

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, 2024	
		Min (85%)	Max (100%)
Non-Executive Level ^{1,2}	Level 1	\$ 50,551	\$ 59,471
	Level 2	\$ 59,096	\$ 69,525
	Level 3	\$ 70,460	\$ 82,895
	Level 4	\$ 79,470	\$ 93,495
	Level 5	\$ 92,639	\$ 108,987
	Level 6	\$ 112,094	\$ 131,875
	Level 7	\$ 134,119	\$ 157,787
	Level 8	\$ 149,531	\$ 175,919
	Level 9	\$ 170,466	\$ 200,549
	Level 10	\$ 181,547	\$ 213,585
	Level 11	\$ 192,625	\$ 226,618
	Level 12	\$ 229,322	\$ 328,614
	Executive Level ^{2,3}		

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.