

## Canada-Nova Scotia Offshore Energy Regulator (CNSOER)

### Salary Scale

**Compensation Policy:** The Canada-Nova Scotia Offshore Energy Regulator 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 Energy Regulator 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.

		April 1, 2025	
CNSOER Salary Levels		Min (85%)	Max (100%)
Non-Executive Level <sub>1, 2</sub>	Level 1	\$ 52,067	\$ 61,255
	Level 2	\$ 60,869	\$ 71,611
	Level 3	\$ 72,574	\$ 85,381
	Level 4	\$ 81,855	\$ 96,300
	Level 5	\$ 95,418	\$ 112,257
	Level 6	\$ 115,456	\$ 135,831
	Level 7	\$ 138,143	\$ 162,521
	Level 8	\$ 154,017	\$ 181,197
	Level 9	\$ 175,580	\$ 206,565
	Level 10	\$ 186,994	\$ 219,993
	Level 11	\$ 198,404	\$ 233,416
	Level 12	\$ 287,701	\$ 338,472

**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.