

## WAGE GRIDS FOR DELEGATED PROGRAMS

Please note that the April 2020 and April 2021 wage rates are estimates and must be finalized closer to these dates by the Public Service Agency. The wage schedules may be reissued closer to the effective dates.

### A. Aboriginal Delegated Social Worker (SPO) Growth Progression

Classification	Grid Level	April 1, 2019	April 1, 2020	April 1, 2021
		Hourly	Hourly	Hourly
<b>SPO Growth</b>	Level 1 - Grid 19	30.3334	30.9401	n/a
	Level 2 - Grid 20	31.2039	31.8280	n/a
	Level 3 - Grid 21	32.1040	32.7461	n/a
	Level 4 - Grid 22	33.0364	33.6971	n/a
<b>SPO Growth*</b>	Level 1 - Grid 20	n/a	n/a	32.4646
	Level 2 - Grid 21	n/a	n/a	33.4010
	Level 3 - Grid 22	n/a	n/a	34.3710
	Level 4 - Grid 23	n/a	n/a	35.3912

Note: Wage grid is from 18<sup>th</sup> Public Service Agreement between BCGEU and Province of BC. Increments granted after 913 hours worked. \*Effective April 1, 2021, the Growth Plan to the Social Program Officer Full Working Level is increased by one grid level.

### B. Aboriginal Delegated Social Worker (SPO 24) Working Level

Classification	Grid Level	April 1, 2019	April 1, 2020	April 1, 2021
		Hourly	Hourly	Hourly
<b>SPO 24 Working Step</b>	Step 1 - Grid 24	35.0299	35.7305	36.4451
	Step 2 - Grid 24	36.0764	36.7979	37.5339
	Step 3 - Grid 24	37.1581	37.9013	38.6593
	Step 4 - Grid 24	38.2755	39.0410	39.8218
	Step 5 - Grid 24	39.9385	40.7373	41.5520
<b>SPO 25 Working Step (Child Protection)*</b>	Step 1 - Grid 25	36.0764	36.7979	n/a
	Step 2 - Grid 25	37.1581	37.9013	n/a
	Step 3 - Grid 25	38.2755	39.0410	n/a
	Step 4 - Grid 25	39.4307	40.2193	n/a
	Step 5 - Grid 25	41.1485	41.9715	n/a
<b>SPO 26 Working Step (Child Protection)**</b>	Step 1 - Grid 26	n/a	n/a	38.6593
	Step 2 - Grid 26	n/a	n/a	39.8218
	Step 3 - Grid 26	n/a	n/a	41.0237
	Step 4 - Grid 26	n/a	n/a	42.2656
	Step 5 - Grid 26	n/a	n/a	44.1123

Note: Wage grid is from 18<sup>th</sup> Public Service Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked. \*Effective April 1, 2019, Social Program Officer (Child Protection) R24 will receive a Temporary Market Adjustment (TMA) of one grid to Grid 25. \*\*Effective April 1, 2021, Social Program Officer (Child Protection) R24 will receive a Temporary Market Adjustment (TMA) of one grid to Grid 26.

### C. Aboriginal Delegated Supervisor

Classification	Grid Level	April 1, 2019	April 1, 2020	April 1, 2021
		Hourly	Hourly	Hourly
<b>Delegated Supervisor*</b>	Step 1 - Grid 30	41.8574	42.6945	43.5484
	Step 2 - Grid 30	43.1315	43.9941	44.8740
	Step 3 - Grid 30	44.4487	45.3377	46.2445
	Step 4 - Grid 30	45.8406	46.7574	47.6925
	Step 5 - Grid 30	47.8329	48.7896	49.7654

*Note: Wage grid is from 18<sup>th</sup> Public Service Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked. \*Effective October 15, 2017, Social Program Officer (SPO) 28 will be placed in the SPO 30 classification.*

### D. Administrative Support – Delegated Programs (Resources, Guardianship, Child Protection)

Classification	Grid Level	April 1, 2019	April 1, 2020	April 1, 2021
		Hourly	Hourly	Hourly
<b>Program Assistant</b>	Step 1 - Grid 07	21.8369	n/a	n/a
	Step 2 - Grid 07	22.4243	n/a	n/a
	Step 3 - Grid 07	23.0306	n/a	n/a
	Step 4 - Grid 07	23.6585	n/a	n/a
	Step 5 - Grid 07	24.5960	n/a	n/a
<b>Program Assistant*</b>	Step 1 - Grid 09	n/a	23.4912	23.9610
	Step 2 - Grid 09	n/a	24.1317	24.6143
	Step 3 - Grid 09	n/a	24.7922	25.2880
	Step 4 - Grid 09	n/a	25.4755	25.9850
	Step 5 - Grid 09	n/a	26.4966	27.0265
<b>Program Assistant (RAP)</b>	Step 1 - Grid 09	23.0306	23.4912	23.9610
	Step 2 - Grid 09	23.6585	24.1317	24.6143
	Step 3 - Grid 09	24.3061	24.7922	25.2880
	Step 4 - Grid 09	24.9760	25.4755	25.9850
	Step 5 - Grid 09	25.9771	26.4966	27.0265
<b>Administrative Supervisor</b>	Step 1 - Grid 14	26.3831	26.9108	n/a
	Step 2 - Grid 14	27.1220	27.6644	n/a
	Step 3 - Grid 14	27.8857	28.4434	n/a
	Step 4 - Grid 14	28.6751	29.2486	n/a
	Step 5 - Grid 14	29.8530	30.4501	n/a
<b>Administrative Supervisor**</b>	Step 1 - Grid 15	n/a	n/a	28.2177
	Step 2 - Grid 15	n/a	n/a	29.0123
	Step 3 - Grid 15	n/a	n/a	29.8336
	Step 4 - Grid 15	n/a	n/a	30.6816
	Step 5 - Grid 15	n/a	n/a	31.9483

*Note: Wage grid is from 18<sup>th</sup> Public Service Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked. \*Effective April 1, 2020, Grid level 9 point range will increase to incorporate Grid level 7 point range, and Grid 7 positions will become Grid 9. \*\*Effective April 1, 2021, Grid 14 will become Grid 15.*