

JJEP WAGE GRIDS – BY GRID LEVEL

Effective November 21, 2026, the JJEP Wage Grid is as follows:

JJEP Wage Grid – November 21, 2026			
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 hours onwards
1	\$22.69	\$23.94	\$25.17
2	\$23.37	\$24.66	\$25.91
3	\$23.80	\$25.14	\$26.39
4	\$24.29	\$25.60	\$26.92
5	\$25.16	\$26.50	\$27.88
6	\$26.04	\$27.43	\$28.85
7	\$26.78	\$28.26	\$29.75
8	\$27.42	\$28.88	\$30.36
9	\$28.04	\$29.52	\$31.04
10	\$28.53	\$30.04	\$31.64
11	\$30.22	\$31.86	\$33.54
12	\$32.02	\$33.75	\$35.52
13	\$33.70	\$35.59	\$37.44
14	\$37.03	\$39.09	\$41.13
15	\$40.59	\$42.86	\$45.04
16	\$44.00	\$46.47	\$48.83
17	\$48.32	\$50.96	\$53.62
18	\$51.71	\$54.59	\$57.47
19	\$55.14	\$58.21	\$61.24
20	\$60.33	\$63.61	\$66.95

PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL

Effective November 21, 2026, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – November 21, 2026				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
13-P-LPN	\$34.84	\$37.85	\$40.86	\$43.87
14-P-LPN	\$36.29	\$39.32	\$42.36	\$45.39
13-P	\$40.82	\$44.81	\$48.77	\$52.75
14-P-IDC	\$41.04	\$44.06	\$47.05	\$50.08
14-P-SCDC	\$41.04	\$44.06	\$47.05	\$50.08
14-P	\$42.47	\$46.21	\$49.93	\$53.67
15-P-IDC	\$45.84	\$49.22	\$52.55	\$55.93
15-P-SCDC	\$45.84	\$49.22	\$52.55	\$55.93
15-P	\$45.60	\$49.34	\$53.06	\$56.78
16-P-RD	\$43.93	\$47.24	\$50.53	\$53.83
16-P	\$47.26	\$50.79	\$54.31	\$57.84
16-P-OT	\$46.73	\$49.83	\$52.93	\$56.03
16-P-PT	\$46.73	\$49.83	\$52.93	\$56.03
16-P-RN	\$47.47	\$51.42	\$55.37	\$59.32
17-P-OT	\$52.20	\$55.66	\$59.12	\$62.59
17-P-PT	\$52.20	\$55.66	\$59.12	\$62.59
17-P-RN	\$52.20	\$57.25	\$62.28	\$67.33
17-P-SLP	\$48.30	\$50.84	\$53.37	\$55.89
18-P-SLP	\$53.95	\$56.79	\$59.61	\$62.43
17-P	\$48.30	\$52.68	\$57.04	\$61.43
18-P	\$51.05	\$55.87	\$60.70	\$65.51
19-P	\$54.22	\$59.34	\$64.45	\$69.58
20-P	\$59.01	\$64.58	\$70.14	\$75.71

JJEP WAGE GRIDS – BY POINT BAND

Effective November 21, 2026, the JJEP Wage Grid is as follows:

JJEP Wage Grid – November 21, 2026				
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 hours onwards
Up to 174	1	\$22.69	\$23.94	\$25.17
175 – 217	2	\$23.37	\$24.66	\$25.91
218 – 261	3	\$23.80	\$25.14	\$26.39
262 – 304	4	\$24.29	\$25.60	\$26.92
305 – 348	5	\$25.16	\$26.50	\$27.88
349 – 391	6	\$26.04	\$27.43	\$28.85
392 – 435	7	\$26.78	\$28.26	\$29.75
436 – 478	8	\$27.42	\$28.88	\$30.36
479 – 522	9	\$28.04	\$29.52	\$31.04
523 – 564	10	\$28.53	\$30.04	\$31.64
565 – 606	11	\$30.22	\$31.86	\$33.54
607 – 649	12	\$32.02	\$33.75	\$35.52
650 – 692	13	\$33.70	\$35.59	\$37.44
693 – 736	14	\$37.03	\$39.09	\$41.13
737 – 780	15	\$40.59	\$42.86	\$45.04
781 – 824	16	\$44.00	\$46.47	\$48.83
825 – 868	17	\$48.32	\$50.96	\$53.62
869 – 912	18	\$51.71	\$54.59	\$57.47
913 – 956	19	\$55.14	\$58.21	\$61.24
957 – 1000	20	\$60.33	\$63.61	\$66.95

PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND

Effective November 21, 2026, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – November 21, 2026					
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
650 – 692	13-P	\$40.82	\$44.81	\$48.77	\$52.75
693 – 736	14-P	\$42.47	\$46.21	\$49.93	\$53.67
737 – 780	15-P	\$45.60	\$49.34	\$53.06	\$56.78
781 – 824	16-P	\$47.26	\$50.79	\$54.31	\$57.84
825 – 868	17-P	\$48.30	\$52.68	\$57.04	\$61.43
869 – 912	18-P	\$51.05	\$55.87	\$60.70	\$65.51
913 – 956	19-P	\$54.22	\$59.34	\$64.45	\$69.58
957 – 1000	20-P	\$59.01	\$64.58	\$70.14	\$75.71

JJEP WAGE GRIDS – BY CLASSIFICATION

Effective November 21, 2026, the JJEP Wage Grid is as follows:

JJEP Wage Grid – November 21, 2026				
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 hours onwards
Housekeeper	3	\$23.80	\$25.14	\$26.39
Janitor	3	\$23.80	\$25.14	\$26.39
Asleep Residential Night Worker	5	\$25.16	\$26.50	\$27.88
Administrative Assistant 1	5	\$25.16	\$26.50	\$27.88
Retail Worker	5	\$25.16	\$26.50	\$27.88
Awake Residential Night Worker	6	\$26.04	\$27.43	\$28.85
Early Childhood Educator Assistant	6	\$26.04	\$27.43	\$28.85
Emergency Shelter Worker	6	\$26.04	\$27.43	\$28.85
Truck Driver	6	\$26.04	\$27.43	\$28.85
Accounting Clerk	7	\$26.78	\$28.26	\$29.75
Passenger Vehicle Driver	7	\$26.78	\$28.26	\$29.75
Administrative Assistant 2	7	\$26.78	\$28.26	\$29.75
Activity Worker	8	\$27.42	\$28.88	\$30.36
Child & Youth Transition House Worker	8	\$27.42	\$28.88	\$30.36
Cook	9	\$28.04	\$29.52	\$31.04
Database Clerk	9	\$28.04	\$29.52	\$31.04
Group Facilitator	9	\$28.04	\$29.52	\$31.04
School Aged Child Worker	9	\$28.04	\$29.52	\$31.04
Administrative Assistant 3	10	\$28.53	\$30.04	\$31.64
Bookkeeper	10	\$28.53	\$30.04	\$31.64
Building Maintenance Worker	10	\$28.53	\$30.04	\$31.64
Community Support Worker	10	\$28.53	\$30.04	\$31.64
Computer Technical Support Specialist	10	\$28.53	\$30.04	\$31.64
Early Childhood Educator	10	\$28.53	\$30.04	\$31.64
Employment Counsellor	10	\$28.53	\$30.04	\$31.64
Reconnect Worker	10	\$28.53	\$30.04	\$31.64
Residence Worker	10	\$28.53	\$30.04	\$31.64
Retail Supervisor	10	\$28.53	\$30.04	\$31.64
Settlement & Integration Worker	10	\$28.53	\$30.04	\$31.64
Supervised Access Worker	10	\$28.53	\$30.04	\$31.64
Transition House Worker	10	\$28.53	\$30.04	\$31.64
Vocational Worker	10	\$28.53	\$30.04	\$31.64
Adult, Youth and/or Child Worker	11	\$30.22	\$31.86	\$33.54
Child Care Resource and Referral Worker	11	\$30.22	\$31.86	\$33.54
Residential Child & Youth Worker	11	\$30.22	\$31.86	\$33.54
School Based Prevention Worker	11	\$30.22	\$31.86	\$33.54

Special Services Worker	11	\$30.22	\$31.86	\$33.54
Victim Service Worker	11	\$30.22	\$31.86	\$33.54
Vocational Counsellor	11	\$30.22	\$31.86	\$33.54
Administrative Assistant 4	12	\$32.02	\$33.75	\$35.52
Community Connector	12	\$32.02	\$33.75	\$35.52
Family Support Worker	12	\$32.02	\$33.75	\$35.52
Program Coordinator 1	12	\$32.02	\$33.75	\$35.52
Residence Worker Senior	12	\$32.02	\$33.75	\$35.52
Volunteer Coordinator	12	\$32.02	\$33.75	\$35.52
Crisis Line Coordinator	13	\$33.70	\$35.59	\$37.44
Early Childhood Educator Senior	13	\$33.70	\$35.59	\$37.44
Program Coordinator 2	14	\$37.03	\$39.09	\$41.13
Residence Coordinator	14	\$37.03	\$39.09	\$41.13

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Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Licensed Practical Nurse	13-P-LPN	\$34.84	\$37.85	\$40.86	\$43.87
Licensed Practical Nurse Supervisor	14-P-LPN	\$36.29	\$39.32	\$42.36	\$45.39
Children Who Witness Abuse Counsellor	13-P	\$40.82	\$44.81	\$48.77	\$52.75
Infant Development Consultant	14-P-IDC	\$41.04	\$44.06	\$47.05	\$50.08
Supported Child Development Consultant	14-P-SCDC	\$41.04	\$44.06	\$47.05	\$50.08
Accountant	14-P	\$42.47	\$46.21	\$49.93	\$53.67
Addictions Counsellor	14-P	\$42.47	\$46.21	\$49.93	\$53.67
Adult, Youth and/or Child Counsellor	14-P	\$42.47	\$46.21	\$49.93	\$53.67
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$42.47	\$46.21	\$49.93	\$53.67
ESL Instructor	14-P	\$42.47	\$46.21	\$49.93	\$53.67
Family Counsellor	14-P	\$42.47	\$46.21	\$49.93	\$53.67
Stopping the Violence Counsellor	14-P	\$42.47	\$46.21	\$49.93	\$53.67
Infant Development Consultant Supervisor	15-P-IDC	\$45.84	\$49.22	\$52.55	\$55.93
Supportive Child Development Consultant Supervisor	15-P-SCDC	\$45.84	\$49.22	\$52.55	\$55.93
Dietitian	16-P-RD	\$43.93	\$47.24	\$50.53	\$53.83
Behaviour Consultant	16-P	\$47.26	\$50.79	\$54.31	\$57.84
Clinical Counsellor	16-P	\$47.26	\$50.79	\$54.31	\$57.84
Occupational Therapist	16-P-OT	\$46.73	\$49.83	\$52.93	\$56.03
Physiotherapist	16-P-PT	\$46.73	\$49.83	\$52.93	\$56.03
Nurse	16-P-RN	\$47.47	\$51.42	\$55.37	\$59.32
Occupational Therapist Supervisor	17-P-OT	\$52.20	\$55.66	\$59.12	\$62.59
Physiotherapist Supervisor	17-P-PT	\$52.20	\$55.66	\$59.12	\$62.59
Nurse Supervisor	17-P-RN	\$52.20	\$57.25	\$62.28	\$67.33
Speech Language Pathologist	17-P-SLP	\$48.30	\$50.84	\$53.37	\$55.89
Speech Language Pathologist Supervisor	18-P-SLP	\$53.95	\$56.79	\$59.61	\$62.43