

Canada-Nova Scotia Offshore Petroleum Board (CNSOPB) Salary Scale

Compensation Policy: *The Canada-Nova Scotia Offshore Petroleum Board will maintain levels of pay that are consistent with a 50 percent blend of the Atlantic Canadian and Canadian market.*

The Canada-Nova Scotia Offshore Petroleum Board will position levels of pay at the Atlantic Canadian market, for salary levels 1 to 4, and position levels of pay at the Canadian market, for salary levels 5 to 12.

CNSOPB Salary Levels		April 1, 2023	
		Min (85%)	Max (100%)
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	Level 2	\$ 57,375	\$ 67,500
	Level 3	\$ 68,408	\$ 80,480
	Level 4	\$ 77,156	\$ 90,772
	Level 5	\$ 89,941	\$ 105,813
	Level 6	\$ 108,829	\$ 128,034
	Level 7	\$ 130,213	\$ 153,192
	Level 8	\$ 145,176	\$ 170,795
	Level 9	\$ 165,501	\$ 194,708
	Level 10	\$ 176,260	\$ 207,364
	Level 11	\$ 187,015	\$ 220,017
	Level 12	\$ 271,186	\$ 319,043

Footnotes:

1. Casual employees are not included in the salary scale and are compensated based on an hourly wage.
2. Employees (non-executive level and executive level) at 100% of a salary scale are eligible for additional performance-based pay of up to 3% of their salary.
3. As of October 2022, any employee assigned to an executive level 6-12 are no longer eligible for the performance-based pay of up to 6% of their salary. Those receiving this prior to October 2022 will continue to receive it.
4. Board Members are appointed by Orders in Council by the Governments which specify their remuneration.