

Canada-Nova Scotia Offshore Petroleum Board (CNSOPB) Job Rates

Compensation Policy: Job Rates are positioned between the Atlantic Industrial and Canadian Energy market while remaining within the range of our regulatory peers.

CNSOPB Levels		April 1, 2016		
		Min (85%)	Max (100%)	
Non-Executive Level_{1,2}	Level CO	\$ 33,839	\$ 39,811	
	Level 1	\$ 39,637	\$ 46,632	
	Level 2	\$ 47,565	\$ 55,959	
	Level 3	\$ 57,078	\$ 67,151	
	Level 4	\$ 67,503	\$ 79,415	
	Level 5	\$ 79,475	\$ 93,500	
	Level 6	\$ 96,165	\$ 113,136	
	Level 7	\$ 115,061	\$ 135,366	
	Level 8	\$ 128,283	\$ 150,921	
	Level 9	\$ 146,243	\$ 172,051	
	Executive Level₃	Level 10	\$ 155,750	\$ 183,235
		Level 11	\$ 165,253	\$ 194,416
Level 12		\$ 196,212	\$ 230,838	

Footnotes:

1. Casual employees are not included in the salary levels and are compensated based on an hourly wage.
2. Employees (non-executive level) at 100% of the Job Rate are eligible for additional performance based pay of up to 3% of their salary.
3. Employees (executive level) are eligible for additional performance based pay of up to 6% of their salary.
4. Board Members are appointed by Orders in Council by the Governments which specify their remuneration.