Average Wage adjustments per sector since 2014 & wage gap to obtain equity

15/04/2026

Augmentations moyennes de salaries par secteur depuis 2014 & l'écart pour obtenir l'équité 02

Human service counselors	Hourly Wage Taux Horaire 2014	Wage /Salaire Adjustment 2016	Wage /Salaire Adjustment 2018	Wage /Salaire Adjustment 2019	Wage/Salaire Adjustment 2020	Wage/Salaire Adjustment 2021	Wage/Salaire Adjustment 2022	Wage/Salaire Adjustment 2023	Wage-salaire Adjustment 2024	Wage/Salaire Adjustment 2025	Wage/Salaire Adjustment 2025	Basic Wages Salaire de Base 2026	Pay equity Équité salariale 2026	Wage Gap for equity in 2026 Manque à gagner pour équité
Family Support Soutien à la Famille	$13.60/hr	$ 1.00 04/01/2016	$ 0.40 05/01/2018	$ 0.50 05/01/2019		$1.30 04/01/2021	$1.00 04/01/2022 $1.00 10/01/2022	$1.00 04/01/2023	$2.25 04/01/2024	$1.00 04/01/2025 $0.75 10/01/2025	$0.40 04/01/2026	$24.28	$31.07	$6.79
Community Residences Résidences communautaire	$11.95/hr	$2.85 04/01/2016	$0.25 05/01/2018		$ 0.50 04/01/2020 $ 0.50 10/01/2020	$0.75 04/01/2021	$1.00 04/01/2022 $1.00 10/01/2022	$1.00 04/01/2023	$2.25 04/01/2024	$1.00 04/01/2025 $0.75 10/01/2025	$0.48 04/01/2026	$24.28	$30.91	$6.63
Group homes for youth Foyers de group pour jeunes	$14.00/hr	$ 1.00 04/01/2016	$ 1.00 04/01/2016		$2.00 04/01/2020		$0.80 04/01/2022	$2.00 04/01/2023	$2.00 04/01/2024	$1.00 04/01/2025 $1.00 10/01/2025	$1.44 04/01/2026	$26.24	$30.91	$4.67
Attendant Care Services auxillaires	$13.60/hr	$ 1.00 04/01/2016	$ 0.40 05/01/2018	$ 0.50 05/01/2019		$1.30 04/01/2021	$1.00 04/01/2022 $1.00 10/01/2022	$1.00 04/01/2023	$2.25 04/01/2024	$1.00 04/01/2025 $0.75 10/01/2025	$0.40 04/01/2026	$24.28	$29.50	$5.22
ESSP PSSP	$13.50/hr	$ 1.00 04/01/2016	$ 0.25 05/01/2018		$ 0.75 04/01/2020 $ 0.75 10/01/2020	$1.14 04/01/2021	$1.00 04/01/2022 $1.00 10/01/2022	$1.00 04/01/2023	$2.25 04/01/2024	$1.00 04/01/2025 $0.75 10/01/2025	$0.40 04/01/2026	$24.28	$29.50	$5.22
Transition homes Maisons de transition	$12.00/hr											N/A	$30.77	N/A
Personal Support Workers														
Special Care Homes Foyers de Soins spéciaux	$11.00/hr	$ 1.00 04/01/2016	$ 1.00 05/01/2018	$ 1.00 05/01/2019		$0.50 04/01/2021	$1.00 04/01/2022 $1.00 10/01/2022	$2.50 04/01/2023	$0.40 04/01/2024	$0.39 04/01/2024	$0.39 04/01/2024	$20.17	$26.90	$6.73
Home Support Soutien à domicile	$11.00/hr	$2.45 04/01/2016	$ 0.40 05/01/2018	$ 1.00 05/01/2019	$ 0.50 10/01/2020	$0.20 04/01/2021	$1.00 04/01/2022 $1.00 10/01/2022	$2.50 04/01/2023	$0.40 04/01/2024	$0.41 04/01/2024	$0.41 04/01/2024	$21.23	$26.90	$5.67

- PROPOSAL TO OBTAIN PAY EQUITY IN COMMUNITY CARE SECTORS (2027- 2029) 15/04/2026
- PLAN POUR L'ÉQUITÉ SALARIAL DANS LES SOINS COMMUNAUTAIRES (2027- 2029)

HUMAN SERVICE COUNSELORS CONSEILLERS EN SERVICES COMMUNAUTAIRES	2023 wage/ salaire	2024 wage/ salaire	04/2025 wage/ salaire	10/2025 wage/ salaire	04/2026 wage/ salaire	WAGE ADJUSTMENTS TO ACHIEVE PAY EQUITY AJUSTEMENTS DE SALAIRES POUR L'ÉQUITÉ SALARIALE 2027	2028	2029
Family support Services à la famille	$19.80	$22.05	$23.05	$23.80	$24.28 *31.07	$27.00 *31.69	$30.00 *32.33	$32.97 * 32.97
Community residences Residences Communautaires	$19.80	$22.05	$23.05	$23.80	$24.28 *30.92	$27.00 *31.54	$30.00 *32.17	$32.81 *32.81
Group Homes Foyers de groupe	$20.80	$22.80	$23.80	$24.80	$26.24 *30.92	$27.00 *31.54	$30.00 *32.17	$32.81 *32.81
Transition homes Maisons de transition				$21.00	N/A *30.77	$27.00 *31.39	$30.00 *32.01	$32.65 *32.65
Attendant Care Soins Auxilliaires	$19.80	$22.05	$23.05	$23.80	$24.28 * 29.50	$26.50 * 30.09	$29.00 *30.69	$31.31 *31.31
ESSP Centers Centres PSSE	$19.80	$22.05	$23.05	$23.80	$24.28 * 29.50	$26.50 * 30.09	$29.00 *30.69	$31.31 *31.31

PERSONAL SUPPORT WORKERS PRÉPOSÉE EN SERVICES À LA PERSONNE	2023 wage/ salaire	2024 wage/ salaire	04/ 2025 wage/ salaire	10/2025 wage/ salaire	04/2026 wage/ salaire	WAGE ADJUSTMENTS TO ACHIEVE PAY EQUITY AJUSTEMENTS DE SALAIRES POUR L'ÉQUITÉ SALARIALE 2027	2028	2029
Special Care Homes Foyers de Soins Spéciaux	$19.00	$19.40	$19.79	$19.79	$20.17 *26.90	$23.00 *27.44	$25.75 *27.99	$28.55 *28.55
Home support Soutien à domicile	$20.00	$20.40	$20.81	$20.81	$21.23 *26.90	$23.00 *27.44	$25.75 *27.99	$28.55 *28.55

* Pay equity salary indexed at annual rate of 2.% - CPI average as per Bank of Canada over last few years
* Équité salariale avec indexation annuelle de 2.% - IPC moyen selon Banque du Canada des années antécédents