

UPCC/PCN Practitioner Costing - Last Updated June 29, 2023

2023/24 - UPCC / PCN Practitioner Costing - Last Updated June 29, 2023						
Practitioner	Hours per FTE	Collective Agreement	QI/PAS Funding per FTE	Salary + Benefits + EHT	Overhead	Total Funding
Family Practitioners						
FP Service & Salary (UPCC)						
FP Service Contract (UPCC) ¹	1680	PMA	N/A	275,468	85,000 (Metro) 75,000 (Other)	360,468 (Metro) 350,468 (Other)
FP Salary Agreement (UPCC) ²	1957.5	PMA	N/A	303,407	85,000 (Metro) 75,000 (Other)	388,407 (Metro) 378,407 (Other)
FP Service Contract (CHC/FNPCC)						
Non-JSC Community	1680	PMA	N/A	274,493	85,000 (Metro) 75,000 (Other)	359,493 (Metro) 349,493 (Other)
Rural - JSC Community A	1680	PMA	N/A	299,638	75,000	374,638
Rural - JSC Community B	1680	PMA	N/A	287,248	75,000	362,248
Rural - JSC Community C	1680	PMA	N/A	279,328	75,000	354,328
FP Salary Agreement (CHC/FNPCC)						
Non-JSC Community ³	1957.5	PMA	N/A	302,334	85,000 (Metro) 75,000 (Other)	387,334 (Metro) 377,334 (Other)
Rural - JSC Community A	1957.5	PMA	N/A	330,028	75,000	405,028
Rural - JSC Community B	1957.5	PMA	N/A	316,382	75,000	391,382
Rural - JSC Community C	1957.5	PMA	N/A	307,659	75,000	382,659
Individual Contract For New to Practice Family Physicians⁴						
New To Practice Contract	1680 - 2100	N/A	22,483	303,137	75,000	325,620
Nurse Practitioners						
NP Service Contract⁵						
Year 1, Metro	1680	N/A	6,500	166,537	85,000	258,037
Year 1, Urban/Rural	1680	N/A	6,500	166,537	75,000	248,037
Year 2, Metro	1680	N/A	6,500	172,088	85,000	263,588
Year 2, Urban/Rural	1680	N/A	6,500	172,088	75,000	253,588
Year 3, Metro	1680	N/A	6,500	177,639	85,000	269,139
Year 3, Urban/Rural	1680	N/A	6,500	177,639	75,000	259,139
NP HA-employed⁶						
NP employed (Metro)	1950	N/A	N/A	162,000	85,000	247,000
NP employed (Urban/Rural)	1950	N/A	N/A	162,000	75,000	237,000
Nursing (HA-employed)						
	Hours per FTE	Collective Agreement		Average Rate per Reg FTE	Overhead	Total Funding
RN Supervisory (Nurse Level 4) ⁷	1950	NBA	N/A	131,000	19,650	150,650
RN (Nurse Level 3) ⁷	1950	NBA	N/A	117,000	17,550	134,550
Community Health Worker II ⁸	1950	CBA	N/A	96,000	14,400	110,400
LPN (Nurse Level 1)	1950	NBA	N/A	85,000	12,750	97,750
Nursing Assistant I	1950	FBA	N/A	74,000	11,100	85,100
Resident Care Aide	1950	CBA	N/A	64,000	9,600	73,600
Allied Health (HA-employed)						
	Hours per FTE	Collective Agreement		Average Rate per Reg FTE	Overhead	Total Funding
Audiologist Grade I	1950	HSPBA	N/A	107,000	16,050	123,050
Audiologist Grade II	1950	HSPBA	N/A	114,000	17,100	131,100
Dietitian Grade I	1950	HSPBA	N/A	99,000	14,850	113,850
Dietitian Grade II	1950	HSPBA	N/A	109,000	16,350	125,350
Cardiac/Exercise Physiologist – WWGS ⁹	1950	HSPBA	N/A	100,000	15,000	115,000
Lab Assistant I	1950	FBA	N/A	64,000	9,600	73,600
Lab Assistant II (A)	1950	FBA	N/A	69,000	10,350	79,350
Medical Technologist Grade I ¹⁰	1950	HSPBA	N/A	95,000	14,250	109,250
Medical Technologist Grade II	1950	HSPBA	N/A	96,000	14,400	110,400
Occupational Therapist Grade I	1950	HSPBA	N/A	108,000	16,200	124,200
Occupational Therapist Grade II	1950	HSPBA	N/A	115,000	17,250	132,250

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Pharmacist Grade I	1950	HSPBA	N/A	130,000	19,500	149,500
Pharmacist Grade II	1950	HSPBA	N/A	135,000	20,250	155,250
Pharmacy Assistant I	1950	FBA	N/A	68,000	10,200	78,200
Pharmacy Assistant II	1950	FBA	N/A	75,000	11,250	86,250
Pharmacy Technician	1950	FBA	N/A	81,000	12,150	93,150
Physiotherapist Grade I	1950	HSPBA	N/A	110,000	16,500	126,500
Physiotherapist Grade II	1950	HSPBA	N/A	111,000	16,650	127,650
Psychologist Grade A	1950	HSPBA	N/A	154,000	23,100	177,100
Psychologist Grade B	1950	HSPBA	N/A	140,000	21,000	161,000
Radiological Technologist Grade I	1950	HSPBA	N/A	95,000	14,250	109,250
Radiological Technologist Grade II	1950	HSPBA	N/A	97,000	14,550	111,550
Radiological Technologist Grade III	1950	HSPBA	N/A	103,000	15,450	118,450
Respiratory Therapist I	1950	HSPBA	N/A	94,000	14,100	108,100
Respiratory Therapist II	1950	HSPBA	N/A	98,000	14,700	112,700
Social Worker / Disciplines Allied to Social Work / Clinical Counselor Grade I ¹¹	1950	HSPBA	N/A	104,000	15,600	119,600
Social Worker / Disciplines Allied to Social Work/ Clinical Counselor Grade II	1950	HSPBA	N/A	111,000	16,650	127,650
Speech/Language Pathologist Grade I	1950	HSPBA	N/A	107,000	16,050	123,050
Speech/Language Pathologist Grade II	1950	HSPBA	N/A	113,000	16,950	129,950

Data Notes (for Physicians and Nurse Practitioner Contracts)

Data Source: Most recent contract rates available

- The Ministry defines "Metro communities" as those (21 municipalities) within the Greater/Metro Vancouver area. The Community Health Service Area grouping broadly informs this definition.
- Rate adjustments for APSA Contract Rates are pending outcome of Allocation Committee decision. New rates effective to April 1, 2022.
- For additions or adjustments to the list of allied health occupations, please contact the Allied Health Policy Secretariat for guidance at Allied.Health@gov.bc.ca
- ¹ APSA Service Contract rates for UPCCs use practice category GP Defined Scope A at 95% of the maximum of the range (April 1, 2021 rate).
- ² Includes APSA salary for GP Defined Scope A at 95% of maximum rate plus benefits at 21% (April 1, 2021 rate).
- ³ Includes APSA salary for GP Full Scope (non-JSC) at 89.93% of maximum rate plus benefits at 21% (April 1, 2021 rate).
- ⁴ NTP Contract rates are effective April 1, 2023. Total Funding includes QI.
- ⁵ NP Contract rates are effective April 1, 2023. Total Funding includes Provincial Attachment System (PAS) Incentive Funding.

Data Notes (for Select Occupations Supporting Primary Care Networks as reported in 2022)

Data Source: Based on HSCIS 2022 Q4 data

- Data has been annualized to a 365-day reporting period.
- Information only includes data provided by health authorities and PHC.
- Only includes compensation for regular employees.
- Annual Wage and FTE assume 1950 regular paid hours.
- Cost figures are as reported by employers.
- Benefit Cost Per Regular FTE includes , cost of maternity leave top up, pension, cost of extend health benefit, Employer health tax, CPP, EI, and WCB.
- Total Shift Premiums Cost Per Regular FTE includes: evening, night, weekend and super shift premiums.
- Total OT Cost at OT rates Per Regular FTE includes: Total OT, Call Back, Overtime for Insufficient Notice, Regular Day off Overtime, Regular Work Day Overtime and Other Overtime.
- Data excludes Special One Time Payment Premium.
- Nursing position rates do not reflect the 2023 Nurses' Bargaining Association Provincial Collective agreement. New costing will be retroactive to April 1, 2022.

⁶ Based on 2022 HSCIS Q4 Data

⁷ The distinction between RPN and RN has been removed, due to the volatility on RPN labour cost from year to year. RPN and RN conform to the same wage schedule, which generally leads to similar labour cost outcome.

⁸ Home Care Worker is defined as Community Health Worker II in the Community Collective Agreement.

⁹ Hiring kinesiology graduates without the Clinical Exercise Physiologist (CEP) certification is not recommended as they do not necessarily have the required competencies or clinical experience for health authority health care settings. Hiring kinesiologists under this classification may also lead to grievances

¹⁰ Lab Medical Technician is defined as Medical Technologist I in the Health Science Collective Agreement.

¹¹ Disciplines Allied to Social Work (DASW) provide a wide range of services in the community that include the role of Mental Health Clinician. Social Worker / DASW / Clinical Counselor Grade 1a and 1b have been combined due to change to the HSPBA agreement such that social workers and disciplines allied to social workers are paid based on their qualification rather than the job requirement.