

**SASKATCHEWAN REGIONAL OFFICE**

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**BACKGROUNDER  
 HEALTH CARE AIDE WAGES ACROSS CANADA**

The following analysis compares hourly wages for health care aides across Canada. Data was sourced from collective agreements for comparable bargaining units in every province.

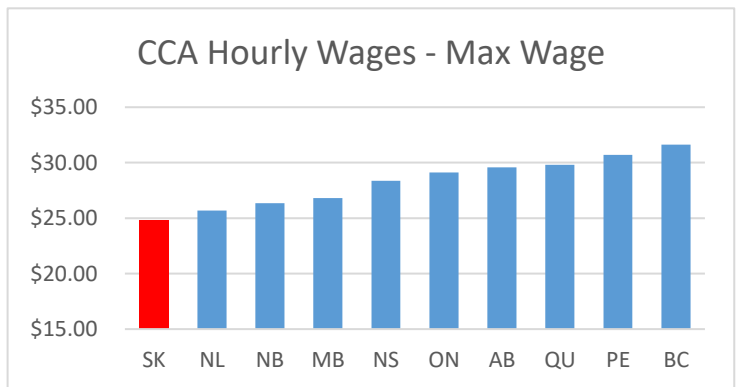
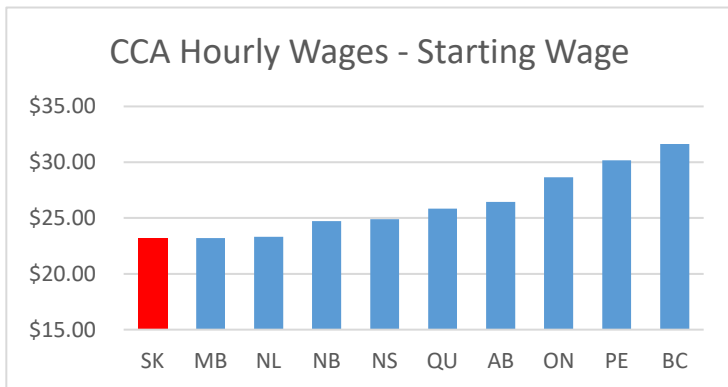
**Continuing Care Assistant (CCA) Wages**

Saskatchewan Continuing Care Assistants (CCAs) are the lowest paid in Canada.

Continuing Care Assistant (CCA) National Wage Comparison						
Province	Classification	Start Rate	Top Rate	Steps	Start Rank	Top Rank
BC - HEU (April 1, 2026)	Nursing Assistant I (Grid 22)	\$ 31.64	\$ 31.64	1	1	1
Alberta Health Services (April 1, 2026)	Certified Health Care Aide	\$ 26.43	\$ 29.58	5	4	4
Saskatchewan - CUPE (April 1, 2022)	Continuing Care Assistant	\$ 23.17	\$ 24.84	3	10	10
Manitoba - CUPE/MGEU (April 1, 2026)	Health Care Aide (certified)	\$ 23.19	\$ 26.80	6	9	7
Ontario - Scarborough Health Network (Sept. 2025) <sup>1</sup>	Personal Support Worker	\$ 28.65	\$ 29.13	3	3	5
Quebec - APTS (April 1, 2026)	Health Aid	\$ 25.83	\$ 29.80	7	5	3
New Brunswick - CUPE (July 1, 2025)	Patient Care Attendant I (PB 5)	\$ 24.71	\$ 26.34	3	7	8
Nova Scotia - Council of HC Unions (Oct. 31, 2025) <sup>2</sup>	Care Team Assistant	\$ 24.91	\$ 28.37	7	6	6
PEI - CUPE (Oct. 1, 2025) <sup>3</sup>	Orderly	\$ 30.18	\$ 30.70	2	2	2
Newfoundland & Labrador - NAPE (April 1, 2025) <sup>4</sup>	Personal Care Attendant (CG-24)	\$ 23.32	\$ 25.68	3	8	9
Average		\$ 26.20	\$ 28.29			
Median		\$ 25.37	\$ 28.75			
<b>Sask below National Average</b>		<b>-\$ 3.03</b>	<b>-\$ 3.45</b>			
Western Canadian Average		\$ 26.11	\$ 28.22			
<b>Sask below WCA</b>		<b>-\$ 2.94</b>	<b>-\$ 3.38</b>			

<sup>1</sup> New CA not yet printed. Provincially negotiated GWI of 2023-3%, 2024-3%, 2025-2.25%, 2026-2% applied  
<sup>2</sup> CA expired Oct 31, 2025  
<sup>3</sup> CA expired March 31, 2026  
<sup>4</sup> CA expired March 31, 2026

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/mg.cope491

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