

## WAGE GRIDS FOR DELEGATED PROGRAMS

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

Classification	Grid Level	April 1, 2025	April 1, 2026	August 1, 2026
		Hourly	Hourly	Hourly
SPO Growth	<b>Full Working Level</b> SPO R24 Grid 24, Step 1*	42.9039	44.1910	44.1910
	<b>Level 2</b> Grid 23, Step 1 913 hours	41.6719	42.9220	42.9220
	<b>Level 1</b> Grid 22, Step 1 913 hours	40.4790	41.6934	n/a
	<b>Level 1</b> Grid 23**, Step 1 913 hours	n/a	n/a	42.9220
	<b>Training placement</b> Grid 21, Step 1 6 months	39.3449	40.5251	40.5251

Note: \*Appropriate TMAs are included in the Full Working Level, but not in the Growth Progression:

- For SPO General Jobs = SPO 24 + 1 Grid TMA
- For SPO Child Protection Jobs = SPO 24 + 3 Grid TMA

\*\*Effective August 1, 2026, Level 1 of the Growth Plan to the Social Program Officer (SPO) R24 Level is amended to Grid 23, Step 1.

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

Classification	Grid Level	April 1, 2025	April 1, 2026
		Hourly	Hourly
SPO 24 Working Step TMA to Grid 25*	Grid 25, Step 1	44.1771	45.5024
	Grid 25, Step 2	45.4929	46.8577
	Grid 25, Step 3	46.8521	48.2577
	Grid 25, Step 4	48.2574	49.7051
	Grid 25, Step 5	50.3471	51.8576
SPO 24 Working Step (Child Protection) TMA to Grid 27**	Grid 27, Step 1	46.8521	48.2577
	Grid 27, Step 2	48.2574	49.7051
	Grid 27, Step 3	49.7096	51.2009
	Grid 27, Step 4	51.2093	52.7456
	Grid 27, Step 5	53.4401	55.0433

Note: Wage grid is from 20<sup>th</sup> Public Service Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked. \*Effective April 1, 2023 – Social Program Officer (SPO) R24 received a one-grid TMA to grid 25. \*\*Effective May 1, 2023 – Social Program Officer (Child Protection) R24 received an additional one-grid TMA to grid 27.

**C. Aboriginal Delegated Supervisor**

Classification	Grid Level	April 1, 2025	April 1, 2026
		Hourly	Hourly
Delegated Supervisor	Grid 30, Step 1	51.2093	52.7456
	Grid 30, Step 2	52.7591	54.3419
	Grid 30, Step 3	54.3614	55.9923
	Grid 30, Step 4	56.0549	57.7366
	Grid 30, Step 5	58.4781	60.2324

Note: Wage grid is from 20<sup>th</sup> Public Service Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked.

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

Classification	Grid Level	April 1, 2025	March 1, 2026	April 1, 2026
		Hourly	Hourly	Hourly
Program Assistant	Grid 9, Step 1	28.3074	n/a	n/a
	Grid 9, Step 2	29.0713	n/a	n/a
	Grid 9, Step 3	29.8594	n/a	n/a
	Grid 9, Step 4	30.6743	n/a	n/a
	Grid 9, Step 5	31.8919	n/a	n/a
Program Assistant*	Grid 10, Step 1	n/a	29.0713	29.9434
	Grid 10, Step 2	n/a	29.8594	30.7551
	Grid 10, Step 3	n/a	30.6743	31.5946
	Grid 10, Step 4	n/a	31.5160	32.4614
	Grid 10, Step 5	n/a	32.7734	33.7566
Program Assistant (RAP)	Grid 9, Step 1	28.3074	n/a	n/a
	Grid 9, Step 2	29.0713	n/a	n/a
	Grid 9, Step 3	29.8594	n/a	n/a
	Grid 9, Step 4	30.6743	n/a	n/a
	Grid 9, Step 5	31.8919	n/a	n/a
Program Assistant (RAP)*	Grid 10, Step 1	n/a	29.0713	29.9434
	Grid 10, Step 2	n/a	29.8594	30.7551
	Grid 10, Step 3	n/a	30.6743	31.5946
	Grid 10, Step 4	n/a	31.5160	32.4614
	Grid 10, Step 5	n/a	32.7734	33.7566
Administrative Supervisor	Grid 15, Step 1	33.2846	-	34.2831
	Grid 15, Step 2	34.2134	-	35.2399
	Grid 15, Step 3	35.1740	-	36.2293
	Grid 15, Step 4	36.1656	-	37.2506
	Grid 15, Step 5	37.6466	-	38.7760

Note: Wage grid is from 20<sup>th</sup> Public Service Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked. \*Effective the first day of the pay period following March 1, 2026, all positions classified as R9 will be paid at grid Range 10.