390	60.802	63.164	65.625	66.939
		Monthly	8,154.873	8,467.198	8,824.860	9,172.112	9,550.932	9,922.028	10,308.572	10,514.942
		Annual	97,858.475	101,606.375	105,898.325	110,065.345	114,611.185	119,064.335	123,702.865	126,179.300
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.953	54.981	57.303	59.557	62.018	64.427	66.939	
		Monthly	8,318.088	8,636.626	9,001.341	9,355.477	9,742.021	10,120.338	10,514.942	
		Annual	99,817.055	103,639.510	108,016.090	112,265.725	116,904.255	121,444.050	126,179.300	

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

**MNU & Rural Health Authorities & Associations - Southern 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⁾	1885	Hourly	30.858	31.869	32.865	34.078	35.186	36.428	37.723	38.855	39.632
		Monthly	4,847.250	5,006.100	5,162.598	5,353.015	5,527.145	5,722.264	5,925.611	6,103.435	6,225.510
		Annual	58,167.005	60,073.195	61,951.175	64,236.185	66,325.740	68,667.170	71,107.335	73,241.220	74,706.125
Nurse II ⁽³⁾	1885	Hourly	40.311	41.719	43.130	44.599	46.039	47.530	48.481		49.450
		Monthly	6,332.138	6,553.284	6,774.934	7,005.819	7,232.003	7,466.247	7,615.525		7,767.825
		Annual	75,985.650	78,639.405	81,299.205	84,069.830	86,784.035	89,594.960	91,386.295		93,213.900
Nurse II (20 Year Scale) ⁽³⁾	1885	Hourly	41.118	42.553	43.993	45.493	46.959	48.481	49.450		
		Monthly	6,458.915	6,684.427	6,910.610	7,146.198	7,376.411	7,615.525	7,767.825		
		Annual	77,506.975	80,213.120	82,927.325	85,754.370	88,516.935	91,386.295	93,213.900		
Nurse III ⁽⁴⁾	1885	Hourly	41.844	43.255	44.729	46.165	47.499	48.954	50.457	51.466	52.496
		Monthly	6,572.930	6,794.580	7,026.137	7,251.817	7,461.377	7,689.912	7,926.003	8,084.523	8,246.220
		Annual	78,875.160	81,534.960	84,313.645	87,021.805	89,536.525	92,278.940	95,112.030	97,014.271	98,954.635
Nurse III (20 Year Scale) ⁽⁴⁾	1885	Hourly	42.680	44.119	45.622	47.089	48.450	49.935	51.466	52.496	
		Monthly	6,704.241	6,930.425	7,166.515	7,396.897	7,610.655	7,843.891	8,084.516	8,246.220	
		Annual	80,450.890	83,165.095	85,998.185	88,762.765	91,327.860	94,126.695	97,014.190	98,954.635	
Nurse IV ⁽⁵⁾	1885	Hourly	43.280	44.882	46.487	48.236	50.240	52.184	54.307	56.517	57.647
		Monthly	6,798.610	7,050.149	7,302.360	7,577.072	7,891.915	8,197.188	8,530.670	8,877.922	9,055.410
		Annual	81,583.320	84,601.790	87,628.320	90,924.860	94,702.985	98,366.255	102,368.045	106,535.065	108,664.920
Nurse IV (20 Year Scale) ⁽⁵⁾	1885	Hourly	44.145	45.780	47.415	49.200	51.245	53.228	55.392	57.647	
		Monthly	6,934.455	7,191.199	7,448.112	7,728.533	8,049.757	8,361.243	8,701.106	9,055.410	
		Annual	83,213.455	86,294.390	89,377.340	92,742.390	96,597.085	100,334.910	104,413.270	108,664.920	
Nurse V	1885	Hourly	45.685	47.434	49.439	51.382	53.505	55.585	57.752		58.906
		Monthly	7,176.423	7,451.134	7,765.978	8,071.250	8,404.733	8,731.499	9,071.866		9,253.216
		Annual	86,117.070	89,413.610	93,191.735	96,855.005	100,856.795	104,777.985	108,862.390		111,038.590
Nurse V (20 Year Scale)	1885	Hourly	46.598	48.384	50.427	52.411	54.575	56.696	58.906		
		Monthly	7,319.823	7,600.244	7,921.301	8,232.954	8,572.818	8,905.964	9,253.216		
		Annual	87,837.880	91,202.930	95,055.610	98,795.450	102,873.810	106,871.570	111,038.590		
Nurse Practitioner	1885	Hourly	52.066	55.887	58.186	60.480	62.958				64.216
		Monthly	8,178.717	8,778.851	9,140.040	9,500.389	9,889.620				10,087.258
		Annual	98,144.605	105,346.215	109,680.480	114,004.670	118,675.440				121,047.095
Nurse Practitioner (20 Year Scale)	1885	Hourly	53.106	57.003	59.348	61.689	64.216				
		Monthly	8,342.100	8,954.156	9,322.565	9,690.303	10,087.258				
		Annual	100,105.200	107,449.875	111,870.785	116,283.635	121,047.095				
Weekend Worker - Licensed Practical Nurse ⁽²⁾	1885	Hourly	35.488	36.648	37.794	39.187	40.466	41.891	43.383	44.683	45.576
		Monthly	5,574.498	5,756.855	5,936.862	6,155.657	6,356.485	6,580.318	6,814.730	7,018.917	7,159.295
		Annual	66,893.970	69,082.260	71,242.340	73,867.885	76,277.825	78,963.820	81,776.760	84,227.000	85,911.540

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 ⁽³⁾	1885	Hourly	46.359	47.976	49.599	51.290	52.944	54.659	55.753	56.868	
		Monthly	7,282.210	7,536.268	7,791.165	8,056.810	8,316.577	8,586.083	8,757.862	8,932.999	
		Annual	87,386.520	90,435.215	93,493.985	96,681.715	99,798.920	103,032.995	105,094.340	107,195.985	
Weekend Worker - Nurse II (20 Year Scale) ⁽³⁾	1885	Hourly	47.287	48.935	50.592	52.317	54.003	55.752	56.868		
		Monthly	7,427.962	7,686.889	7,947.160	8,218.178	8,482.982	8,757.694	8,932.999		
		Annual	89,135.540	92,242.670	95,365.920	98,618.130	101,795.785	105,092.325	107,195.985		
Weekend Worker - Nurse III ⁽⁴⁾	1885	Hourly	48.121	49.744	51.438	53.090	54.625	56.299	58.027	59.186	60.370
		Monthly	7,558.937	7,814.002	8,079.982	8,339.581	8,580.710	8,843.667	9,115.020	9,297.210	9,483.094
		Annual	90,707.240	93,768.025	96,959.785	100,074.975	102,968.515	106,124.005	109,380.245	111,566.520	113,797.125
Weekend Worker - Nurse III (20 Year Scale) ⁽⁴⁾	1885	Hourly	49.083	50.737	52.466	54.153	55.718	57.424	59.188	60.370	
		Monthly	7,710.062	7,969.997	8,241.518	8,506.490	8,752.320	9,020.315	9,297.378	9,483.094	
		Annual	92,520.740	95,639.960	98,898.215	102,077.885	105,027.845	108,243.785	111,568.535	113,797.125	
Weekend Worker - Nurse IV ⁽⁵⁾	1885	Hourly	49.770	51.614	53.459	55.470	57.777	60.012	62.452	64.994	66.293
		Monthly	7,818.032	8,107.688	8,397.513	8,713.364	9,075.728	9,426.842	9,810.195	10,209.501	10,413.520
		Annual	93,816.385	97,292.260	100,770.150	104,560.365	108,908.735	113,122.100	117,722.345	122,514.015	124,962.240
Weekend Worker - Nurse IV (20 Year Scale) ⁽⁵⁾	1885	Hourly	50.767	52.647	54.528	56.581	58.931	61.211	63.702	66.293	
		Monthly	7,974.698	8,269.896	8,565.429	8,887.997	9,257.078	9,615.244	10,006.490	10,413.520	
		Annual	95,696.380	99,238.750	102,785.150	106,655.965	111,084.935	115,382.930	120,077.880	124,962.240	
Weekend Worker - Nurse V	1885	Hourly	52.538	54.549	56.854	59.090	61.532	63.922	66.413		67.741
		Monthly	8,252.768	8,568.788	8,930.816	9,282.098	9,665.619	10,041.081	10,432.327		10,641.047
		Annual	99,033.220	102,825.450	107,169.790	111,385.170	115,987.430	120,492.970	125,187.920		127,692.565
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	53.588	55.641	57.990	60.273	62.762	65.199	67.741		
		Monthly	8,417.830	8,740.230	9,109.311	9,467.813	9,858.891	10,241.741	10,641.047		
		Annual	101,013.965	104,882.765	109,311.735	113,613.760	118,306.695	122,900.895	127,692.565		

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