

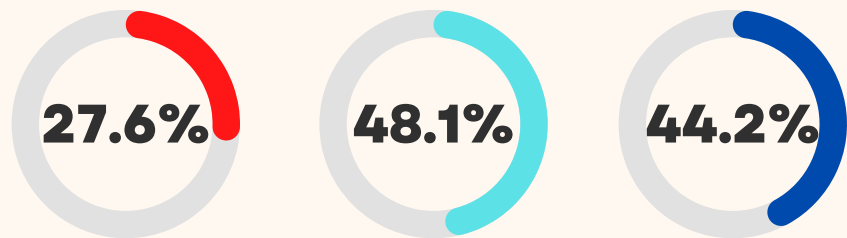
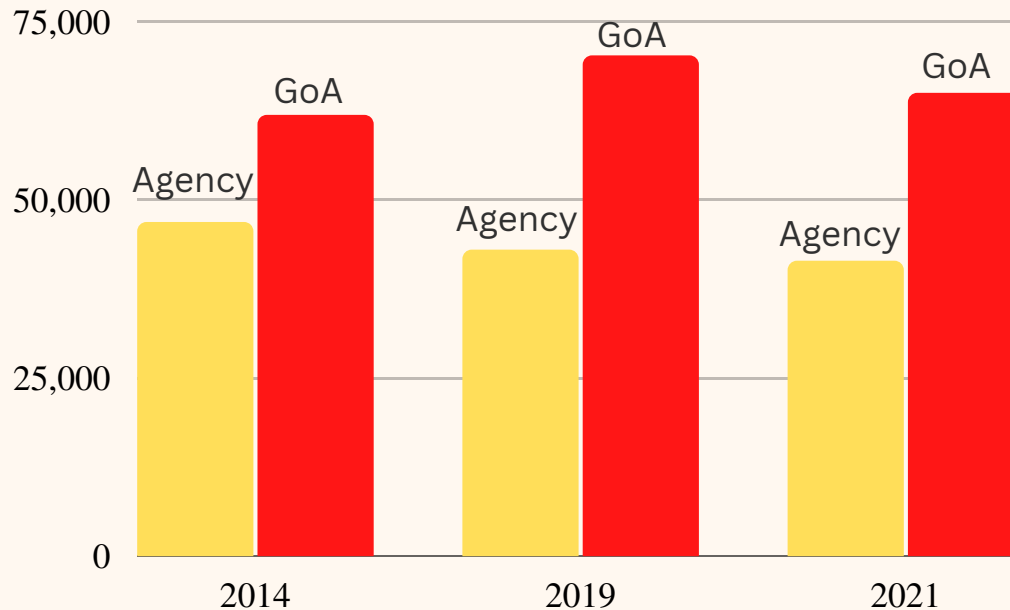
Boland Report/GOA Wage Comparator 2014-2021

The comparators are from the Government-Subsidiary Agreement between the Government of the Province of Alberta and the Alberta Union of Provincial Employees Representing Social Services, Schedule A- Assignment of classes to Pay Grades in Schedule B and from the 2021 Boland Survey of Not For Profit (NFP) Sector Salaries and Human Resources Practices- October 2014/2019/2021 Alberta.

The 2021 Boland Report reflects data from Not For Profit organizations in BC, Alberta, Saskatchewan/Manitoba, and Ontario, which have been divided into regional reports. The Alberta Edition of the survey reports on the Alberta data and has been used in this comparator. 169 agencies from Alberta participated in the Boland Report.

All graphs in this report were calculated using the information that the average NFP staff work 2000 hours in a year vs. the average Government of Alberta (GoA) staff working 1898 hours in a year and the reported wages as noted below. The numbers for NFPs does not include benefits or pensions as many agencies do not have these packages available for staff.

BOLAND REPORT/GOA WAGE COMPARISON



Percent difference between agency and GoA staff salaries

CHILD/YOUTH CARE COUNSELOR

The Boland Report states 23 agencies reported in 2021 with a median operating budget of \$8,531,474.

NFP AGENCY

The average working for both NFP agencies and GoA have a diploma or degree in child and youth care counseling .

DECREASING SALARIES

Agency salaries have decreased steadily since 2014.

HOURLY WAGES

NFP	GoA
2014- \$23.40	2014- \$32.56
2019- \$21.47	2019- \$36.96
2021- \$20.69	2021- \$34.19

MENTAL HEALTH CLINICIAN/THERAPIST

The Boland Report states 22 agencies reported in 2021 with a median operating budget of \$12,151,217.

EDUCATION

The average worker in this classification has a clinical Masters degree or PhD and are registered clinical counsellors or registered psychologists.

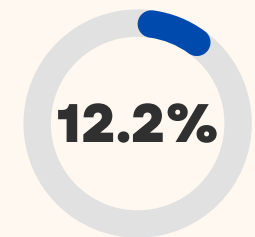
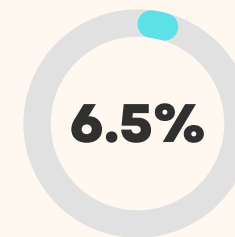
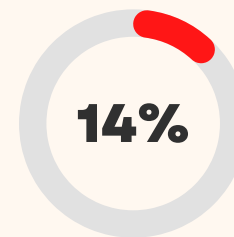
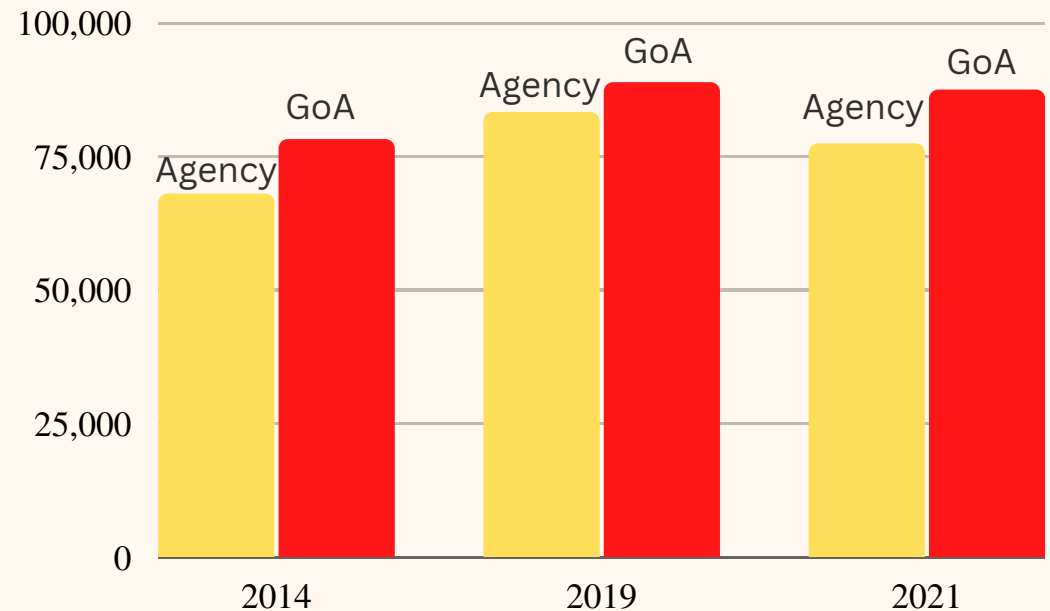
JOB DESCRIPTIONS

Equivalent job descriptions are Frontline Psychologist for the GoA and Mental Health Clinician/Therapist for the Boland Report

HOURLY WAGES

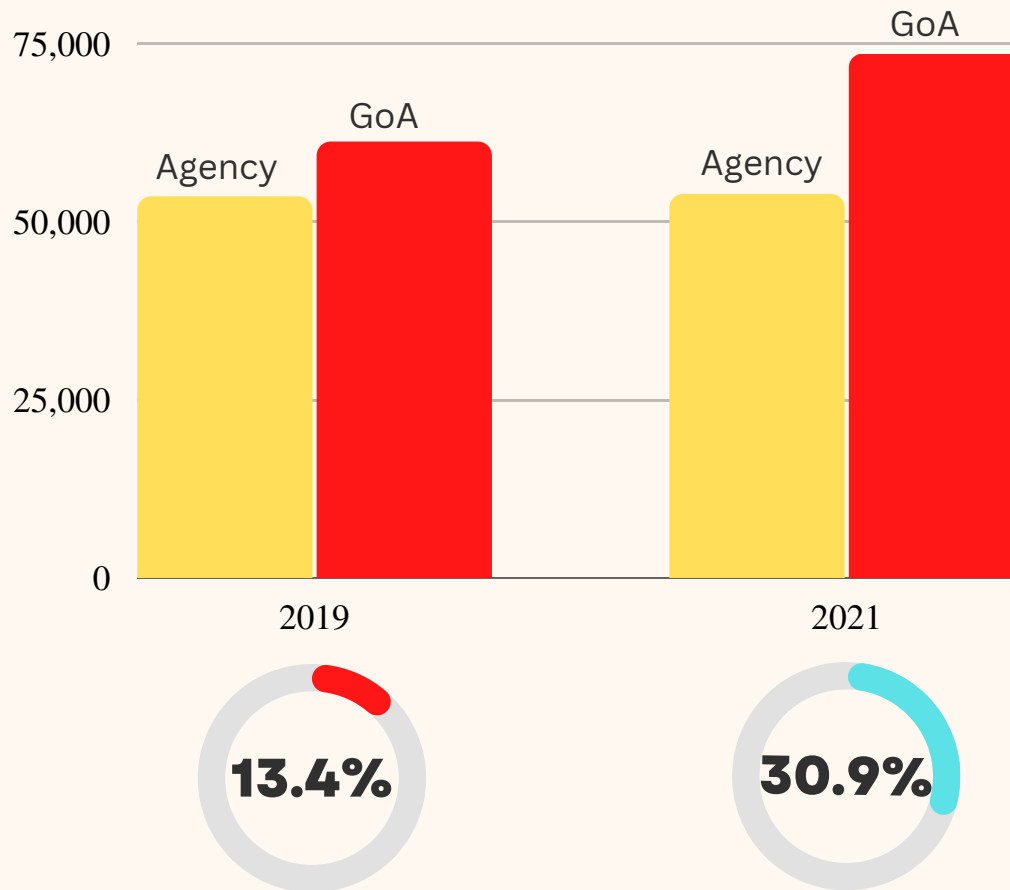
NFP	GoA
2014- \$33.95	2014- \$41.14
2019- \$41.59	2019- \$46.75
2021- \$38.65	2021- \$46.02

BOLAND REPORT/GOA WAGE COMPARISON



Percent difference between agency and GoA staff salaries

BOLAND REPORT/GOA WAGE COMPARISON



Percent difference between agency and GoA staff salaries

CASEWORKER/HSW 4

The Boland Report states 37 agencies reported in 2021.

STAFF TRAINING

Most workers in this classification have a Bachelor of Social Work or equivalent.

INCREASING GAPS

GoA salaries have continued to grow while NFP agency salaries have remained relatively steady increasing the wage gap by 17.5% since 2019.

HOURLY WAGES

NFP	GoA
2019- \$26.74	2019- \$32.21
2021- \$26.92	2021- \$38.72