

Compensation Guidelines 2023-2025

Physicians <i>Physician rate types are based on College Sub-Class and align with Ministry increases</i>	Current Rate in FEMS <i>(as of January 1, 2023)</i>
Family Practice	\$160.23/hour
Specialty Practice	\$160.23/ hour
Dentists	\$156.38/ hour

Non-Physician Professional	Current Rate in FEMS <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.

Project Support (includes Project Management/ Coordination/Analysis)	Proposed Rate
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