

Appendix of

Nursing Salaries in Alberta

1948 - 2017

**SALARY APPENDIX
1948**

December 1948

Private Duty \$7.00/\$8.00 per hour day

October 1950

\$140.00/month

July 1951 - Private Duty

8 hour day - \$8.00
12 hour day - \$12.00
20 hour day - \$20.00
2 pts same family or not \$6.00 each

Alcoholic or Mentally Ill Patient

8 hour day - \$10.00
12 hour day - \$14.00

Non-Registered Nurses \$7.00/8 hour day.
Hourly Nursing in Homes \$2.00

General Duty Nurses \$120 - 201/month

Supervisors and Head Nurses \$130 - 210/month

Instructors \$160 - 200/month

Directors of Nursing \$165 - 230/month

**SALARY APPENDIX
1952**

General Duty average salary: \$165/month
Head Nurses & Supervisors: \$190 - 225/month
\$5.00 extra/month for Post Grad Training
D.O.N. \$250/month

Private Duty

8 hour day	\$9.00	
12 hour day		\$13.50
24 hour day		\$18.00
2 patients	\$7.00 each	

Alcoholics or Mentally Ill Patient

8 hour - \$11.00
12 hour - \$15.00

Non-Registered Nurses - \$8.00
Hourly Nursing - \$2.00/hour

SALARY APPENDIX 1953 - 1954

General Duty \$200 - \$210/month

Head Nurse \$215 - \$225/month

D.O.N. \$275/month

Scale consisted of 4 increments with \$5.00 difference between increments.
Specialized training \$10.00/month extra.

- (a) That the recommendations on salaries outlined below be implemented for all "registered nurses" (i.e., nurses currently registered in Alberta).
- (b) That the salaries be stated in terms of gross salary and that deductions made be itemized and a statement accompany the salary cheque. This salary to include cost-of-living bonus and partial or complete maintenance as per policy of the hospital.
- (c) That the minimum gross salary for registered nurses in full employment first level be \$200.00 - \$210.00 per month.
- (d) That current minimum salary for a head nurse be \$215.00 - \$225.00 per month.
- (e) That the recommended minimum gross salary for matrons be \$275.00 per month, increases to be made semi-annually.
- (f) That the salary of a nurse who has had special preparation or specialized experience which increases the value of her service be at least Ten Dollars (\$10.00) per month more than the salary of a nurse in a similar position who has not had such preparation or experience.
- (g) That stated periodic increases be provided for in the employment contract. That there be at least four such increases for each position and that the minimum single increase be Five Dollars (\$5.00) per month.
- (h) That a nurse who has been employed for two years or more and who is promoted, be granted the third year salary for the position to which she has been promoted.
- (i) That every nurse employed in Alberta must be currently registered in Alberta; and
- (j) That the salary for any nurse applying for registration will be Ten Dollars (\$10.00) per month less until her registration is completed.

**Salary Appendix
1956 - 1957**

POSITION	DESCRIPTION	MINIMUM SALARY	ANNUAL INCREASES AND ADDED PRIVILEGES
GENERAL STAFF NURSE	A nurse who is engaged in general nursing duties in hospitals, *public health, industry, clinics and doctors' offices. (<i>*A public health nurse is one who holds a certificate in public health nursing.</i>)	\$230	Recommended: (a) that there be a \$5. increase at the end of every 6 months service; preferably \$10. annually and that there be at least six \$5. increases or three of the \$10. increments.
HEAD NURSE	A nurse who is responsible for the nursing service, for the supervision of staff and for the management of a unit or ward of a hospital, private clinic, community nursing registry, similar institutions or industry. (In public health agencies and in industry, with a small staff, this position is referred to as senior nurse, or nurse-in-charge.)	\$265	(b) that there be added privileges following 4-5 years' continuous service.
ASSISTANT HEAD NURSE	A nurse who is responsible for assisting the Head Nurse in carrying out her duties.	\$245	
SUPERVISOR	In Hospitals: One who is responsible for the administration of a division or department usually composed of two or more units in charge of head nurses, or for the nursing service of a hospital during the afternoon or night hours.	\$285	As above
	In Public Health: One who is responsible for the supervision of a number of nurses engaged in public health nursing and for the administration of the nursing program in a given area or special service.	\$285	As above
	In Industry: One who is responsible for the supervision of a number of nurses engaged in industrial nursing and for the administration of the nursing program.	\$285	As above
	In Private Clinics: One who is responsible for the supervision of a number of nurses engaged in clinic nursing and for the administration of the nursing program.	\$285	As above
INSTRUCTOR	One who holds a certificate in nursing education or its equivalent and is responsible for the instruction of graduate nurses, student nurses and nursing assistant	\$285	As above

trainees in the classroom or clinical field.

JUNIOR OR
ASSISTANT
INSTRUCTOR

One who is responsible for assisting the Instructor in carrying out her duties.

\$270

As above.

MATRON

\$350

PRIVATE
NURSING

A registered nurse employed in private practice who gives nursing care to one or more patients. In as much as a registered nurse maintains her legal professional status by annual membership and registration in the province, it is recommended that such membership and registration be a requisite for employment.

Recommended: that the tariff for 8 hour duty be \$12 - \$14. (Above rates not yet in force. See part II - Private Duty.)

(It is understood that nurses classified as instructors, assistant instructors, supervisors, matrons and public health, will be required to have special preparation and/or teaching or other appropriate experience.)

That a non-registered nurse (the nurse not currently registered in Alberta) should receive at least \$30. less a month than the registered nurse and should not be placed in a position of responsibility involving the direction of registered nurses, unless engaged for employment in a responsible position with evidence of having made application for registration in the A.A.R.N.

SALARY APPENDIX 2010 - 2013

Registered Nurse

Registered Psychiatric Nurse

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2010	\$32.34	\$33.59	\$34.83	\$36.08	\$37.33	\$38.56	\$39.81	\$40.99	\$42.45
2% LSPA Rate	\$32.99	\$34.26	\$35.53	\$36.80	\$38.08	\$39.33	\$40.61	\$41.81	\$43.30
April 1, 2011	\$32.99	\$34.26	\$35.53	\$36.80	\$38.08	\$39.33	\$40.61	\$41.81	\$43.30
2% LSPA Rate	\$33.65	\$34.95	\$36.24	\$37.54	\$38.84	\$40.12	\$41.42	\$42.65	\$44.17
April 1, 2012	\$34.31	\$35.63	\$36.95	\$38.27	\$39.60	\$40.90	\$42.23	\$43.48	\$45.03
2% LSPA Rate	\$35.00	\$36.34	\$37.69	\$39.04	\$40.39	\$41.72	\$43.08	\$44.35	\$45.93

Certified Graduate Nurse

Graduate Nurse - Temporary Permit Holder

Graduate Psychiatric Nurse

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2010	\$29.59	\$30.51	\$31.15	\$31.72	\$32.22	\$32.89	\$33.94	\$34.92	\$36.15
2% LSPA Rate	\$30.18	\$31.12	\$31.77	\$32.35	\$32.86	\$33.55	\$34.62	\$35.62	\$36.87
April 1, 2011	\$30.18	\$31.12	\$31.77	\$32.35	\$32.86	\$33.55	\$34.62	\$35.62	\$36.87
2% LSPA Rate	\$30.78	\$31.74	\$32.41	\$33.00	\$33.52	\$34.22	\$35.31	\$36.33	\$37.61
April 1, 2012	\$31.39	\$32.36	\$33.04	\$33.64	\$34.17	\$34.89	\$36.00	\$37.04	\$38.34
2% LSPA Rate	\$32.02	\$33.01	\$33.70	\$34.31	\$34.85	\$35.59	\$36.72	\$37.78	\$39.11

Assistant Head Nurse

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2010	\$33.43	\$34.87	\$36.28	\$37.65	\$38.99	\$40.44	\$41.73	\$42.97	\$44.47
2% LSPA Rate	\$34.10	\$35.57	\$37.01	\$38.40	\$39.77	\$41.25	\$42.56	\$43.83	\$45.36
April 1, 2011	\$34.10	\$35.57	\$37.01	\$38.40	\$39.77	\$41.25	\$42.56	\$43.83	\$45.36
2% LSPA Rate	\$34.78	\$36.28	\$37.75	\$39.17	\$40.57	\$42.08	\$43.41	\$44.71	\$46.27
April 1, 2012	\$35.46	\$36.99	\$38.49	\$39.94	\$41.36	\$42.90	\$44.26	\$45.58	\$47.17
2% LSPA Rate	\$36.17	\$37.73	\$39.26	\$40.74	\$42.19	\$43.76	\$45.15	\$46.50	\$48.12

Head Nurse and Instructor

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2010	\$35.40	\$36.91	\$38.49	\$40.04	\$41.62	\$43.24	\$44.55	\$45.87	\$47.48
2% LSPA Rate	\$36.11	\$37.65	\$39.26	\$40.84	\$42.45	\$44.10	\$45.44	\$46.79	\$48.43
April 1, 2011	\$36.11	\$37.65	\$39.26	\$40.84	\$42.45	\$44.10	\$45.44	\$46.79	\$48.43
2% LSPA Rate	\$36.83	\$38.40	\$40.05	\$41.66	\$43.30	\$44.98	\$46.35	\$47.73	\$49.40
April 1, 2012	\$37.55	\$39.16	\$40.83	\$42.47	\$44.15	\$45.86	\$47.26	\$48.66	\$50.37
2% LSPA Rate	\$38.30	\$39.94	\$41.65	\$43.32	\$45.03	\$46.78	\$48.20	\$49.64	\$51.38

Undergraduate Nurse

April 1, 2010	\$24.29
April 1, 2011	\$24.78
April 1, 2012	\$25.77