

**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	2015	Hourly	27.645	28.550	29.444	30.529	31.523	32.635	33.797	34.473	
		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	2015	Hourly	36.115	37.375	38.640	39.957	41.245	42.582		43.433	
		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)	2015	Hourly	36.838	38.123	39.413	40.757	42.070	43.433			
		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	2015	Hourly	37.488	38.752	40.072	41.360	42.555	43.858	45.204	46.108	
		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)	2015	Hourly	38.237	39.527	40.873	42.187	43.406	44.736	46.108		
		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 - Brandon	2015	Hourly	38.774	40.209	41.647	43.214	45.010	46.751	48.653	50.633	51.646
		Monthly	6,510.801	6,751.761	6,993.225	7,256.351	7,557.929	7,850.272	8,169.650	8,502.125	8,672.224
		Annual	78,129.610	81,021.135	83,918.705	87,076.210	90,695.150	94,203.265	98,035.795	102,025.495	104,066.690
Nurse IV - Brandon (20 Year Scale)	2015	Hourly	39.549	41.013	42.479	44.078	45.910	47.687	49.626	51.646	
		Monthly	6,640.936	6,886.766	7,132.932	7,401.431	7,709.054	8,007.442	8,333.033	8,672.224	
		Annual	79,691.235	82,641.195	85,595.185	88,817.170	92,508.650	96,089.305	99,996.390	104,066.690	
Nurse IV	2015	Hourly	38.774	40.209	41.647	43.214	45.010	46.751	48.575	49.546	
		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)	2015	Hourly	39.549	41.013	42.479	44.078	45.910	47.687	49.546		
		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	2015	Hourly	40.929	42.497	44.292	46.033	47.935	49.798	51.739	52.774	
		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)	2015	Hourly	41.747	43.346	45.178	46.955	48.894	50.793	52.774		
		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	2015	Hourly	46.646	50.068	52.128	54.184	56.403			57.531	
		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 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	47.578	51.069	53.169	55.267	57.531			
		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	2015	Hourly	31.793	32.833	33.860	35.107	36.253	37.529	38.866	39.643
		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
Weekend Worker - Nurse II	2015	Hourly	41.533	42.982	44.436	45.951	47.433	48.970		49.949
		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)	2015	Hourly	42.363	43.841	45.325	46.871	48.381	49.949		
		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	2015	Hourly	43.111	44.565	46.082	47.563	48.938	50.438	51.985	53.025
		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)	2015	Hourly	43.973	45.456	47.004	48.515	49.917	51.446	53.025	
		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-Brandon	2015	Hourly	44.589	46.241	47.893	49.696	51.761	53.764	55.951	58.228
		Monthly	7,487.236	7,764.635	8,042.033	8,344.787	8,691.535	9,027.872	9,395.105	9,777.452
		Annual	89,846.835	93,175.615	96,504.395	100,137.440	104,298.415	108,334.460	112,741.265	117,329.420
Weekend Worker - Nurse IV-Brandon (20 Year Scale)	2015	Hourly	45.482	47.165	48.851	50.690	52.796	54.839	57.070	59.392
		Monthly	7,637.186	7,919.790	8,202.897	8,511.696	8,865.328	9,208.382	9,583.004	9,972.907
		Annual	91,646.230	95,037.475	98,434.765	102,140.350	106,383.940	110,500.585	114,996.050	119,674.880
Weekend Worker - Nurse IV	2015	Hourly	44.589	46.241	47.893	49.696	51.761	53.764	55.861	56.977
		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)	2015	Hourly	45.482	47.165	48.851	50.690	52.796	54.839	56.977	
		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	2015	Hourly	47.068	48.870	50.935	52.939	55.126	57.267	59.499	60.689
		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)	2015	Hourly	48.010	49.848	51.954	53.998	56.228	58.412	60.689	
		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	2015	Hourly	27.991	28.907	29.812	30.911	31.917	33.043	34.219	34.904	
		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	2015	Hourly	36.566	37.842	39.123	40.456	41.761	43.114		43.976	
		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)	2015	Hourly	37.298	38.600	39.906	41.266	42.596	43.976			
		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	2015	Hourly	37.957	39.236	40.573	41.877	43.087	44.406	45.769	46.684	
		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)	2015	Hourly	38.715	40.021	41.384	42.714	43.949	45.295	46.684		
		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 - Brandon	2015	Hourly	39.259	40.712	42.168	43.754	45.573	47.335	49.261	51.266	52.292
		Monthly	6,592.240	6,836.223	7,080.710	7,347.026	7,652.466	7,948.335	8,271.743	8,608.416	8,780.698
		Annual	79,106.885	82,034.680	84,968.520	88,164.310	91,829.595	95,380.025	99,260.915	103,300.990	105,368.380
Nurse IV - Brandon (20 Year Scale)	2015	Hourly	40.043	41.526	43.010	44.629	46.484	48.283	50.246	52.292	
		Monthly	6,723.887	6,972.908	7,222.096	7,493.953	7,805.438	8,107.520	8,437.141	8,780.698	
		Annual	80,686.645	83,674.890	86,665.150	89,927.435	93,665.260	97,290.245	101,245.690	105,368.380	
Nurse IV	2015	Hourly	39.259	40.712	42.168	43.754	45.573	47.335	49.182	50.165	
		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)	2015	Hourly	40.043	41.526	43.010	44.629	46.484	48.283	50.165		
		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	2015	Hourly	41.441	43.028	44.846	46.608	48.534	50.420	52.386	53.434	
		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)	2015	Hourly	42.269	43.888	45.743	47.542	49.505	51.428	53.434		
		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	2015	Hourly	47.229	50.694	52.780	54.861	57.108			58.250	
		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 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	48.173	51.707	53.834	55.958	58.250				
		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	2015	Hourly	32.190	33.243	34.283	35.546	36.706	37.998	39.352	40.139	
		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	
Weekend Worker - Nurse II	2015	Hourly	42.052	43.519	44.991	46.525	48.026	49.582		50.573	
		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)	2015	Hourly	42.893	44.389	45.892	47.457	48.986	50.573			
		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	2015	Hourly	43.650	45.122	46.658	48.158	49.550	51.068	52.635	53.688	
		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)	2015	Hourly	44.523	46.024	47.592	49.121	50.541	52.089	53.688		
		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-Brandon	2015	Hourly	45.146	46.819	48.492	50.317	52.408	54.436	56.650	58.956	60.134
		Monthly	7,580.766	7,861.690	8,142.615	8,449.063	8,800.177	9,140.712	9,512.479	9,899.695	10,097.501
		Annual	90,969.190	94,340.285	97,711.380	101,388.755	105,602.120	109,688.540	114,149.750	118,796.340	121,170.010
Weekend Worker - Nurse IV-Brandon (20 Year Scale)	2015	Hourly	46.051	47.755	49.462	51.324	53.456	55.524	57.783	60.134	
		Monthly	7,732.730	8,018.860	8,305.494	8,618.155	8,976.153	9,323.405	9,702.729	10,097.501	
		Annual	92,792.765	96,226.325	99,665.930	103,417.860	107,713.840	111,880.860	116,432.745	121,170.010	
Weekend Worker - Nurse IV	2015	Hourly	45.146	46.819	48.492	50.317	52.408	54.436	56.559	57.689	
		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)	2015	Hourly	46.051	47.755	49.462	51.324	53.456	55.524	57.689		
		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	2015	Hourly	47.656	49.481	51.572	53.601	55.815	57.983	60.243	61.448	
		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)	2015	Hourly	48.610	50.471	52.603	54.673	56.931	59.142	61.448		
		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

- 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	28.383	29.312	30.229	31.344	32.364	33.506	34.698	35.393	
		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	2015	Hourly	37.078	38.372	39.671	41.022	42.346	43.718		44.592	
		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)	2015	Hourly	37.820	39.140	40.465	41.844	43.192	44.592			
		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	2015	Hourly	38.488	39.785	41.141	42.463	43.690	45.028	46.410	47.338	
		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)	2015	Hourly	39.257	40.581	41.963	43.312	44.564	45.929	47.338		
		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 - Brandon	2015	Hourly	39.809	41.282	42.758	44.367	46.211	47.998	49.951	51.984	53.024
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,387.605	8,728.980	8,903.613
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,651.265	104,747.760	106,843.360
Nurse IV - Brandon (20 Year Scale)	2015	Hourly	40.604	42.107	43.612	45.254	47.135	48.959	50.949	53.024	
		Monthly	6,818.088	7,070.467	7,323.182	7,598.901	7,914.752	8,221.032	8,555.186	8,903.613	
		Annual	81,817.060	84,845.605	87,878.180	91,186.810	94,977.025	98,652.385	102,662.235	106,843.360	
Nurse IV	2015	Hourly	39.809	41.282	42.758	44.367	46.211	47.998	49.871	50.867	
		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)	2015	Hourly	40.604	42.107	43.612	45.254	47.135	48.959	50.867		
		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	2015	Hourly	42.021	43.630	45.474	47.261	49.213	51.126	53.119	54.182	
		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)	2015	Hourly	42.861	44.502	46.383	48.208	50.198	52.148	54.182		
		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	2015	Hourly	47.890	51.404	53.519	55.629	57.908			59.066	
		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 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	48.847	52.431	54.588	56.741	59.066			
		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	2015	Hourly	32.641	33.708	34.763	36.044	37.220	38.530	39.903	40.701
		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
Weekend Worker - Nurse II	2015	Hourly	42.641	44.128	45.621	47.176	48.698	50.276		51.281
		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)	2015	Hourly	43.494	45.010	46.534	48.121	49.672	51.281		
		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	2015	Hourly	44.261	45.754	47.311	48.832	50.244	51.783	53.372	54.440
		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)	2015	Hourly	45.146	46.668	48.258	49.809	51.249	52.818	54.440	
		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-Brandon	2015	Hourly	45.778	47.474	49.171	51.021	53.142	55.198	57.443	59.781
		Monthly	7,686.889	7,971.676	8,256.630	8,567.276	8,923.428	9,268.664	9,645.637	10,038.226
		Annual	92,242.670	95,660.110	99,079.565	102,807.315	107,081.130	111,223.970	115,747.645	120,458.715
Weekend Worker - Nurse IV-Brandon (20 Year Scale)	2015	Hourly	46.696	48.424	50.154	52.043	54.204	56.301	58.592	60.976
		Monthly	7,841.037	8,131.197	8,421.693	8,738.887	9,101.755	9,453.876	9,838.573	10,238.887
		Annual	94,092.440	97,574.360	101,060.310	104,866.645	109,221.060	113,446.515	118,062.880	122,866.640
Weekend Worker - Nurse IV	2015	Hourly	45.778	47.474	49.171	51.021	53.142	55.198	57.351	58.497
		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)	2015	Hourly	46.696	48.424	50.154	52.043	54.204	56.301	58.497	
		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	2015	Hourly	48.323	50.174	52.294	54.351	56.596	58.795	61.086	62.308
		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)	2015	Hourly	49.291	51.178	53.339	55.438	57.728	59.970	62.308	
		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	2015	Hourly	28.525	29.459	30.380	31.501	32.526	33.674	34.871	35.570	
		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	2015	Hourly	37.263	38.564	39.869	41.227	42.558	43.937		44.815	
		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)	2015	Hourly	38.009	39.336	40.667	42.053	43.408	44.815			
		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	2015	Hourly	38.680	39.984	41.347	42.675	43.908	45.253	46.642	47.575	
		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)	2015	Hourly	39.453	40.784	42.173	43.529	44.787	46.159	47.575		
		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 - Brandon	2015	Hourly	40.008	41.488	42.972	44.589	46.442	48.238	50.201	52.244	53.289
		Monthly	6,718.010	6,966.527	7,215.715	7,487.236	7,798.386	8,099.964	8,429.585	8,772.638	8,948.111
		Annual	80,616.120	83,598.320	86,588.580	89,846.835	93,580.630	97,199.570	101,155.015	105,271.660	107,377.335
Nurse IV - Brandon (20 Year Scale)	2015	Hourly	40.807	42.318	43.830	45.480	47.371	49.204	51.204	53.289	
		Monthly	6,852.175	7,105.898	7,359.788	7,636.850	7,954.380	8,262.172	8,598.005	8,948.111	
		Annual	82,226.105	85,270.770	88,317.450	91,642.200	95,452.565	99,146.060	103,176.060	107,377.335	
Nurse IV	2015	Hourly	40.008	41.488	42.972	44.589	46.442	48.238	50.120	51.121	
		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)	2015	Hourly	40.807	42.318	43.830	45.480	47.371	49.204	51.121		
		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	2015	Hourly	42.231	43.848	45.701	47.497	49.459	51.382	53.385	54.453	
		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)	2015	Hourly	43.075	44.725	46.615	48.449	50.449	52.409	54.453		
		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	2015	Hourly	48.129	51.661	53.787	55.907	58.198			59.361	
		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)	2015	Hourly	49.091	52.693	54.861	57.025	59.361				
		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				

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	32.804	33.877	34.937	36.224	37.406	38.723	40.103	40.905	
		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	
Weekend Worker - Nurse II	2015	Hourly	42.854	44.349	45.849	47.412	48.941	50.527		51.537	
		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)	2015	Hourly	43.711	45.235	46.767	48.362	49.920	51.537			
		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	2015	Hourly	44.482	45.983	47.548	49.076	50.495	52.042	53.639	54.712	
		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)	2015	Hourly	45.372	46.901	48.499	50.058	51.505	53.082	54.712		
		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-Brandon	2015	Hourly	46.007	47.711	49.417	51.276	53.408	55.474	57.730	60.080	61.281
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,693.829	10,088.433	10,290.101
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,325.950	121,061.200	123,481.215
Weekend Worker - Nurse IV-Brandon (20 Year Scale)	2015	Hourly	46.929	48.666	50.405	52.303	54.475	56.583	58.885	61.281	
		Monthly	7,880.161	8,171.833	8,463.840	8,782.545	9,147.260	9,501.229	9,887.773	10,290.101	
		Annual	94,561.935	98,061.990	101,566.075	105,390.545	109,767.125	114,014.745	118,653.275	123,481.215	
Weekend Worker - Nurse IV	2015	Hourly	46.007	47.711	49.417	51.276	53.408	55.474	57.638		58.789
		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)	2015	Hourly	46.929	48.666	50.405	52.303	54.475	56.583	58.789		
		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	2015	Hourly	48.565	50.425	52.555	54.623	56.879	59.089	61.391		62.620
		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)	2015	Hourly	49.537	51.434	53.606	55.715	58.017	60.270	62.620		
		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⁾	2015	Hourly	28.867	29.813	30.745	31.879	32.916	34.078	35.289	36.348	37.075
		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
Undergraduate Nursing Employee	2015	Hourly	28.867								
		Monthly	4,847.250								
		Annual	58,167.005								
Nurse II ⁽³⁾	2015	Hourly	37.710	39.027	40.347	41.722	43.069	44.464	45.353		46.260
		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⁾	2015	Hourly	38.465	39.808	41.155	42.558	43.929	45.353	46.260		
		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		
LPN - CRN	2015	Hourly	38.427	39.746	41.095	42.455	43.752	45.130	46.278	47.203	48.147
		Monthly	6,452.534	6,674.016	6,900.535	7,128.902	7,346.690	7,578.079	7,770.848	7,926.170	8,084.684
		Annual	77,430.405	80,088.190	82,806.425	85,546.825	88,160.280	90,936.950	93,250.170	95,114.045	97,016.205
LPN - CRN (20 Year Scale)	2015	Hourly	39.196	40.541	41.917	43.304	44.627	46.033	47.204	48.147	
		Monthly	6,581.662	6,807.510	7,038.563	7,271.463	7,493.617	7,729.708	7,926.338	8,084.684	
		Annual	78,979.940	81,690.115	84,462.755	87,257.560	89,923.405	92,756.495	95,116.060	97,016.205	
Nurse III ⁽⁴⁾	2015	Hourly	39.144	40.464	41.843	43.187	44.435	45.796	47.202	48.146	49.109
		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⁾	2015	Hourly	39.926	41.273	42.679	44.051	45.324	46.713	48.146	49.109	
		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⁾	2015	Hourly	40.488	41.986	43.488	45.124	46.999	48.817	50.803	52.871	53.928
		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⁾	2015	Hourly	41.297	42.826	44.356	46.026	47.939	49.794	51.818	53.928	
		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	2015	Hourly	42.738	44.374	46.249	48.067	50.053	51.999	54.026		55.106
		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)	2015	Hourly	43.592	45.262	47.174	49.030	51.054	53.038	55.106		
		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	2015	Hourly	48.707	52.281	54.432	56.578	58.896				60.073
		Monthly	8,178.717	8,778.851	9,140.040	9,500.389	9,889.620				10,087.258

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	Annual	98,144.605	105,346.215	109,680.480	114,004.670	118,675.440				121,047.095
Nurse Practitioner (20 Year Scale)	2015									
	Hourly	49.680	53.325	55.519	57.709	60.073				
	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				

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 ⁽²⁾	2015	Hourly	33.198	34.284	35.356	36.659	37.855	39.188	40.584	41.800	42.636
		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
Weekend Worker - Nurse II ⁽³⁾	2015	Hourly	43.368	44.881	46.399	47.981	49.528	51.133	52.156		53.199
		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⁾	2015	Hourly	44.236	45.778	47.328	48.942	50.519	52.155	53.199		
		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 - LPN - CRN	2015	Hourly	44.192	45.708	47.259	48.823	50.315	51.900	53.220	54.284	55.370
		Monthly	7,420.573	7,675.135	7,935.574	8,198.195	8,448.727	8,714.875	8,936.525	9,115.188	9,297.546
		Annual	89,046.880	92,101.620	95,226.885	98,378.345	101,384.725	104,578.500	107,238.300	109,382.260	111,570.550
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	45.076	46.622	48.204	49.799	51.321	52.938	54.284	55.370	
		Monthly	7,569.012	7,828.611	8,094.255	8,362.082	8,617.651	8,889.173	9,115.188	9,297.546	
		Annual	90,828.140	93,943.330	97,131.060	100,344.985	103,411.815	106,670.070	109,382.260	111,570.550	
Weekend Worker - Nurse III ⁽⁴⁾	2015	Hourly	45.016	46.535	48.119	49.665	51.101	52.667	54.283	55.368	56.475
		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⁾	2015	Hourly	45.916	47.464	49.081	50.659	52.123	53.719	55.369	56.475	
		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⁾	2015	Hourly	46.559	48.284	50.010	51.891	54.049	56.140	58.423	60.801	62.016
		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⁾	2015	Hourly	47.492	49.250	51.010	52.931	55.129	57.262	59.592	62.016	
		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	2015	Hourly	49.148	51.030	53.186	55.278	57.562	59.798	62.128		63.371
		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)	2015	Hourly	50.131	52.051	54.249	56.384	58.713	60.993	63.371		
		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

**MNU & Rural Health Authorities & Associations - Southern 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	29.444	30.409	31.360	32.517	33.574	34.760	35.995	37.075	37.817
		Monthly	4,944.138	5,106.178	5,265.867	5,460.146	5,637.634	5,836.783	6,044.160	6,225.510	6,350.105
		Annual	59,329.660	61,274.135	63,190.400	65,521.755	67,651.610	70,041.400	72,529.925	74,706.125	76,201.255
Undergraduate Nursing Employee	2015	Hourly	29.444								
		Monthly	4,944.138								
		Annual	59,329.660								
Nurse II ⁽²⁾	2015	Hourly	38.464	39.808	41.154	42.556	43.930	45.353	46.260	47.185	48.129
		Monthly	6,458.747	6,684.427	6,910.443	7,145.862	7,376.579	7,615.525	7,767.825	7,923.148	8,081.661
		Annual	77,504.960	80,213.120	82,925.310	85,750.340	88,518.950	91,386.295	93,213.900	95,077.775	96,979.935
Nurse II (20 Year Scale) ⁽²⁾	2015	Hourly	39.234	40.604	41.978	43.409	44.808	46.260	47.185	48.129	
		Monthly	6,588.043	6,818.088	7,048.806	7,289.095	7,524.010	7,767.825	7,923.148	8,081.661	
		Annual	79,056.510	81,817.060	84,585.670	87,469.135	90,288.120	93,213.900	95,077.775	96,979.935	
LPN - CRN	2015	Hourly	39.196	40.541	41.917	43.304	44.627	46.033	47.204	48.147	49.110
		Monthly	6,581.662	6,807.510	7,038.563	7,271.463	7,493.617	7,729.708	7,926.338	8,084.684	8,246.388
		Annual	78,979.940	81,690.115	84,462.755	87,257.560	89,923.405	92,756.495	95,116.060	97,016.205	98,956.650
LPN - CRN (20 Year Scale)	2015	Hourly	39.980	41.352	42.755	44.170	45.520	46.954	48.148	49.110	
		Monthly	6,713.308	6,943.690	7,179.277	7,416.879	7,643.567	7,884.359	8,084.852	8,246.388	
		Annual	80,559.700	83,324.280	86,151.325	89,002.550	91,722.800	94,612.310	97,018.220	98,956.650	
Nurse III	2015	Hourly	39.927	41.273	42.680	44.051	45.324	46.712	48.146	49.109	50.091
		Monthly	6,704.409	6,930.425	7,166.683	7,396.897	7,610.655	7,843.723	8,084.516	8,246.220	8,411.114
		Annual	80,452.905	83,165.095	86,000.200	88,762.765	91,327.860	94,124.680	97,014.190	98,954.635	100,933.365
Nurse III (20 Year Scale)	2015	Hourly	40.725	42.098	43.533	44.932	46.230	47.647	49.109	50.091	
		Monthly	6,838.406	7,068.956	7,309.916	7,544.832	7,762.788	8,000.725	8,246.220	8,411.114	
		Annual	82,060.875	84,827.470	87,718.995	90,537.980	93,153.450	96,008.705	98,954.635	100,933.365	
Nurse IV ⁽⁵⁾	2015	Hourly	41.298	42.826	44.358	46.026	47.939	49.793	51.819	53.928	55.007
		Monthly	6,934.623	7,191.199	7,448.448	7,728.533	8,049.757	8,361.075	8,701.274	9,055.410	9,236.592
		Annual	83,215.470	86,294.390	89,381.370	92,742.390	96,597.085	100,332.895	104,415.285	108,664.920	110,839.105
Nurse IV (20 Year Scale) ⁽⁵⁾	2015	Hourly	42.123	43.683	45.243	46.947	48.898	50.790	52.854	55.007	
		Monthly	7,073.154	7,335.104	7,597.054	7,883.184	8,210.789	8,528.488	8,875.068	9,236.592	
		Annual	84,877.845	88,021.245	91,164.645	94,598.205	98,529.470	102,341.850	106,500.810	110,839.105	
Nurse V	2015	Hourly	43.593	45.261	47.174	49.028	51.054	53.039	55.107		56.208
		Monthly	7,319.991	7,600.076	7,921.301	8,232.618	8,572.818	8,906.132	9,253.384		9,438.260
		Annual	87,839.895	91,200.915	95,055.610	98,791.420	102,873.810	106,873.585	111,040.605		113,259.120
Nurse V (20 Year Scale)	2015	Hourly	44.464	46.167	48.117	50.011	52.075	54.099	56.208		
		Monthly	7,466.247	7,752.209	8,079.646	8,397.680	8,744.260	9,084.124	9,438.260		
		Annual	89,594.960	93,026.505	96,955.755	100,772.165	104,931.125	109,009.485	113,259.120		
Nurse Practitioner	2015	Hourly	49.681	53.327	55.521	57.710	60.074				61.274
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426				10,288.926

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110				123,467.110
Nurse Practitioner (20 Year Scale)	2015									
	Hourly	50.674	54.392	56.629	58.863	61.274				
	Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
	Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				

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	33.862	34.970	36.063	37.392	38.612	39.972	41.396	42.636	43.489
		Monthly	5,685.994	5,872.046	6,055.579	6,278.740	6,483.598	6,711.965	6,951.078	7,159.295	7,302.528
		Annual	68,231.930	70,464.550	72,666.945	75,344.880	77,803.180	80,543.580	83,412.940	85,911.540	87,630.335
Weekend Worker - Nurse II ⁽²⁾	2015	Hourly	44.235	45.779	47.327	48.941	50.519	52.156	53.199	54.263	55.348
		Monthly	7,427.794	7,687.057	7,946.992	8,218.010	8,482.982	8,757.862	8,932.999	9,111.662	9,293.852
		Annual	89,133.525	92,244.685	95,363.905	98,616.115	101,795.785	105,094.340	107,195.985	109,339.945	111,526.220
Weekend Worker - Nurse II (20 Year Scale) ⁽²⁾	2015	Hourly	45.121	46.694	48.275	49.921	51.529	53.198	54.263	55.348	
		Monthly	7,576.568	7,840.701	8,106.177	8,382.568	8,652.578	8,932.831	9,111.662	9,293.852	
		Annual	90,918.815	94,088.410	97,274.125	100,590.815	103,830.935	107,193.970	109,339.945	111,526.220	
Weekend Worker - LPN - CRN	2015	Hourly	45.076	46.622	48.204	49.799	51.321	52.938	54.284	55.370	56.477
		Monthly	7,569.012	7,828.611	8,094.255	8,362.082	8,617.651	8,889.173	9,115.188	9,297.546	9,483.430
		Annual	90,828.140	93,943.330	97,131.060	100,344.985	103,411.815	106,670.070	109,382.260	111,570.550	113,801.155
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	
		Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	
		Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	
Weekend Worker - Nurse III	2015	Hourly	45.916	47.466	49.081	50.658	52.123	53.720	55.369	56.475	57.605
		Monthly	7,710.062	7,970.333	8,241.518	8,506.323	8,752.320	9,020.483	9,297.378	9,483.094	9,672.840
		Annual	92,520.740	95,643.990	98,898.215	102,075.870	105,027.845	108,245.800	111,568.535	113,797.125	116,074.075
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	46.834	48.413	50.063	51.672	53.165	54.793	56.476	57.605	
		Monthly	7,864.209	8,129.350	8,406.412	8,676.590	8,927.290	9,200.658	9,483.262	9,672.840	
		Annual	94,370.510	97,552.195	100,876.945	104,119.080	107,127.475	110,407.895	113,799.140	116,074.075	
Weekend Worker - Nurse IV ⁽⁵⁾	2015	Hourly	47.490	49.250	51.010	52.929	55.130	57.263	59.591	62.017	63.256
		Monthly	7,974.363	8,269.896	8,565.429	8,887.661	9,257.246	9,615.412	10,006.322	10,413.688	10,621.737
		Annual	95,692.350	99,238.750	102,785.150	106,651.935	111,086.950	115,384.945	120,075.865	124,964.255	127,460.840
Weekend Worker - Nurse IV (20 Year Scale) ⁽⁵⁾	2015	Hourly	48.442	50.235	52.030	53.990	56.232	58.407	60.784	63.256	
		Monthly	8,134.219	8,435.294	8,736.704	9,065.821	9,442.290	9,807.509	10,206.647	10,621.737	
		Annual	97,610.630	101,223.525	104,840.450	108,789.850	113,307.480	117,690.105	122,479.760	127,460.840	
Weekend Worker - Nurse V	2015	Hourly	50.131	52.051	54.250	56.384	58.713	60.994	63.371		64.638
		Monthly	8,417.830	8,740.230	9,109.479	9,467.813	9,858.891	10,241.909	10,641.047		10,853.798
		Annual	101,013.965	104,882.765	109,313.750	113,613.760	118,306.695	122,902.910	127,692.565		130,245.570
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	51.134	53.092	55.334	57.512	59.887	62.213	64.638		
		Monthly	8,586.251	8,915.032	9,291.501	9,657.223	10,056.025	10,446.600	10,853.798		
		Annual	103,035.010	106,980.380	111,498.010	115,886.680	120,672.305	125,359.195	130,245.570		

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 & Associations - Southern 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	30.033	31.017	31.987	33.167	34.245	35.455	36.715	37.817	38.573
		Monthly	5,043.041	5,208.271	5,371.150	5,569.292	5,750.306	5,953.485	6,165.060	6,350.105	6,477.050
		Annual	60,516.495	62,499.255	64,453.805	66,831.505	69,003.675	71,441.825	73,980.725	76,201.255	77,724.595
Undergraduate Nursing Employee	2015	Hourly	30.033								
		Monthly	5,043.041								
		Annual	60,516.495								
Nurse II	2015	Hourly	39.233	40.604	41.977	43.407	44.809	46.260	47.185	48.129	49.092
		Monthly	6,587.875	6,818.088	7,048.638	7,288.759	7,524.178	7,767.825	7,923.148	8,081.661	8,243.365
		Annual	79,054.495	81,817.060	84,583.655	87,465.105	90,290.135	93,213.900	95,077.775	96,979.935	98,920.380
Nurse II (20 Year Scale)	2015	Hourly	40.019	41.416	42.818	44.277	45.704	47.185	48.129	49.092	
		Monthly	6,719.857	6,954.437	7,189.856	7,434.846	7,674.463	7,923.148	8,081.661	8,243.365	
		Annual	80,638.285	83,453.240	86,278.270	89,218.155	92,093.560	95,077.775	96,979.935	98,920.380	
LPN - CRN	2015	Hourly	39.980	41.352	42.755	44.170	45.520	46.954	48.148	49.110	50.092
		Monthly	6,713.308	6,943.690	7,179.277	7,416.879	7,643.567	7,884.359	8,084.852	8,246.388	8,411.282
		Annual	80,559.700	83,324.280	86,151.325	89,002.550	91,722.800	94,612.310	97,018.220	98,956.650	100,935.380
LPN - CRN (20 Year Scale)	2015	Hourly	40.780	42.179	43.610	45.053	46.430	47.893	49.111	50.092	
		Monthly	6,847.642	7,082.557	7,322.846	7,565.150	7,796.371	8,042.033	8,246.555	8,411.282	
		Annual	82,171.700	84,990.685	87,874.150	90,781.795	93,556.450	96,504.395	98,958.665	100,935.380	
Nurse III	2015	Hourly	40.726	42.098	43.534	44.932	46.230	47.646	49.109	50.091	51.093
		Monthly	6,838.574	7,068.956	7,310.084	7,544.832	7,762.788	8,000.558	8,246.220	8,411.114	8,579.366
		Annual	82,062.890	84,827.470	87,721.010	90,537.980	93,153.450	96,006.690	98,954.635	100,933.365	102,952.395
Nurse III (20 Year Scale)	2015	Hourly	41.540	42.940	44.404	45.831	47.155	48.600	50.091	51.093	
		Monthly	6,975.258	7,210.342	7,456.172	7,695.789	7,918.110	8,160.750	8,411.114	8,579.366	
		Annual	83,703.100	86,524.100	89,474.060	92,349.465	95,017.325	97,929.000	100,933.365	102,952.395	
Nurse IV ⁽⁵⁾	2015	Hourly	42.124	43.683	45.245	46.947	48.898	50.789	52.855	55.007	56.107
		Monthly	7,073.322	7,335.104	7,597.390	7,883.184	8,210.789	8,528.320	8,875.235	9,236.592	9,421.300
		Annual	84,879.860	88,021.245	91,168.675	94,598.205	98,529.470	102,339.835	106,502.825	110,839.105	113,055.605
Nurse IV (20 Year Scale) ⁽⁵⁾	2015	Hourly	42.965	44.557	46.148	47.886	49.876	51.806	53.911	56.107	
		Monthly	7,214.540	7,481.863	7,749.018	8,040.858	8,375.012	8,699.091	9,052.555	9,421.300	
		Annual	86,574.475	89,782.355	92,988.220	96,490.290	100,500.140	104,389.090	108,630.665	113,055.605	
Nurse V	2015	Hourly	44.465	46.166	48.117	50.009	52.075	54.100	56.209		57.332
		Monthly	7,466.415	7,752.041	8,079.646	8,397.345	8,744.260	9,084.292	9,438.428		9,626.998
		Annual	89,596.975	93,024.490	96,955.755	100,768.135	104,931.125	109,011.500	113,261.135		115,523.980
Nurse V (20 Year Scale)	2015	Hourly	45.353	47.090	49.079	51.011	53.117	55.181	57.332		
		Monthly	7,615.525	7,907.196	8,241.182	8,565.597	8,919.230	9,265.810	9,626.998		
		Annual	91,386.295	94,886.350	98,894.185	102,787.165	107,030.755	111,189.715	115,523.980		
Nurse Practitioner ⁽²⁾	2015	Hourly	50.675	54.394	56.631	58.864	61.275	63.113			64.375
		Monthly	8,509.177	9,133.659	9,509.289	9,884.247	10,289.094	10,597.725			10,809.635

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	Annual	102,110.125	109,603.910	114,111.465	118,610.960	123,469.125	127,172.695			129,715.625

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	51.687	55.480	57.762	60.040	62.499	64.375			
		Monthly	8,679.109	9,316.017	9,699.203	10,081.717	10,494.624	10,809.635			
		Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485	129,715.625			
Weekend Worker - Licensed Practical Nurse	2015	Hourly	34.539	35.669	36.784	38.140	39.384	40.771	42.224	43.489	44.359
		Monthly	5,799.674	5,989.420	6,176.647	6,404.342	6,613.230	6,846.130	7,090.113	7,302.528	7,448.615
		Annual	69,596.085	71,873.035	74,119.760	76,852.100	79,358.760	82,153.565	85,081.360	87,630.335	89,383.385
Weekend Worker - Nurse II	2015	Hourly	45.120	46.695	48.274	49.920	51.529	53.199	54.263	55.348	56.455
		Monthly	7,576.400	7,840.869	8,106.009	8,382.400	8,652.578	8,932.999	9,111.662	9,293.852	9,479.735
		Annual	90,916.800	94,090.425	97,272.110	100,588.800	103,830.935	107,195.985	109,339.945	111,526.220	113,756.825
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	46.023	47.628	49.241	50.919	52.560	54.262	55.348	56.455	
		Monthly	7,728.029	7,997.535	8,268.385	8,550.149	8,825.700	9,111.494	9,293.852	9,479.735	
		Annual	92,736.345	95,970.420	99,220.615	102,601.785	105,908.400	109,337.930	111,526.220	113,756.825	
Weekend Worker - LPN - CRN	2015	Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	57.607
		Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	9,673.175
		Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	116,078.105
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	46.898	48.505	50.151	51.811	53.394	55.077	56.477	57.607	
		Monthly	7,874.956	8,144.798	8,421.189	8,699.930	8,965.743	9,248.346	9,483.430	9,673.175	
		Annual	94,499.470	97,737.575	101,054.265	104,399.165	107,588.910	110,980.155	113,801.155	116,078.105	
Weekend Worker - Nurse III	2015	Hourly	46.834	48.415	50.063	51.671	53.165	54.794	56.476	57.605	58.757
		Monthly	7,864.209	8,129.685	8,406.412	8,676.422	8,927.290	9,200.826	9,483.262	9,672.840	9,866.280
		Annual	94,370.510	97,556.225	100,876.945	104,117.065	107,127.475	110,409.910	113,799.140	116,074.075	118,395.355
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	47.771	49.381	51.064	52.705	54.228	55.889	57.606	58.757	
		Monthly	8,021.547	8,291.893	8,574.497	8,850.048	9,105.785	9,384.695	9,673.008	9,866.280	
		Annual	96,258.565	99,502.715	102,893.960	106,200.575	109,269.420	112,616.335	116,076.090	118,395.355	
Weekend Worker - Nurse IV ⁽⁵⁾	2015	Hourly	48.440	50.235	52.030	53.988	56.233	58.408	60.783	63.257	64.521
		Monthly	8,133.883	8,435.294	8,736.704	9,065.485	9,442.458	9,807.677	10,206.479	10,621.905	10,834.151
		Annual	97,606.600	101,223.525	104,840.450	108,785.820	113,309.495	117,692.120	122,477.745	127,462.855	130,009.815
Weekend Worker - Nurse IV (20 Year Scale) ⁽⁵⁾	2015	Hourly	49.411	51.240	53.071	55.070	57.357	59.575	62.000	64.521	
		Monthly	8,296.930	8,604.050	8,911.505	9,247.171	9,631.196	10,003.635	10,410.833	10,834.151	
		Annual	99,563.165	103,248.600	106,938.065	110,966.050	115,574.355	120,043.625	124,930.000	130,009.815	
Weekend Worker - Nurse V	2015	Hourly	51.134	53.092	55.335	57.512	59.887	62.214	64.638		65.931
		Monthly	8,586.251	8,915.032	9,291.669	9,657.223	10,056.025	10,446.768	10,853.798		11,070.914
		Annual	103,035.010	106,980.380	111,500.025	115,886.680	120,672.305	125,361.210	130,245.570		132,850.965
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	52.157	54.154	56.441	58.662	61.085	63.457	65.931		
		Monthly	8,758.030	9,093.359	9,477.385	9,850.328	10,257.190	10,655.488	11,070.914		
		Annual	105,096.355	109,120.310	113,728.615	118,203.930	123,086.275	127,865.855	132,850.965		

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