

**MNU & Winnipeg Health Employer Organization**  
**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	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
<b>Licensed Practical Nurse /</b> Foot Care LPN	1950	Hourly	<b>28.567</b>	<b>29.502</b>	<b>30.425</b>	<b>31.547</b>	<b>32.574</b>	<b>33.723</b>	<b>34.924</b>	<b>35.622</b>
		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
<b>Nurse II /</b> Prenatal Nurse, Psychiatric Nurse, Prenatal Nurse, Foot Care Coordinator	1950	Hourly	<b>37.319</b>	<b>38.621</b>	<b>39.928</b>	<b>41.289</b>	<b>42.620</b>	<b>44.001</b>		<b>44.881</b>
		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
<b>Nurse II (20 Year Scale)</b>	1950	Hourly	<b>38.066</b>	<b>39.394</b>	<b>40.727</b>	<b>42.116</b>	<b>43.472</b>	<b>44.881</b>		
		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		
<b>Nurse III /</b> Primary Care Nurse, Team Leader Clinical Resource Nurse, Diabetes Educator Reproductive Health Educator, Senior Prenatal Nurse	1950	Hourly	<b>38.738</b>	<b>40.044</b>	<b>41.408</b>	<b>42.739</b>	<b>43.974</b>	<b>45.320</b>	<b>46.711</b>	<b>47.645</b>
		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
<b>Nurse III (20 Year Scale)</b>	1950	Hourly	<b>39.512</b>	<b>40.845</b>	<b>42.235</b>	<b>43.593</b>	<b>44.853</b>	<b>46.227</b>	<b>47.645</b>	
		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	
<b>Nurse V /</b> PHN Coordinator, Community Health Nurse - Sage House Nursing Team Leader	1950	Hourly	<b>42.293</b>	<b>43.914</b>	<b>45.768</b>	<b>47.567</b>	<b>49.533</b>	<b>51.458</b>	<b>53.464</b>	<b>54.533</b>
		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
<b>Nurse V (20 Year Scale)</b>	1950	Hourly	<b>43.139</b>	<b>44.791</b>	<b>46.684</b>	<b>48.520</b>	<b>50.524</b>	<b>52.486</b>	<b>54.533</b>	
		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	
<b>Nurse Practitioner /</b> Advanced Nurse Practitioner	1950	Hourly	<b>48.201</b>	<b>51.737</b>	<b>53.866</b>	<b>55.990</b>	<b>58.283</b>			<b>59.449</b>
		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
<b>Nurse Practitioner (20 Year Scale)</b>	1950	Hourly	<b>49.164</b>	<b>52.771</b>	<b>54.941</b>	<b>57.109</b>	<b>59.449</b>			
		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			

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Winnipeg Health Employer Organization**  
**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	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
<b>Licensed Practical Nurse /</b> Foot Care LPN	1950	Hourly	<b>28.924</b>	<b>29.871</b>	<b>30.806</b>	<b>31.941</b>	<b>32.981</b>	<b>34.144</b>	<b>35.360</b>	<b>36.067</b>
		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
<b>Nurse II /</b> Prenatal Nurse, Psychiatric Nurse, Prenatal Nurse, Foot Care Coordinator	1950	Hourly	<b>37.785</b>	<b>39.103</b>	<b>40.427</b>	<b>41.805</b>	<b>43.153</b>	<b>44.551</b>		<b>45.442</b>
		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
<b>Nurse II (20 Year Scale)</b>	1950	Hourly	<b>38.541</b>	<b>39.887</b>	<b>41.236</b>	<b>42.642</b>	<b>44.016</b>	<b>45.442</b>		
		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		
<b>Nurse III /</b> Primary Care Nurse, Team Leader Clinical Resource Nurse, Diabetes Educator Reproductive Health Educator, Senior Prenatal Nurse	1950	Hourly	<b>39.222</b>	<b>40.544</b>	<b>41.925</b>	<b>43.273</b>	<b>44.523</b>	<b>45.886</b>	<b>47.295</b>	<b>48.240</b>
		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
<b>Nurse III (20 Year Scale)</b>	1950	Hourly	<b>40.006</b>	<b>41.355</b>	<b>42.763</b>	<b>44.138</b>	<b>45.414</b>	<b>46.805</b>	<b>48.240</b>	
		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	
<b>Nurse V /</b> PHN Coordinator, Community Health Nurse - Sage House Nursing Team Leader	1950	Hourly	<b>42.822</b>	<b>44.462</b>	<b>46.341</b>	<b>48.162</b>	<b>50.152</b>	<b>52.101</b>	<b>54.132</b>	<b>55.215</b>
		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
<b>Nurse V (20 Year Scale)</b>	1950	Hourly	<b>43.678</b>	<b>45.351</b>	<b>47.268</b>	<b>49.127</b>	<b>51.155</b>	<b>53.142</b>	<b>55.215</b>	
		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	
<b>Nurse Practitioner /</b> Advanced Nurse Practitioner	1950	Hourly	<b>48.803</b>	<b>52.384</b>	<b>54.539</b>	<b>56.690</b>	<b>59.012</b>			<b>60.192</b>
		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
<b>Nurse Practitioner (20 Year Scale)</b>	1950	Hourly	<b>49.779</b>	<b>53.431</b>	<b>55.628</b>	<b>57.823</b>	<b>60.192</b>			
		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			

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**MNU & Winnipeg Health Employer Organization  
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
<b>Licensed Practical Nurse /</b> Foot Care LPN	1950	Hourly	<b>29.329</b>	<b>30.289</b>	<b>31.237</b>	<b>32.389</b>	<b>33.443</b>	<b>34.623</b>	<b>35.855</b>	<b>36.573</b>
		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
<b>Nurse II /</b> Prenatal Nurse, Psychiatric Nurse, Prenatal Nurse, Foot Care Coordinator	1950	Hourly	<b>38.314</b>	<b>39.651</b>	<b>40.993</b>	<b>42.389</b>	<b>43.758</b>	<b>45.175</b>		<b>46.078</b>
		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
<b>Nurse II (20 Year Scale)</b>	1950	Hourly	<b>39.081</b>	<b>40.445</b>	<b>41.814</b>	<b>43.239</b>	<b>44.632</b>	<b>46.078</b>		
		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		
<b>Nurse III /</b> Primary Care Nurse, Team Leader Clinical Resource Nurse, Diabetes Educator Reproductive Health Educator, Senior Prenatal Nurse	1950	Hourly	<b>39.771</b>	<b>41.111</b>	<b>42.512</b>	<b>43.878</b>	<b>45.146</b>	<b>46.529</b>	<b>47.957</b>	<b>48.916</b>
		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
<b>Nurse III (20 Year Scale)</b>	1950	Hourly	<b>40.566</b>	<b>41.934</b>	<b>43.362</b>	<b>44.756</b>	<b>46.049</b>	<b>47.460</b>	<b>48.916</b>	
		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	
<b>Nurse V /</b> PHN Coordinator, Community Health Nurse - Sage House Nursing Team Leader	1950	Hourly	<b>43.422</b>	<b>45.084</b>	<b>46.990</b>	<b>48.836</b>	<b>50.853</b>	<b>52.830</b>	<b>54.890</b>	<b>55.988</b>
		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
<b>Nurse V (20 Year Scale)</b>	1950	Hourly	<b>44.290</b>	<b>45.985</b>	<b>47.929</b>	<b>49.815</b>	<b>51.871</b>	<b>53.886</b>	<b>55.988</b>	
		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	
<b>Nurse Practitioner /</b> Advanced Nurse Practitioner	1950	Hourly	<b>49.486</b>	<b>53.117</b>	<b>55.303</b>	<b>57.483</b>	<b>59.838</b>			<b>61.035</b>
		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
<b>Nurse Practitioner (20 Year Scale)</b>	1950	Hourly	<b>50.475</b>	<b>54.179</b>	<b>56.408</b>	<b>58.632</b>	<b>61.035</b>			
		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			

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Winnipeg Health Employer Organization  
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	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
<b>Licensed Practical Nurse /</b> Foot Care LPN	1950	Hourly	<b>29.476</b>	<b>30.441</b>	<b>31.393</b>	<b>32.551</b>	<b>33.610</b>	<b>34.796</b>	<b>36.033</b>	<b>36.756</b>
		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
<b>Nurse II /</b> Prenatal Nurse, Psychiatric Nurse, Prenatal Nurse, Foot Care Coordinator	1950	Hourly	<b>38.505</b>	<b>39.849</b>	<b>41.198</b>	<b>42.601</b>	<b>43.977</b>	<b>45.402</b>		<b>46.309</b>
		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
<b>Nurse II (20 Year Scale)</b>	1950	Hourly	<b>39.276</b>	<b>40.647</b>	<b>42.023</b>	<b>43.455</b>	<b>44.855</b>	<b>46.309</b>		
		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		
<b>Nurse III /</b> Primary Care Nurse, Team Leader Clinical Resource Nurse, Diabetes Educator Reproductive Health Educator, Senior Prenatal Nurse	1950	Hourly	<b>39.969</b>	<b>41.317</b>	<b>42.725</b>	<b>44.098</b>	<b>45.372</b>	<b>46.761</b>	<b>48.197</b>	<b>49.161</b>
		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
<b>Nurse III (20 Year Scale)</b>	1950	Hourly	<b>40.768</b>	<b>42.143</b>	<b>43.579</b>	<b>44.980</b>	<b>46.280</b>	<b>47.698</b>	<b>49.161</b>	
		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	
<b>Nurse V /</b> PHN Coordinator, Community Health Nurse - Sage House Nursing Team Leader	1950	Hourly	<b>43.639</b>	<b>45.310</b>	<b>47.224</b>	<b>49.080</b>	<b>51.108</b>	<b>53.095</b>	<b>55.165</b>	<b>56.268</b>
		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
<b>Nurse V (20 Year Scale)</b>	1950	Hourly	<b>44.511</b>	<b>46.216</b>	<b>48.169</b>	<b>50.064</b>	<b>52.131</b>	<b>54.156</b>	<b>56.268</b>	
		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	
<b>Nurse Practitioner /</b> Advanced Nurse Practitioner	1950	Hourly	<b>49.733</b>	<b>53.383</b>	<b>55.580</b>	<b>57.771</b>	<b>60.138</b>			<b>61.340</b>
		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
<b>Nurse Practitioner (20 Year Scale)</b>	1950	Hourly	<b>50.727</b>	<b>54.449</b>	<b>56.690</b>	<b>58.926</b>	<b>61.340</b>			
		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			

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Winnipeg Health Employer Organization  
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 <sup>(1)</sup>	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse / <sup>(1)</sup> Foot Care LPN	1950	Hourly	29.829	30.807	31.770	32.942	34.013	35.214	36.465	37.560	38.311
		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 / <sup>(2)</sup> Prenatal Nurse, Psychiatric Nurse, Prenatal Nurse, Foot Care Coordinator	1950	Hourly	38.967	40.328	41.692	43.113	44.505	45.946	46.865		47.802
		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) <sup>(2)</sup>	1950	Hourly	39.747	41.135	42.527	43.977	45.393	46.865	47.802		
		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 / Primary Care Nurse, Team Leader <sup>(3)</sup> Clinical Resource Nurse, Diabetes Educator Reproductive Health Educator, Senior Prenatal Nurse	1950	Hourly	40.449	41.813	43.238	44.627	45.916	47.323	48.775	49.751	50.746
		Monthly	6,572.930	6,794.580	7,026.137	7,251.817	7,461.377	7,689.912	7,926.003	8,084.516	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	97,014.190	98,954.635
Nurse III (20 Year Scale) <sup>(3)</sup>	1950	Hourly	41.257	42.649	44.102	45.519	46.835	48.270	49.751	50.746	
		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 V / PHN Coordinator, Community Health Nurse - Sage House Nursing Team Leader	1950	Hourly	44.163	45.853	47.791	49.669	51.721	53.732	55.827		56.943
		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)	1950	Hourly	45.045	46.771	48.746	50.664	52.756	54.806	56.943		
		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 / Advanced Nurse Practitioner	1950	Hourly	50.331	54.024	56.246	58.464	60.859				62.075
		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)	1950	Hourly	51.336	55.103	57.370	59.633	62.075				
		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				

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

<sup>2</sup> New 'Year 7' Step-on-Scale for Licensed Practical Nurse Effective April 1, 2021

<sup>3</sup> New 'Year 6' Step-on-Scale for Nurse II Effective April 1, 2021

<sup>4</sup> New 'Year 7' Step-on-Scale for Nurse III Effective April 1, 2021