

ISJEP WAGE GRIDS – BY CLASSIFICATION

Effective the first full pay period on or after 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 ¹	27.6610	28.3971	29.1567	29.9434	31.1180
Administrative Assistant 1	9+1 ²	29.9434	30.7551	31.5946	32.4614	33.7566
Administrative Assistant 2	9+1 ²	29.9434	30.7551	31.5946	32.4614	33.7566
Administrative Assistant 3	9+1 ²	29.9434	30.7551	31.5946	32.4614	33.7566
Awake Residential Night Worker	9+1 ²	29.9434	30.7551	31.5946	32.4614	33.7566
Bookkeeper	9+1 ²	29.9434	30.7551	31.5946	32.4614	33.7566
Building Maintenance Worker	9+1 ²	29.9434	30.7551	31.5946	32.4614	33.7566
Database Clerk	9+1 ²	29.9434	30.7551	31.5946	32.4614	33.7566
Early Childhood Educator Assistant	9+1 ²	29.9434	30.7551	31.5946	32.4614	33.7566
Passenger Vehicle Driver	9+1 ²	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 ³	45.5024	46.8577	48.2577	49.7051	51.8576
Clinical Counsellor	24+1 ³	45.5024	46.8577	48.2577	49.7051	51.8576
Family Counsellor	24+1 ³	45.5024	46.8577	48.2577	49.7051	51.8576
Infant Development Consultant	24+1 ³	45.5024	46.8577	48.2577	49.7051	51.8576
Supported Child Development Consultant	24+1 ³	45.5024	46.8577	48.2577	49.7051	51.8576
Accountant	24+6.6% ⁴	47.1076	48.5056	49.9503	51.4427	53.6639
Clinical Counsellor (CYMH)	24+4 ⁵	49.7051	51.2009	52.7456	54.3419	56.7169

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

¹Effective 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.

²Effective 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.

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

⁴6.6% 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.

⁵This 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 ¹	29.9434	30.7551	31.5946	32.4614	33.7566
Program Assistant (RAP)	9+1 ¹	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 ²	45.5024	46.8577	48.2577	49.7051	51.8576
SPO 24 Working Step (Child Protection)	24+3 ³	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 20th Public Service Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked.

¹Effective 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.

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

³Effective 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
SPO Growth	Full Working Level SPO R24 Grid 24, Step 1 ¹	44.1910
	Level 2 Grid 23, Step 1 913 hours	42.9220
	Level 1 Grid 23 ² , Step 1 913 hours	42.9220
	Training placement Grid 21, Step 1 6 months	40.5251

Note: ¹Appropriate 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

²Effective August 1, 2026, Level 1 of the Growth Plan to the Social Program Officer (SPO) R24 Level is amended to Grid 23, Step 1.