

# Facility Subsector - Association of Unions

# 2004 - 2005 Pay Equity Report

Benchmarks	Rate Code	Target Grid Rates			Pay Equity Adj's		Top Step Monthly Pay Rates				Per Cent Reduction 2003-2005
		Grid No.	April 2003	May 2004	April 1 2004	April 1 2005	April 1 2003	April 1 2004	May 1 2004	April 1 2005	
	2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq	
<b>Clerk I</b>											
10301	Clerk I	R 1	7	2,824	2,513	25	2,795	2,795	2,488	2,513	10.1
10401	Clerk I, Messenger	R 1	7	2,824	2,513	25	2,795	2,795	2,488	2,513	10.1
10501	Clerk I, Coding	R 1	7	2,824	2,513	25	2,795	2,795	2,488	2,513	10.1
10105	Clerk I, General (No Benchmark)	R 1	7	2,824	2,513	25	2,795	2,795	2,488	2,513	10.1
<b>Clerk II</b>											
10201	Clerk II, Business Office	R 4	8	2,881	2,565		2,881	2,881	2,565	2,565	11.0
10302	Clerk II, Food Services	R 4	8	2,881	2,565		2,881	2,881	2,565	2,565	11.0
10303	Clerk II, Receipt/Steno	R 4	8	2,881	2,565		2,881	2,881	2,565	2,565	11.0
10402	Clerk II, Information	R 4	8	2,881	2,565		2,881	2,881	2,565	2,565	11.0
10601	Clerk II, Medical Records	R 4	8	2,881	2,565		2,881	2,881	2,565	2,565	11.0
10701	Clerk II, Timekeeping	R 4	8	2,881	2,565		2,881	2,881	2,565	2,565	11.0
10106	Clerk II, General (No Benchmark)	R 4	8	2,881	2,565		2,881	2,881	2,565	2,565	11.0
<b>Clerk III</b>											
10001	Clerk III, Admitting	R 5	11	3,057	2,721		3,057	3,057	2,721	2,721	11.0
10202	Clerk III, Cashier	R 5	11	3,057	2,721		3,057	3,057	2,721	2,721	11.0
10203	Clerk III, AR/AP	R 5	11	3,057	2,721		3,057	3,057	2,721	2,721	11.0
10304	Clerk III, Receipt/Steno	R 5	11	3,057	2,721		3,057	3,057	2,721	2,721	11.0
10403	Clerk III, Postal	R 5	11	3,057	2,721		3,057	3,057	2,721	2,721	11.0
10602	Clerk III, Medical Records	R 5	11	3,057	2,721		3,057	3,057	2,721	2,721	11.0
10702	Clerk III, Payroll	R 5	11	3,057	2,721		3,057	3,057	2,721	2,721	11.0
10901	Clerk III, Invoice	R 5	11	3,057	2,721		3,057	3,057	2,721	2,721	11.0
10107	Clerk III, General (No Benchmark)	R 5	11	3,057	2,721		3,057	3,057	2,721	2,721	11.0
<b>Clerk IV</b>											
10002	Clerk IV, Admitting	R 9	16	3,345	2,976	29	3,310	3,310	2,947	2,976	10.1
10003	Clerk IV, Bed Booking	R 9	16	3,345	2,976	29	3,310	3,310	2,947	2,976	10.1
10004	Clerk IV, O.R. Booking	R 9	16	3,345	2,976	29	3,310	3,310	2,947	2,976	10.1
10204	Clerk IV, Head Cashier	R 9	16	3,345	2,976	29	3,310	3,310	2,947	2,976	10.1
10205	Clerk IV, AR	R 9	16	3,345	2,976	29	3,310	3,310	2,947	2,976	10.1
10206	Clerk IV, AP	R 9	16	3,345	2,976	29	3,310	3,310	2,947	2,976	10.1
10207	Clerk IV, Sponsorship Ck	R 9	16	3,345	2,976	29	3,310	3,310	2,947	2,976	10.1

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			Grid No.	April 2003	May 2004	April 1 2004	April 1 2005	April 1 2003	April 1 2004	May 1 2004		April 1 2005
		2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq	
10208	Clerk IV, (Statistics)	R 9	16	3,345	2,976		29	3,310	3,310	2,947	2,976	10.1
10309	Clerk IV, Outpt Supervisor	R 9	16	3,345	2,976		29	3,310	3,310	2,947	2,976	10.1
10310	Clerk IV, Nursing Staff	R 9	16	3,345	2,976		29	3,310	3,310	2,947	2,976	10.1
10703	Clerk IV, Payroll	R 9	16	3,345	2,976		29	3,310	3,310	2,947	2,976	10.1
10902	Clerk IV, Purchasing	R 9	16	3,345	2,976		29	3,310	3,310	2,947	2,976	10.1
10109	Clerk IV, General (No Benchmark)	R9	16	3,345	2,976		29	3,310	3,310	2,947	2,976	10.1
<b>Clerk V</b>												
10005	Clerk V, Admitting	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10006	Clerk V, Autopsy Arrange	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10007	Clerk V, Bed Booking	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10008	Clerk V, O.R. Booking	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10209	Clerk V, Patient Billing	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10210	Clerk V, AP	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10211	Clerk V, Patient Relations	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10212	Clerk V, Accounting	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10312	Clerk V, Nursing Staffing	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10322	Clerk V, Clerical Super.	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10903	Clerk V, Purchasing	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10904	Clerk V, Supervisor	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10110	Clerk V, General (No Benchmark)	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
<b>Clerk VI</b>												
10009	Clerk VI, Admitting	R19	24	3,809	3,390		44	3,759	3,759	3,346	3,390	9.8
10010	Clerk VI, Bed Booking	R19	24	3,809	3,390		44	3,759	3,759	3,346	3,390	9.8
10011	Clerk VI, O.R. Booking	R19	24	3,809	3,390		44	3,759	3,759	3,346	3,390	9.8
10213	Clerk VI, Accounting	R19	24	3,809	3,390		44	3,759	3,759	3,346	3,390	9.8
10214	Clerk VI, Patient Billing	R19	24	3,809	3,390		44	3,759	3,759	3,346	3,390	9.8
10215	Clerk VI, AP	R19	24	3,809	3,390		44	3,759	3,759	3,346	3,390	9.8
10313	Clerk VI, Clerical Sup	R19	24	3,809	3,390		44	3,759	3,759	3,346	3,390	9.8
10314	Clerk VI, Nursing Staff	R19	24	3,809	3,390		44	3,759	3,759	3,346	3,390	9.8
10905	Clerk VI, Purchasing	R19	24	3,809	3,390		44	3,759	3,759	3,346	3,390	9.8
10111	Clerk VI, General (No Benchmark)	R19	24	3,809	3,390		44	3,759	3,759	3,346	3,390	9.8

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		Grid No.	April 2003	May 2004	April 1 2004	April 1 2005	April 1 2003	April 1 2004	May 1 2004	April 1 2005	
	2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq	
<b>Admitting Supervisors</b>											
10012	Supervisor, Admitting	R21	33	4,330	3,855	117	4,199	4,199	3,738	3,855	8.2
10013	Supervisor, Bed Booking	R21	33	4,330	3,855	117	4,199	4,199	3,738	3,855	8.2
10014	Supervisor, O.R. Booking	R21	33	4,330	3,855	117	4,199	4,199	3,738	3,855	8.2
10101	Coord of Volunteer I	R11A	18	3,460	3,079	37	3,418	3,418	3,042	3,079	9.9
10102	Coord of Volunteer II	R16	22	3,694	3,288	46	3,642	3,642	3,242	3,288	9.7
10103	Fire and Safety Officer	R20A	23	3,750	3,338	6	3,744	3,744	3,332	3,338	10.8
<b>Nursing Unit Clerk</b>											
10104	Nursing Unit Clerk	<i>In Dispute</i>	16	3,345	2,976	29	3,310	3,310	2,947	2,976	10.1
<b>Business Office</b>											
10216	Accounting Supervisor	R21E	31	4,214	3,750	72	4,132	4,132	3,678	3,750	9.2
10217	Accountant I	R21E	31	4,214	3,750	72	4,132	4,132	3,678	3,750	9.2
10218	Accountant II	R24	36	4,505	4,009	114	4,378	4,378	3,895	4,009	8.4
<b>Clerk-Steno</b>											
10305	Personnel Secretary	R 5A	13	3,171	2,822	22	3,146	3,146	2,800	2,822	10.3
10306	Administrative Secretary	R 7	15	3,287	2,925	30	3,252	3,252	2,895	2,925	10.0
10307	Nursing Secretary	R 7	15	3,287	2,925	30	3,252	3,252	2,895	2,925	10.0
10308	Clerk Housekeeping	R7B	14	3,229	2,874	8	3,220	3,220	2,866	2,874	10.8
10311	Secretary	R14A	24	3,809	3,390	120	3,674	3,674	3,270	3,390	7.7
10315	Administrative Assistant	R21F	35	4,446	3,958	152	4,278	4,278	3,806	3,958	7.5
10316	Nursing Staff Coordinator	R21G	28	4,040	3,596	52	3,982	3,982	3,544	3,596	9.7
10325	Clerk, Laboratory	R7B	14	3,229	2,874	8	3,220	3,220	2,866	2,874	10.8
<b>Communications</b>											
10404	Switchboard Operator	R 5B	17	3,404	3,030	100	3,292	3,292	2,930	3,030	8.0
10405	Switchboard Supervisor I	R 7A	20	3,577	3,184	140	3,419	3,419	3,044	3,184	6.9
10406	Switchboard Supervisor II	R14B	29	4,097	3,646	148	3,929	3,929	3,498	3,646	7.2
10407	Switchboard Supervisor III	R19D	34	4,387	3,905	145	4,224	4,224	3,760	3,905	7.6
<b>Data Processing - Computers</b>											
10502	Data Entry/Keypunch Op I	R 2	10	2,998	2,669	87	2,902	2,902	2,582	2,669	8.0

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		2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq	
10503	Data Entry/Keypunch Op II	R 5A	15	3,287	2,925		125	3,146	3,146	2,800	2,925	7.0
10504	Lead Data Entry/Keyp III	R 8	18	3,460	3,079		131	3,313	3,313	2,948	3,079	7.1
10506	Computer Operator II	R13A		<i>To be determined</i>				3,230	3,230	2,875	2,875	11.0
10507	Computer Operator III	R18A		<i>To be determined</i>				3,538	3,538	3,150	3,150	11.0
10508	Data Processing Supervisor	R19C	19	3,519	3,132		9	3,509	3,509	3,123	3,132	10.7
10509	Programmer/Sys Anal I	R19S	21	3,635	3,235			3,847	3,847	3,424	3,424	11.0
10510	Computer Operator IV	R23A		<i>To be determined</i>				4,044	4,044	3,599	3,599	11.0
10511	Programmer/Sys Anal II	R21S	25	3,866	3,440			4,340	4,340	3,863	3,863	11.0
10512	Programmer/Sys Anal III	R26S	34	4,387	3,905			4,978	4,978	4,430	4,430	11.0
10513	Programmer/Sys Anal IV	R29S	43	4,908	4,368			5,516	5,516	4,909	4,909	11.0
10514	Computer Technical Support I	R23A		<i>To be determined</i>				4,044	4,044	3,599	3,599	11.0
10515	Computer Technical Support II	R27A		<i>To be determined</i>				4,597	4,597	4,092	4,092	11.0
<b>Medical Records</b>												
10603	Medical Steno I	R 9A	18	3,460	3,079		85	3,364	3,364	2,994	3,079	8.5
10604	Medical Records Tech	R11	18	3,460	3,079		32	3,422	3,422	3,047	3,079	10.0
10605	Medical Steno Sup I	R 9A	18	3,460	3,079		85	3,364	3,364	2,994	3,079	8.5
10606	Medical Steno Sup II	R14D	24	3,809	3,390		141	3,652	3,652	3,249	3,390	7.2
10607	Medical Steno Sup III	R19F	29	4,097	3,646		145	3,932	3,932	3,501	3,646	7.3
<b>Payroll Supervisors</b>												
10704	Payroll Supervisor I	R14	21	3,635	3,235		60	3,567	3,567	3,175	3,235	9.3
10705	Payroll Supervisor II	R19G	24	3,809	3,390		72	3,728	3,728	3,318	3,390	9.1
10706	Payroll Supervisor III	<b>Grid 26</b>	26	3,926	3,494			3,926	3,926	3,494	3,494	11.0
<b>Printers</b>												
10801	Printer I	R10	12	3,114	2,771		2	3,110	3,110	2,769	2,771	10.9
10802	Printer II	R15	16	3,345	2,976			3,345	3,345	2,976	2,976	11.0
10803	Printer III	R18	18	3,460	3,079		12	3,446	3,446	3,067	3,079	10.6
<b>Purchasing</b>												
10906	Inventory Analyst	R19E	21	3,635	3,235		53	3,575	3,575	3,182	3,235	9.5
10907	Buyer	R21C	27	3,982	3,544		29	3,950	3,950	3,515	3,544	10.3
10908	Buyer Supervisor	R25	34	4,387	3,905		42	4,340	4,340	3,863	3,905	10.0

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	2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq		
<b>Housekeeping</b>												
11001	Housekeeping Aide	BMW1	10	2,998	2,669			2,949	2,949	2,624	2,624	11.0
11002	Cleaner	BMW2	10	2,998	2,669			2,949	2,949	2,624	2,624	11.0
11003	Custodial Attendent	CA1	12	3,114	2,771			3,036	3,036	2,702	2,702	11.0
11004	Building Security Officer	CA1	12	3,114	2,771			3,036	3,036	2,702	2,702	11.0
11005	Housekeeping Supervisor I	BSW2	17	3,404	3,030			3,359	3,359	2,989	2,989	11.0
11006	Housekeeping Supervisor 2	BSW3	19	3,519	3,132			3,485	3,485	3,101	3,101	11.0
11007	Housekeeping Supervisor 3	BSW4	22	3,694	3,288			3,619	3,619	3,221	3,221	11.0
11008	Housekeeping Supervisor 4	HSKPR	25	3,866	3,440			3,759	3,759	3,346	3,346	11.0
<b>Laundry</b>												
12001	Laundry Worker I	LW1	9	2,939	2,616			2,914	2,914	2,594	2,594	11.0
12002	Laundry Worker II	LW2	12	3,114	2,771			3,075	3,075	2,736	2,736	11.0
12101	Laundry Worker III	LW3	14	3,229	2,874			3,147	3,147	2,800	2,800	11.0
12003	Laundry Worker IV	LW4	16	3,345	2,976			3,259	3,259	2,900	2,900	11.0
12201	Laundry Worker V (Charge)	LW5	19	3,519	3,132			3,416	3,416	3,040	3,040	11.0
12202	Laundry Worker VI (Charge)	LW6	27	3,982	3,544			3,863	3,863	3,438	3,438	11.0
12301	Sewing Machine Operator I	LW2	12	3,114	2,771			3,075	3,075	2,736	2,736	11.0
12302	Sewing Machine Operator II	LW3	14	3,229	2,874			3,147	3,147	2,800	2,800	11.0
<b>Power Engineers</b>												
13001	Boiler Operator	SEB	17	3,404	3,030	19		3,383	3,383	3,011	3,030	10.4
13002	Supvr Boiler Operator	SEBA	20	3,577	3,184	62		3,507	3,507	3,122	3,184	9.2
13003	Power Engineer 4	SE4	21	3,635	3,235	53		3,576	3,576	3,182	3,235	9.5
13004	Supvr Power Engineer 4	SE4A	23	3,750	3,338	67		3,675	3,675	3,271	3,338	9.2
13005	Chief Power Engineer 4	SE4B	27	3,982	3,544	67		3,906	3,906	3,477	3,544	9.3
13006	Power Engineer 3	SE3	29	4,097	3,646	50		4,040	4,040	3,596	3,646	9.8
13007	Supvr Power Engineer 3	SE3A	31	4,214	3,750	57		4,148	4,148	3,693	3,750	9.6
13008	Chief Power Engineer 3	SE3B	37	4,564	4,062	78		4,477	4,477	3,984	4,062	9.3
13009	Power Engineer 2	SE2	<i>To be determined</i>			2		4,445	4,445	3,956	3,958	11.0
13010	Supvr Power Engineer 2	SE2A	<i>To be determined</i>					4,572	4,572	4,070	4,070	11.0
13011	Chief Power Engineer 2	SE2B	<i>To be determined</i>					4,864	4,864	4,329	4,329	11.0

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		2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq	
<b>Maintenance Workers</b>												
13101	Maintenance Worker I	MW1	9	2,939	2,616			2,939	2,939	2,616	2,616	11.0
13102	Maintenance Worker II	MW2	13	3,171	2,822		16	3,152	3,152	2,806	2,822	10.5
13103	Maintenance Worker III	MW3	16	3,345	2,976			3,345	3,345	2,976	2,976	11.0
13104	Maintenance Worker IV (Charge)	MW4	20	3,577	3,184		20	3,556	3,556	3,164	3,184	10.5
13105	Maintenance Worker IV (Plant Sys.)	MW4	20	3,577	3,184		20	3,556	3,556	3,164	3,184	10.5
13106	Radiographic Processor Maintain	MW4	20	3,577	3,184		20	3,556	3,556	3,164	3,184	10.5
13107	Maintenance Worker V	MW5	23	3,750	3,338			3,750	3,750	3,338	3,338	11.0
<b>Groundskeepers</b>												
13201	Groundskeeper 1	GK1	9	2,939	2,616			2,939	2,939	2,616	2,616	11.0
13202	Groundskeeper 2	GK2	13	3,171	2,822		16	3,152	3,152	2,806	2,822	10.5
13203	Groundskeeper 3	GK3	16	3,345	2,976			3,345	3,345	2,976	2,976	11.0
13204	Groundskeeper 4	GK4	20	3,577	3,184		20	3,556	3,556	3,164	3,184	10.5
13205	Groundskeeper 5	GK5	23	3,750	3,338			3,750	3,750	3,338	3,338	11.0
<b>Biomedical- Electronics Techs</b>												
13301	Biomed. Electronics Tech I	MW6A	30	4,156	3,699			4,517	4,517	4,020	4,020	11.0
13305	Biomed. Electronics Tech I (B)	MW6B		<i>To be determined</i>				4,664	4,664	4,664	4,664	0.0
13302	Biomed. Electronics Tech II	MW7A	34	4,387	3,905			4,839	4,839	4,307	4,307	11.0
13306	Biomed. Electronics Tech II (B)	MW7B		<i>To be determined</i>				4,996	4,996	4,996	4,996	0.0
13303	Electronic Technician I	MW6		<i>To be determined</i>				4,103	4,103	3,652	3,652	11.0
13304	Electronic Technician II	MW7		<i>To be determined</i>				4,363	4,363	3,883	3,883	11.0
<b>Maintenance Supervisors</b>												
13401	Maintenance Supervisor I	MS1	28	4,040	3,596		16	4,024	4,024	3,580	3,596	10.6
13402	Maintenance Supervisor II	MS2	32	4,272	3,802			4,272	4,272	3,802	3,802	11.0
13403	Maintenance Supervisor III	MS3	37	4,564	4,062		3	4,562	4,562	4,059	4,062	11.0
13404	Maintenance Supervisor IV	MS4	42	4,850	4,317			4,850	4,850	4,317	4,317	11.0
<b>Media Services Techs</b>												
14001	Media Services Technician I	M2	10	2,998	2,669			2,998	2,998	2,669	2,669	11.0
14002	Media Services Technician II	M4	15	3,287	2,925			3,287	3,287	2,925	2,925	11.0
14003	Media Services Technician III	M5	23	3,750	3,338			3,750	3,750	3,338	3,338	11.0

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Benchmarks		Rate Code	Target Grid Rates		Pay Equity Adj's		Top Step Monthly Pay Rates				Per Cent Reduction 2003-2005	
			Grid No.	April 2003	May 2004	April 1 2004	April 1 2005	April 1 2003	April 1 2004	May 1 2004		April 1 2005
		2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq	
14004	Media Services Technician IV	M7A	27	3,982	3,544			3,982	3,982	3,544	3,544	11.0
14005	Media Services Technician V	M7B	31	4,214	3,750			4,214	4,214	3,750	3,750	11.0
<b>Technical Assistants</b>												
14101	Technical Assistant I	M2	10	2,998	2,669			2,998	2,998	2,669	2,669	11.0
14102	Technical Assistant II	M4	15	3,287	2,925			3,287	3,287	2,925	2,925	11.0
14103	Technical Assistant III	M4A	20	3,577	3,184			3,577	3,577	3,184	3,184	11.0
14104	Technical Assistant IV	M5	23	3,750	3,338			3,750	3,750	3,338	3,338	11.0
14105	Engineering Technician I	M7A	27	3,982	3,544			3,982	3,982	3,544	3,544	11.0
14106	Engineering Technician II	M9	36	4,505	4,009			4,505	4,505	4,009	4,009	11.0
14107	Technical Assistant II(A)	M4		<i>To be determined</i>				3,287	3,287	2,925	2,925	11.0
14201	Construction Coordinator	M6	28	4,040	3,596		67	3,965	3,965	3,529	3,596	9.3
<b>Elevator Operators</b>												
14301	Elevator Operator	M1	9	2,939	2,616		61	2,872	2,872	2,555	2,616	8.9
<b>Activity Workers</b>												
15001	Activity Worker I	PC 3A	20	3,577	3,184	26	63	3,399	3,425	3,048	3,111	8.5
15002	Activity Worker II	PC 9	22	3,694	3,288	26	63	3,517	3,543	3,153	3,216	8.6
15003	Activity Worker III	PC13	25	3,866	3,440	26	63	3,677	3,703	3,296	3,359	8.6
15004	Activity Worker IV	PC16	28	4,040	3,596	26	63	3,858	3,884	3,457	3,520	8.8
<b>Dental Assistants</b>												
15101	Dental Assistant	PC 5	17	3,404	3,030	91		3,313	3,404	3,030	3,030	8.5
15102	Certified Dental Assistant	PC11A	21	3,635	3,235	105		3,530	3,635	3,235	3,235	8.4
<b>Lab Assistants</b>												
15201	Lab Assistant I	PC 3D	15	3,287	2,925	45		3,242	3,287	2,925	2,925	9.8
15202	Lab Assistant II	PC 3D	15	3,287	2,925	45		3,242	3,287	2,925	2,925	9.8
15203	Lab Assistant III	PC7A	15	3,287	2,925	58		3,229	3,287	2,925	2,925	9.4
15204	Lab Assistant IV	PC11A	21	3,635	3,235	105		3,530	3,635	3,235	3,235	8.4
15205	Lab Assistant II (A)	PC 8B	18	3,460	3,079	60		3,400	3,460	3,079	3,079	9.4
<b>Nursing Assistants</b>												
15301	Nursing Asst I	PC 3	22	3,694	3,288	25	55	3,516	3,541	3,151	3,206	8.8

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Benchmarks	Rate Code	Target Grid Rates			Pay Equity Adj's		Top Step Monthly Pay Rates				Per Cent Reduction 2003-2005
		Grid No.	April 2003	May 2004	April 1 2004	April 1 2005	April 1 2003	April 1 2004	May 1 2004	April 1 2005	
	2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq	
15305	Nursing Asst II (LPN)	PC 8	26	3,926	3,494	193	3,733	3,926	3,494	3,494	6.4
15307	Nursing Asst III (Supervisor)	PC11	29	4,097	3,646	187	3,910	4,097	3,646	3,646	6.8
15316	Licensed Practical Nurse	PC 8	26	3,926	3,494	193	3,733	3,926	3,494	3,494	6.4
<b>Nursing Assistants (Other)</b>											
15302	Nursing Asst I (Therapy Aide)	PC 3B	16	3,345	2,976	103	3,242	3,345	2,976	2,976	8.2
15303	Nursing Asst I (Sterile Supply)	PC 3B	16	3,345	2,976	103	3,242	3,345	2,976	2,976	8.2
15304	Nursing Asst I (CPR Equip)	PC 3B	16	3,345	2,976	103	3,242	3,345	2,976	2,976	8.2
15306	Nursing Asst II - (Sterile Supply)	PC 8A	19	3,519	3,132	119	3,400	3,519	3,132	3,132	7.9
15308	Nursing Asst III (Sterile Supply)	PC11C	22	3,694	3,288	164	3,530	3,694	3,288	3,288	6.9
15309	Nursing Asst II (Anaesthetic Aide)	PC 5	17	3,404	3,030	91	3,313	3,404	3,030	3,030	8.5
15310	Porter/Patient (No Benchmark)	PC 7	16	3,345	2,976	84	3,261	3,345	2,976	2,976	8.7
15311	Nursing Asst II (Respiratory)	PC 8A	19	3,519	3,132	119	3,400	3,519	3,132	3,132	7.9
15314	Nursing Asst II (Rehabilitation)	PC 9A	18	3,460	3,079	127	3,333	3,460	3,079	3,079	7.6
15315	Nursing Assistant IV (Sterile Supply)	PC14		<i>To be determined</i>		164	3,702	3,866	3,440	3,440	7.1
15601	X-Ray Assistant I	PC 3B	16	3,345	2,976	103	3,242	3,345	2,976	2,976	8.2
15602	X-Ray Assistant II	PC 5	17	3,404	3,030	91	3,313	3,404	3,030	3,030	8.5
<b>Pharmacy Assistants</b>											
15401	Pharmacy Technician I	PC11B	18	3,460	3,079	16	3,444	3,460	3,079	3,079	10.6
15402	Pharmacy Technician II	PC15	23	3,750	3,338	53	3,697	3,750	3,338	3,338	9.7
15403	Pharmacy Technician IA	PC12		<i>To be determined</i>		28	3,549	3,577	3,184	3,184	10.3
<b>Social Service Assistants</b>											
15501	Social Service Asst I	PC10	21	3,635	3,235	131	3,504	3,635	3,235	3,235	7.7
15502	Social Service Asst II	PC18	30	4,156	3,699	184	3,972	4,156	3,699	3,699	6.9
15503	Social Service Asst III	PC19A	32	4,272	3,802	178	4,094	4,272	3,802	3,802	7.1
<b>Patient Care Technical</b>											
16001	ECG Assistant	PC 3C	13	3,171	2,822	16	3,155	3,171	2,822	2,822	10.6
16002	ECG Technician I	PC15	23	3,750	3,338	53	3,697	3,750	3,338	3,338	9.7
16003	ECG Technician II	PC18A	26	3,926	3,494	61	3,865	3,926	3,494	3,494	9.6
16004	ECG Technician III	PC19	29	4,097	3,646	79	4,018	4,097	3,646	3,646	9.3
16005	Cardiology Technologist	PC19	29	4,097	3,646	79	4,018	4,097	3,646	3,646	9.3



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Benchmarks	Rate Code	Target Grid Rates			Pay Equity Adj's		Top Step Monthly Pay Rates				Per Cent Reduction 2003-2005
		Grid No.	April 2003	May 2004	April 1 2004	April 1 2005	April 1 2003	April 1 2004	May 1 2004	April 1 2005	
	2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq	
16006	Cardiology Tech.(Pacemaker)	PC22C	<i>To be determined</i>		<b>82</b>		4,537	4,619	4,111	4,111	9.4
16007	Cardiology Tech.(Pcmkr - Layered)	PC 23	<i>To be determined</i>		<b>82</b>		4,724	4,806	4,278	4,278	9.4
16101	Cardiac Ultrasound Technician	PC17B	<b>26</b>	3,926	3,494	<b>49</b>	3,877	3,926	3,494	3,494	9.9
16201	EEG Assistant	PC10A	<b>18</b>	3,460	3,079	<b>43</b>	3,417	3,460	3,079	3,079	9.9
16301	Nursing Asst (OR Tech)	PC15	<b>23</b>	3,750	3,338	<b>53</b>	3,697	3,750	3,338	3,338	9.7
16302	Nursing Asst (Orthopaed Technician)	PC15	<b>23</b>	3,750	3,338	<b>53</b>	3,697	3,750	3,338	3,338	9.7
16401	Ophthalmic Tech I	PC15	<b>23</b>	3,750	3,338	<b>53</b>	3,697	3,750	3,338	3,338	9.7
16402	Ophthalmic Tech II	PC18A	<b>26</b>	3,926	3,494	<b>61</b>	3,865	3,926	3,494	3,494	9.6
16403	Ophthalmic Tech III	PC19	<b>29</b>	4,097	3,646	<b>79</b>	4,018	4,097	3,646	3,646	9.3
16501	Pathology Attendant I	PC15	<b>23</b>	3,750	3,338	<b>53</b>	3,697	3,750	3,338	3,338	9.7
16502	Pathology Attend II (Tissue Bank)	PC19	<b>29</b>	4,097	3,646	<b>79</b>	4,018	4,097	3,646	3,646	9.3
16503	Pathology Attend II (Supervisor)	PC19	<b>29</b>	4,097	3,646	<b>79</b>	4,018	4,097	3,646	3,646	9.3
16504	Pathology Attendant III	PC21	<b>33</b>	4,330	3,855	<b>106</b>	4,224	4,330	3,855	3,855	8.7
16701	Physiological Lab Tech I	PC17A	<b>26</b>	3,926	3,494	<b>81</b>	3,845	3,926	3,494	3,494	9.1
16702	Physiological Lab Tech II	PC19	<b>29</b>	4,097	3,646	<b>79</b>	4,018	4,097	3,646	3,646	9.3
16801	Renal Dialysis Tech I	PC15	<b>23</b>	3,750	3,338	<b>53</b>	3,697	3,750	3,338	3,338	9.7
16802	Renal Dialysis Tech II	PC18A	<b>26</b>	3,926	3,494	<b>61</b>	3,865	3,926	3,494	3,494	9.6
16803	Renal Dialysis Tech III	PC21	<b>33</b>	4,330	3,855	<b>106</b>	4,224	4,330	3,855	3,855	8.7
16601	Perfusionist Assistant	PC18C	<b>25</b>	3,866	3,440	<b>96</b>	3,770	3,866	3,440	3,440	8.8
<b>Stores Attendants</b>											
17001	Stores Attendant I	SM1	<b>4</b>	2,651	2,359	<b>21</b>	2,627	2,627	2,338	2,359	10.2
17002	Stores Attendant II	SM2	<b>10</b>	2,998	2,669	<b>51</b>	2,941	2,941	2,618	2,669	9.2
17003	Stores Attendant III (Receiver)	SM3	<b>12</b>	3,114	2,771	<b>77</b>	3,027	3,027	2,694	2,771	8.5
17004	Stores Attendant III	SM3	<b>12</b>	3,114	2,771	<b>77</b>	3,027	3,027	2,694	2,771	8.5
17005	Stores Attendant IV	SM4	<b>14</b>	3,229	2,874	<b>52</b>	3,171	3,171	2,822	2,874	9.4
17006	Stores Attendant IV (Receiver)	SM4	<b>14</b>	3,229	2,874	<b>52</b>	3,171	3,171	2,822	2,874	9.4
17007	Stores Attendant V	SM5	<b>17</b>	3,404	3,030	<b>82</b>	3,314	3,314	2,948	3,030	8.6
<b>Trades</b>											
18001	Carpenter	TD3	<b>27</b>	3,982	3,544	<b>4</b>	3,976	3,976	3,540	3,544	10.9
18002	Head Carpenter	TD3+5%	<b>30</b>	4,156	3,699		4,156	4,156	3,699	3,699	11.0

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Benchmarks		Rate Code	Target Grid Rates		Pay Equity Adj's		Top Step Monthly Pay Rates				Per Cent Reduction 2003-2005	
			Grid No.	April 2003	May 2004	April 1 2004	April 1 2005	April 1 2003	April 1 2004	May 1 2004		April 1 2005
		2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq	
18101	Electrician	TD6	31	4,214	3,750			4,214	4,214	3,750	3,750	11.0
18102	Head Electrician	TD6+5%	35	4,446	3,958			4,446	4,446	3,958	3,958	11.0
18201	Machinist	TD5	29	4,097	3,646			4,097	4,097	3,646	3,646	11.0
18202	Head Machinist	TD5+5%	33	4,330	3,855		8	4,323	4,323	3,847	3,855	10.8
18301	Laundry Mechanic	TD2	25	3,866	3,440		16	3,847	3,847	3,424	3,440	10.6
18302	Head Laundry Mechanic	TD2+5%	28	4,040	3,596		3	4,038	4,038	3,593	3,596	10.9
18303	Refridgeration Mechanic	TD5	29	4,097	3,646			4,097	4,097	3,646	3,646	11.0
18304	Head Refridgeration Mechanic	TD5+5%	33	4,330	3,855		8	4,323	4,323	3,847	3,855	10.8
18305	Air Condition Mechanic	TD7	31	4,214	3,750			4,214	4,214	3,750	3,750	11.0
18306	Head Air Condition Mechanic	TD7+5%	35	4,446	3,958			4,446	4,446	3,958	3,958	11.0
18401	Painter	TD1	23	3,750	3,338			3,750	3,750	3,338	3,338	11.0
18402	Head Painter	TD1+5%	27	3,982	3,544		14	3,967	3,967	3,530	3,544	10.7
18501	Plasterer	TD4	27	3,982	3,544			3,982	3,982	3,544	3,544	11.0
18502	Head Plasterer	TD4+5%	30	4,156	3,699			4,156	4,156	3,699	3,699	11.0
18601	Plumber	TD5	29	4,097	3,646			4,097	4,097	3,646	3,646	11.0
18602	Head Plumber	TD5+5%	33	4,330	3,855		8	4,323	4,323	3,847	3,855	10.8
18603	Plumber/Gas Fitter B (Cross Connec	TD5	<i>To be determined</i>					4,097	4,097	3,646	3,646	11.0
18701	Fitter	TD5	29	4,097	3,646			4,097	4,097	3,646	3,646	11.0
18702	Head Fitter	TD5+5%	33	4,330	3,855		8	4,323	4,323	3,847	3,855	10.8
18703	Fitter/Gas Fitter B (Cross Connection	TD5	<i>To be determined</i>					4,097	4,097	3,646	3,646	11.0
18801	Welder	TD5	29	4,097	3,646			4,097	4,097	3,646	3,646	11.0
18802	Head Welder	TD5+5%	33	4,330	3,855		8	4,323	4,323	3,847	3,855	10.8
<b>Transportation Attendants</b>												
19001	Transport Attendant I	T1	10	2,998	2,669		6	2,992	2,992	2,663	2,669	10.8
19002	Transport Attendant II	T2	11	3,057	2,721			3,057	3,057	2,721	2,721	11.0
19003	Transport Attendant III	T3	14	3,229	2,874		43	3,181	3,181	2,831	2,874	9.7
19004	Transport Attendant IV	T4	15	3,287	2,925		22	3,262	3,262	2,903	2,925	10.3
19005	Transport Attendant (Charge)	T7	<i>To be determined</i>				74	3,321	3,321	2,956	3,030	8.8
<b>Food Service Workers</b>												
20001	Food Service Worker I	FSW1	7	2,824	2,513			2,824	2,824	2,513	2,513	11.0
20002	Food Service Worker II (Cashier)	FSW2	8	2,881	2,565			2,881	2,881	2,565	2,565	11.0

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		Grid No.	April 2003	May 2004	April 1 2004	April 1 2005	April 1 2003	April 1 2004	May 1 2004	April 1 2005	
	2004		+3.2%	-11%			+Peq +3.2%	+Peq	-11%	+Peq	
20003 Food Service Worker II (Checker)	FSW2	8	2,881	2,565			2,881	2,881	2,565	2,565	11.0
20004 Food Serv Wkr II (Cook's Helper)	FSW2	8	2,881	2,565			2,881	2,881	2,565	2,565	11.0
20005 Food Serv Wkr II (Nourish Aide)	FSW2	8	2,881	2,565			2,881	2,881	2,565	2,565	11.0
20006 Food Serv Wkr II (Pot Washer)	FSW2	8	2,881	2,565			2,881	2,881	2,565	2,565	11.0
20007 Food Serv Wkr II (Supervisor)	FSW2	8	2,881	2,565			2,881	2,881	2,565	2,565	11.0
20000 Food Serv Wkr II General (No Bench)	FSW2	8	2,881	2,565			2,881	2,881	2,565	2,565	11.0
20008 Food Service Worker III	FSW3	9	2,939	2,616			2,939	2,939	2,616	2,616	11.0
<b>Cooks</b>											
20101 Cook I	Cook1	17	3,404	3,030			3,333	3,333	2,967	2,967	11.0
20102 Cook III	Cook3	19	3,519	3,132			3,481	3,481	3,098	3,098	11.0
20103 Cook IV	Cook4	21	3,635	3,235			3,573	3,573	3,179	3,179	11.0
20104 Cook V	Cook5	22	3,694	3,288			3,623	3,623	3,225	3,225	11.0
20105 Cook VI	Cook6	26	3,926	3,494			3,844	3,844	3,421	3,421	11.0
20106 Cook VII	Cook7	31	4,214	3,750			4,068	4,068	3,621	3,621	11.0
20107 Cook II	Cook2	<i>To be determined</i>					3,395	3,395	3,022	3,022	11.0
20201 Baker I	Cook3	19	3,519	3,132			3,481	3,481	3,098	3,098	11.0
20202 Baker II	Cook4	21	3,635	3,235			3,573	3,573	3,179	3,179	11.0
20203 Baker III	Cook5	22	3,694	3,288			3,623	3,623	3,225	3,225	11.0
<b>Food Service Supervisors</b>											
20301 Food Service Supervisor I	FSS1	29	4,097	3,646			3,975	3,975	3,538	3,538	11.0
20302 Food Service Supervisor II	FSS2	32	4,272	3,802			4,103	4,103	3,652	3,652	11.0
20303 Food Service Supervisor III	FSS3	36	4,505	4,009			4,336	4,336	3,858	3,858	11.0
20304 Food Service Supervisor IV	FSS4	42	4,850	4,317			4,673	4,673	4,159	4,159	11.0
10108 Clerk General R7 (No Benchmark)	R 7	<i>To be determined</i>				30	3,252	3,252	2,895	2,925	10.1
10112 Clerk General R21 (No Benchmark)	R21	33	4,330	3,855		117	4,199	4,199	3,738	3,855	8.2
18307 Elevator Mechanic (No Benchmark)		<i>To be determined</i>					4,214	4,214	3,750	3,750	11.0