

## 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.*

CNSOER Salary Levels		April 1, 2026	
		Min (85%)	Max (100%)
Non-Executive Level <sup>1,2</sup>	Level 1	\$ 53,109	\$ 62,481
	Level 2	\$ 62,087	\$ 73,043
	Level 3	\$ 74,026	\$ 87,089
	Level 4	\$ 83,492	\$ 98,226
	Level 5	\$ 97,327	\$ 114,502
	Level 6	\$ 117,766	\$ 138,548
	Level 7	\$ 140,906	\$ 165,772
	Level 8	\$ 157,097	\$ 184,821
	Level 9	\$ 179,092	\$ 210,697
	Level 10	\$ 190,734	\$ 224,393
	Level 11	\$ 202,372	\$ 238,085
	Level 12	\$ 293,455	\$ 345,241

Executive  
Level<sup>2,3</sup>

**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.