

**Service Contract Ranges - Effective April 1, 2011**

PRACTICE CATEGORY	Service Rate 2011/12	
	Min	Max
General Practice - Defined Scope B	\$168,550	\$210,687
General Practice - Defined Scope A	\$183,138	\$228,923
General Practice - Full Scope B	\$183,138	\$228,923
General Practice - Full Scope A	\$197,486	\$246,858
Hospitalists	\$183,138	\$228,923
MHO Area A	\$177,760	\$203,003
MHO Area B	\$203,003	\$222,200
MHO Area C	\$210,674	\$246,112
MHO Area D	\$246,112	\$263,342
General Paediatrics (Defined Scope)	\$186,502	\$233,127
General Paediatrics	\$214,683	\$268,354
Psychiatry	\$219,094	\$273,868
Forensic Psychiatry	\$234,431	\$293,039
Physical Medicine	\$214,683	\$268,354
Neurology	\$224,730	\$280,913
Dermatology	\$224,730	\$280,913
Internal Medicine	\$224,736	\$280,920
Medical Genetics	\$230,318	\$287,897
Sub-specialty Paediatrics	\$230,318	\$287,897
Sub-specialty Internal Medicine B	\$230,318	\$287,897
Sub-specialty Internal Medicine A	\$246,358	\$307,947
Anaesthesia	\$278,602	\$348,252
Critical Care	\$270,589	\$338,236
Haematology/Oncology	\$297,217	\$371,521
Medical Oncology	\$297,217	\$371,521
Radiation Oncology	\$297,217	\$371,521
Laboratory Medicine (Pathology)	\$269,286	\$336,608
Radiology	\$274,197	\$342,746
Pediatric Radiology	TBD	TBD
Otolaryngology	\$282,246	\$352,807
Orthopaedic Surgery	\$282,246	\$352,807
Urology	\$282,246	\$352,807
Ophthalmology	\$282,246	\$352,807
Plastic Surgery	\$282,246	\$352,807
Obstetrics/Gynecology	\$282,246	\$352,807
General Surgery	\$282,246	\$352,807
Gynecological Oncology	\$309,655	\$387,069
Maternal Fetal Medicine	\$289,605	\$362,006
General Surgical Oncology	\$309,655	\$387,069
Sub-specialty Orthopaedics	\$373,002	\$466,253
Neurosurgery	\$373,002	\$466,253
Vascular Surgery	\$373,002	\$466,253
Cardiac Surgery	\$373,002	\$466,253
Thoracic Surgery	\$373,002	\$466,253
Emergency Medicine (Non-Hospital Based)☒	\$191,453	\$239,316
Emergency Medicine Area A (GP)	\$235,603	\$260,109
Emergency Medicine Area B (SP)	\$260,109	\$294,504

**Salary Contract Ranges - Effective April 1, 2011**

PRACTICE CATEGORY	Salary Rate 2011/12	
	Min	Max
General Practice - Defined Scope B	\$150,491	\$188,114
General Practice - Defined Scope A	\$163,517	\$204,396
General Practice - Full Scope B	\$163,517	\$204,396
General Practice - Full Scope A	\$176,327	\$220,409
Hospitalists	\$163,517	\$204,396
MHO Area A	\$158,714	\$181,253
MHO Area B	\$181,253	\$198,393
MHO Area C	\$188,102	\$219,743
MHO Area D	\$219,743	\$235,127
General Paediatrics (Defined Scope)	\$166,519	\$208,149
General Paediatrics	\$191,682	\$239,602
Psychiatry	\$195,620	\$244,525
Forensic Psychiatry	\$209,314	\$261,642
Physical Medicine	\$191,682	\$239,602
Neurology	\$200,652	\$250,815
Dermatology	\$200,652	\$250,815
Internal Medicine	\$200,657	\$250,821
Medical Genetics	\$205,641	\$257,051
Sub-specialty Paediatrics	\$205,641	\$257,051
Sub-specialty Internal Medicine B	\$205,641	\$257,051
Sub-specialty Internal Medicine A	\$219,962	\$274,953
Anaesthesia	\$248,751	\$310,939
Critical Care	\$241,597	\$301,996
Haematology/Oncology	\$265,372	\$331,715
Medical Oncology	\$265,372	\$331,715
Radiation Oncology	\$265,372	\$331,715
Laboratory Medicine (Pathology)	\$240,434	\$300,543
Radiology	\$244,819	\$306,024
Pediatric Radiology	TBD	TBD
Otolaryngology	\$252,004	\$315,005
Orthopaedic Surgery	\$252,004	\$315,005
Urology	\$252,004	\$315,005
Ophthalmology	\$252,004	\$315,005
Plastic Surgery	\$252,004	\$315,005
Obstetrics/Gynecology	\$252,004	\$315,005
General Surgery	\$252,004	\$315,005
Gynecological Oncology	\$276,478	\$345,597
Maternal Fetal Medicine	\$258,576	\$323,220
General Surgical Oncology	\$276,478	\$345,597
Sub-specialty Orthopaedics	\$333,038	\$416,297
Neurosurgery	\$333,038	\$416,297
Vascular Surgery	\$333,038	\$416,297
Cardiac Surgery	\$333,038	\$416,297
Thoracic Surgery	\$333,038	\$416,297
Emergency Medicine (Non-Hospital Based)☒	\$170,971	\$213,714
Emergency Medicine Area A (GP)	\$210,360	\$232,240
Emergency Medicine Area B (SP)	\$232,240	\$262,950

**Service Contract Ranges - Effective April 1, 2012**

PRACTICE CATEGORY	Service Rate 2012/13	
	Min	Max
General Practice - Defined Scope B	\$169,392	\$211,740
General Practice - Defined Scope A	\$186,740	\$233,425
General Practice - Full Scope B	\$186,740	\$233,425
General Practice - Full Scope A - Area A	\$205,527	\$256,909
General Practice - Full Scope A - Area B	\$203,598	\$254,497
General Practice - Full Scope A - Area C	\$201,188	\$251,485
Hospitalists	\$186,740	\$233,425
MHO Area A	\$165,900	\$207,375
MHO Area B	\$181,335	\$226,668
MHO Area C	\$204,883	\$256,104
MHO Area D	\$218,736	\$273,420
General Paediatrics (Defined Scope)	\$193,148	\$241,434
General Paediatrics	\$221,615	\$277,019
Psychiatry	\$224,781	\$280,977
Forensic Psychiatry	\$240,746	\$300,932
Physical Medicine	\$221,615	\$277,019
Neurology	\$232,064	\$290,080
Dermatology	\$232,064	\$290,080
Internal Medicine	\$228,831	\$286,038
Medical Genetics	\$236,074	\$295,093
Sub-specialty Paediatrics	\$236,074	\$295,093
Sub-specialty Internal Medicine B	\$236,074	\$295,093
Sub-specialty Internal Medicine A	\$247,589	\$309,486
Anaesthesia	\$279,994	\$349,993
Critical Care	\$271,942	\$339,927
Critical Care (Pediatrics) at BCCH/BCWH	\$290,390	\$362,987
Haematology/Oncology	\$298,703	\$373,379
Medical Oncology	\$298,703	\$373,379
Radiation Oncology	\$298,703	\$373,379
Laboratory Medicine	\$271,207	\$339,009
Radiology	\$281,282	\$351,602
Pediatric Radiology	TBD	TBD
Otolaryngology	\$283,656	\$354,571
Orthopaedic Surgery	\$283,656	\$354,571
Urology	\$283,656	\$354,571
Ophthalmology	\$283,656	\$354,571
Plastic Surgery	\$283,656	\$354,571
Plastic Surgery at VGH/SPH	\$378,717	\$473,396
Obstetrics/Gynecology	\$283,656	\$354,571
General Surgery	\$283,656	\$354,571
Gynecological Oncology	\$311,204	\$389,004
Maternal Fetal Medicine	\$296,810	\$371,013
General Surgical Oncology	\$311,204	\$389,004
Sub-specialty Orthopaedics	\$374,867	\$468,584
Neurosurgery	\$374,867	\$468,584
Vascular Surgery	\$374,867	\$468,584
Cardiac Surgery	\$374,867	\$468,584
Thoracic Surgery	\$475,645	\$594,556
Emergency Medicine (Non-Hospital Based)	\$192,409	\$240,512
Emergency Medicine Area A	\$238,308	\$263,306
Emergency Medicine Area B	\$263,306	\$297,885

**Salary Agreement Ranges - Effective April 1, 2012**

PRACTICE CATEGORY	Salary Rate 2012/13	
	Min	Max
General Practice - Defined Scope B	\$151,243	\$189,054
General Practice - Defined Scope A	\$166,732	\$208,415
General Practice - Full Scope B	\$166,732	\$208,415
General Practice - Full Scope A - Area A	\$183,506	\$229,383
General Practice - Full Scope A - Area B	\$181,784	\$227,230
General Practice - Full Scope A - Area C	\$179,632	\$224,540
Hospitalists	\$166,732	\$208,415
MHO Area A	\$148,125	\$185,156
MHO Area B	\$161,906	\$202,383
MHO Area C	\$182,932	\$228,664
MHO Area D	\$195,300	\$244,125
General Paediatrics (Defined Scope)	\$172,453	\$215,566
General Paediatrics	\$197,870	\$247,338
Psychiatry	\$200,698	\$250,872
Forensic Psychiatry	\$214,952	\$268,690
Physical Medicine	\$197,870	\$247,338
Neurology	\$207,200	\$259,000
Dermatology	\$207,200	\$259,000
Internal Medicine	\$204,313	\$255,391
Medical Genetics	\$210,781	\$263,476
Sub-specialty Paediatrics	\$210,781	\$263,476
Sub-specialty Internal Medicine B	\$210,781	\$263,476
Sub-specialty Internal Medicine A	\$221,062	\$276,327
Anaesthesia	\$249,995	\$312,494
Critical Care	\$242,805	\$303,506
Critical Care (Pediatrics) at BCCH/BCWH	\$259,276	\$324,096
Haematology/Oncology	\$266,699	\$333,374
Medical Oncology	\$266,699	\$333,374
Radiation Oncology	\$266,699	\$333,374
Laboratory Medicine	\$242,149	\$302,687
Radiology	\$251,145	\$313,931
Pediatric Radiology	TBD	TBD
Otolaryngology	\$253,265	\$316,581
Orthopaedic Surgery	\$253,265	\$316,581
Urology	\$253,265	\$316,581
Ophthalmology	\$253,265	\$316,581
Plastic Surgery	\$253,265	\$316,581
Plastic Surgery at VGH/SPH	\$338,140	\$422,675
Obstetrics/Gynecology	\$253,265	\$316,581
General Surgery	\$253,265	\$316,581
Gynecological Oncology	\$277,860	\$347,325
Maternal Fetal Medicine	\$265,009	\$331,261
General Surgical Oncology	\$277,860	\$347,325
Sub-specialty Orthopaedics	\$334,703	\$418,378
Neurosurgery	\$334,703	\$418,378
Vascular Surgery	\$334,703	\$418,378
Cardiac Surgery	\$334,703	\$418,378
Thoracic Surgery	\$424,683	\$530,854
Emergency Medicine (Non-Hospital Based)	\$171,794	\$214,743
Emergency Medicine Area A	\$212,775	\$235,095
Emergency Medicine Area B	\$235,095	\$265,969

**Service Contract Ranges - Effective April 1, 2013**

PRACTICE CATEGORY	Service Rate 2013/14	
	Min	Max
General Practice - Defined Scope B	\$170,239	\$212,799
General Practice - Defined Scope A	\$194,388	\$242,985
General Practice - Full Scope B	\$194,388	\$242,985
General Practice - Full Scope A - Area A	\$224,188	\$280,235
General Practice - Full Scope A - Area B	\$217,426	\$271,783
General Practice - Full Scope A - Area C	\$208,980	\$261,225
Hospitalists	\$194,388	\$242,985
MHO Area A	\$173,444	\$216,805
MHO Area B	\$188,956	\$236,195
MHO Area C	\$223,481	\$279,352
MHO Area D	\$237,403	\$296,754
General Paediatrics (Defined Scope)	\$208,399	\$260,499
General Paediatrics	\$237,404	\$296,754
Psychiatry	\$237,404	\$296,754
Forensic Psychiatry	\$254,807	\$318,509
Physical Medicine	\$237,404	\$296,754
Neurology	\$248,828	\$311,034
Dermatology	\$248,828	\$311,034
Internal Medicine	\$237,404	\$296,754
Medical Genetics	\$248,828	\$311,034
Sub-specialty Paediatrics	\$248,828	\$311,034
Sub-specialty Internal Medicine	\$248,828	\$311,034
Anaesthesia	\$281,394	\$351,743
Critical Care	\$273,301	\$341,627
Critical Care (Pediatrics) at BCCH/BCWH	\$311,942	\$389,927
Haematology/Oncology	\$300,196	\$375,246
Medical Oncology	\$300,196	\$375,246
Radiation Oncology	\$300,196	\$375,246
Laboratory Medicine	\$274,000	\$342,500
Radiology	\$296,974	\$371,218
Pediatric Radiology	TBD	TBD
Otolaryngology	\$285,075	\$356,343
Orthopaedic Surgery	\$285,075	\$356,343
Urology	\$285,075	\$356,343
Ophthalmology	\$285,075	\$356,343
Plastic Surgery	\$285,075	\$356,343
Plastic Surgery at VGH/SPH	\$394,896	\$493,620
Obstetrics/Gynecology	\$285,075	\$356,343
General Surgery	\$285,075	\$356,343
Gynecological Oncology	\$312,760	\$390,949
Maternal Fetal Medicine	\$312,759	\$390,949
General Surgical Oncology	\$312,760	\$390,949
Sub-specialty Orthopaedics	\$376,741	\$470,927
Neurosurgery	\$376,741	\$470,927
Vascular Surgery	\$376,741	\$470,927
Cardiac Surgery	\$376,741	\$470,927
Thoracic Surgery	\$500,881	\$626,101
Emergency Medicine (Non-Hospital Based)	\$193,371	\$241,714
Emergency Medicine Area A	\$243,317	\$269,364
Emergency Medicine Area B	\$269,364	\$304,147

**Salary Agreement Ranges - Effective April 1, 2013**

PRACTICE CATEGORY	Salary Rate 2013/14	
	Min	Max
General Practice - Defined Scope B	\$151,999	\$189,999
General Practice - Defined Scope A	\$173,561	\$216,951
General Practice - Full Scope B	\$173,561	\$216,951
General Practice - Full Scope A - Area A	\$200,168	\$250,210
General Practice - Full Scope A - Area B	\$194,131	\$242,663
General Practice - Full Scope A - Area C	\$186,589	\$233,237
Hospitalists	\$173,561	\$216,951
MHO Area A	\$154,861	\$193,576
MHO Area B	\$168,711	\$210,888
MHO Area C	\$199,537	\$249,421
MHO Area D	\$211,967	\$264,959
General Paediatrics (Defined Scope)	\$186,071	\$232,588
General Paediatrics	\$211,967	\$264,959
Psychiatry	\$211,967	\$264,959
Forensic Psychiatry	\$227,506	\$284,383
Physical Medicine	\$211,967	\$264,959
Neurology	\$222,167	\$277,709
Dermatology	\$222,167	\$277,709
Internal Medicine	\$211,967	\$264,959
Medical Genetics	\$222,167	\$277,709
Sub-specialty Paediatrics	\$222,167	\$277,709
Sub-specialty Internal Medicine	\$222,167	\$277,709
Anaesthesia	\$251,245	\$314,056
Critical Care	\$244,019	\$305,024
Critical Care (Pediatrics) at BCCH/BCWH	\$278,519	\$348,149
Haematology/Oncology	\$268,033	\$335,041
Medical Oncology	\$268,033	\$335,041
Radiation Oncology	\$268,033	\$335,041
Laboratory Medicine	\$244,643	\$305,804
Radiology	\$265,156	\$331,445
Pediatric Radiology	TBD	TBD
Otolaryngology	\$254,531	\$318,164
Orthopaedic Surgery	\$254,531	\$318,164
Urology	\$254,531	\$318,164
Ophthalmology	\$254,531	\$318,164
Plastic Surgery	\$254,531	\$318,164
Plastic Surgery at VGH/SPH	\$352,586	\$440,732
Obstetrics/Gynecology	\$254,531	\$318,164
General Surgery	\$254,531	\$318,164
Gynecological Oncology	\$279,250	\$349,062
Maternal Fetal Medicine	\$279,249	\$349,062
General Surgical Oncology	\$279,250	\$349,062
Sub-specialty Orthopaedics	\$336,376	\$420,470
Neurosurgery	\$336,376	\$420,470
Vascular Surgery	\$336,376	\$420,470
Cardiac Surgery	\$336,376	\$420,470
Thoracic Surgery	\$447,215	\$559,019
Emergency Medicine (Non-Hospital Based)	\$172,653	\$215,816
Emergency Medicine Area A	\$217,248	\$240,503
Emergency Medicine Area B	\$240,503	\$271,559

**Service Contract Ranges - Effective April 1, 2014**

PRACTICE CATEGORY	Service Rate 2014/15	
	Min	Max
General Practice - Defined Scope B	\$170,239	\$212,799
General Practice - Defined Scope A	\$194,388	\$242,985
General Practice - Full Scope B	\$194,388	\$242,985
General Practice - Full Scope A - Area A	\$224,188	\$280,235
General Practice - Full Scope A - Area B	\$217,426	\$271,783
General Practice - Full Scope A - Area C	\$208,980	\$261,225
Hospitalists	\$194,388	\$242,985
MHO Area A	\$173,444	\$216,805
MHO Area B	\$188,956	\$236,195
MHO Area C	\$223,481	\$279,352
MHO Area D	\$237,403	\$296,754
General Paediatrics (Defined Scope)	\$208,399	\$260,499
General Paediatrics	\$237,404	\$296,754
Psychiatry	\$237,404	\$296,754
Forensic Psychiatry	\$254,807	\$318,509
Physical Medicine	\$237,404	\$296,754
Neurology	\$248,828	\$311,034
Dermatology	\$248,828	\$311,034
Internal Medicine	\$237,404	\$296,754
Medical Genetics	\$248,828	\$311,034
Sub-specialty Paediatrics	\$248,828	\$311,034
Sub-specialty Internal Medicine	\$248,828	\$311,034
Anaesthesia	\$281,394	\$351,743
Critical Care	\$273,301	\$341,627
Critical Care (Pediatrics) at BCCH/BCWH	\$311,942	\$389,927
Haematology/Oncology	\$300,196	\$375,246
Medical Oncology	\$300,196	\$375,246
Radiation Oncology	\$300,196	\$375,246
Laboratory Medicine	\$274,000	\$342,500
Radiology	\$296,974	\$371,218
Pediatric Radiology	TBD	TBD
Otolaryngology	\$285,075	\$356,343
Orthopaedic Surgery	\$285,075	\$356,343
Urology	\$285,075	\$356,343
Ophthalmology	\$285,075	\$356,343
Plastic Surgery	\$285,075	\$356,343
Plastic Surgery at VGH/SPH	\$394,896	\$493,620
Obstetrics/Gynecology	\$285,075	\$356,343
General Surgery	\$285,075	\$356,343
Gynecological Oncology	\$312,760	\$390,949
Maternal Fetal Medicine	\$312,759	\$390,949
General Surgical Oncology	\$312,760	\$390,949
Sub-specialty Orthopaedics	\$376,741	\$470,927
Neurosurgery	\$376,741	\$470,927
Vascular Surgery	\$376,741	\$470,927
Cardiac Surgery	\$376,741	\$470,927
Thoracic Surgery	\$500,881	\$626,101
Emergency Medicine (Non-Hospital Based)	\$193,371	\$241,714
Emergency Medicine Area A	\$243,317	\$269,364
Emergency Medicine Area B	\$269,364	\$304,147

**Salary Agreement Ranges - Effective April 1, 2014**

PRACTICE CATEGORY	Salary Rate 2014/15	
	Min	Max
General Practice - Defined Scope B	\$151,999	\$189,999
General Practice - Defined Scope A	\$173,561	\$216,951
General Practice - Full Scope B	\$173,561	\$216,951
General Practice - Full Scope A - Area A	\$200,168	\$250,210
General Practice - Full Scope A - Area B	\$194,131	\$242,663
General Practice - Full Scope A - Area C	\$186,589	\$233,237
Hospitalists	\$173,561	\$216,951
MHO Area A	\$154,861	\$193,576
MHO Area B	\$168,711	\$210,888
MHO Area C	\$199,537	\$249,421
MHO Area D	\$211,967	\$264,959
General Paediatrics (Defined Scope)	\$186,071	\$232,588
General Paediatrics	\$211,967	\$264,959
Psychiatry	\$211,967	\$264,959
Forensic Psychiatry	\$227,506	\$284,383
Physical Medicine	\$211,967	\$264,959
Neurology	\$222,167	\$277,709
Dermatology	\$222,167	\$277,709
Internal Medicine	\$211,967	\$264,959
Medical Genetics	\$222,167	\$277,709
Sub-specialty Paediatrics	\$222,167	\$277,709
Sub-specialty Internal Medicine	\$222,167	\$277,709
Anaesthesia	\$251,245	\$314,056
Critical Care	\$244,019	\$305,024
Critical Care (Pediatrics) at BCCH/BCWH	\$278,519	\$348,149
Haematology/Oncology	\$268,033	\$335,041
Medical Oncology	\$268,033	\$335,041
Radiation Oncology	\$268,033	\$335,041
Laboratory Medicine	\$244,643	\$305,804
Radiology	\$265,156	\$331,445
Pediatric Radiology	TBD	TBD
Otolaryngology	\$254,531	\$318,164
Orthopaedic Surgery	\$254,531	\$318,164
Urology	\$254,531	\$318,164
Ophthalmology	\$254,531	\$318,164
Plastic Surgery	\$254,531	\$318,164
Plastic Surgery at VGH/SPH	\$352,586	\$440,732
Obstetrics/Gynecology	\$254,531	\$318,164
General Surgery	\$254,531	\$318,164
Gynecological Oncology	\$279,250	\$349,062
Maternal Fetal Medicine	\$279,249	\$349,062
General Surgical Oncology	\$279,250	\$349,062
Sub-specialty Orthopaedics	\$336,376	\$420,470
Neurosurgery	\$336,376	\$420,470
Vascular Surgery	\$336,376	\$420,470
Cardiac Surgery	\$336,376	\$420,470
Thoracic Surgery	\$447,215	\$559,019
Emergency Medicine (Non-Hospital Based)	\$172,653	\$215,816
Emergency Medicine Area A	\$217,248	\$240,503
Emergency Medicine Area B	\$240,503	\$271,559



**Service Contract Ranges 2015/16**

PRACTICE CATEGORY	Service Rates			
	April 1, 2015 - January 31, 2016		February 1, 2016 - March 31, 2016	
	Min	Max	Min	Max
General Practice - Defined Scope B	\$171,090	\$213,863	\$171,860	\$214,825
General Practice - Defined Scope A	\$195,360	\$244,200	\$196,239	\$245,299
General Practice - Full Scope B	\$195,360	\$244,200	\$196,239	\$245,299
General Practice - Full Scope A - Area A	\$225,309	\$281,636	\$226,322	\$282,903
General Practice - Full Scope A - Area B	\$218,514	\$273,142	\$219,497	\$274,371
General Practice - Full Scope A - Area C	\$210,025	\$262,531	\$210,970	\$263,712
Hospitalists	\$195,360	\$244,200	\$196,239	\$245,299
MHO Area A	\$174,311	\$217,889	\$175,096	\$218,870
MHO Area B	\$189,901	\$237,376	\$190,755	\$238,444
MHO Area C	\$224,599	\$280,748	\$225,609	\$282,011
MHO Area D	\$238,590	\$298,238	\$239,664	\$299,580
General Paediatrics (Defined Scope)	\$209,441	\$261,802	\$210,384	\$262,980
General Paediatrics	\$238,591	\$298,238	\$239,664	\$299,580
Psychiatry	\$238,591	\$298,238	\$239,664	\$299,580
Forensic Psychiatry	\$256,081	\$320,101	\$257,233	\$321,541
Physical Medicine	\$238,591	\$298,238	\$239,664	\$299,580
Neurology	\$250,072	\$312,590	\$251,198	\$313,997
Dermatology	\$250,072	\$312,590	\$251,198	\$313,997
Internal Medicine	\$238,591	\$298,238	\$239,664	\$299,580
Medical Genetics	\$250,072	\$312,590	\$251,198	\$313,997
Sub-specialty Paediatrics	\$250,072	\$312,590	\$251,198	\$313,997
Sub-specialty Internal Medicine	\$250,072	\$312,590	\$251,198	\$313,997
Anaesthesia	\$282,801	\$353,502	\$284,074	\$355,093
Critical Care	\$274,668	\$343,335	\$275,904	\$344,880
Critical Care (Pediatrics) at BCCH/BCWH	\$313,501	\$391,877	\$314,912	\$393,640
Haematology/Oncology	\$301,697	\$377,122	\$303,055	\$378,819
Medical Oncology	\$301,697	\$377,122	\$303,055	\$378,819
Radiation Oncology	\$301,697	\$377,122	\$303,055	\$378,819
Laboratory Medicine	\$275,370	\$344,213	\$276,610	\$345,762
Radiology	\$298,459	\$373,074	\$299,802	\$374,753
Pediatric Radiology	TBD	TBD	TBD	TBD
Otolaryngology	\$286,500	\$358,125	\$287,790	\$359,737
Orthopaedic Surgery	\$286,500	\$358,125	\$287,790	\$359,737
Urology	\$286,500	\$358,125	\$287,790	\$359,737
Ophthalmology	\$286,500	\$358,125	\$287,790	\$359,737
Plastic Surgery	\$286,500	\$358,125	\$287,790	\$359,737
Plastic Surgery at VGH/SPH	\$396,870	\$496,088	\$398,656	\$498,320
Obstetrics/Gynecology	\$286,500	\$358,125	\$287,790	\$359,737
General Surgery	\$286,500	\$358,125	\$287,790	\$359,737
Gynecological Oncology	\$314,323	\$392,904	\$315,738	\$394,672
Maternal Fetal Medicine	\$314,323	\$392,904	\$315,738	\$394,672
General Surgical Oncology	\$314,323	\$392,904	\$315,738	\$394,672
Sub-specialty Orthopaedics	\$378,625	\$473,281	\$380,329	\$475,411
Neurosurgery	\$378,625	\$473,281	\$380,329	\$475,411
Vascular Surgery	\$378,625	\$473,281	\$380,329	\$475,411
Cardiac Surgery	\$378,625	\$473,281	\$380,329	\$475,411
Thoracic Surgery	\$503,385	\$629,231	\$505,650	\$632,063
Emergency Medicine (Non-Hospital Based)	\$194,338	\$242,923	\$195,213	\$244,016
Emergency Medicine Area A	\$244,534	\$270,710	\$245,634	\$271,928
Emergency Medicine Area B	\$270,710	\$305,667	\$271,928	\$307,043

**Notes**

Rates adjusted to reflect Economic Stability Dividend of 0.45% effective the first pay period after February 1, 2016 for all services provided after that date  
 Pediatric Radiology rate pending

**Salary Agreement Ranges - 2015/16**

PRACTICE CATEGORY	Salary Rates			
	April 1, 2015 - January 31, 2016		February 1, 2016 - March 31, 2016	
	Min	Max	Min	Max
General Practice - Defined Scope B	\$152,759	\$190,949	\$153,446	\$191,808
General Practice - Defined Scope A	\$174,428	\$218,035	\$175,214	\$219,017
General Practice - Full Scope B	\$174,428	\$218,035	\$175,214	\$219,017
General Practice - Full Scope A - Area A	\$201,169	\$251,461	\$202,074	\$252,592
General Practice - Full Scope A - Area B	\$195,101	\$243,877	\$195,979	\$244,974
General Practice - Full Scope A - Area C	\$187,522	\$234,403	\$188,366	\$235,457
Hospitalists	\$174,428	\$218,035	\$175,214	\$219,017
MHO Area A	\$155,635	\$194,544	\$156,336	\$195,420
MHO Area B	\$169,554	\$211,943	\$170,317	\$212,896
MHO Area C	\$200,535	\$250,668	\$201,437	\$251,796
MHO Area D	\$213,027	\$266,284	\$213,986	\$267,482
General Paediatrics (Defined Scope)	\$187,001	\$233,751	\$187,843	\$234,804
General Paediatrics	\$213,027	\$266,284	\$213,986	\$267,482
Psychiatry	\$213,027	\$266,284	\$213,986	\$267,482
Forensic Psychiatry	\$228,644	\$285,805	\$229,672	\$287,090
Physical Medicine	\$213,027	\$266,284	\$213,986	\$267,482
Neurology	\$223,278	\$279,098	\$224,283	\$280,354
Dermatology	\$223,278	\$279,098	\$224,283	\$280,354
Internal Medicine	\$213,027	\$266,284	\$213,986	\$267,482
Medical Genetics	\$223,278	\$279,098	\$224,283	\$280,354
Sub-specialty Paediatrics	\$223,278	\$279,098	\$224,283	\$280,354
Sub-specialty Internal Medicine	\$223,278	\$279,098	\$224,283	\$280,354
Anaesthesia	\$252,501	\$315,626	\$253,638	\$317,047
Critical Care	\$245,239	\$306,549	\$246,343	\$307,929
Critical Care (Pediatrics) at BCCH/BCWH	\$279,912	\$349,890	\$281,171	\$351,464
Haematology/Oncology	\$269,373	\$336,716	\$270,585	\$338,231
Medical Oncology	\$269,373	\$336,716	\$270,585	\$338,231
Radiation Oncology	\$269,373	\$336,716	\$270,585	\$338,231
Laboratory Medicine	\$245,866	\$307,333	\$246,973	\$308,716
Radiology	\$266,481	\$333,102	\$267,681	\$334,601
Pediatric Radiology	TBD	TBD	TBD	TBD
Otolaryngology	\$255,804	\$319,755	\$256,955	\$321,194
Orthopaedic Surgery	\$255,804	\$319,755	\$256,955	\$321,194
Urology	\$255,804	\$319,755	\$256,955	\$321,194
Ophthalmology	\$255,804	\$319,755	\$256,955	\$321,194
Plastic Surgery	\$255,804	\$319,755	\$256,955	\$321,194
Plastic Surgery at VGH/SPH	\$354,348	\$442,936	\$355,943	\$444,929
Obstetrics/Gynecology	\$255,804	\$319,755	\$256,955	\$321,194
General Surgery	\$255,804	\$319,755	\$256,955	\$321,194
Gynecological Oncology	\$280,646	\$350,807	\$281,909	\$352,386
Maternal Fetal Medicine	\$280,646	\$350,807	\$281,909	\$352,386
General Surgical Oncology	\$280,646	\$350,807	\$281,909	\$352,386
Sub-specialty Orthopaedics	\$338,058	\$422,573	\$339,579	\$424,474
Neurosurgery	\$338,058	\$422,573	\$339,579	\$424,474
Vascular Surgery	\$338,058	\$422,573	\$339,579	\$424,474
Cardiac Surgery	\$338,058	\$422,573	\$339,579	\$424,474
Thoracic Surgery	\$449,451	\$561,814	\$451,474	\$564,342
Emergency Medicine (Non-Hospital Based)	\$173,516	\$216,895	\$174,297	\$217,871
Emergency Medicine Area A	\$218,334	\$241,706	\$219,317	\$242,793
Emergency Medicine Area B	\$241,706	\$272,917	\$242,793	\$274,146

**Notes**

Rates adjusted to reflect Economic Stability Dividend of 0.45% effective the first pay period after February 1, 2016 for all services provided after that date  
 Pediatric Radiology rate pending

## RSA Communities - A, B, C, D Designation

2008-2012

<b>A COMMUNITIES</b>			
100 Mile House	Fort St. James	Kyuquot	Seton Portage
Ahousesat	Fort St. John/ Taylor	Lower Post	Sirdar
Alert Bay	Fort Ware	Lytton	Smithers
Alexis Creek	Fraser Lake	Mackenzie	Sointula
Anahim Lake	Gold Bridge/Bralorne	Masset	Sparwood
Ashcroft/Cache Creek	Gold River	McBride	Spences Bridge
Atlin	Golden	Miocene	Stewart
Bamfield	Granisle	Mount Currie	Tahsis
Bella Coola	Greenwood/Midway/Rock Creek	Nakusp	Takla Landing
Blueberry River	Halfway River	New Aiyansh	Tatla Lake
Blue River	Hartley Bay	New Denver	Tatlayoko Lake
Bridge Lake	Hazelton	Ocean Falls	Telegraph Creek
Burns Lake	Holberg	Port Alice	Terrace
Canal Flats	Hornby Island	Port Clements	Tofino/Ucuelet
Chetwynd	Hot Springs Cove	Port Hardy	Tsay Keh Dene
Christina Lake/Grand Forks	Houston	Port McNeill	Tumbler Ridge
Clearwater	Hudson's Hope	Port Simpson	Ucluelet
Clinton	Invermere	Prince Rupert	Valemount
Cortes Island	Kaslo	Princeton	Vanderhoof
Cranbrook	Kimberley	Quatsino	Waglisla/Bella Bella
Creston	Kingcolith	Queen Charlotte	Wardner
Dawson Creek	Kingcome	Quesnel	Williams Lake
Dease Lake	Kitimat	Revelstoke	Winlaw
Doig River	Kitkatla	Rivers Inlet	Woss
Edgewood	Kitsault	Salmo	Zeballos
Elkford	Kitwanga	Samahquam	
Fernie	Klemtu	Savary Island	
Fort Nelson	Kootenay Bay / Riondel	Sayward	
<b>B COMMUNITIES</b>			
Barriere	Galiano Island	Pender Island	Teppella
Big White	Lillooet	Prince George	Texada Island
Castlegar	Mayne Island	Saturna Island	Trail/Rossland/Fruitvale
Chase/Scotch Creek	Merritt	Skatin	Wasa
Crescent Valley	Nelson	Slocan Park	
<b>C COMMUNITIES</b>			
Agassiz / Harrison	Enderby	Nitinat	Sechelt/Gibsons
Blind Bay	Gabriola Island	Oliver/Osoyoos	Shawnigan Lake
Bowen Island	Hope	Parksville/Qualicum	Sorrento
Campbell River	Keremeos	Pemberton	Squamish
Chemainus	Ladysmith	Port Alberni	Whistler
Cobble Hill	Lake Cowichan	Powell River	
Courtenay/Comox/Cumberland	Logan Lake	Quadra Island	
Denman Island	Madeira Park	Salmon Arm/Sicamous	
Duncan/N. Cowichan	Mill Bay	Saltspring Island	
<b>D COMMUNITIES</b>			
Armstrong / Spallumcheen	Lumby	Sooke	

## RSA Communities - A, B, C, D Designation

Effective April 1, 2013 (Updated November 2013)

<b>A COMMUNITIES</b>			
100 Mile House	Fort St. James	Mackenzie	Sayward
Ahousat	Fort St. John/Taylor	Masset	Seton Portage
Alert Bay	Fort Ware	McBride	Sirdar
Alexis Creek	Fraser Lake	Miocene	Skin Tyee
Anahim Lake	Gold Bridge/Bralorne	Moricetown	Smithers
Ashcroft/Cache Creek	Gold River	Mount Currie	Sointula
Atlin	Golden	Nadleh	Sparwood
Bamfield	Granisle	Nakusp	Spences Bridge
Bella Bella/Waglisla	Greenwood/Midway/Rock Creek	Nee Tahi Buhn	Stellat'en
Bella Coola	Halfway River	Nemaiah Valley	Stewart
Blueberry River	Hartley Bay	New Aiyansh	Tahsis
Blue River	Hazelton	New Denver	Takla Landing
Bridge Lake	Holberg	Ocean Falls	Tatla Lake
Burns Lake	Hornby Island	Port Alice	Tatlayoko Lake
Canal Flats	Hot Springs Cove	Port Clements	Telegraph Creek
Canoe Creek	Houston	Port Hardy	Terrace
Cheslatta	Hudson's Hope	Port McNeill	Tofino/Uculet
Chetwynd	Invermere	Port Renfrew	Tsay Keh Dene
Christina Lake/Grand Forks	Kaslo	Port Simpson	Ts'il Kaz Koh (Burns Lake Band)
Clearwater	Kimberley	Prince Rupert	Tumbler Ridge
Clinton	Kincolith	Princeton	Uculet
Cortes Island	Kingcome	Quatsino	Valemount
Cranbrook	Kitimat	Queen Charlotte	Vanderhoof
Creston	Kitkatla	Quesnel	Wardner
Dawson Creek	Kitsault	Revelstoke	Wet'suwet'en (Broman Lake)
Dease Lake	Kitwanga	Rivers Inlet	Williams Lake
Doig River	Klemtu	Saik'uz	Winlaw
Edgewood	Kootenay Bay/Riondel	Salmo	Woss
Elkford	Kyuquot	Samahquam	Woyenne (Lake Babine)
Fernie	Lower Post	Savary Island	Zeballos
Fort Nelson	Lytton		
<b>B COMMUNITIES</b>			
Balfour	Galiano Island	Pender Island	Slocan Park
Barriere	Lillooet	Powell River	Teppella
Big White	Mayne Island	Prince George	Texada Island
Castlegar	Merritt	Saturna Island	Trail/Rossland/Fruitvale
Chase/Scotch Creek	Nelson	Skatin	Wasa
Crescent Valley			
<b>C COMMUNITIES</b>			
Agassiz / Harrison	Duncan / N. Cowichan	Madeira Park	Salmon Arm/Sicamous
Blind Bay	Enderby	Mill Bay	Saltspring Island
Bowen Island	Gabriola Island	Nitinat	Sechelt/Gibsons
Campbell River	Hope	Oliver/Osoyoos	Shawnigan Lake
Chemainus	Keremeos	Parksville/Qualicum	Sorrento
Cobble Hill	Ladysmith	Pemberton	Squamish
Courtenay/Comox/Cumberland	Lake Cowichan	Port Alberni	Whistler
Denman Island	Logan Lake	Quadra Island	
<b>D COMMUNITIES</b>			
Armstrong / Spallumcheen	Lumby	Sooke	

# RSA Communities - A, B, C, D Designation

Effective April 1, 2014

<b>A COMMUNITIES</b>			
100 Mile House	Fort St. James	Lytton	Sayward
Ahousat	Fort St. John/Taylor	Mackenzie	Seton Portage
Alert Bay	Fort Ware	Masset	Sirdar
Alexis Creek	Fraser Lake	McBride	Skin Tyee
Anahim Lake	Gold Bridge/Bralorne	Miocene	Smithers
Ashcroft/Cache Creek	Gold River	Moricetown	Sointula
Atlin	Golden	Nadleh	Sparwood
Bamfield	Granisle	Nakusp	Spences Bridge
Bella Bella/Waglisla	Greenwood/Midway/Rock Creek	Nee Tahi Buhn	Stellat'en
Bella Coola	Halfway River	Nemaiah Valley	Stewart
Blueberry River	Hartley Bay	New Aiyansh	Tahsis
Blue River	Hazelton	New Denver	Takla Landing
Bridge Lake	Holberg	Ocean Falls	Tatla Lake
Burns Lake	Hornby Island	Port Alice	Tatlayoko Lake
Canal Flats	Hot Springs Cove	Port Clements	Telegraph Creek
Canoe Creek	Houston	Port Hardy	Terrace
Cheslatta	Hudson's Hope	Port McNeill	Tofino/Uculet
Chetwynd	Invermere/Windermere	Port Renfrew	Tsay Keh Dene
Christina Lake/Grand Forks	Kaslo	Port Simpson	Ts'il Kaz Koh (Burns Lake Band)
Clearwater	Kimberley	Prince Rupert	Tumbler Ridge
Clinton	Kincolith	Princeton	Uculet
Cortes Island	Kingcome	Quatsino	Valemount
Cranbrook	Kitimat	Queen Charlotte	Vanderhoof
Creston	Kitkatla	Quesnel	Wardner
Dawson Creek	Kitsault	Revelstoke	Wet'suwet'en (Broman Lake)
Dease Lake	Kitwanga	Rivers Inlet	Williams Lake
Doig River	Klemtu	Saik'uz	Winlaw
Edgewood	Kootenay Bay/Riondel	Salmo	Woss
Elkford	Kyuquot	Samahquam	Woyenne (Lake Babine)
Fernie	Lower Post	Savary Island	Zeballos
Fort Nelson			
<b>B COMMUNITIES</b>			
Balfour	Galiano Island	Pender Island	Slocan Park
Barriere	Lillooet	Powell River	Teppella
Big White	Mayne Island	Prince George	Texada Island
Castlegar	Merritt	Saturna Island	Trail/Rossland/Fruitvale
Chase/Scotch Creek	Mount Currie	Skatin	Wasa
Crescent Valley	Nelson		
<b>C COMMUNITIES</b>			
Agassiz / Harrison	Duncan / N. Cowichan	Madeira Park	Salmon Arm/Sicamous
Blind Bay	Enderby	Mill Bay	Saltspring Island
Bowen Island	Gabriola Island	Nitinat	Sechelt/Gibsons
Campbell River	Hope	Oliver/Osoyoos	Shawnigan Lake
Chemainus	Keremeos	Parksville/Qualicum	Sorrento
Cobble Hill	Ladysmith	Pemberton	Squamish
Courtenay/Comox/Cumberland	Lake Cowichan	Port Alberni	Whistler
Denman Island	Logan Lake	Quadra Island	
<b>D COMMUNITIES</b>			
Armstrong / Spallumcheen	Lumby		

# RSA Communities - A, B, C, D Designation

Effective April 1, 2015

<b>A COMMUNITIES</b>			
100 Mile House	Fort St. James	Lytton	Sayward
Ahousesat	Fort St. John/Taylor	Mackenzie	Seton Portage
Alert Bay	Fort Ware	Masset	Sirdar
Alexis Creek	Fraser Lake	McBride	Skin Tyee
Anahim Lake	Gold Bridge/Bralorne	Miocene	Smithers
Ashcroft/Cache Creek	Gold River	Moricetown	Sointula
Atlin	Golden	Nadleh	Sparwood
Bamfield	Granisle	Nakusp	Spences Bridge
Bella Bella/Waglisla	Greenwood/Midway/Rock Creek	Nee Tahi Buhn	Stellat'en
Bella Coola	Halfway River	Nemaiah Valley	Stewart
Blueberry River	Hartley Bay	New Aiyansh	Tahsis
Blue River	Hazelton	New Denver	Takla Landing
Bridge Lake	Holberg	Ocean Falls	Tatla Lake
Burns Lake	Hornby Island	Port Alice	Tatlayoko Lake
Canal Flats	Hot Springs Cove	Port Clements	Telegraph Creek
Canoe Creek	Houston	Port Hardy	Terrace
Cheslatta	Hudson's Hope	Port McNeill	Tofino/Ucuelet
Chetwynd/Saulteau	Invermere/Windermere	Port Renfrew	Tsay Keh Dene
Christina Lake/Grand Forks	Kaslo	Port Simpson	Ts'il Kaz Koh (Burns Lake Band)
Clearwater	Kimberley	Prince Rupert	Tumbler Ridge
Clinton	Kincolith	Princeton	Ucluelet
Cortes Island	Kingcome	Quatsino	Valemount
Cranbrook	Kitimat	Queen Charlotte	Vanderhoof
Creston	Kitkatla	Quesnel	Wardner
Dawson Creek	Kitsault	Redstone Reserve	Wet'suwet'en (Broman Lake)
Dease Lake	Kitwanga	Revelstoke	Winlaw
Doig River	Klemtu	Rivers Inlet	Woss
Edgewood	Kootenay Bay/Riondel	Saik'uz	Woyenne (Lake Babine)
Elkford	Kyuquot	Salmo	Zeballos
Fernie	Lower Post	Samahquam	
Fort Nelson		Savary Island	
<b>B COMMUNITIES</b>			
Balfour	Galiano Island		Slocan Park
Barriere	Lillooet	Pender Island	Teppella
Big White	Mayne Island	Powell River	Texada Island
Castlegar	Merritt	Prince George	Trail/Rossland/Fruitvale
Chase/Scotch Creek	Mount Currie	Saturna Island	Wasa
Crescent Valley	Nelson	Skatin	Williams Lake
<b>C COMMUNITIES</b>			
Agassiz / Harrison	Duncan / N. Cowichan	Madeira Park	Salmon Arm/Sicamous
Blind Bay	Enderby	Mill Bay	Saltspring Island
Bowen Island	Gabriola Island	Nitinat	Sechelt/Gibsons
Campbell River	Hope	Oliver/Osoyoos	Shawnigan Lake
Chemainus	Keremeos	Parksville/Qualicum	Sorrento
Cobble Hill	Ladysmith	Pemberton	Squamish
Courtenay/Comox/Cumberland	Lake Cowichan	Port Alberni	Whistler
Denman Island	Logan Lake	Quadra Island	
<b>D COMMUNITIES</b>			
Armstrong / Spallumcheen	Lumby		