

Nurse Wage Comparison Charts – CFNU Member Organizations

The wage increases found in the 2022–2025 Nurses' Bargaining Association provincial collective agreement have been added to existing wage comparison charts researched and prepared by the Canadian Federation Nurses Union (CFNU) and included in their report, *Nurse Contracts in Canada*, published November 2024.

Salary: RN/RPN - Level 3

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY
	MIN	MAX	MIN	MAX		
BCNU (BC)	\$41.42	\$55.91¹	\$80,769.00	\$109,024.50	10	03/31/2025
UNA (Alb)	\$39.21	\$51.46	\$75,310.30	\$98,839.88	9	03/31/2024
SUN (Sask)	\$38.58	\$50.07	\$75,184.70	\$97,576.42	6	03/31/2024
MNU (Man)	\$40.62	\$49.83	\$81,841.24	\$100,399.39	7	03/31/2028
ONA (Ont)	\$39.07	\$56.00	\$76,186.50	\$109,200.00	9	03/31/2025
FIQ (Que) CEGEP	\$28.12	\$45.10	\$55,023.81	\$88,249.43	18	03/31/2028
FIQ (Que) BScN	\$29.51	\$52.28	\$57,743.70	\$102,298.89	18	03/31/2028
NBNU (NB)	\$37.56	\$45.67	\$73,523.70	\$89,399.03	7	12/31/2023
NSNU (NS)	\$40.55	\$49.99	\$79,079.00	\$97,483.00	8	10/31/2025
PEINU (PEI)	\$39.90	\$47.47	\$75,885.00	\$92,566.50	6	03/31/2025
RNUNL (NL)	\$38.62	\$48.10	\$75,303.85	\$93,794.32	6	06/30/2026

Salary: LPN - Level 1

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY
	MIN	MAX	MIN	MAX		
BCNU (BC)	\$32.84	\$41.35²	\$64,038.00	\$80,632.50	10	03/31/2025
AUPE-AHS (Alb)	\$27.58	\$36.13	\$54,571.77	\$71,448.79	8	03/31/2024
CUPE (Sask)	\$36.19	\$38.72	\$70,527.07	\$75,457.54	3	03/31/2023
MNU (Man)	\$32.02	\$40.33	\$64,528.36	\$81,254.88	7	03/31/2028
ONA (Ont) ³	\$38.11	\$39.14	\$74,314.50	\$76,323.00	3	03/31/2025
FIQ (Que)	\$26.38	\$35.22	\$51,619.07	\$68,916.74	12	03/31/2028
NBNU (NB)	\$29.92	\$32.14	\$58,568.40	\$62,914.05	3	12/31/2023
NSNU (NS)	\$31.74	\$35.81	\$61,887.93	\$69,832.23	6	10/31/2025
PEIUPSE (PEI)	\$26.49	\$26.69	\$47,814.00	\$52,045.50	3	03/31/2020
NAPE (NL)	\$27.07	\$30.07	\$52,786.50	\$58,636.50	3	03/31/2026

¹ BCNU has additional pay for years of service recognition, 30 year+ RN/RPN can reach \$59.52/hourly, \$116,064/annually

² BCNU has additional pay for years of service recognition, 30 year+ LPN can reach \$44.96/hourly and \$87,672/annually

³ Rates vary – rates shown from Strathroy Middlesex General Hospital

Salary: RN/RPN - Level 4

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY
	MIN	MAX	MIN	MAX		
BCNU (BC)	\$49.20	\$63.47	\$95,940.00	\$123,766.50	10	03/31/2025
UNA (Alb)	\$40.52	\$53.91	\$77,837.63	\$103,541.87	9	03/31/2024
SUN (Sask)	\$42.04	\$52.44	\$81,927.54	\$102,195.07	6	03/31/2024
MNU (Man)	\$42.63	\$52.37	\$85,901.47	\$105,517.49	8	03/31/2028
ONA (Ont) ¹	\$41.40	\$58.94	\$80,730.00	\$114,933.00	9	03/31/2025
FIQ (Que) CEGEP	\$29.05	\$49.80	\$56,843.59	\$97,446.15	18	03/31/2028
FIQ (Que)	\$30.87	\$57.62	\$60,404.87	\$112,747.94	18	03/31/2028
NBNU (NB)	\$46.39	\$56.45	\$90,808.43	\$110,500.88	6	12/31/2027
NSNU (NS)	\$41.58	\$51.11	\$81,087.00	\$99,667.00	8	10/31/2025
PEINU (PEI)	\$39.52	\$49.37	\$77,064.00	\$96,271.50	6	03/31/2025
RNUNL (NL)	\$44.59	\$55.25	\$86,954.33	\$107,724.95	6	06/30/2026

¹ Rates vary - rates shown from Timmins and District Hospital

The comparisons are based off of existing CFNU research that did not include salary information from the Northwest Territories, Nunavut and Yukon.

CFNU compiles an annual review of key nursing contract provisions across Canada, including nurses' salaries and other negotiated benefits by province. Scan the QR code to access the report.

