

JJEP WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2025, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2025				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
1	\$21.36	\$22.03	\$23.24	\$24.44
2	\$21.97	\$22.69	\$23.94	\$25.16
3	\$22.37	\$23.11	\$24.41	\$25.62
4	\$22.77	\$23.58	\$24.85	\$26.14
5	\$23.63	\$24.43	\$25.73	\$27.07
6	\$24.44	\$25.28	\$26.63	\$28.01
7	\$25.16	\$26.00	\$27.44	\$28.88
8	\$25.72	\$26.62	\$28.04	\$29.48
9	\$26.32	\$27.22	\$28.66	\$30.14
10	\$26.73	\$27.63	\$29.10	\$30.65
11	\$28.37	\$29.34	\$30.93	\$32.56
12	\$30.05	\$31.09	\$32.77	\$34.49
13	\$31.67	\$32.72	\$34.55	\$36.35
14	\$34.78	\$35.95	\$37.95	\$39.93
15	\$38.11	\$39.41	\$41.61	\$43.73
16	\$41.30	\$42.72	\$45.12	\$47.41
17	\$45.35	\$46.91	\$49.48	\$52.06
18	\$48.59	\$50.20	\$53.00	\$55.80
19	\$51.75	\$53.53	\$56.51	\$59.46
20	\$56.63	\$58.57	\$61.76	\$65.00

PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2025, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2025				
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	\$33.83	\$36.75	\$39.67	\$42.59
14-P-LPN	\$35.23	\$38.17	\$41.13	\$44.07
13-P	\$39.63	\$43.50	\$47.35	\$51.21
14-P-IDC	\$39.84	\$42.78	\$45.68	\$48.62
14-P-SCDC	\$39.84	\$42.78	\$45.68	\$48.62
14-P	\$41.23	\$44.86	\$48.48	\$52.11
15-P-IDC	\$42.14	\$45.59	\$49.05	\$52.50
15-P-SCDC	\$42.14	\$45.59	\$49.05	\$52.50
15-P	\$44.27	\$47.90	\$51.51	\$55.13
16-P-RD	\$42.65	\$45.86	\$49.06	\$52.26
16-P	\$45.88	\$49.31	\$52.73	\$56.16
16-P-OT	\$45.37	\$48.38	\$51.39	\$54.40
16-P-PT	\$45.37	\$48.38	\$51.39	\$54.40
16-P-RN	\$46.09	\$49.92	\$53.76	\$57.59
17-P-OT	\$47.34	\$51.14	\$54.95	\$58.75
17-P-PT	\$47.34	\$51.14	\$54.95	\$58.75
17-P-RN	\$50.68	\$55.58	\$60.47	\$65.37
17-P-SLP	\$46.89	\$49.36	\$51.82	\$54.26
18-P-SLP	\$48.66	\$51.97	\$55.28	\$58.60
17-P	\$46.89	\$51.15	\$55.38	\$59.64
18-P	\$49.56	\$54.24	\$58.93	\$63.60
19-P	\$52.64	\$57.61	\$62.57	\$67.55
20-P	\$57.29	\$62.70	\$68.10	\$73.50

JJEP WAGE GRIDS – BY POINT BAND

Effective April 1, 2025, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2025					
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Up to 174	1	\$21.36	\$22.03	\$23.24	\$24.44
175 – 217	2	\$21.97	\$22.69	\$23.94	\$25.16
218 – 261	3	\$22.37	\$23.11	\$24.41	\$25.62
262 – 304	4	\$22.77	\$23.58	\$24.85	\$26.14
305 – 348	5	\$23.63	\$24.43	\$25.73	\$27.07
349 – 391	6	\$24.44	\$25.28	\$26.63	\$28.01
392 – 435	7	\$25.16	\$26.00	\$27.44	\$28.88
436 – 478	8	\$25.72	\$26.62	\$28.04	\$29.48
479 – 522	9	\$26.32	\$27.22	\$28.66	\$30.14
523 – 564	10	\$26.73	\$27.63	\$29.10	\$30.65
565 – 606	11	\$28.37	\$29.34	\$30.93	\$32.56
607 – 649	12	\$30.05	\$31.09	\$32.77	\$34.49
650 – 692	13	\$31.67	\$32.72	\$34.55	\$36.35
693 – 736	14	\$34.78	\$35.95	\$37.95	\$39.93
737 – 780	15	\$38.11	\$39.41	\$41.61	\$43.73
781 – 824	16	\$41.30	\$42.72	\$45.12	\$47.41
825 – 868	17	\$45.35	\$46.91	\$49.48	\$52.06
869 – 912	18	\$48.59	\$50.20	\$53.00	\$55.80
913 – 956	19	\$51.75	\$53.53	\$56.51	\$59.46
957 – 1000	20	\$56.63	\$58.57	\$61.76	\$65.00

PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND

Effective April 1, 2025, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2025					
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	\$39.63	\$43.50	\$47.35	\$51.21
693 – 736	14-P	\$41.23	\$44.86	\$48.48	\$52.11
737 – 780	15-P	\$44.27	\$47.90	\$51.51	\$55.13
781 – 824	16-P	\$45.88	\$49.31	\$52.73	\$56.16
825 – 868	17-P	\$46.89	\$51.15	\$55.38	\$59.64
869 – 912	18-P	\$49.56	\$54.24	\$58.93	\$63.60
913 – 956	19-P	\$52.64	\$57.61	\$62.57	\$67.55
957 – 1000	20-P	\$57.29	\$62.70	\$68.10	\$73.50

JJEP WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2025, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2025					
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Housekeeper	3	\$22.37	\$23.11	\$24.41	\$25.62
Janitor	3	\$22.37	\$23.11	\$24.41	\$25.62
Asleep Residential Night Worker	5	\$23.63	\$24.43	\$25.73	\$27.07
Administrative Assistant 1	5	\$23.63	\$24.43	\$25.73	\$27.07
Retail Worker	5	\$23.63	\$24.43	\$25.73	\$27.07
Awake Residential Night Worker	6	\$24.44	\$25.28	\$26.63	\$28.01
Early Childhood Educator Assistant	6	\$24.44	\$25.28	\$26.63	\$28.01
Emergency Shelter Worker	6	\$24.44	\$25.28	\$26.63	\$28.01
Truck Driver	6	\$24.44	\$25.28	\$26.63	\$28.01
Accounting Clerk	7	\$25.16	\$26.00	\$27.44	\$28.88
Passenger Vehicle Driver	7	\$25.16	\$26.00	\$27.44	\$28.88
Administrative Assistant 2	7	\$25.16	\$26.00	\$27.44	\$28.88
Activity Worker	8	\$25.72	\$26.62	\$28.04	\$29.48
Child & Youth Transition House Worker	8	\$25.72	\$26.62	\$28.04	\$29.48
Cook	9	\$26.32	\$27.22	\$28.66	\$30.14
Database Clerk	9	\$26.32	\$27.22	\$28.66	\$30.14
Group Facilitator	9	\$26.32	\$27.22	\$28.66	\$30.14
School Aged Child Worker	9	\$26.32	\$27.22	\$28.66	\$30.14
Administrative Assistant 3	10	\$26.73	\$27.63	\$29.10	\$30.65
Bookkeeper	10	\$26.73	\$27.63	\$29.10	\$30.65
Building Maintenance Worker	10	\$26.73	\$27.63	\$29.10	\$30.65
Community Support Worker	10	\$26.73	\$27.63	\$29.10	\$30.65
Computer Technical Support Specialist	10	\$26.73	\$27.63	\$29.10	\$30.65
Early Childhood Educator	10	\$26.73	\$27.63	\$29.10	\$30.65
Employment Counsellor	10	\$26.73	\$27.63	\$29.10	\$30.65
Reconnect Worker	10	\$26.73	\$27.63	\$29.10	\$30.65
Residence Worker	10	\$26.73	\$27.63	\$29.10	\$30.65
Retail Supervisor	10	\$26.73	\$27.63	\$29.10	\$30.65
Settlement & Integration Worker	10	\$26.73	\$27.63	\$29.10	\$30.65
Supervised Access Worker	10	\$26.73	\$27.63	\$29.10	\$30.65
Transition House Worker	10	\$26.73	\$27.63	\$29.10	\$30.65
Vocational Worker	10	\$26.73	\$27.63	\$29.10	\$30.65
Adult, Youth and/or Child Worker	11	\$28.37	\$29.34	\$30.93	\$32.56
Child Care Resource and Referral Worker	11	\$28.37	\$29.34	\$30.93	\$32.56
Residential Child & Youth Worker	11	\$28.37	\$29.34	\$30.93	\$32.56
School Based Prevention Worker	11	\$28.37	\$29.34	\$30.93	\$32.56

Special Services Worker	11	\$28.37	\$29.34	\$30.93	\$32.56
Victim Service Worker	11	\$28.37	\$29.34	\$30.93	\$32.56
Vocational Counsellor	11	\$28.37	\$29.34	\$30.93	\$32.56
Administrative Assistant 4	12	\$30.05	\$31.09	\$32.77	\$34.49
Community Connector	12	\$30.05	\$31.09	\$32.77	\$34.49
Family Support Worker	12	\$30.05	\$31.09	\$32.77	\$34.49
Program Coordinator 1	12	\$30.05	\$31.09	\$32.77	\$34.49
Residence Worker Senior	12	\$30.05	\$31.09	\$32.77	\$34.49
Volunteer Coordinator	12	\$30.05	\$31.09	\$32.77	\$34.49
Crisis Line Coordinator	13	\$31.67	\$32.72	\$34.55	\$36.35
Early Childhood Educator Senior	13	\$31.67	\$32.72	\$34.55	\$36.35
Program Coordinator 2	14	\$34.78	\$35.95	\$37.95	\$39.93
Residence Coordinator	14	\$34.78	\$35.95	\$37.95	\$39.93

PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2025, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2025					
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	\$33.83	\$36.75	\$39.67	\$42.59
Licensed Practical Nurse Supervisor	14-P-LPN	\$35.23	\$38.17	\$41.13	\$44.07
Children Who Witness Abuse Counsellor	13-P	\$39.63	\$43.50	\$47.35	\$51.21
Infant Development Consultant	14-P-IDC	\$39.84	\$42.78	\$45.68	\$48.62
Supported Child Development Consultant	14-P-SCDC	\$39.84	\$42.78	\$45.68	\$48.62
Accountant	14-P	\$41.23	\$44.86	\$48.48	\$52.11
Addictions Counsellor	14-P	\$41.23	\$44.86	\$48.48	\$52.11
Adult, Youth and/or Child Counsellor	14-P	\$41.23	\$44.86	\$48.48	\$52.11
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$41.23	\$44.86	\$48.48	\$52.11
ESL Instructor	14-P	\$41.23	\$44.86	\$48.48	\$52.11
Family Counsellor	14-P	\$41.23	\$44.86	\$48.48	\$52.11
Stopping the Violence Counsellor	14-P	\$41.23	\$44.86	\$48.48	\$52.11
Infant Development Consultant Supervisor	15-P-IDC	\$42.14	\$45.59	\$49.05	\$52.50
Supportive Child Development Consultant Supervisor	15-P-SCDC	\$42.14	\$45.59	\$49.05	\$52.50
Dietitian	16-P-RD	\$42.65	\$45.86	\$49.06	\$52.26
Behaviour Consultant	16-P	\$45.88	\$49.31	\$52.73	\$56.16
Clinical Counsellor	16-P	\$45.88	\$49.31	\$52.73	\$56.16
Occupational Therapist	16-P-OT	\$45.37	\$48.38	\$51.39	\$54.40
Physiotherapist	16-P-PT	\$45.37	\$48.38	\$51.39	\$54.40
Nurse	16-P-RN	\$46.09	\$49.92	\$53.76	\$57.59
Occupational Therapist Supervisor	17-P-OT	\$47.34	\$51.14	\$54.95	\$58.75
Physiotherapist Supervisor	17-P-PT	\$47.34	\$51.14	\$54.95	\$58.75
Nurse Supervisor	17-P-RN	\$50.68	\$55.58	\$60.47	\$65.37
Speech Language Pathologist	17-P-SLP	\$46.89	\$49.36	\$51.82	\$54.26
Speech Language Pathologist Supervisor	18-P-SLP	\$48.66	\$51.97	\$55.28	\$58.60