

## 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		November 1, 2022	
		Min (85%)	Max (100%)
<div style="display: flex; flex-direction: column; align-items: center;"> <div style="margin-bottom: 20px;"> <span style="font-size: 2em;">↑</span>  <span style="font-size: 1.5em;">Non-Executive Level<sub>1,2</sub></span> </div> <div style="margin-bottom: 20px;"> <span style="font-size: 1.5em;">↓</span>  <span style="font-size: 1.5em;">Executive Level<sub>2,3</sub></span> </div> </div>	Level 1	\$ 47,649	\$ 56,057
	Level 2	\$ 55,704	\$ 65,534
	Level 3	\$ 66,416	\$ 78,136
	Level 4	\$ 74,909	\$ 88,128
	Level 5	\$ 87,321	\$ 102,730
	Level 6	\$ 105,659	\$ 124,304
	Level 7	\$ 126,420	\$ 148,730
	Level 8	\$ 140,948	\$ 165,821
	Level 9	\$ 160,681	\$ 189,036
	Level 10	\$ 171,126	\$ 201,325
	Level 11	\$ 181,567	\$ 213,608
	Level 12	\$ 263,288	\$ 309,750

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 12) at 100% of a salary scale are eligible for additional performance-based pay of up to 3% of their salary.
3. Employees (executive level 6 to 11) 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.