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Secrétariat

Secrétariat du Conseil du Trésor  
du Canada

# Rates of Pay

Public Service of Canada

December 2005



Canada

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## FOREWORD

- 1. Application** — This booklet is intended to be used as a convenient, quick reference. Users are cautioned that the correct interpretation of individual salary rates or ranges can only be obtained from the applicable collective agreements or other pay authorities, including the Treasury Board policies and publications.
- 2. Presentation** — Minimum, maximum and intermediate step rates are shown for each salary range. In certain cases, the step rates within a range are not shown because of the flexibility with which increments in the range may be granted.

'Effective (date)' indicates that the specified period rates are in effect.

Reference to the applicable pay authorities is necessary to determine how any performance pay range is administered.

'(P)' identifies a performance pay range, please see relevant policy for description (<http://www.tbs-sct.gc.ca>).

'\*\*' is shown where the salary range has developmental step rates applying to all or part of the range.

'Exclusion rates' means that persons at those rates or in those ranges are excluded from collective bargaining under the *Public Service Labour Relations Act*.

- 3. Coverage** — This summary covers rates of pay for all groups in that portion of the Public Service where the Treasury Board represents the Employer. Regional rates of pay are not shown because of space limitations. Part-time rates are also excluded.

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## EX - EXECUTIVE (102)

### Rates for Unrepresented Employees - Effective April 1, 2005

#### Performance Pay

EX-1	91800	to	108000	(P)
EX-2	102800	to	121000	(P)
EX-3	115100	to	135500	(P)
EX-4	132200	to	155600	(P)
EX-5	148100	to	174300	(P)

## CA - CAREER ASSIGNMENT (105)

### Rates for Unrepresented Employees - Effective June 22, 2005

CA-1	65962	to	84566	(P)
CA-2	77557	to	94581	(P)

## AP - APPLIED SCIENCE AND ENGINEERING

### AC - ACTUARIAL SCIENCE (201)

#### Effective October 1, 2004 - September 30, 2005

AC-1	45913	47809	50761	53095	55426	57759
	60093	62423	64753	67535	70304	72922
	75427	77948	80870	83903	86936	
AC-2	84731	87489	90246	93009	96366	99847
	103327					
AC-3	94868	97750	100643	103939	107510	111202
	115021	118841				

### AG - AGRICULTURE (202)

#### Effective October 1, 2004 - September 30, 2005

AG-1*	25986	to	44908	45816	47591	49367
	51144	52921	54698			
AG-2	48794	51082	53367	55668	57943	60110
	63276	66442				
AG-3	58618	61367	64119	66864	69616	72363
	73913	75462				
AG-4	73385	76121	78853	81588	84325	
AG-5	80958	84301	87638	90976	94313	

### AR - ARCHITECTURE AND TOWN PLANNING (203)

#### Effective October 1, 2004 - September 30, 2005

AR-1*	26930	to	42557			
AR-2	44166	46201	48233	50258	52289	54322
AR-3	54000	56281	58553	60822	62647	64469
AR-4	60857	63336	65815	68290	70338	72384

<b>AR-5</b>	68287	71090	73894	76696	78996	81296
<b>AR-6</b>	76307	79210	82118	85028	87578	90128
<b>AR-7</b>	81887	85030	88193	91353	96609	101866

**BI - BIOLOGICAL SCIENCES (205)**

Effective October 1, 2004 - September 30, 2005

<b>BI-1*</b>	25986	to	44908	45816	47591	49367
	51144	52921	54698			
<b>BI-2</b>	48794	51082	53367	55668	57943	60110
	63276	66442				
<b>BI-3</b>	58618	61367	64119	66864	69616	72363
	73913	75462				
<b>BI-4</b>	73385	76121	78853	81588	84325	
<b>BI-5</b>	80958	84301	87638	90976	94313	

**CH - CHEMISTRY (206)**

Effective October 1, 2004 - September 30, 2005

<b>CH-1*</b>	25986	to	44908	45816	47591	49367
	51144	52921	54698			
<b>CH-2</b>	48794	51082	53367	55668	57943	60110
	63276	66442				
<b>CH-3</b>	58618	61367	64119	66864	69616	72363
	73913	75462				
<b>CH-4</b>	73385	76121	78853	81588	84325	
<b>CH-5</b>	80958	84301	87638	90976	94313	

**EN - ENGINEERING AND LAND SURVEY (210)**

Effective October 1, 2004 - September 30, 2005

<b>EN-ENG-1*</b>	36291	to	43467			
<b>EN-ENG-2</b>	46695	48709	50578	52449	54322	
<b>EN-ENG-3</b>	56428	58776	61117	63455	65797	68137
	70477					
<b>EN-ENG-4</b>	66156	68696	71240	73784	76325	78868
<b>EN-ENG-5</b>	75920	78873	81840	84806	87779	90750
<b>EN-ENG-6</b>	84830	87978	91135	94286	97437	100587
<b>EN-SUR-1*</b>	36291	to	43144	45868	47809	49760
	51838	53915				
<b>EN-SUR-2</b>	56428	58776	61117	63455	65797	68137
	70477					
<b>EN-SUR-3</b>	63027	64927	66825	68725	70628	72530
<b>EN-SUR-4</b>	69733	72625	75284	77945	80602	83260
<b>EN-SUR-5</b>	78696	81776	84864	87955	91038	94124
<b>EN-SUR-6</b>	81840	85044	88256	91470	94680	97891

**FO - FORESTRY (211)**

Effective October 1, 2004 - September 30, 2005

<b>FO-1*</b>	25986	to	44128	46233	47663	49320
	50990	53705	55682	57643	59605	61570
	63536					
<b>FO-2</b>	61182	63083	65099	67331	69345	71333
	73322					
<b>FO-3</b>	71466	73491	75488	77997	80475	82952
<b>FO-4</b>	80301	82518	84730	86951	89077	91201

**MT - METEOROLOGY (218)**

Effective October 1, 2004 - September 30, 2005

<b>MT-1*</b>	26012	to	37475			
<b>MT-2</b>	43245	45423	47598	49775	51957	54132
	56304	58476				
<b>MT-3</b>	58336	60492	62659	64817	66972	70547
	74121					
<b>MT-4</b>	59899	62182	64232	66176	68119	71008
	73898	76789				
<b>MT-5</b>	65835	67871	69906	71948	73990	76898
	79809	82720				
<b>MT-6</b>	71562	73822	76085	78352	82274	86193
	90113					
<b>MT-7</b>	77922	80435	82944	85453	89270	93087
	96906					

**Exclusion Rates - Effective October 1, 2004**

<b>MT-8</b>	85612	88280	90874	92942	96737	100535
	104334					

**PC - PHYSICAL SCIENCES (222)**

Effective October 1, 2004 - September 30, 2005

<b>PC-1*</b>	28373	to	46565	48537	50544	52547
	54555	56563				
<b>PC-2</b>	55421	57620	59808	62005	64197	66388
<b>PC-3</b>	66777	69313	71860	74392	76930	79466
<b>PC-4</b>	77370	80075	82785	85490	88198	90905
<b>PC-5</b>	87165	90157	93161	96166	99170	

**SG-SRE - SCIENTIFIC REGULATION (224)**

Effective October 1, 2004 - September 30, 2005

<b>SG-SRE-1*</b>	24422	to	49188			
<b>SG-SRE-2</b>	48869	50808	52734	54674	56612	

<b>SG-SRE-3</b>	50945	53189	55431	57685	59922	62156
	64411	66664				
<b>SG-SRE-4</b>	60528	62891	65121	67222	69319	71692
	74064					
<b>SG-SRE-5</b>	67080	69436	71794	74152	76497	78855
	81215					
<b>SG-SRE-6</b>	73308	75618	77933	80264	82595	84926
<b>SG-SRE-7</b>	76001	78184	80909	83404	86131	88857
	91584					
<b>SG-SRE-8</b>	79152	82034	84915	87796	90678	93558
	96440					

**SG-PAT - PATENT (230)**

Effective October 1, 2004 - September 30, 2005

<b>SG-PAT-1*</b>	23858	to	48043			
<b>SG-PAT-2</b>	47724	49616	51498	53381		
<b>SG-PAT-3</b>	49748	51941	54130	56331	58515	60715
	62913					
<b>SG-PAT-4</b>	57971	60233	62371	64382	66391	68400
	70672	72943				
<b>SG-PAT-5</b>	64247	66503	68762	71020	73264	75507
	77766	80026				
<b>SG-PAT-6</b>	71592	73846	76108	78383	80656	82934
	85544	88155				
<b>SG-PAT-7</b>	74220	76351	79013	81449	83883	86546
	90323	94098	97873			

**Exclusion Rates - Effective October 1, 2004**

<b>SG-PAT-8</b>	85384	88432	92411	96569	100433	104450
	108467					

**AV - AUDIT, COMMERCE AND PURCHASING**

**AU - AUDITING (204)**

A) Effective June 22, 2005 - June 21, 2006

B) Effective June 22, 2006 - June 21, 2007

<b>AU-1</b>	A	45788	47772	49741	51719	53698	55681
		57660	59641				
	B	46933	48966	50985	53012	55040	57073
		59102	61132				
<b>AU-2</b>	A	56947	58904	60863	62821	64779	66737
		68694					
	B	58371	60377	62385	64392	66398	68405
		70411					

<b>AU-3</b>	A	65265	67708	70030	72349	74669	76988
	B	66897	69401	71781	74158	76536	78913
<b>AU-4</b>	A	73626	76290	78910	81536	84163	86787
	B	75467	78197	80883	83574	86267	88957
<b>AU-5</b>	A	81900	84566	87235	89899	92563	95228
	B	83948	86680	89416	92146	94877	97609
<b>AU-6</b>	A	89874	92837	95800	98765	101730	104696
	B	92121	95158	98195	101234	104273	107313

**Exclusion Rates**

A) Effective June 22, 2005

B) Effective June 22, 2006

<b>AU-6</b>	A	89874	92837	95800	98765	101730	104696
	B	92121	95158	98195	101234	104273	107313

**PG - PURCHASING AND SUPPLY (309)**

A) Effective June 22, 2005 - June 21, 2006

B) Effective June 22, 2006 - June 21, 2007

<b>PG-TIRL*</b>	A	20887	to	31590			
	B	21409	to	32380			
<b>PG-DEV*</b>	A	23144	to	35557			
	B	23723	to	36446			
<b>PG-1</b>	A	35815	37563	39310	41057	42807	44553
	B	46300	36710	38502	40293	42083	43877
<b>PG-2</b>	A	47458	46750	48743	50730	52716	
	B	47919	49962	51998	54034		
<b>PG-3</b>	A	52047	54269	56486	58701		
	B	53348	55626	57898	60169		
<b>PG-4</b>	A	61743	64389	67038	69685		
	B	63287	65999	68714	71427		
<b>PG-5</b>	A	72680	75801	78722	81642		
	B	74497	77696	80690	83683		
<b>Performance Pay</b>							
<b>PG-6</b>	A	80057	81539	83019	84500	85971	87447
	B	88922	82058	83577	85094	86613	88120
		91145					89633

**Exclusion Rates**

A) Effective June 22, 2005

B) Effective June 22, 2006

**Performance Pay**

<b>PG-6</b>	A	80057	to	88922	(P)			
	B	82058	to	91145	(P)			

**CO - COMMERCE (311)**

A) Effective June 22, 2005 - June 21, 2006

B) Effective June 22, 2006 - June 21, 2007

<b>CO-DEV*</b>	A	23844	to	51121				
	B	24440	to	52399				
<b>CO-1</b>	A	46441	48534	50632	52716	54817	56907	
		59000	61094					
	B	47602	49747	51898	54034	56187	58330	
		60475	62621					
<b>CO-2</b>	A	60823	63832	66846	69851	72865	75869	
		78889	81898	84908				
	B	62344	65428	68517	71597	74687	77766	
		80861	83945	87031				
<b>CO-3</b>	A	74208	77560	80910	84261	87611	90762	
		93915						
	B	76063	79499	82933	86368	89801	93031	
		96263						
<b>CO-4</b>	A	84559	88182	91592	94996	98402	101808	
	B	86673	90387	93882	97371	100862	104353	

**EC - ECONOMICS AND SOCIAL SCIENCE SERVICES****ES - ECONOMICS, SOCIOLOGY AND STATISTICS (208)****SI - SOCIAL SCIENCE SUPPORT (412)**

Effective June 22, 2005 - June 21, 2006

<b>ES-1 and SI-1</b>	40448	41865	43329	44847	47046	
<b>ES-2 and SI-2</b>	45711	46838	47973	49653	51909	
<b>SI-3</b>	50255	51734	53212	54685	56585	
<b>ES-3 and SI-4</b>	53818	55845	57756	59752	62471	
<b>ES-4 and SI-5</b>	64401	66767	68806	71055	74288	
<b>ES-5 and SI-6</b>	73183	75435	78077	80886	84567	
<b>ES-6 and SI-7</b>	82303	85230	87803	90466	94581	
<b>ES-7 and SI-8</b>	90071	92662	95230	97923	102379	
<b>ES-8</b>	94660	to	109568	(P)		

**Exclusion Rates - Effective June 22, 2005**

<b>ES-8</b>	94660	to	109568	(P)
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## EB - EDUCATION AND LIBRARY SCIENCE

### ED - EDUCATION (209)

A) Effective July 1, 2005 - June 30, 2006

B) Effective July 1, 2006 - June 30, 2007

ED-LAT, levels 1 and 2 and ED-EST sub-groups: rates based on Education - Experience Grid and, in ED-EST, regional rates apply.

<b>EDS-1</b>	A	54621	57472	59538	61599	63661
	B	55987	58909	61026	63139	65253
<b>EDS-2</b>	A	65443	67495	69535		
	B	67079	69182	71273		
<b>EDS-3</b>	A	69841	72048	74243		
	B	71587	73849	76099		
<b>EDS-4</b>	A	74891	77158	79425		
	B	76763	79087	81411		
<b>EDS-5</b>	A	80724	83206	85660		
	B	82742	85286	87802		

### Exclusion Rates

A) Effective July 1, 2005

B) Effective July 1, 2006

<b>ED-EDS-6</b>	A	86957	89459	92430		
	B	89131	91695	94741		
<b>ED-LAT-3</b>	A	67879	70856	73831	76802	79779
	B	69576	72627	75677	78722	81773

### LS - LIBRARY SCIENCE (215)

A) Effective July 1, 2005 - June 30, 2006

B) Effective July 1, 2006 - June 30, 2007

<b>LS-1</b>	A	48753	50264	51775	53286	54793	56306
		57816	59326				
	B	49972	51521	53069	54618	56163	57714
		59261	60809				
<b>LS-2</b>	A	53913	55690	57469	59242	61130	
	B	55261	57082	58906	60723	62658	
<b>LS-3</b>	A	63066	65094	67115	69142	71167	
	B	64643	66721	68793	70871	72946	
<b>LS-4</b>	A	65293	67649	69998	72355	74709	77062
	B	66925	69340	71748	74164	76577	78989
<b>LS-5</b>	A	78725	81300	83873	86446	89022	91598
	B	80693	83333	85970	88607	91248	93888

**Exclusion Rates**

A) Effective July 1, 2005

B) Effective July 1, 2006

<b>LS-5</b>	A	78725	81300	83873	86446	89022	91598
	B	80693	83333	85970	88607	91248	93888

**EU - EDUCATIONAL SUPPORT (414)**

A) Effective July 1, 2005 - June 30, 2006

B) Effective July 1, 2006 - June 30, 2007

**EU-TEA Sub-Group: Regional Rates**

<b>EU-LAI-1</b>	A	48505	49578	50640	51695	52755	53822
		54878					
	B	49718	50817	51906	52987	54074	55168
		56250					
<b>EU-PEI-1</b>	A	36171	37242	38302	39358	40420	41485
		42543					
	B	37075	38173	39260	40342	41431	42522
		43607					
<b>EU-PEI-2</b>	A	61479	62830	64187	65551	66909	68260
	B	63016	64401	65792	67190	68582	69967

**SH - HEALTH SERVICES****DE - DENTISTRY (207)**

A) Effective October 1, 2005 - September 30, 2006

B) Effective October 1, 2006 - September 30, 2007

<b>DE-1</b>	A	67210	70488	73763	77032	80309	83579
		86922					
	B	68890	72250	75607	78958	82317	85668
		89095					
<b>DE-2</b>	A	72983	76542	80106	83659	87219	90781
		94412					
	B	74808	78456	82109	85750	89399	93051
		96772					
<b>DE-3</b>	A	79395	83276	87151	91031	94906	98784
		102736					
	B	81380	85358	89330	93307	97279	101254
		105304					



**ND - NUTRITION AND DIETETICS (213)**

A) Effective October 1, 2005 - September 30, 2006

B) Effective October 1, 2006 - September 30, 2007

<b>ND-DIT-1</b>	A	55788	57193	58686	60199	61708	63289
		64934	66582				
<b>ND-DIT-2</b>	B	57183	58623	60153	61704	63251	64871
		66557	68247				
	A	62594	64267	65950	67874	69704	71533
<b>ND-DIT-3</b>	B	64159	65874	67599	69571	71447	73321
	A	67326	69135	71119	73079	75121	77162
<b>ND-DIT-4</b>	B	69009	70863	72897	74906	76999	79091
	A	77107	79230	81357	83481	85604	87729
<b>ND-ADV-1</b>	B	79035	81211	83391	85568	87744	89922
	A	57893	59679	61639	63577	65595	67613
<b>ND-ADV-2</b>	B	59340	61171	63180	65166	67235	69303
	A	65396	67689	69976	72266	74662	77058
<b>ND-ADV-3</b>	B	67031	69381	71725	74073	76529	78984
	A	73055	75824	78597	81357	84121	86383
		88650					
<b>ND-HME-1</b>	B	74881	77720	80562	83391	86224	88543
		90866					
	A	58152	59634	61130	62688	64307	65930
<b>ND-HME-2</b>	B	59606	61125	62658	64255	65915	67578
	A	62005	63731	65469	67208	69009	70761
<b>ND-HME-3</b>		72513					
	B	63555	65324	67106	68888	70734	72530
		74326					
<b>ND-HME-4</b>	A	67774	69687	71588	73574	75633	77599
		79563					
	B	69468	71429	73378	75413	77524	79539
<b>ND-DIT-4</b>		81552					
	A	76325	78716	81097	83472	85940	88406
	B	78233	80684	83124	85559	88089	90616

**Exclusion Rates**

A) Effective October 1, 2005

B) Effective October 1, 2006

<b>ND-DIT-4</b>	A	77107	79230	81357	83481	85604	87729
	B	79035	81211	83391	85568	87744	89922

**MD - MEDICINE (217)**

A) Effective October 1, 2005 - September 30, 2006

B) Effective October 1, 2006 - September 30, 2007

<b>MD-MOF-1</b>	A	71517	75124	78736	82346	85955	89567
		93178	96786				
	B	73305	77002	80704	84405	88104	91806
		95507	99206				
<b>MD-MOF-2</b>	A	91339	95097	98858	102616	106518	110259
	B	93622	97474	101329	105181	109181	113015
<b>MD-MOF-3</b>	A	105393	109757	113928	117929		
	B	108028	112501	116776	120877		
<b>MD-MOF-4</b>	A	111320	115833	120237	124462		
	B	114103	118729	123243	127574		
<b>MD-MSP-1</b>	A	109548	113536	118077			
	B	112287	116374	121029			
<b>MD-MSP-2</b>	A	116718	120749	125336			
	B	119636	123768	128469			

**Exclusion Rates**

A) Effective October 1, 2005

B) Effective October 1, 2006

**Performance Pay**

<b>MD-MOF-4</b>	A	111320	to	124462	(P)
	B	114103	to	127574	(P)
<b>MD-MOF-5</b>	A	117206	to	144551	(P)
	B	120136	to	148165	(P)
<b>MD-MSP-3</b>	A	121118	to	141456	(P)
	B	124146	to	144992	(P)

**NU - NURSING (219)**

A) Effective October 1, 2005 - September 30, 2006

B) Effective October 1, 2006 - September 30, 2007

**NU-CHN & NU-HOS (Regional Rates)**

<b>NU-CON-1</b>	A	74683	77015	79333	81658	83980	86304
		88628	90949	93270	95598		
	B	76550	78940	81316	83699	86080	88462
		90844	93223	95602	97988		

**Exclusion Rates**

A) Effective October 1, 2005

B) Effective October 1, 2006

**NU-HOS-7 (Regional Rates)**

<b>NU-HOS-8</b>	A	80096	82758	85415	88078	90474	93394
		96053	98365	100674			
	B	82099	84827	87550	90280	92736	95729
		98454	100824	103191			

**OP - OCCUPATIONAL AND PHYSICAL THERAPY (220)**

A) Effective October 1, 2005 - September 30, 2006

B) Effective October 1, 2006 - September 30, 2007

**Regional Rates****PH - PHARMACY (221)**

A) Effective October 1, 2005 - September 30, 2006

B) Effective October 1, 2006 - September 30, 2007

<b>PH-1</b>	A	62488	64652	66819	69058	71371	73761
		76152	78544				
	B	64050	66268	68489	70784	73155	75605
		78056	80508				
<b>PH-2</b>	A	74266	77235	80519	83803	87087	
	B	76123	79166	82532	85898	89264	
<b>PH-3</b>	A	82165	85452	88870	92288	95706	
	B	84219	87588	91092	94595	98099	

**PS - PSYCHOLOGY (223)**

A) Effective October 1, 2005 - September 30, 2006

B) Effective October 1, 2006 - September 30, 2007

<b>PS-1</b>	A	41105	42905	44700	46498	48295	50092
		51894					
	B	42133	43978	45818	47660	49502	51344
		53191					
<b>PS-2</b>	A	53010	55253	57506	59748	61999	64248
	B	54335	56634	58944	61242	63549	65854
<b>PS-3</b>	A	62249	64825	67400	69983	72573	
	B	63805	66446	69085	71733	74387	
<b>PS-4</b>	A	70033	72982	75937	78889	81840	
	B	71784	74807	77835	80861	83886	
<b>PS-5</b>	A	78523	81883	85237	88433	91549	
	B	80486	83930	87368	90644	93838	

**SW - SOCIAL WORK (226)**

A) Effective October 1, 2005 - September 30, 2006

B) Effective October 1, 2006 - September 30, 2007

<b>SW-1</b>	A	42499	44216	45936	47656	49377	51098
		52819					
	B	43561	45321	47084	48847	50611	52375
		54139					
<b>SW-2</b>	A	46926	48831	50741	52649	54553	56462
	B	48099	50052	52010	53965	55917	57874
<b>SW-3</b>	A	52508	54649	56788	58934	61080	63220
	B	53821	56015	58208	60407	62607	64801
<b>SW-4</b>	A	59983	62155	64318	66489	68666	70831
	B	61483	63709	65926	68151	70383	72602
<b>SW-5</b>	A	71145	73785	76429	79072	81713	84357
	B	72924	75630	78340	81049	83756	86466
<b>SW-SCW-1</b>	A	55568	57285	59004	60725	62446	64167
		65888					
	B	56957	58717	60479	62243	64007	65771
		67535					
<b>SW-SCW-2</b>	A	57507	59410	61321	63229	65132	67043
	B	58945	60895	62854	64810	66760	68719
<b>SW-SCW-3</b>	A	59976	62117	64255	66402	68547	70686
	B	61475	63670	65861	68062	70261	72453
<b>SW-CHA-1</b>	A	44662	46403	48136	49878	51619	
	B	45779	47563	49339	51125	52909	
<b>SW-CHA-2</b>	A	50835	52825	54819	56812	58799	
	B	52106	54146	56189	58232	60269	
<b>SW-CHA-3</b>	A	59522	61569	63626	65669	67735	
	B	61010	63108	65217	67311	69428	

**VM - VETERINARY MEDICINE (228)**

A) Effective October 1, 2005 - September 30, 2006

B) Effective October 1, 2006 - September 30, 2007

<b>VM-1</b>	A	57689	60041	62375	64729	67319	
	B	59131	61542	63934	66347	69002	
<b>VM-2</b>	A	67310	69954	72591	75228	78235	
	B	68993	71703	74406	77109	80191	
<b>VM-3</b>	A	74207	77135	80078	83018	86337	
	B	76062	79063	82080	85093	88495	
<b>VM-4</b>	A	83397	86099	88749	91074	94032	
	B	85482	88251	90968	93351	96383	
<b>VM-5</b>	A	91415	94044	96678	99313	102294	
	B	93700	96395	99095	101796	104851	

## RE - RESEARCH

### HR - HISTORICAL RESEARCH (212)

Effective October 1, 2005 - September 30, 2006

HR-1*	24742	to	43364	45076	46843	48610
	50381					
HR-2	50866	52783	54708	56632		
HR-3	58705	60921	63143	65362		
HR-4	68818	71502	74185	76864		
HR-5	74578	78594	82613	86631		

### Exclusion Rates - Effective October 1, 2005

#### Performance Pay

	Minimum	Mid-Point	Maximum
HR-5	75904	94849	107391

### MA - MATHEMATICS (216)

Effective October 1, 2005 - September 30, 2006

MA-1*	26363	to	45221			
MA-2	46292	47610	48923	50325	51971	53591
MA-3	56356	58300	60249	62213	64179	
MA-4	67295	69289	71481	73679	75867	
MA-5	78835	81035	83801	86533		
MA-6	87822	90602	93261	95846		
MA-7	94833	97416	99997	102593		

### SE - SCIENTIFIC RESEARCH (225)

Effective October 1, 2005 - September 30, 2006

SE-REM-1	73686	76539	79390	82239	85090	87942
	90790	93642	96493			
SE-REM-2	84967	87845	90729	93611	96493	99373
	102255	105135	108017			
SE-RES-1	46025	48446	50867	53291	55712	58129
	60554					
SE-RES-2	57150	60707	64265	67824	71381	74937
	78497	82056	85607			
SE-RES-3	72222	75074	77924	80772	83624	86476
	89327	92176	95027			
SE-RES-4	86494	89660	92824	95987	99153	102316
	105480					
SE-RES-5	94705	98171	101637	105102	108569	112034
	115501					

**DS - DEFENCE SCIENTIFIC SERVICE (229)**

Effective October 1, 2005 - September 30, 2006

<b>DS-1*</b>	30305	to	46257			
<b>DS-2</b>	37621	41701	48058	49792	51953	
<b>DS-3</b>	51953	54117	56282	58445	60612	62778
	64941					
<b>DS-4</b>	67929	69842	71754	73671	75580	77496
	79410	81318	83238	85147	87063	88976
	90890					
<b>DS-5</b>	83639	85788	87940	90088	92239	94390
	96789	99168	101509	103849		
<b>DS-6</b>	97229	99619	102013	104406	106801	109188
	111579					
<b>DS-7</b>	106555	108950	111345	113740	116135	

**Exclusion Rates - Effective April 1, 2005****Performance Pay**

<b>DS-7A</b>	102800	to	121000	(P)
<b>DS-7B</b>	115100	to	135500	(P)
<b>DS-8</b>	148100	to	174300	(P)

**LA - LAW (214)**

Effective March 1, 2005 - February 28, 2006

<b>LA-1</b>	54585	57087	59586	62087	64587	
	68828	71581	74443	77868		
<b>LA-2(I)</b>	75622	79602	83582	87563	91544	95520
	99500	103481	108241			
<b>LA-2(II)</b>	94097	97855	101615	105881	110149	114693
	119968					

**Exclusion Rates**

A) Effective April 1, 2004

B) Effective April 1, 2005

**Performance Pay****I - All Regions except Toronto**

<b>LA-DEV*</b>	A	26870	to	60940	
	B	27410	to	62155	
<b>LA-1</b>	A	53510	to	76340	
	B	54580	to	77865	
<b>LA-2A</b>	A	74145	to	106395	(P)
	B	75630	to	108525	(P)
<b>LA-2B</b>	A	92255	to	117620	(P)
	B	94100	to	119975	(P)
<b>LA-3A</b>	A	104200	to	132300	(P)

<b>LA-3B</b>	A	120800	to	147800	(P)
<b>LA-3C</b>	A	137600	to	167800	(P)
<b>II - Regional rates of pay (Toronto)</b>					
<b>LA-DEV*</b>	A	26870	to	60940	(P)
	B	27410	to	62155	(P)
<b>LA-1</b>	A	53510	to	76340	(P)
	B	54580	to	77865	(P)
<b>LA-2A</b>	A	74145	to	122490	(P)
	B	75630	to	124940	(P)
<b>LA-2B</b>	A	96900	to	135370	(P)
	B	98840	to	138075	(P)
<b>LA-3A</b>	A	110300	to	143800	(P)
<b>LA-3B</b>	A	120800	to	147800	(P)

### UT - UNIVERSITY TEACHING (227)

A) Effective July 1, 2005 - June 30, 2006

B) Effective July 1, 2006 - June 30, 2007

<b>UT-1</b>	A	33098	35585	38071	40559	43045	45531
		48018	50506	52992	55478	57966	60452
		62938	65425	67912			
	B	33925	36475	39023	41573	44121	46669
		49218	51769	54317	56865	59415	61963
		64511	67061	69610			
<b>UT-2</b>	A	45154	47642	50128	52615	55101	57588
		60074	62560	65048	67534	70021	72507
		74995	77481	79967	82454		
	B	46283	48833	51381	53930	56479	59028
		61576	64124	66674	69222	71772	74320
		76870	79418	81966	84515		
<b>UT-3</b>	A	62032	64518	67005	69492	71979	74465
		76953	79438	81924	84411	86898	89385
		91871	94359	96845	99331		
	B	63583	66131	68680	71229	73778	76327
		78877	81424	83972	86521	89070	91620
		94168	96718	99266	101814		
<b>UT-4</b>	A	74088	76576	79062	81548	84036	86521
		89008	91494	93982	96468	98954	101442
		103928	106415	108901	111389	113875	116362
	B	118850					
		75940	78490	81039	83587	86137	88684
		91233	93781	96332	98880	101428	103978
		106526	109075	111624	114174	116722	119271
		121821					

**Exclusion Rates**

A) Effective July 1, 2005

B) Effective July 1, 2006

**Performance Pay**

<b>UT-3</b>	A	62032	64518	67005	69492	71979	74465
		76953	79438	81924	84411	86898	89385
		91871	94359	96845	99331		
	B	63583	66131	68680	71229	73778	76327
		78877	81424	83972	86521	89070	91620
		94168	96718	99266	101814		
<b>UT-4</b>	A	74088	76576	79062	81548	84036	86521
		89008	91494	93982	96468	98954	101442
		103928	106415	108901	111389	113875	116362
		118850					
	B	75940	78490	81039	83587	86137	88684
		91233	93781	96332	98880	101428	103978
106526		109075	111624	114174	116722	119271	
	121821						

**PA - PROGRAM AND ADMINISTRATIVE SERVICES****AS - ADMINISTRATIVE SERVICES (301)**

A) Effective June 21, 2005 - June 20, 2006

B) Effective June 21, 2006 - June 20, 2007

<b>AS-DEV*</b>	A	26823	to	40205		
	B	27494	to	41210		
<b>AS-1</b>	A	42246	43853	45518	47249	
	B	43302	44949	46656	48430	
<b>AS-2</b>	A	47075	48862	50721		
	B	48252	50084	51989		
<b>AS-3</b>	A	50457	52375	54365		
	B	51718	53684	55724		
<b>AS-4</b>	A	55118	57212	59558		
	B	56496	58642	61047		
<b>AS-5</b>	A	65801	68302	71140		
	B	67446	70010	72919		
<b>AS-6</b>	A	73294	76079	79069		
	B	75126	77981	81046		
<b>Performance Pay</b>						
<b>AS-7</b>	A	77151	80085	83126	85622	88215
	B	79080	82087	85204	87763	90420
<b>AS-8</b>	A	79662	to	93767		
	B	81654	to	96111		



**Exclusion Rates**

A) Effective June 21, 2005

B) Effective June 21, 2006

**Performance Pay**

<b>AS-7</b>	A	77151	to	88215	(P)
	B	79080	to	90420	(P)
<b>AS-8</b>	A	79662	to	93767	(P)
	B	81654	to	96111	(P)

**IS - INFORMATION SERVICES (305)**

A) Effective June 21, 2005 - June 20, 2006

B) Effective June 21, 2006 - June 20, 2007

<b>IS-1</b>	A	42246	43853	45518	47249
	B	43302	44949	46656	48430
<b>IS-2</b>	A	47075	48862	50721	
	B	48252	50084	51989	
<b>IS-3</b>	A	55118	57212	59558	
	B	56496	58642	61047	
<b>IS-4</b>	A	65801	68302	71140	
	B	67446	70010	72919	
<b>IS-5</b>	A	73294	76079	79069	
	B	75126	77981	81046	

**Performance Pay**

<b>IS-6</b>	A	77151	80085	83126	85622	88215
	B	79080	82087	85204	87763	90420

**Exclusion Rates**

A) Effective June 21, 2005

B) Effective June 21, 2006

<b>IS-6</b>	A	77151	to	88215	(P)
	B	79080	to	90420	(P)

**PM - PROGRAMME ADMINISTRATION (308)**

A) Effective June 21, 2005 - June 20, 2006

B) Effective June 21, 2006 - June 20, 2007

<b>PM-DEV*</b>	A	26823	to	40205	
	B	27494	to	41210	
<b>PM-1</b>	A	42246	43853	45518	47249
	B	43302	44949	46656	48430
<b>PM-2</b>	A	47075	48862	50721	
	B	48252	50084	51989	
<b>PM-3</b>	A	50457	52375	54365	
	B	51718	53684	55724	
<b>PM-4</b>	A	55118	57212	59558	
	B	56496	58642	61047	

<b>PM-5</b>	A	65801	68302	71140		
	B	67446	70010	72919		
<b>PM-6</b>	A	77151	80085	83126	85622	88215
	B	79080	82087	85204	87763	90420

**Performance Pay**

<b>PM-7</b>	A	79662	to	93767
	B	81654	to	96111

**Exclusion Rates**

A) Effective June 21, 2005

B) Effective June 21, 2006

<b>PM-MCO</b>	A	65801	to	93767
	B	67446	to	96111

**Salary Sectors**

<b>1</b>	A	65801	to	71140
	B	67446	to	72919
<b>2</b>	A	77151	to	88215
	B	79080	to	90420
<b>3</b>	A	79662	to	93767
	B	81654	to	96111

**Effective April 1, 2005**

<b>4</b>		91800	to	108000
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**WP - WELFARE PROGRAMMES (310)**

A) Effective June 21, 2005 - June 20, 2006

B) Effective June 21, 2006 - June 20, 2007

<b>WP-1</b>	A	31920	33383	34847	36309	37776	39230
		40687	42144	43828	45582		
	B	32718	34218	35718	37217	38720	40211
<b>WP-2</b>	A	41704	43198	44924	46722		
		39726	41381	43024	44677	46330	47985
	B	49639	52123	54676			
<b>WP-3</b>	A	40719	42416	44100	45794	47488	49185
		50880	53426	56043			
	B	47204	49093	50981	52867	54756	56646
<b>WP-4</b>	A	58912	61268				
		48384	50320	52256	54189	56125	58062
	B	60385	62800				
<b>WP-4</b>	A	53342	55479	57607	59734	61860	64334
		66909					
	B	54676	56866	59047	61227	63407	65942
		68582					

<b>WP-5</b>	A	63905 80215	66460	69028	71596	74163	77130
	B	65503 82220	68122	70754	73386	76017	79058
<b>WP-6</b>	A	76232	79553	82869	86189	89636	93223
	B	78138	81542	84941	88344	91877	95554

**Exclusion Rates**

- A) Effective June 21, 2005  
B) Effective June 21, 2006

**Performance Pay**

<b>WP-7</b>	A	73802	to	97862
	B	75647	to	100309

**CM - COMMUNICATIONS (501)**

- A) Effective June 21, 2005 - June 20, 2006  
B) Effective June 21, 2006 - June 20, 2007

<b>CM-1</b>	A	25937	26729	27513	28306		
	B	26585	27397	28201	29014		
<b>CM-2</b>	A	29564	30438	31317			
	B	30303	31199	32100			
<b>CM-3</b>	A	32599	33562	34536			
	B	33414	34401	35399			
<b>CM-4</b>	A	36178	37266	38353			
	B	37082	38198	39312			
<b>CM-5</b>	A	37866	39003	40154	41293		
	B	38813	39978	41158	42325		
<b>CM-6</b>	A	41227	42495	43739	44996	46249	47510
	B	42258	43557	44832	46121	47405	48698
<b>CM-7</b>	A	45157	46539	47915	49296	50679	52060
	B	46286	47702	49113	50528	51946	53362

**DA - DATA PROCESSING (502)**

- A) Effective June 21, 2005 - June 20, 2006  
B) Effective June 21, 2006 - June 20, 2007

<b>DA-CON-1</b>	A	26829	27580	28338	29097	29856	30610
		31360	32115	32872	33632		
	B	27500	28270	29046	29824	30602	31375
<b>DA-CON-2</b>	A	29469	30303	31139	31976	32822	33690
		30206	31061	31917	32775	33643	34532
	B	34629	35600	36570	37543		
<b>DA-CON-3</b>	A	35495	36490	37484	38482		
		43567	44634	45713	46785		
	B	44656	45750	46856	47955		

<b>DA-CON-5</b>	A	46216	47398	48583	49764		
	B	47371	48583	49798	51008		
<b>DA-CON-6</b>	A	48217	49519	50816	52112		
	B	49422	50757	52086	53415		
<b>DA-CON-7</b>	A	54690	56125	57555	58993		
	B	56057	57528	58994	60468		
<b>DA-CON-8</b>	A	57492	59074	60652	62246		
	B	58929	60551	62168	63802		
<b>Special Level C</b>	A	33709					
	B	34552					
<b>DA-PRO-1</b>	A	22761	23506	24264	25031	25777	26531
		27275	28166	29051	29889	30738	31610
	B	23330	24094	24871	25657	26421	27194
		27957	28870	29777	30636	31506	32400
<b>DA-PRO-2</b>	A	33018	34016	35005			
	B	33843	34866	35880			
<b>DA-PRO-3</b>	A	36944	38070	39184			
	B	37868	39022	40164			
<b>DA-PRO-4</b>	A	41138	42382	43643			
	B	42166	43442	44734			
<b>DA-PRO-5</b>	A	45764	47160	48565			
	B	46908	48339	49779			
<b>DA-PRO-6</b>	A	51159	52731	54306			
	B	52438	54049	55664			
<b>DA-PRO-7</b>	A	57199	58976	60737			
	B	58629	60450	62255			

**CR - CLERICAL AND REGULATORY (503)**

A) Effective June 21, 2005 - June 20, 2006

B) Effective June 21, 2006 - June 20, 2007

<b>CR-1</b>	A	28681	29278	29885	30489	31082	31689
	B	29398	30010	30632	31251	31859	32481
<b>CR-2</b>	A	31132	31849	32557	33269		
	B	31910	32645	33371	34101		
<b>CR-3</b>	A	35311	36236	37162	38088		
	B	36194	37142	38091	39040		
<b>CR-4</b>	A	39123	40161	41198	42230		
	B	40101	41165	42228	43286		
<b>CR-5</b>	A	42757	43932	45116	46290		
	B	43826	45030	46244	47447		
<b>CR-6</b>	A	48669	49948	51216	52497		
	B	49886	51197	52496	53809		
<b>CR-7</b>	A	53983	55477	56974	58481		
	B	55333	56864	58398	59943		

**OE - OFFICE EQUIPMENT (504)**

A) Effective June 21, 2005 - June 20, 2006

B) Effective June 21, 2006 - June 20, 2007

<b>OE-BEO-1</b>	A	21434	22102	22761	23421	24084	24750
		25415					
	B	21970	22655	23330	24007	24686	25369
		26050					
<b>OE-BEO-2</b>	A	26607	27396	28211	29056	29895	
	B	27272	28081	28916	29782	30642	
<b>OE-CEO-1</b>	A	21434	22102	22761	23421	24084	24750
		25415					
	B	21970	22655	23330	24007	24686	25369
		26050					
<b>OE-CEO-2</b>	A	26607	27396	28211	29056	29895	
	B	27272	28081	28916	29782	30642	
<b>OE-CEO-3</b>	A	29665	30569	31486	32409		
	B	30407	31333	32273	33219		
<b>OE-DEO-1</b>	A	21434	22102	22761	23421	24084	24750
		25415					
	B	21970	22655	23330	24007	24686	25369
		26050					
<b>OE-DEO-2</b>	A	26607	27396	28211	29056	29895	
	B	27272	28081	28916	29782	30642	
<b>OE-DEO-3</b>	A	29665	30569	31486	32409		
	B	30407	31333	32273	33219		
<b>OE-MSE-1</b>	A	21434	22102	22761	23421	24084	24750
		25415					
	B	21970	22655	23330	24007	24686	25369
		26050					
<b>OE-MSE-2</b>	A	26607	27396	28211	29056	29895	
	B	27272	28081	28916	29782	30642	
<b>OE-MEO-1</b>	A	21434	22102	22761	23421	24084	24750
		25415					
	B	21970	22655	23330	24007	24686	25369
		26050					
<b>OE-MEO-2</b>	A	26607	27396	28211	29056	29895	
	B	27272	28081	28916	29782	30642	
<b>OE-MEO-3</b>	A	29665	30569	31486	32409		
	B	30407	31333	32273	33219		
<b>OE-MEO-4</b>	A	32429	33442	34459	35463		
	B	33240	34278	35320	36350		
<b>OE-MEO-5</b>	A	37891	39079	40268	41462		
	B	38838	40056	41275	42499		

**ST - SECRETARIAL, STENOGRAPHIC AND TYPING (505)**

A) Effective June 21, 2005 - June 20, 2006

B) Effective June 21, 2006 - June 20, 2007

<b>ST-TYP-1</b>	A	30933	31511	32106	32693	33274	33847
	B	31706	32299	32909	33510	34106	34693
<b>ST-TYP-2</b>	A	32027	32675	33334	33998		
	B	32828	33492	34167	34848		
<b>ST-STN-1</b>	A	29794	30592	31313	32035	32765	33495
		34222	34945	35674			
	B	30539	31357	32096	32836	33584	34332
		35078	35819	36566			
<b>ST-STN-2</b>	A	34381	34859	35639	36435		
	B	35241	35730	36530	37346		
<b>ST-OCE-1</b>	A	27793	28504	29214	29914	30619	31323
		32031	32735	33441	34152		
	B	28488	29217	29944	30662	31384	32106
		32832	33553	34277	35006		
<b>ST-OCE-2</b>	A	33279	34100	34963	35829		
	B	34111	34953	35837	36725		
<b>ST-OCE-3</b>	A	36308	37288	38269	39255		
	B	37216	38220	39226	40236		
<b>ST-SCY-1</b>	A	28971	29782	30595	31412	32219	33038
		33851	34661	35184	36009	36865	37723
	B	29695	30527	31360	32197	33024	33864
		34697	35528	36064	36909	37787	38666
<b>ST-SCY-2</b>	A	36970	37934	38898	39854		
	B	37894	38882	39870	40850		
<b>ST-SCY-3</b>	A	38302	39399	40511	41602		
	B	39260	40384	41524	42642		
<b>ST-SCY-4</b>	A	41171	42428	43682	44917		
	B	42200	43489	44774	46040		
<b>ST-COR-1</b>	A	35294	36342	37392	38443	39499	40543
		41615	42676				
	B	36176	37251	38327	39404	40486	41557
		42655	43743				
<b>ST-COR-2</b>	A	46637	48053	49473	50885	52304	53708
	B	47803	49254	50710	52157	53612	55051
<b>Special Level A</b>	A	27871					
	B	28568					
<b>Special Level B</b>	A	29349					
	B	30083					
<b>Special Level C</b>	A	30702					
	B	31470					

### CS - COMPUTER SYSTEMS (303)

Effective December 22, 2003 - December 21, 2004

<b>CS-1</b>	43470	45109	46746	48374	50000	51625
	53251	54876				
<b>CS-2</b>	54014	55768	57524	59280	61035	62790
	64545	66300				
<b>CS-3</b>	63912	66141	68373	70604	72834	75066
	77295	79525				
<b>CS-4</b>	73303	75861	78417	80973	83530	86087
	88645	91203				
<b>CS-5</b>	84529	87712	90893	94079	97263	100447
	103631	106814	109998			

**Exclusion Rates - Effective December 22, 2003**

<b>CS-5</b>	84529	87712	90893	94079	97263	100447
	103631	106814	109998			

### FI - FINANCIAL MANAGEMENT (304)

Effective November 7, 2003 - November 6, 2004

<b>FI-DEV*</b>	22379	to	41141			
<b>FI-1</b>	41854	43788	45725	47662	49594	51534
	53469	55404	57561			
<b>FI-2</b>	50947	53311	55674	58039	60404	62768
	65130	67757				
<b>FI-3</b>	64466	67180	69896	72609	75325	78341
	81475					
<b>FI-4</b>	71997	75049	78108	81167	84225	87619
	91124					

**Exclusion Rates - Effective November 7, 2003**

**Performance Pay**

<b>FI-4</b>	71997	to	91124	(P)		
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### HM - HUMAN RESOURCES MANAGEMENT

**OM - ORGANIZATION AND METHODS (306)**

**Rates for Unrepresented Employees**

A) Effective October 1, 2005

B) Effective October 1, 2006

<b>OM-DEV*</b>	A	22170	to	38977		
	B	22724	to	39951		

<b>OM-1</b>	A	33176	34985	36788	38597	40400	42229
		44033	45843				
	B	34005	35860	37708	39562	41410	43285
		45134	46989				
<b>OM-2</b>	A	46553	48543	50531	52520		
	B	47717	49757	51794	53833		
<b>OM-3</b>	A	50238	52883	55512	58140	60751	
	B	51494	54205	56900	59594	62270	
<b>OM-4</b>	A	61862	64638	67357	70111		
	B	63409	66254	69041	71864		
<b>OM-5</b>	A	70022	73123	76210	79309		
	B	71773	74951	78115	81292		

**PE - PERSONNEL ADMINISTRATION (307)**

**Rates for Unrepresented Employees**

A) Effective October 1, 2005

B) Effective October 1, 2006

<b>PE-DEV*</b>	A	27706	to	43002			
	B	28399	to	44077			
<b>PE-1</b>	A	43002	44878	46873	48969	51172	53495
	B	44077	46000	48045	50193	52451	54832
<b>PE-2</b>	A	54246	56155	58142	60210		
	B	55602	57559	59596	61715		
<b>PE-3</b>	A	60827	63002	65262	67613		
	B	62348	64577	66894	69303		
<b>PE-4</b>	A	67627	69991	72531	75171		
	B	69318	71741	74344	77050		
<b>PE-5</b>	A	75728	78499	81379	84377		
	B	77621	80461	83413	86486		

**Performance Pay**

<b>PE-6</b>	A	80304	to	93588	(P)		
	B	82312	to	95928	(P)		

**FS - FOREIGN SERVICE (312)**

A) Effective July 1, 2005 - June 30, 2006

B) Effective July 1, 2006 - June 30, 2007

<b>FS-1/FSDP</b>	A	52947	55065	57268			
	B	54271	56442	58700			
<b>FS-2</b>	A	59558	61941	64418	66994	69674	72461
		75360					
	B	61047	63490	66028	68669	71416	74273
		77244					



<b>FS-3</b>	A	69323	72096	74979	77978	81098	84341
		87715	91223	94873			
	B	71056	73898	76853	79927	83125	86450
		89908	93504	97245			
<b>FS-4</b>	A	87715	91223	94873	98668	102613	
	B	89908	93504	97245	101135	105178	

### TR - TRANSLATION (313)

Effective April 19, 2004 - April 18, 2005

<b>TR-1</b>		43638	44771	45902	47033	48164	
<b>TR-2</b>		47714	49860	52010	54154	56306	58447
		60596	63024				
<b>TR-3</b>		58494	61054	63609	66165	68724	71285
		74173					
<b>TR-4</b>		64150	66602	69055	71507	73960	76410
		79334	82158				
<b>TR-5</b>		80410	82672	84936	87199	89462	

**Exclusion Rates - Effective April 19, 2004**

<b>TR-4</b>		64150	to	82158	(P)
<b>TR-5</b>		80410	to	89462	(P)

### MM - MANAGEMENT TRAINEE (314)

**Rates for Unrepresented Employees**

A) Effective June 21, 2005

B) Effective June 21, 2006

<b>MM-1</b>	A	47249			
	B	48430			
<b>MM-2</b>	A	50721			
	B	51989			
<b>MM-3</b>	A	57212	59558	65801	
	B	58642	61047	67446	

### AO - AIRCRAFT OPERATIONS (401)

Effective January 26, 2003 - January 25, 2004

<b>AO-CAI-1</b>		60693	62424	64203	66034	67917	
<b>AO-CAI-2</b>		65162	67018	68931	70895	72916	74994
<b>AO-CAI-3</b>		69734	71721	73766	75869	78031	80255
		82542					
<b>AO-CAI-4</b>		74198	76313	78487	80723	83023	85390
		87823					
<b>AO-CAI-5</b>		80132	82415	84765	87183	89668	92223
		94850					
<b>AO-ETP-1</b>		86888	89363	91910	94512	97208	99979

<b>AO-HPS-1</b>	66943	68502	70506	72509	74575	
<b>AO-HPS-2</b>	70006	71876	74011	76144	78315	
<b>Exclusion Rates - Effective January 26, 2003</b>						
<b>AO-CAI-5</b>	80132	82415	84765	87183	89668	92223
	94850					
<b>AO-ETP-2</b>	94200	96883	99645	102486	105407	
<b>AO-HPS-3</b>	73880	76429	78890	81430	83752	

### **AI - AIR TRAFFIC CONTROL (402)**

A) Effective July 1, 2005 - June 30, 2006

B) Effective July 1, 2006 - June 30, 2007

<b>AI-1</b>	A	41116	43449	45782	48118	50448	52786	
		55120	57457	59788	62125			
		B	42144	44535	46927	49321	51709	54106
		56498	58893	61283	63678			
		A	50025	52358	54690	57026	59360	61693
		B	64029	66362	68698	71031		
<b>AI-2</b>	A	51276	53667	56057	58452	60844	63235	
		65630	68021	70415	72807			
		B	60197	62535	64868	67206	69545	71883
<b>AI-3</b>	A	74220	76555	78892	81225			
		B	61702	64098	66490	68886	71284	73680
			76076	78469	80864	83256		
<b>AI-4</b>	A	71307	73904	76502	79099	81697	84293	
		86888	89488	92083				
		B	73090	75752	78415	81076	83739	86400
		89060	91725	94385				
		A	73905	76502	79099	81696	84292	86887
		B	89487	92082	94678			
<b>AI-5</b>	A	75753	78415	81076	83738	86399	89059	
		91724	94384	97045				
		B	77171	79767	82363	84962	87560	90155
<b>AI-6</b>	A	92753	95350	97947				
		B	79100	81761	84422	87086	89749	92409
			95072	97734	100396			
<b>AI-7</b>	A	81579	84176	86771	89369	91965	94562	
		97158	99755	102351				
		B	83618	86280	88940	91603	94264	96926
		99587	102249	104910				

## TC - TECHNICAL SERVICES

### DD - DRAFTING AND ILLUSTRATION (403)

A) Effective June 22, 2005 - June 21, 2006

B) Effective June 22, 2006 - June 21, 2007

DD-1	A	25475	26369	27258	28156	29043	29933
		30823	32057				
	B	26112	27028	27939	28860	29769	30681
		31594	32858				
DD-2	A	31393	32558	33701	34865	36019	37171
		38332	39867				
	B	32178	33372	34544	35737	36919	38100
		39290	40864				
DD-3	A	38628	39924	41226	42520	44221	
	B	39594	40922	42257	43583	45327	
DD-4	A	39791	41200	42605	44012	45407	46805
		48678					
	B	40786	42230	43670	45112	46542	47975
		49895					
DD-5	A	46559	48174	49786	51405	53460	
	B	47723	49378	51031	52690	54797	
DD-6	A	49963	51710	53445	55192	57397	
	B	51212	53003	54781	56572	58832	
DD-7	A	54268	56178	58087	60000	62401	
	B	55625	57582	59539	61500	63961	
DD-8	A	57110	59143	61172	63188	65713	
	B	58538	60622	62701	64768	67356	
DD-9	A	59642	61767	63895	66014	68655	
	B	61133	63311	65492	67664	70371	

### EG - ENGINEERING AND SCIENTIFIC SUPPORT (405)

A) Effective June 22, 2005 - June 21, 2006

B) Effective June 22, 2006 - June 21, 2007

EG-1	A	36321	37773	39285	40855	42491	44190
	B	37229	38717	40267	41876	43553	45295
EG-2	A	39955	41550	43215	44941	46738	48610
	B	40954	42589	44295	46065	47906	49825
EG-3	A	43949	45706	47534	49434	51413	53469
	B	45048	46849	48722	50670	52698	54806
EG-4	A	48344	50277	52291	54382	56553	58817
	B	49553	51534	53598	55742	57967	60287
EG-5	A	53177	55302	57516	59815	62211	64698
	B	54506	56685	58954	61310	63766	66315

<b>EG-6</b>	A	58496	60834	63270	65799	68429	71166
	B	59958	62355	64852	67444	70140	72945
<b>EG-7</b>	A	64344	66919	69595	72379	75276	78286
	B	65953	68592	71335	74188	77158	80243
<b>EG-8</b>	A	70782	73613	76553	79617	82802	86114
	B	72552	75453	78467	81607	84872	88267

**GT - GENERAL TECHNICAL (406)**

A) Effective June 22, 2005 - June 21, 2006

B) Effective June 22, 2006 - June 21, 2007

<b>GT-1</b>	A	35486	36463	37439	38410	39946	
	B	36373	37375	38375	39370	40945	
<b>GT-2</b>	A	40696	41874	43053	44231	46001	
	B	41713	42921	44129	45337	47151	
<b>GT-3</b>	A	45510	46875	48251	49619	51603	
	B	46648	48047	49457	50859	52893	
<b>GT-4</b>	A	51276	52865	54461	56057	58300	
	B	52558	54187	55823	57458	59758	
<b>GT-5</b>	A	57554	59317	61089	62922	65438	
	B	58993	60800	62616	64495	67074	
<b>GT-6</b>	A	63691	65768	67862	69949	72747	
	B	65283	67412	69559	71698	74566	
<b>GT-7</b>	A	72988	75444	77900	80232	83441	
	B	74813	77330	79848	82238	85527	
<b>GT-8</b>	A	82798	85420	88033	90642	94269	
	B	84868	87556	90234	92908	96626	

**PY - PHOTOGRAPHY (407)**

A) Effective June 22, 2005 - June 21, 2006

B) Effective June 22, 2006 - June 21, 2007

<b>PY-1</b>	A	28165	28913	29662	30407	31624	
	B	28869	29636	30404	31167	32415	
<b>PY-2</b>	A	32172	33080	33983	34875	36270	
	B	32976	33907	34833	35747	37177	
<b>PY-3</b>	A	35067	36073	37093	38108	39632	
	B	35944	36975	38020	39061	40623	
<b>PY-4</b>	A	37845	38970	40105	41230	42878	
	B	38791	39944	41108	42261	43950	
<b>PY-5</b>	A	39935	41033	42162	43337	44611	46393
	B	40933	42059	43216	44420	45726	47553
<b>PY-6</b>	A	42783	44069	45393	46751	48154	50080
	B	43853	45171	46528	47920	49358	51332
<b>PY-7</b>	A	45600	46969	48381	49830	51324	53378
	B	46740	48143	49591	51076	52607	54712

**PI - PRIMARY PRODUCTS INSPECTION (408)**

A) Effective June 22, 2005 - June 21, 2006

B) Effective June 22, 2006 - June 21, 2007

**Grain Inspection**

<b>PI-1-CGC</b>	A	31507	37899	39198	40489	41784	43081
		44802					
	B	32295	38846	40178	41501	42829	44158
		45922					
<b>PI-2-CGC</b>	A	41776	43183	44596	46005	47845	
	B	42820	44263	45711	47155	49041	
<b>PI-3-CGC</b>	A	44816	46375	47921	49471	51452	
	B	45936	47534	49119	50708	52738	
<b>PI-4-CGC</b>	A	47511	49183	50864	52531	54202	56370
	B	48699	50413	52136	53844	55557	57779
<b>PI-5-CGC</b>	A	53701	55657	57622	59572	61956	
	B	55044	57048	59063	61061	63505	
<b>PI-6-CGC</b>	A	58674	60856	63030	65215	67824	
	B	60141	62377	64606	66845	69520	

**Exclusion Rates**

A) Effective June 22, 2005

B) Effective June 22, 2006

<b>PI-7</b>	A	59581	61921	64252	66601	69199	
	B	61071	63469	65858	68266	70929	
<b>PI-CGC-7</b>	A	63863	66202	68531	70884	73649	
	B	65460	67857	70244	72656	75490	
<b>PI-CGC-8</b>	A	71714	74759	77807	80841		
	B	73507	76628	79752	82862		

**TI - TECHNICAL INSPECTION (413)**

A) Effective June 22, 2005 - June 21, 2006

B) Effective June 22, 2006 - June 21, 2007

<b>TI-1</b>	A	37199	38244	39291	40347	41960	
	B	38129	39200	40273	41356	43009	
<b>TI-2</b>	A	39213	40346	41465	42586	44291	
	B	40193	41355	42502	43651	45398	
<b>TI-3</b>	A	43967	45282	46585	47894	49808	
	B	45066	46414	47750	49091	51053	
<b>TI-4</b>	A	48403	49885	51366	52846	54959	
	B	49613	51132	52650	54167	56333	
<b>TI-5</b>	A	54041	55748	57454	59153	61520	
	B	55392	57142	58890	60632	63058	
<b>TI-6</b>	A	60711	62685	64654	66627	69292	
	B	62229	64252	66270	68293	71024	

<b>TI-7</b>	A	66830	68954	71088	73217	76144	
	B	68501	70678	72865	75047	78048	
<b>TI-8</b>	A	74185	76674	79157	81453	84709	
	B	76040	78591	81136	83489	86827	

### EL - ELECTRONICS (404)

A) Effective September 1, 2005 - August 31, 2006

B) Effective September 1, 2006 - August 31, 2007

<b>EL-1</b>	A	29058	30409	31772	33133	34494	35851
		37207	38562	39917	41512		
	B	29784	31169	32566	33961	35356	36747
		38137	39526	40915	42550		
<b>EL-2</b>	A	39967	41499	44808	48121	50047	
	B	40966	42536	45928	49324	51298	
<b>EL-3</b>	A	44392	46088	49758	53434	55571	
	B	45502	47240	51002	54770	56960	
<b>EL-4</b>	A	49487	51383	53289	55196	57404	59470
	B	50724	52668	54621	56576	58839	60957
<b>EL-5</b>	A	54869	56989	59101	61216	63665	65957
	B	56241	58414	60579	62746	65257	67606
<b>EL-6</b>	A	60556	62901	65252	67603	70307	72838
	B	62070	64474	66883	69293	72065	74659
<b>EL-7</b>	A	66342	68796	71254	73711	76660	79418
	B	68001	70516	73035	75554	78577	81403
<b>EL-8</b>	A	71619	74134	76648	79164	82330	85293
	B	73409	75987	78564	81143	84388	87425
<b>EL-9</b>	A	76903	79633	82363	85091	88493	91680
	B	78826	81624	84422	87218	90705	93972

### RO - RADIO OPERATIONS (409)

A) Effective May 1, 2005 - April 30, 2006

B) Effective May 1, 2006 - April 30, 2007

<b>RO-00</b>	A	23517	23990	24463	24918	25376	25832
	B	24105	24590	25075	25541	26010	26478
<b>RO-1</b>	A	34519	37890	39217	40552	41884	43213
		44542	45874	47206			
	B	35382	38837	40197	41566	42931	44293
<b>RO-2</b>		45656	47021	48386			
	A	39574	40982	42386	43796	45204	46614
		48024	49433				
	B	40563	42007	43446	44891	46334	47779
		49225	50669				

RO-3	A	44215	45763	47315	48865	50419	51971
		53523	55396	57612			
RO-4	B	45320	46907	48498	50087	51679	53270
		54861	56781	59052			
		47776	49485	51190	52896	54601	56306
RO-4	A	58011	60040	62442			
		48970	50722	52470	54218	55966	57714
		59461	61541	64003			
RO-4 Instructor	A	50916	52626	54331	56036	57742	59446
		61151	63182	65709			
		52189	53942	55689	57437	59186	60932
RO-5	B	62680	64762	67352			
		51697	53570	55449	57326	59202	61075
		62951	65154	67760			
RO-6	A	52989	54909	56835	58759	60682	62602
		64525	66783	69454			
		57110	59296	61481	63668	65857	68043
RO-6	B	70230	72689	75597			
		58538	60778	63018	65260	67503	69744
		71986	74506	77487			

#### Exclusion Rates

A) Effective May 1, 2005

B) Effective May 1, 2006

RO-7	A	66404	68994	71579	74156	76715	79275
		81835	84700	88089			
RO-7	B	68064	70719	73368	76010	78633	81257
		83881	86818	90291			

#### SO - SHIPS' OFFICERS (410)

Effective April 1, 2005 - March 31, 2006

SO-MAO-TO	35382	36620	37902	39228	40600
SO-MAO-1	38023	39353	40731	42157	43632
SO-MAO-2	43305	44823	46394	48020	
SO-MAO-3	44858	46915	48557	50258	
SO-MAO-4	47574	49580	51314	53108	
SO-MAO-5	50662	52753	54599	56509	
SO-MAO-6	53185	55047	56973	58965	
SO-MAO-7	55207	57141	59139	61210	
SO-MAO-8	58083	60115	62216	64393	
SO-MAO-9	62516	64701	66965	69309	
SO-MAO-10	68146	70528	72999	75556	
SO-MAO-11	75045	77671	80391	83205	
SO-MAO-12	81797	84660	87623	90690	
SO-FLP-1	41253	42698	44192	45736	

SO-FLP-2	44274	45823	47426	49083		
SO-FLP-3	47636	49305	51028	52811		
SO-FLP-4	50571	52340	54173	56071		
SO-FLP-5	54147	56039	58003	60035		
SO-FLP-6	57591	59608	61694	63852		
SO-FLP-7	61030	63167	65377	67662		
SO-RAD-1	43883	45420	47009	48653		
SO-RAD-2	46380	48005	49685	51425		
SO-RAD-3	48647	50348	52112	53937		
SO-INS-1	64977	67578	70278	73089	76014	79055
SO-INS-2	70304	73114	76039	79082	82244	85533

**Exclusion Rates - Effective April 1, 2005**

SO-MAO-13	88726	91830	95018	98315		
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**CX - CORRECTIONAL SERVICES (651/601)**

Effective June 1, 2001 - May 31, 2002

CX-1	34277	35941	37683	39511	41428	43438
	45545	47755	50071			
CX-2	40379	41995	43674	45423	47239	49128
	51093	53137				
CX-3	43912	45670	47496	49395	51372	53426
	55563	57785				
CX-4	47757	49664	51652	53718	55867	58100
	60425	62842				

**SV - OPERATIONAL SERVICES**

**FR - FIREFIGHTERS (652/602)**

A) Effective August 5, 2005 - August 4, 2006

B) Effective August 5, 2006 - August 4, 2007

FR-REC	A	41349	43924			
	B	42383	45022			
FR-1	A	47273	48489	49736	51378	53069
	B	48455	49701	50979	52662	54396
FR-2	A	52342	54107	55883		
	B	53651	55460	57280		
FR-3	A	59406				
	B	60891				
FR-4	A	63144				
	B	64723				
FR-5	A	67366				
	B	69050				
FR-6	A	71913				
	B	73711				



**Exclusion Rates**

A) Effective August 5, 2005

B) Effective August 5, 2006

<b>FR-7</b>	A	76785
	B	78705
<b>FR-8</b>	A	81931
	B	83979

**GL - GENERAL LABOUR & TRADES (653/603)**

A) Effective August 5, 2005 - August 4, 2006

B) Effective August 5, 2006 - August 4, 2007

**Regional Rates****GS - GENERAL SERVICES (654/604)**

A) Effective August 5, 2005 - August 4, 2006

B) Effective August 5, 2006 - August 4, 2007

**Regional Rates****HP - HEATING, POWER AND STATIONARY PLANT OPERATION (655/605)**

A) Effective August 5, 2005 - August 4, 2006

B) Effective August 5, 2006 - August 4, 2007

<b>HP-1</b>	A	37483	38318	39132		
	B	38422	39278	40113		
<b>HP-2</b>	A	40989	41950	42910		
	B	42012	42993	43974		
<b>HP-3</b>	A	44621	45706	46854		
	B	45727	46854	48023		
<b>HP-4</b>	A	50068	51404	52635		
	B	51320	52698	53950		
<b>HP-5</b>	A	53950	55286	56642		
	B	55307	56663	58061		
<b>HP-6</b>	A	54180	55640	57060	58500	60002
	B	55536	57039	58479	59961	61505
<b>HP-7</b>	A	58792	60357	62006	63571	65303
	B	60253	61860	63550	65157	66931
<b>HP-8</b>	A	63112	64823	66597	68309	70125
	B	64698	66451	68267	70020	71878
<b>HP-9</b>	A	66890	68831	70876	72879	75050
	B	68559	70542	72650	74695	76928

**HS - HOSPITAL SERVICES (656/606)**

A) Effective August 5, 2005 - August 4, 2006

B) Effective August 5, 2006 - August 4, 2007

**Regional Rates****LI - LIGHTKEEPERS (657/607)**

A) Effective August 5, 2005 - August 4, 2006

B) Effective August 5, 2006 - August 4, 2007

LI-1	A	28610	29406	30176	30973	31756
	B	29325	30141	30930	31747	32550
LI-2	A	28927	29979	31060	32129	33199
	B	29650	30728	31837	32932	34029
LI-3	A	31636	32669	33699	34733	
	B	32427	33486	34541	35601	
LI-4	A	34004	34990	35992	36970	
	B	34854	35865	36892	37894	
LI-5	A	36417	37429	38429	39424	
	B	37327	38365	39390	40410	
LI-6	A	38914	40088	41265	42450	
	B	39887	41090	42297	43511	
LI-7	A	42188	43321	44470	45609	
	B	43243	44404	45582	46749	
LI-8	A	45757	46888	48015	49129	
	B	46901	48060	49215	50357	
LI-9	A	49119	50267	51425	52963	
	B	50347	51524	52711	54287	

**SC - SHIPS' CREWS (662/612)**

A) Effective August 5, 2005 - August 4, 2006

B) Effective August 5, 2006 - August 4, 2007

DED-1 and ERD-1	A	40140		EQO-1 and SPT-1	A	40656
	B	41148			B	41676
DED-2 and ERD-2	A	41640		EQO-2 and SPT-2	A	42312
	B	42684			B	43368
DED-3 and ERD-3	A	43140		EQO-3 and SPT-3	A	43920
	B	44220			B	45024
DED-4 and ERD-4	A	44700		EQO-4 and SPT-4	A	47640
	B	45816			B	48828
DED-5 and ERD-5	A	45744		EQO-5 and SPT-5	A	51948
	B	46884			B	53244
DED-6 and ERD-6	A	47388		EQO-6 and SPT-6	A	53976
	B	48576			B	55320
DED-7 and ERD-7	A	48912		EQO-7 and SPT-7	A	56796
	B	50136			B	58212

<b>STD-1</b>	A	41076
	B	42108
<b>STD-2</b>	A	41904
	B	42948
<b>STD-3</b>	A	43248
	B	44328
<b>STD-4</b>	A	44460
	B	45576
<b>STD-5</b>	A	45744
	B	46884
<b>STD-6</b>	A	47088
	B	48264
<b>STD-7</b>	A	48444
	B	49656

**PR(S) - PRINTING OPERATIONS (SUPERVISORY) (659)**

A) Effective August 5, 2005 - August 4, 2006

B) Effective August 5, 2006 - August 4, 2007

<b>PR(S)-1</b>	A	42575	44387	46273	48239	50289	52429
		54654					
	B	43639	45497	47430	49445	51546	53740
		56020					
<b>PR(S)-2</b>	A	47957	49993	52119	54335	56645	59053
		61562					
	B	49156	51243	53422	55693	58061	60529
		63101					
<b>PR(S)-3</b>	A	53866	56153	58539	61026	63623	66323
		69145					
	B	55213	57557	60002	62552	65214	67981
		70874					
<b>PR(S)-4</b>	A	60330	62896	65567	68354	71259	74288
		77448					
	B	61838	64468	67206	70063	73040	76145
		79384					
<b>PR(S)-5</b>	A	67608	70481	73478	76598	79856	83248
		86787					
	B	69298	72243	75315	78513	81852	85329
		88957					

**PR (NS) - NON-SUPERVISORY PRINTING SERVICES (609)**

Effective October 1, 2004 - September 30, 2005

**Regional Rates**

**SR (C) - SHIP REPAIR CHARGEHANDS AND PRODUCTION SUPERVISORS  
(EAST) (663)**

Effective April 1, 2005 - March 31, 2006

<b>SR-CPS-1</b>	63178	65703	68331	71748
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**SR (E) - SHIP REPAIR (EAST) (611)**

A) Effective January 1, 2005 – December 31, 2005

B) Effective January 1, 2006 – December 31, 2006

**Regional Rates**

**SR (W) - SHIP REPAIR (WEST) (614)**

Effective October 1, 2005 - September 30, 2006

**Regional Rates**

**SR (W) - SHIP REPAIR (WEST EXCLUDED) (664)**

**Exclusion Rates - Effective April 1, 2005**

<b>SR-MGT-2</b>	77444	80543	83763	87115
<b>SR-MGT-3</b>	88791	92343	96038	99879