

## ISJEP WAGE GRIDS – BY CLASSIFICATION

Effective October 21, 2026, the ISJEP Wage Grid is as follows:

| Classification                         | Grid Level           | Step 1  | Step 2  | Step 3  | Step 4  | Step 5  |
|----------------------------------------|----------------------|---------|---------|---------|---------|---------|
| Janitor                                | 6+1 <sup>1</sup>     | 27.6610 | 28.3971 | 29.1567 | 29.9434 | 31.1180 |
| Administrative Assistant 1             | 9+1 <sup>2</sup>     | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Administrative Assistant 2             | 9+1 <sup>2</sup>     | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Administrative Assistant 3             | 9+1 <sup>2</sup>     | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Awake Residential Night Worker         | 9+1 <sup>2</sup>     | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Bookkeeper                             | 9+1 <sup>2</sup>     | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Building Maintenance Worker            | 9+1 <sup>2</sup>     | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Database Clerk                         | 9+1 <sup>2</sup>     | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Early Childhood Educator Assistant     | 9+1 <sup>2</sup>     | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Passenger Vehicle Driver               | 9+1 <sup>2</sup>     | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Community Support Worker               | 12                   | 31.5946 | 32.4614 | 33.3576 | 34.2831 | 35.6660 |
| Supervised Access Worker               | 12                   | 31.5946 | 32.4614 | 33.3576 | 34.2831 | 35.6660 |
| Administrative Assistant 4             | 15                   | 34.2831 | 35.2399 | 36.2293 | 37.2506 | 38.7760 |
| Computer Technical Support Specialist  | 15                   | 34.2831 | 35.2399 | 36.2293 | 37.2506 | 38.7760 |
| Early Childhood Educator               | 15                   | 34.2831 | 35.2399 | 36.2293 | 37.2506 | 38.7760 |
| Program Coordinator 1                  | 15                   | 34.2831 | 35.2399 | 36.2293 | 37.2506 | 38.7760 |
| Residential Child & Youth Worker       | 15                   | 34.2831 | 35.2399 | 36.2293 | 37.2506 | 38.7760 |
| Adult, Youth and/or Child Worker       | 18                   | 37.2506 | 38.3069 | 39.3979 | 40.5251 | 42.2179 |
| Early Childhood Educator Senior        | 18                   | 37.2506 | 38.3069 | 39.3979 | 40.5251 | 42.2179 |
| Program Coordinator 2                  | 18                   | 37.2506 | 38.3069 | 39.3979 | 40.5251 | 42.2179 |
| Special Services Worker                | 18                   | 37.2506 | 38.3069 | 39.3979 | 40.5251 | 42.2179 |
| Family Support Worker                  | 21                   | 40.5251 | 41.6934 | 42.9220 | 44.1910 | 46.0799 |
| Adult, Youth and/or Child Counsellor   | 24+1 <sup>3</sup>    | 45.5024 | 46.8577 | 48.2577 | 49.7051 | 51.8576 |
| Clinical Counsellor                    | 24+1 <sup>3</sup>    | 45.5024 | 46.8577 | 48.2577 | 49.7051 | 51.8576 |
| Family Counsellor                      | 24+1 <sup>3</sup>    | 45.5024 | 46.8577 | 48.2577 | 49.7051 | 51.8576 |
| Infant Development Consultant          | 24+1 <sup>3</sup>    | 45.5024 | 46.8577 | 48.2577 | 49.7051 | 51.8576 |
| Supported Child Development Consultant | 24+1 <sup>3</sup>    | 45.5024 | 46.8577 | 48.2577 | 49.7051 | 51.8576 |
| Accountant                             | 24+6.6% <sup>4</sup> | 47.1076 | 48.5056 | 49.9503 | 51.4427 | 53.6639 |
| Clinical Counsellor (CYMH)             | 24+4 <sup>5</sup>    | 49.7051 | 51.2009 | 52.7456 | 54.3419 | 56.7169 |

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

<sup>1</sup>Effective the first day of the pay period following June 1, 2025, all positions classified as grid Range 6 will be paid at grid Range 7.

<sup>2</sup>Effective the first day of the pay period following March 1, 2026, all positions classified as grid Range 9 will be paid at grid Range 10.

<sup>3</sup>Effective April 1, 2023 – Social Program Officer (SPO) R24 received a one-grid Market Adjustment (MA) to grid Range 25.

<sup>4</sup>6.6% MA applies solely to those positions where a recognized accounting designation (i.e. CPA, CMA, CGA, CA) is a requirement of the position and the incumbent possesses such designation.

<sup>5</sup>This classification applies to child and youth mental health (CYMH) social workers, where a Master's degree is a requirement of the position, with a four-grid MA to grid Range 28.

## DELEGATED WAGE GRIDS – BY CLASSIFICATION

*The Delegated Wage Grids remain the same as previously circulated and are included here only for completeness.*

Effective April 1, 2026, the Delegated Wage Grid is as follows:

| Classification                         | Grid Level        | Step 1  | Step 2  | Step 3  | Step 4  | Step 5  |
|----------------------------------------|-------------------|---------|---------|---------|---------|---------|
| Program Assistant                      | 9+1 <sup>1</sup>  | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Program Assistant (RAP)                | 9+1 <sup>1</sup>  | 29.9434 | 30.7551 | 31.5946 | 32.4614 | 33.7566 |
| Administrative Supervisor              | 15                | 34.2831 | 35.2399 | 36.2293 | 37.2506 | 38.7760 |
| SPO 24 Working Step                    | 24+1 <sup>2</sup> | 45.5024 | 46.8577 | 48.2577 | 49.7051 | 51.8576 |
| SPO 24 Working Step (Child Protection) | 24+3 <sup>3</sup> | 48.2577 | 49.7051 | 51.2009 | 52.7456 | 55.0433 |
| Delegated Supervisor                   | 30                | 52.7456 | 54.3419 | 55.9923 | 57.7366 | 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.

<sup>1</sup>Effective the first day of the pay period following March 1, 2026, all positions classified as grid Range 9 will be paid at grid Range 10.

<sup>2</sup>Effective April 1, 2023 – Social Program Officer (SPO) R24 received a one-grid MA to grid Range 25.

<sup>3</sup>Effective May 1, 2023 – Social Program Officer (Child Protection) R24 received an additional one-grid MA to grid Range 27.

Effective August 1, 2026, the Growth Plan to the Social Program Officer (SPO) R24 Level is as follows:

| Classification    | Grid Level                                                           | August 1, 2026 |
|-------------------|----------------------------------------------------------------------|----------------|
| <b>SPO Growth</b> | <b>Full Working Level</b><br>SPO R24<br>Grid 24, Step 1 <sup>1</sup> | 44.1910        |
|                   | <b>Level 2</b><br>Grid 23, Step 1<br>913 hours                       | 42.9220        |
|                   | <b>Level 1</b><br>Grid 23 <sup>2</sup> , Step 1<br>913 hours         | 42.9220        |
|                   | <b>Training placement</b><br>Grid 21, Step 1<br>6 months             | 40.5251        |

Note: <sup>1</sup>Appropriate MAs are included in the Full Working Level, but not in the Growth Progression:

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

<sup>2</sup>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.