

**CANADIAN INSTITUTE OF PUBLIC HEALTH INSPECTORS PHI/EHO SALARY & BENEFITS SURVEY 2023**

Employer	Union Name (if applicable)	Position	Step 1 Hourly Wage	Max Step Hourly Wage	Hours Per Week	Mileage per km	Vacation Hours Step 1	Medical Benefit % Coverage by Employer	Dental Benefit % Coverage by Employer	Professional Dev/Other Funding \$/Year	Collective Agreement Expiry Date
Alberta	HSAA	PHI I	39.42	52.36	38.75	\$0.55 \$0.47 >5,000	15 days/year	80% Blue Cross	80% Blue Cross	\$2,750 flexibility on how spent	March 31, 2023
	HSAA	PHI II	41.58	55.25	38.75	\$0.55 \$0.47 >5,000	15 days/year	80% Blue Cross	80% Blue Cross	\$2,750 flexibility on how spent	March 31, 2023
	HSAA	PHI III	43.40	59.53	38.75	\$0.55 \$0.47 >5,000	15 days/year	80% Blue Cross	80% Blue Cross	\$2,750 flexibility on how spent	March 31, 2023
	N/A	Supervisor	55.25	59.93	38.75	\$0.55 \$0.47 >5,000	15 days/year	80% Blue Cross	80% Blue Cross	\$2,750 flexibility on how spent	March 31, 2023
British Columbia	BCGEU	Field	31.99	39.98	36	\$0.52	150	100% Blue Cross	100% A 60% B BlueCross		March 31, 2019
		Supervisor	32.23	44.95	36	\$0.52	50	100% Blue Cross	100% A 60% B BlueCross		March 31, 2019
	PSAC (First Nations Authority)	Field	35.80	43.55	38	\$0.52	112.5	100% Great West Life	100% Great West Life	\$1,000	March 31, 2026
		Supervisor	39.38	47.91	38	\$0.52	112.5	100% Great West Life	100% Great West Life	\$1,000	March 31, 2026
	Manitoba Government and General Employees' Union (MGEU)	Field	29.87 + qualification pay \$323.63 biweekly	40.81 + qualification pay \$323.63 biweekly (10th step)	36.25	\$0.47	108.75	80% Blue Cross	80% Blue Cross	N/A	March 19, 2027

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Manitoba	MGEU	Specialist/Coordinator	34.40 + qualification pay \$352.12 biweekly	47.88 + qualification pay \$352.12 biweekly (10th step)	36.25	\$0.47	108.75	80% Blue Cross	80% Blue Cross	N/A	March 19, 2027
	MGEU	Regional Manager	35.65 + qualification pay \$360.08 biweekly	49.84+ qualification pay \$360.08 biweekly (10th step)	36.25	\$0.47	108.75	80% Blue Cross	80% Blue Cross	N/A	March 19, 2027
	MGEU	Chief	39.21 + qualification pay \$380.09 biweekly	54.82 + qualification pay 380.09 biweekly (10th step)	36.25	\$0.47	108.75	80% Blue Cross	80% Blue Cross	N/A	March 19, 2027
New Brunswick	NB UPPE	Field	35.53 + 5% adjustment	44.75 + 5% adjustment	36.25	\$0.58 up to 8,000 \$0.53 > 8,000 \$0.46 >16,000	108.75	75%	50%	within program budget	March 31, 2024
Newfoundland & Labrador	NLAPPE	Field	35.29 04/2022 36.00 04/2023 36.72 04/2024 37.45 04/2025	39.37 04/2022 40.16 04/2023 40.96 04/2024 41.78 04.2025	35	\$0.45 \$0.32 >9,000 + monthly adjustment	105	80%	Voluntary Enrollment	Masters 50% Playground Certificate 100%	March 31, 2026
Northwest Territories	UNW	Field	51.42	61.41	35	Treasury Board of Canada rates	115.5	80%	80% max \$1500 per yr	\$1,000 /year	March 31, 2023
	UNW	Chief	58.88	70.34	35	Treasury Board of Canada rates	115.5	80%	80% max \$1500 per yr	\$1,000 /year	March 31, 2023

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		Field (PHO)	37.91	48.89	35	\$0.5770 \$0.5092 >20,000	105	Blue Cross (100%)	Blue Cross (100%)	N/A	March 31, 2024
Nova Scotia (Provincial Environment & Climate Change)	NSGEU (Civil Service Master Agreement)	Program Officer & Other Program Support	44.39	48.89	35	\$0.5770 \$0.5092 >20,000	105	Blue Cross (100%)	Blue Cross (100%)	N/A	March 31, 2024
	N/A	Consultant	43.31	54.22	35	\$0.5770 \$0.5092 >20,000	105	Blue Cross (100%)	Blue Cross (100%)	N/A	March 31, 2024
		Field/Program Manager	47.64	59.64	35	\$0.5770 \$0.5092 >20,000	105	Blue Cross (100%)	Blue Cross (100%)	N/A	March 31, 2024
Nova Scotia Health Authority	NSGEU (part of NS Council of Health Admin Professional unions agreement with NSHA)	Field Public Health Investigator	36.58	47.39	37.5	\$0.5770 \$0.5092 >20,000	105	Blue Cross (75%)	Blue Cross (75%)	N/A	October 21, 2025
Nunavut		Field	49.17	55.80	37.5					Northern Allowance \$15,016 /yr	
Ontario (34 below)											
Prince Edward Island	PEI UPSE	Field	29.52	36.89	38	Varies with gas prices	112.5	80%	80%	\$2,500	

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	PEI UPSE	Supervisor	32.81	41.01	38	Varies with gas prices	112.5	80%	80%	\$2,500	
<b>Quebec</b>											
<b>Saskatchewan</b>	HSAS	Field	36.41	44.45	37.33	\$0.581 South SK \$0.631 North SK	112	100% Canada Life	100% Basic 75% Major Canda Life	North SK 1 trip per year	March 31, 2024 (5 year)
	HSAS	Senior	39.33	48.00	37.33	\$0.581 South SK \$0.631 North SK	112	100% Canada Life	100% Basic 75% Major Canda Life	North SK 1 trip per year	March 31, 2024 (5 year)
	HSAS	Supervisor	42.47	51.84	37.33	\$0.581 South SK \$0.631 North SK	112	100% Canada Life	100% Basic 75% Major Canda Life	North SK 1 trip per year	March 31, 2024 (5 year)
<b>Yukon</b>		Field	41.36	47.78	37.5						
<b>Federal</b>	PSAC	Field	39.54	46.25	37.5	Varies	112.5	90%	90%	N/A	June 20, 2025
	PSAC	Senior	43.49	50.88	37.5	Varies	112.5	90%	90%	N/A	June 20, 2025
	PSAC	Regional Manager	47.84	53.81	37.5	Varies	112.5	90%	90%	N/A	June 20, 2025
<b>Province of Ontario:</b>											

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Algoma Public Health	CUPE	Field	40.61	44.65	35	\$0.59 \$0.53 >5,000	140	100%	100%	N/A	March 31, 2024
* Brant County Health Unit		Field	38.37	46.40	35						
Chatham-Kent Public Health	CUPE 12.3	Field	40.45	45.47	35	\$0.55	105	100%	Basic - 100%; Major 50%; Up to \$1,000 /year	N/A	Dec. 31, 2021
Durham Region Health Department	CUPE 1764	Field	45.59	52.31	35	\$0.61 \$0.55 >5,000	140	100	varies 50-75% depending on service	within program budget	March 31, 2024
	CUPE 1764	Senior	51.80	59.44	35	\$0.61 \$0.55 >5,000	140	100	varies 50-75% depending on service	within program budget	March 31,2024
	N/A	Manager	61.80	77.26	35	\$0.61 \$0.55 >5,000	140	100%	100%	within program budget	N/A
Eastern Ontario Health Unit	OPSEU	Field	38.61	43.61	35	\$0.51	140	100%	80%	N/A	Dec. 31, 2021
* Grey Bruce Health Unit	OPSEU	Field	36.95	43.83	35						
* Haldimand - Norfolk Health Unit	CUPE 542	Field	45.08	46.08	35						

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Haliburton, Kawartha, Pine Ridge District Health Unit	CUPE 1602	Field	43.04	47.25	35	CRA Rate	140	80%	75%	Varies	Dec. 31, 2021
Halton Region Health Department	N/A	Field	40.45	53.93	35	\$0.61 \$0.55 >5,000	105	90%	90%	N/A	N/A
	N/A	Supervisor	44.69	59.58	35	\$0.61 \$0.55 >5,000	140	90%	90%	N/A	N/A
* Hamiton Public Health Services	CUPE 5167	Field	41.81	47.51	35						
Hastings Prince Edward Public Health	CUPE	Field	38.90	45.11	35	\$0.61 <5,000	140	100%	100%	N/A	Dec. 31, 2021
Huron Perth Public Health	CUPE - Perth	Field	37.90	44.47	35	\$0.53	140	100%	80%	N/A	Dec. 31, 2021
	CUPE - Huron	Field	37.90	43.49	35	\$0.53	140	100%	75%	N/A	Dec. 31, 2021

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Kingston, Frontenac & Lennox & Addington Public Health	CUPE 3175	Field	38.52	44.10	35	\$0.59 \$0.53 >5,000	105	90%	100%	N/A	Dec. 31, 2021
	CUPE 3175	Facilitator	44.16	46.56	35	\$0.59 \$0.53 >5,000	105	90%	100%	N/A	Dec. 31, 2021
Lambton Public Health	CUPE 1291	Field (Certified)	39.84	44.62	35	\$0.57	Less than one year of service: (1.5 days/month) 1-10 years of service 4 weeks	100% for Extended Health Benefits	60% Dental Benefits	as per annual budget approvals	Dec. 31, 2021
	CUPE 1291	Field (Not Certified)	26.86	30.07	35	\$0.57	Less than one year of service: (1.5 days/month) 1-10 years of service 4 weeks	100% for Extended Health Benefits	60% Dental Benefits	as per annual budget approvals	Dec. 31, 2021
* Leeds, Grenville and Lanark District Health Unit		Field	39.85	44.72	35						
Middlesex-London Health Unit	CUPE 101	Field	35.75	44.65	35	\$0.55	140	100%	100%	N/A	March 31, 2022

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Niagara Region Public Health	CUPE 1757	Field	35.59	47.04	35	0.59	105	Varies	100% basic	N/A	March 31, 2025
	CUPE 1757	Team Lead	38.59	50.04	35	0.59	105	Varies	100% basic	N/A	March 31, 2025
	N/A	Manager	59.65	70.18	35	0.59	105	Varies	100% basic	N/A	
North Bay Parry Sound District Health Unit	OPSEU	Field	41.05	46.19	35	hired < 2006 \$0.38 + \$135/month; hired >2006 \$0.52	105	100%	100%	variable, based on need	March 31, 2022
	OPSEU	Senior	43.12	48.52	35	hired < 2006 \$0.38 + \$135/month; hired >2006 \$0.52	105	100%	100%	variable, based on need	March 31, 2022
Northwestern Health Unit	CUPE 521	Field	34.20	46.29	35	\$0.61 <5,000 \$0.55 >5,000	140	70%	100%	Not defined	Dec. 31, 2022
	CUPE 521	Senior	37.06	49.15	35	\$0.61 <5,000 \$0.55 >5,000	140	70%	100%	Not defined	Dec. 31, 2022
Ottawa Public Health	N/A	Field	39.27	45.95	35	\$0.56	Variable	90%	90%	Variable	Dec. 31, 2024
	N/A	Supervisor	43.45	50.83	35	\$0.56	Variable	90%	90%	Variable	Dec. 31, 2024



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Peel Public Health	CUPE 503	Field	38.71	48.39	35	\$0.61 \$0.55 >425	105	100% or 75% dependent on employees sick leave service for a max of 26 weeks disability time	90% of most dental procedures; a Health Spending account for other health costs	Tuition Assistance up to \$1,500 annually	N/A
	CUPE 503	Specialist	45.54	56.96	35	\$0.61 \$0.55 >425	105	Same	Same	N/A	N/A
	N/A	Supervisor	50.99	63.74	35	\$0.61 \$0.55 >425	105	Same	Same	N/A	N/A
* Peterborough Public Health	CUPE 4170	Field	38.55	46.81	35						Sept. 30, 2022
Porcupine Health Unit	CUPE	Field	35.25	43.48	35	\$0.55 \$0.49 plus \$65/month >250 For septic program add \$0.05	140 (11.69 per month)	100% prescriptions	100% cost of premium dental plan	N/A	Dec. 31, 2022
	CUPE	Emergency Response On-Call Inspector	39.86	48.22	35					N/A	Dec. 31, 2022
	CUPE	Program Coordinator	44.65	52.79	35					N/A	Dec. 31, 2022
Renfrew County & District Health Unit	N/A	Field	40.18	46.16	35	month OR \$0.61 5,000 \$0.55 >5,000	168	75%	75%	Depending on budget	Dec. 31, 2022

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Simcoe Muskoka District Health Unit	N/A	Field	44.04	49.35	35	\$0.55	105	100%	100%	max \$1,000	
	N/A	Coordinator	47.94	53.69	35	\$0.55	105	100%	100%	max \$1,000	
Southwestern Public Health	N/A	Field	38.67	45.26	35	\$0.56 \$0.53 > 5000	after 1 year 140	Varies based on the type of intervention.	Varies based on the type of intervention.	incorporated into the operational budget	Dec. 31, 2023
Sudbury (Public Health Sudbury & Districts)	CUPE 5391	Field	36.94	43.82	35	\$0.52	105	100%	100%	N/A	March 31, 2023
		EH Support Officer	39.13	46.02	35	\$0.52	105	100%	100%	N/A	March 31, 2023
Thunder Bay District Health Unit	CUPE	Field	37.51	44.70	35	0.35 hired <11/26/21 + \$130/month hired >11/26/21 \$0.61 \$0.55 >5,000	112	100	80	0	Dec. 31, 2022

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	CUPE	Senior	41.01	47.43	35	0.35 hired <11/26/21 + \$130/month hired >11/26/21 \$0.61 >5,000	112	100	80	0	Dec. 31, 2022
Timiskaming Health Unit	OPSEU	Field	32.55	41.16	35	\$0.50	140	100%	100%	\$500	Dec. 31, 2021
	OPSEU	Senior	41.97	45.05	35	\$0.50	140	100%	100%	\$500	Dec. 31, 2021
Toronto Public Health	CUPE 79	Field	42.10	49.41	35	\$0.52	105	100% subject to conditions specified in contract	100% subject to conditions specified in contract	As per Program Budget	Dec. 31, 2024
	CUPE 79	Specialist	46.85	51.33	35	\$0.52	105	100% subject to conditions specified in contract	100% subject to conditions specified in contract	As per Program Budget	Dec. 31, 2024
Waterloo (Region of Waterloo Public Health)	CUPE 1883	Field	42.83	48.67	35	\$0.50	70 (1 day per month to a max of 10 days)	100% subject to conditions specified in contract	100% subject to conditions specified in contract	\$500/PHI budgeted	Expired July 2020; amendments made up to June 30, 2023
	CUPE 1883	Field Uncertified	39.70	45.12	35	\$0.50	70 (1 day per month to a max of 10 days)	100% subject to conditions specified in contract	100% subject to conditions specified in contract	\$500/PHI budgeted	Expired July 2020; amendments made up to June 30, 2023

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	CUPE 1883	Manager	55.73	69.66	35	\$0.50	105 (<1 year 1.25 days per month to a max. of 15 days)	100% subject to conditions specified in contract	100% subject to conditions specified in contract	As per Program Budget	N/A
Wellington-Dufferin-Guelph Public Health	CUPE 973	Field	40.96	48.15	35	\$0.61 \$0.55 >5,000	140	100%	100%	\$500	N/A
	N/A	Tobacco Control Officer	29.77	35.01	35	\$0.61 \$0.55 >5,000	140	100%	100%	\$500	N/A
	N/A	Supervisor	47.45	55.82	35	\$0.61 \$0.55 >5,000	140 + 35 Manager Comp + 35 On-call Comp	100%	100%	\$500	N/A
	N/A	Manager	55.43	65.24	35	\$0.61 \$0.55 >5,000	140 + 35 Manager Comp + 35 On-call Comp	100%	100%	\$500	N/A
Windsor-Essex County Health Unit	N/A	Field	36.50	42.51	35	\$0.61	140	100%	100%	As per Program Budget	Dec. 31, 2022
	Non Union	Field Uncertified	28.80	32.70	35	\$0.61	140	100%	100%	As per Program Budget	Dec. 31, 2022
York Region Public Health	Union	Field	46.43	50.47	35	\$0.61	140	100%	100%	Varies	March 31, 2020
	Union	Senior	50.92	55.35	35	\$0.61	140	100%	100%	Varies	March 31, 2020
	Non Union	Supervisor	58.12	66.01	Salary	\$0.61	140	100%	100%	Varies	March 31, 2020

\* asterisk indicates information either not provided or did not participate

UPDATED APRIL 24, 2024

**ACKNOWLEDGMENT:** This survey was conducted on behalf of the Canadian Institute of Public Health Inspectors (CIPHI) National Executive Council (NEC) by the CIPHI Retirees Advisory Committee (RAC). The NEC extends its sincere thanks to the surveyors and the people who contributed to the information used in this survey.

**NOTE:** CIPHI will conduct a full survey every 3 years. The current document will be updated by the RAC on an ongoing basis as new contracts/agreements are ratified/ approved.

For inquires or to provide updated information please email the RAC Chair at [CIPHIRETIREESCHAIR@gmail.com](mailto:CIPHIRETIREESCHAIR@gmail.com)