

Nurse Wage Comparison Charts, CFNU Member Organizations

The wage increases found in the 2022-2025 NBA proposed tentative agreement have been added to existing wage comparison charts researched and prepared by CFNU and included in their report, *Nurse Contracts in Canada*, published November 2022.

Salary: RN/RPN - Level 3

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY
	MIN	MAX	MIN	MAX		
BCNU (B.C.)-Tentative*	\$40.21	\$54.28	\$78,410.00	\$105,846.00	10	03/31/2025
BCNU (B.C.)-NOW	\$36.23	\$47.58	\$70,656.00	\$92,784.00	9	03/31/2022
UNA (Alb.)	\$38.44	\$50.45	\$73,833.63	\$96,901.84	9	03/31/2024
SUN (Sask.)	\$37.82	\$49.09	\$73,703.62	\$95,666.59	6	03/31/2024
MNU (Man.)	\$38.46	\$47.18	\$77,504.96	\$95,077.77	7	03/31/2024
ONA (Ont.)	\$34.24	\$48.17	\$66,768.00	\$93,931.50	8	03/31/2023
FIQ (Que.) CEGEP	\$25.81	\$41.39	\$50,329.50	\$80,710.50	18	03/31/2023
FIQ (Que.) BScN	\$26.28	\$47.04	\$51,246.00	\$91,786.50	18	03/31/2023
NBNU (N.B.)	\$36.82	\$44.77	\$72,075.15	\$87,637.28	6	12/31/2023
NSNU (N.S.)	\$35.21	\$41.48	\$68,661.00	\$80,895.00	6	10/31/2020
PEINU (P.E.I.)	\$34.30	\$41.84	\$66,885.00	\$81,588.00	6	03/31/2021
RNUNL (N.L.)	\$33.64	\$41.65	\$65,598.00	\$81,217.50	6	06/30/2022

Salary: LPN - Level 1

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY
	MIN	MAX	MIN	MAX		
BCNU (B.C.)-Tentative*	\$31.89	\$40.15	\$62,186.00	\$78,293.00	10	03/31/2025
BCNU (B.C.)-NOW	\$28.43	\$32.98	\$55,440.00	\$64,320.00	9	03/31/2022
AUPE-AHS (Alb.)	\$26.45	\$34.63	\$53,501.74	\$70,047.83	8	03/31/2024
CUPE (Sask.)	\$34.75	\$37.22	\$67,720.80	\$72,534.34	3	03/31/2022
MNU (Man.)	\$29.44	\$37.07	\$59,329.66	\$74,706.13	7	03/31/2024
ONA (Ont.) ¹	\$26.81	\$30.10	\$52,279.50	\$58,695.00	6	03/31/2023
FIQ (Que.)	\$24.21	\$32.32	\$47,209.50	\$63,024.00	12	03/31/2023
NBNU (N.B.)	\$29.33	\$31.50	\$56,062.50	\$60,216.00	3	12/31/2023
NSNU (N.S.)	\$28.33	\$30.42	\$55,237.00	\$59,324.00	4	10/31/2020
PEIUPSE (P.E.I.)	\$24.52	\$26.69	\$47,814.00	\$52,045.50	3	03/31/2020
NAPE (N.L.)	\$25.01	\$27.78	\$48,770.25	\$54,160.60	3	03/31/2022

¹ Rates vary - rates shown from Strathroy Middlesex General Hospital

Salary: RN/RPN - Level 4

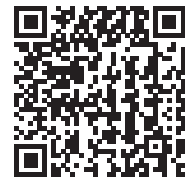
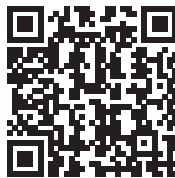
UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY
	MIN	MAX	MIN	MAX		
BCNU (B.C.)-Tentative*	\$47.77	\$61.62	\$93,152.00	\$120,159.00	10	03/31/2025
BCNU (B.C.)-NOW	\$43.09	\$52.82	\$84,024.00	\$102,996.00	9	03/31/2022
UNA (Alb.)	\$39.73	\$52.85	\$76,311.40	\$101,511.64	9	03/31/2024
SUN (Sask.)	\$41.22	\$51.44	\$80,329.54	\$100,187.81	6	03/31/2024
MNU (Man.)	\$39.93	\$49.11	\$80,452.90	\$98,954.63	7	03/31/2024
ONA (Ont.) ¹	\$35.34	\$50.51	\$68,913.00	\$98,494.50	9	03/31/2023
FIQ (Que.)	\$26.66	\$45.70	\$51,987.00	\$89,115.00	18	03/31/2023
NBNU (N.B.)	\$41.54	\$50.55	\$81,314.55	\$98,951.63	6	12/31/2023
NSNU (N.S.)	\$36.13	\$42.44	\$70,453.00	\$82,750.00	6	10/31/2020
PEINU (P.E.I.)	\$34.84	\$43.52	\$67,938.00	\$84,864.00	6	03/31/2021
RNUNL (N.L.)	-	-	-	-	-	-

¹ Rates vary – rates shown from Timmins and District Hospital

*Rates are effective as of November 1, 2022. A number of nurses' union contracts have expired and are currently in negotiations. As of April 1, 2023, the BC Nurses' Union has added the proposed tentative agreement rates for comparison purposes only.

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.



Canadian Nurse Salaries

Scan the QR code to find a list of links to Nurses' Collective Agreements or wage grids from across Canada.

