

## Compensation Guidelines 2017–2020

<b>Physicians</b> <i>Physician rate types are based on College Sub-Class and align with Ministry increases</i>	<b>Current Rate in FEMS</b> <i>(as of Nov 17, 2020)</i>
Family Practice	\$158.97/hour
Specialty Practice	\$158.97/ hour
Dentists	\$156.38/ hour

<b>Non-Physician Professional</b>	<b>Current Rate in FEMS</b> <i>(as of April 1, 2019)</i>
Clinical Psychologists	\$70/hour
Midwives	\$70/hour
Pharmacists	\$80/hour
Physiotherapist	\$65/hour
Health Science Professionals (e.g., Dietitians)	\$70/hour
Nurses	\$65/hour
Nurse Practitioners	\$65/hour
Occupational Therapists	\$65/hour
Social Workers	\$60/hour
Podiatrists	\$70/hour

**Note:** Non-physician professionals can be paid for participating in FE activities where they are not salaried employees of a healthcare organization or are participating in a context outside of their salaried role.

<b>Project Support (includes Project Management/ Coordination/Analysis)</b>	<b>Proposed Rate</b>
Administrative Assistant 4 (Grade 12, Certificate, 3 years' experience)	\$30 - \$40/hour
Project Analyst (Bachelor's Degree, 5 years' experience)	\$45 - \$60/hour
Project Manager (Master's Degree, 7-10 years' experience)	\$50 - \$65/hour