

# Salary Guide Vol 2.0

For the Healthcare & Social  
Services Industry

## Inside This Guide, You'll Find:

- 2024 Expert Insights
- Expected Salary Hikes
- A Sneak Peek into 2024 Trends

Prepared by





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*Our salary guide could serve as a powerful tool for making well-informed hiring decisions amidst the ongoing recession and the dwindling pool of qualified candidates.*

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*You get caregivers who bring the heart, experience, personality, and commitment your facility needs to consistently thrive*

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# 1 Introduction

Hiring Managers play a pivotal role in patient-centered care, and to do so effectively, they require insights into salary trends and attractive compensation packages that secure top-tier talent and foster team commitment.

By sharing this salary guide, we're excited and honored to support your dedication and care for the people you serve.

As we step into 2024, we can't help but feel a bit uncertain about the future of hiring. The pandemic has had a lasting impact on the job market, and it's clear that the economy is still recovering. With so much volatility and competition in the healthcare industry, staying on top of compensation levels is more important than ever.

If you're a hiring manager at any healthcare facility trying to keep your salary structure in sync with the market, understanding what's happening in the industry is crucial.

This salary guide can serve as a powerful tool for making well-informed hiring decisions amidst the

ongoing recession and the dwindling pool of qualified candidates. Moreover, it provides valuable insights into 2024 trends and expected salary increases, which are essential for offering competitive compensation during periods of declining retention rates.

We have partnered with JobsInGTA to bring your personal salary guide that features expert analysis of the healthcare industry, recruitment, and employment trends for 2024.

Inside, you'll find salary data for various healthcare job titles sourced from the Economic Research Institute. With this information at your fingertips, you can feel more confident with your hiring choices.



# Message From Our Leadership

Navigating the hiring landscape of the healthcare and social services industries can be challenging. However, understanding the right benchmarks and trends could guide you a step closer in the right direction.

## From the CEO's Desk

Chief Executive Officer

We hope this guide can support you in attracting, hiring, and retaining the best in the field.

As a staffing partner, Agile's purpose is simple: we seek to hear the hearts of those who need care—and to provide that care. We accomplish that purpose not only through sourcing exceptional talent but also through providing valuable resources for leaders like you.

As you delve into these pages, I am confident you will find the information useful. Whether you're looking to fill a critical vacancy or strategizing for the future, this guide is meant to empower you to make informed decisions without the usual complexities.

Thank you for placing your trust in us.

**Sajid Khan**

Chief Executive Officer



## Hi, I'm Ann

Head of Business Development

In most cases, I may be one of the first faces you will see when navigating the landscape of Healthcare and Social Services Staffing with our Organization.

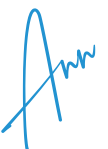
The daily elements, expectations, and decisions in this industry can be challenging, but understanding the benchmarks and competitive salary ranges can get you a step closer in the right direction.

We hope this guide will help you attract, hire, and retain the best talent going forward.

We would love to hear from you!

**Ann Rose**

Email: [arose@agilehealthcare.ca](mailto:arose@agilehealthcare.ca) | Phone: (647) 484-5612



# The Motivation Behind This Salary Guide

Thousands of healthcare hiring managers are facing real challenges with staff shortages, sky-high turnover rates, and the never-ending quest for that perfect employee.

We know the drill, and our motive behind this Salary Guide is to stand beside you. You're always diligently searching for caregivers who don't just fulfill job roles or show up for shifts but who genuinely care for the individuals they serve with compassion. At the same time, you're juggling the delicate balance of offering competitive wages while ensuring the sustainability

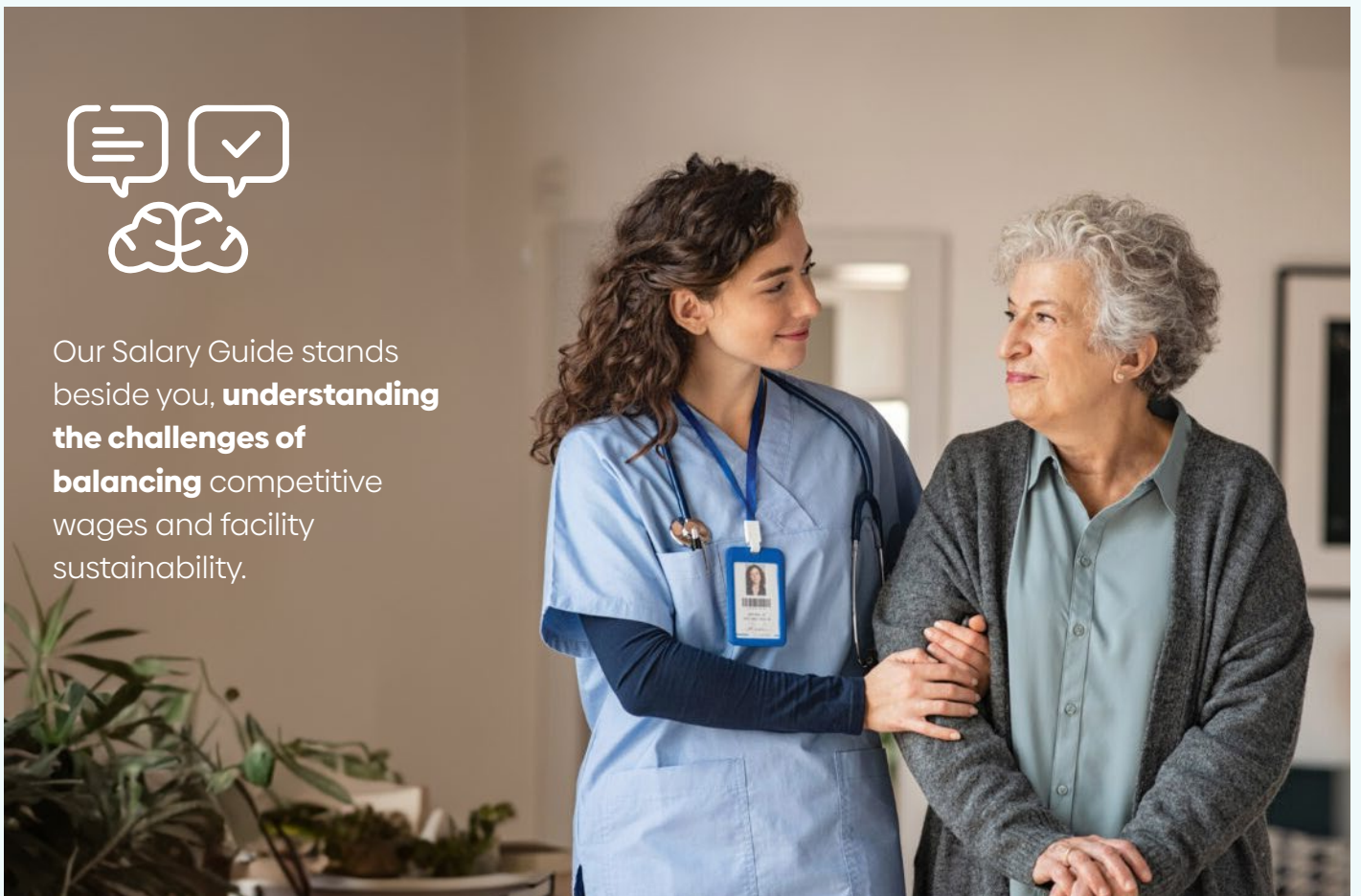
of your facility. We know your decisions are not made lightly. We hope to lighten this burden by equipping you with key insights about the Health care and Social services employment landscape.

With relevant data and information about the current state and future trends of the healthcare and social services job market, we aim to empower you to attract and retain the health workers who are just right for your facility—because they, like you, are the heart and soul of the healthcare world.

**We stand beside you to ensure the sustainability of your facility and to empower you to attract team members who are the best fit for you.**



Our Salary Guide stands beside you, **understanding the challenges of balancing** competitive wages and facility sustainability.



# Why Use a Salary Guide?



## Attract and Retain the Right Talent

Elevate your recruitment process by offering irresistible, competitive salaries that draw in the best professionals.



## Elevate Your Salary Negotiations

Equip yourself with the knowledge and confidence needed to ace negotiations and secure top-tier candidates.



## Stay Ahead with Industry Trends

Stay in the know with the latest industry trends and gain invaluable insights into the dynamic job market.



## Secure Your Future Workforce

Equip your staffing approach for 2024, ensuring a resilient, adaptable, and high-performing workforce ready to navigate the challenges ahead.



# 2 Breaking Insights

## Key Findings 2024

### 1 Rising Employee Turnover: The Retention Inflation

The healthcare industry is **growing by 13%** and is expected to create **2 million new jobs** by 2030, but recruiting and retaining quality employees is the biggest challenge healthcare organizations face. In 2023, these are the turnover rates for the healthcare industry in different healthcare facilities:



Registered Nurses and Nurse Aides working in pediatrics and women's health have the lowest turnover rates, while those nurses in telemetry, step-down, and medical/surgical services have the highest turnover rates.

### 2 Healthcare Workers Have Stronger Salary Expectations Than Ever

Finding your way in the job market can be difficult, especially when it comes to negotiating salaries. We all know that Canada's high inflation rate makes it harder to make ends meet. According to our research:

**58%**

of healthcare professionals intend to request a raise in the upcoming year,

but only

**20%**

of employers are **open** to providing a **substantial increase**.

In 2024, healthcare workers are anticipating a 3-5% raise in salaries, which is in line with a 4.2% increase in 2023, according to a BNN Bloomberg survey.




### 3 It's About More Than Just a Salary: Non-Monetary Rewards

Creating a positive and healthy work environment is crucial for healthcare hiring managers. Research shows that many employees leave their jobs because they miss the people and culture of their previous workplace. An organization's values and purpose are also important to 96% of workers. Beyond basic transactions, employees want a sense of purpose and meaningful interactions.

Reports find, Health Care & Social Service professionals also want a more inclusive and equality-driven work culture, i.e., most professionals want DE&I (diversity, equity, and inclusion) strategies implemented in the workplace.

- ▶ **83%** of healthcare staff **think it's important** for the organization to have a **DE&I strategy**.
- ▶ But **33%** of the workers mention they **don't have** one in their **facilities** or are unsure.

- **42%** of healthcare workers would consider leaving their current job in 2024 because of inadequate benefits packages.



- **55%** have left jobs in the past because they found better benefits or perks elsewhere.



- **85%** of employees take benefits into account when evaluating a job offer.



### 4 The Top Metrics Healthcare Hiring Managers Use for Hiring Goals

Healthcare hiring managers are significantly less likely (47%) to report hiring process inefficiencies, which could cause them to miss key candidates, compared to all other industries (76% would).

How could you keep an eye on process efficiency perhaps? Here are some of the preferred hiring metrics of healthcare & social service hiring managers:

Average cost per hire



of hiring managers use this measure

Average time to fill an open role



of hiring managers use this metric

Average time to hire



of hiring managers prioritize this target

Candidate-to-hire ratio



of hiring managers follow this standard

## 5 Burnout in the Industry Persists

Before the pandemic, healthcare workers were already facing challenges such as long shifts, overtime, limited breaks, and high pressure. Despite facing increased challenges over the past three years due to COVID-19, they have shown incredible resilience and dedication. Now it's an opportune time to lend them a listening ear and develop an exceptional employee experience.

According to our research, the number of nurses experiencing emotional exhaustion has risen each year since the pandemic, likely due to increasing inflation, working long shifts with overtime, limited breaks, and high pressure.

**41% of nurses experienced emotional exhaustion in 2023.**



That number will be most likely increased to over **50% in 2024**



Interventions such as adjusting workloads and coaching can significantly reduce burnout. Personalized on-the-job support is crucial, with 50% of workers willing to speak with a career coach.

Employers can provide personalized support and flexibility to keep their team healthy and happy in demanding and high-responsibility roles.

## 6 Hooking Talent in Turbulent Waters

The Hiring Challenge



**62%**

of healthcare hiring managers currently need help filling their open roles.

The shortage of reliable and suitable candidates for healthcare positions is a major concern for hiring managers.

Given the delicate nature of the industry and the current economic climate, finding the right candidates in a timely manner is essential. With our aging population and evolving medical needs, the demand for healthcare keeps growing. To tackle this, smart healthcare providers are getting creative. They're teaming up with schools to train new talent, introducing flexible work options, and using tech in hiring. These moves aim to bridge the talent gap and build a strong workforce ready to tackle today's and tomorrow's challenges.

## 7 The Rise of Flexible Workforce: Temporary and Contract Workers

According to a survey, **50% of healthcare and social workers** are either currently employed in temporary positions or are open to the idea of temporary work. This could help address any potential skills gaps in the healthcare industry by 2024 while also providing much-needed flexibility for both healthcare workers and employers.

Another significant advantage of hiring temporary or contractual healthcare workers: you can ensure these temporary workers have the exact expertise you want in the long run and assess whether they are the right cultural and organizational fit.



# Industry Trends - 2024

## Noteworthy Economic & Industry Trends Shaping Healthcare

**In 2024 Canada's interest rate hikes** are expected to lead to a potential recession, downsizing, and a slower pace of inflation, which may increase the pressure for continued wage growth.



**Inflation peaked in mid-2023** but is still expected to remain high in 2024. As a result, workers could demand higher wages to cope with the rising cost of living.



**In Canada**, employer-provided medical benefits and healthcare-related expenses are expected to increase by 7.4% in 2024, compared to the overall inflation rate of 2.0%.



**65% of healthcare workers** reported that employee health and well-being were pivotal, compared to 27% of employers five years ago. That means more investment in health and well-being initiatives in 2024 than in recent years.



**Ambulatory healthcare** services accounted for 33% of Ontario health care and social assistance workforce. Hospitals - 30%, Nursing and residential care facilities - 20%, and Social Assistance - 17%.



**In Ontario**, while several new programs and funding opportunities are being introduced to tackle the issue of labour shortages, facility budgets are expected to grow 4.6% in 2024



## Employment Trends You Don't Want to Miss

36% 

Ontario represents 35.9% of the Canadian employment in health care and social assistance

13% 

The industry also has a greater share of working in temporary roles (13.2%) compared to Ontario as a whole (11.5%).

80% 

Females will account for nearly 80% of Ontario's health care and social assistance workforce by the end of 2024, compared to 47.2% for all industries.

10% 

The number of active job postings in the healthcare sector of Canada increased by 10.07% Month-over-Month (MoM) and increased by 47.56% since March 2023

20% 

By early 2024, Ontario's healthcare and social assistance industry will have a higher part-time workforce share (20.6%) than the provincial average (17.4%)

43% 

In 2024, healthcare hiring managers are anticipated to have a 43% higher chance of not meeting their job filling goals.

# 3

# Salary Trends in Canada

## Covering The Greater Toronto Area and Major Surrounding Cities

This salary data and insights will cover 8 main cities in and outside of the GTA, the vibrant heart of Ontario.



# Targeting Most In-Demand Healthcare and Social Service Positions

Get valuable salary data for in-demand healthcare positions, encompassing specialized healthcare and social work roles, to support well-informed decision-making.



# How to Effectively Use This Salary Guide

To determine appropriate healthcare salaries in your area, you can use the upcoming Salary Tables.

These tables offer compensation ranges for various job titles, detailing low, average, and higher compensation levels for healthcare and social workers in the Greater Toronto Area (GTA) and surrounding areas. They also present average salary data across different cities, categorized by experience level.

These wage estimates were individually reviewed from the Economic Research Institute (ERI), so you can make informed decisions about adjusting salaries to align with local market conditions.

Looking forward to 2024, Ontario's healthcare and social services sector will experience significant growth. In our salary data, we are introducing a "Projected Salary" column, categorizing forecasts on Low, Average, and High ranges, all based on an expected 3.84% increase for 2024. This data can help industry professionals to structure budgets and compensation plans for the coming year.



## Data Key

How your data will be presented in the following pages ahead.

**Lower Range** 1

The Entry Level Employees

Based on **0-2 years** of experience in that position or one similar.

**Average Range** 2

Level 2 Employees

Based on **2-5 years** of experience in that position or one similar.

**Higher Range** 3

Level 3 Employees

Based on **5-10 years** of experience and certifications in that position or one similar.

**Projected Salary** 4

Estimated Increase

Based on **current salary ranges** and estimated **growth in 2024**.



# The Salary Breakdown for Healthcare Jobs

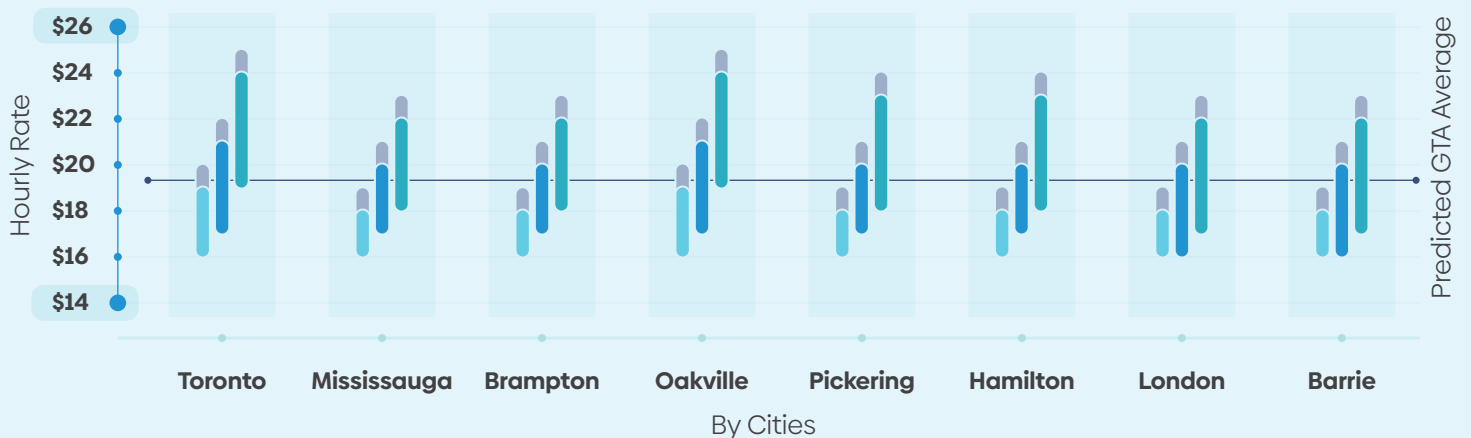
## Personal Support Worker

PSWs earn approximately 5.23% more in the GTA than the National Average of \$17.43/hour.

Location	Low	↑ <sup>20</sup> / <sub>24</sub>	Average	↑ <sup>20</sup> / <sub>24</sub>	High	↑ <sup>20</sup> / <sub>24</sub>
	Min. \$16.5					
Toronto, Ontario	\$16 - 19	\$20	\$17 - 21	\$22	\$19 - 24	\$25
Mississauga, Ontario	\$16 - 18	\$19	\$17 - 20	\$21	\$18 - 22	\$23
Brampton, Ontario	\$16 - 18	\$19	\$17 - 20	\$21	\$18 - 22	\$23
Oakville, Ontario	\$16 - 19	\$20	\$17 - 21	\$22	\$19 - 24	\$25
Pickering, Ontario	\$16 - 18	\$19	\$17 - 20	\$21	\$18 - 23	\$24
Hamilton, Ontario	\$16 - 18	\$19	\$17 - 20	\$21	\$18 - 23	\$24
London, Ontario	\$16 - 18	\$19	\$16 - 20	\$21	\$17 - 22	\$23
Barrie, Ontario	\$16 - 18	\$19	\$16 - 20	\$21	\$17 - 22	\$23

### Graphical representation of the above data

Low Average High



### Related Job Averages

**Resident Care Aide**  
Avg: \$20.10/hour

**Dev. Support Worker**  
Avg: \$18.36/hour

**Home Care Nurse**  
Avg: \$40.30/hour

**Home Care RPN**  
Avg: \$28.35/hour

**Support Worker**  
Avg: \$18.36/hour

**Home Care Aide**  
Avg: \$17.43/hour

### Keynotes

1. Oakville, a mid-sized city, pays 5% more than busy suburbs (Brampton, Mississauga) for Personal Support Workers.
2. Pickering, another mid-sized city, offers 5% more than London for experienced PSWs, similar to Oakville.
3. Busier areas (Brampton, Mississauga) match pay with growing suburbs (Barrie, Hamilton). Hamilton pays 5% more for experienced professionals among them.

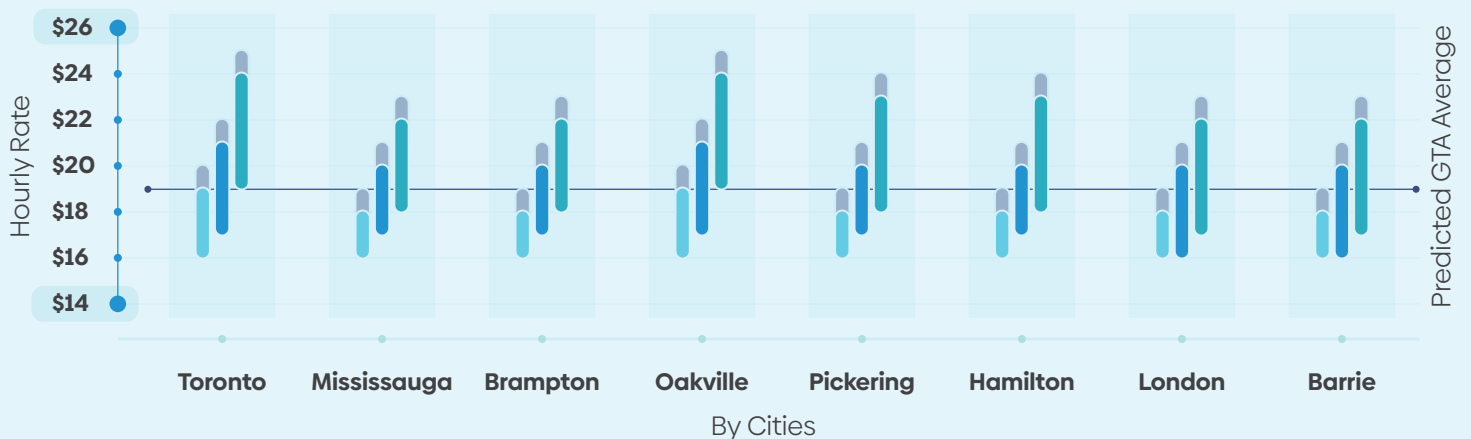
# Developmental Support Worker

DSWs earn approximately 5.23% more in the GTA than the National Average of \$17.43/hour.

Location	Low Min. \$16.5	↑ 20 24	Average	↑ 20 24	High	↑ 20 24
Toronto, Ontario	\$16 - 19	\$20	\$17 - 21	\$22	\$19 - 24	\$25
Mississauga, Ontario	\$16 - 18	\$19	\$17 - 20	\$21	\$18 - 22	\$23
Brampton, Ontario	\$16 - 18	\$19	\$17 - 20	\$21	\$18 - 22	\$23
Oakville, Ontario	\$16 - 19	\$20	\$17 - 21	\$22	\$19 - 24	\$25
Pickering, Ontario	\$16 - 18	\$19	\$17 - 20	\$21	\$18 - 23	\$24
Hamilton, Ontario	\$16 - 18	\$19	\$17 - 20	\$21	\$18 - 23	\$24
London, Ontario	\$16 - 18	\$19	\$16 - 20	\$21	\$17 - 22	\$23
Barrie, Ontario	\$16 - 18	\$19	\$16 - 20	\$21	\$17 - 22	\$23

## Graphical representation of the above data

Low Average High



## Related Job Averages

**Dev. Support Worker**  
Avg: **\$18.36/hour**

**Home Health Aide**  
Avg: **\$18.36/hour**

**Resident Care Aide**  
Avg: **\$21.44/hour**

**Home Care Aide**  
Avg: **\$17.43/hour**

**Home Care Nurse**  
Avg: **\$41.77/hour**

**Home Care RPN**  
Avg: **\$29.70/hour**

## Keynotes

1. Oakville, a mid-sized city, matches Toronto and pays 5% more than busy suburbs (Brampton, Mississauga) for Development Support Workers.
2. Pickering, another mid-sized city, offers 5% higher rates for experienced professionals compared to Brampton and Mississauga, akin to Oakville.
3. Pay aligns in busy areas (Brampton, Mississauga) and growing suburbs (Barrie, Hamilton). Hamilton pays 5% less for experienced professionals among them.

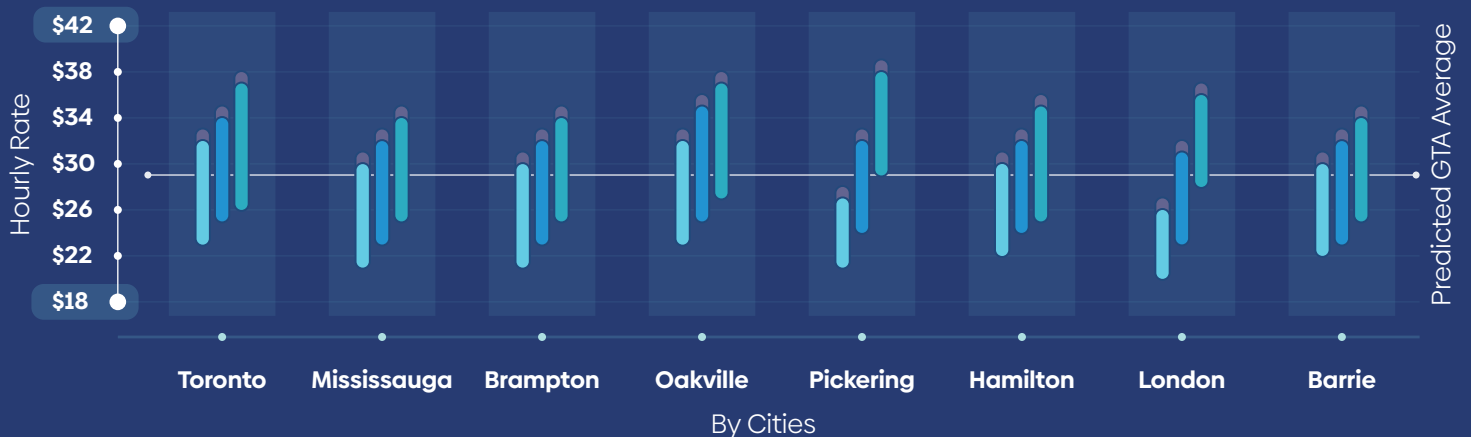
# Social Service Worker

Social Service Workers earn around 4.91% more in the GTA than the National Average of \$26.72/hour.

Location	Low	↑ 20% 24	Average	↑ 20% 24	High	↑ 20% 24
Toronto, Ontario	\$23 - 32	\$33	\$25 - 34	\$35	\$26 - 37	\$38
Mississauga, Ontario	\$21 - 30	\$31	\$23 - 32	\$33	\$25 - 34	\$35
Brampton, Ontario	\$21 - 30	\$31	\$23 - 32	\$33	\$25 - 34	\$35
Oakville, Ontario	\$23 - 32	\$33	\$25 - 35	\$36	\$27 - 37	\$38
Pickering, Ontario	\$21 - 27	\$28	\$24 - 32	\$33	\$29 - 38	\$39
Hamilton, Ontario	\$22 - 30	\$31	\$24 - 32	\$33	\$25 - 35	\$36
London, Ontario	\$20 - 26	\$27	\$23 - 31	\$32	\$28 - 36	\$37
Barrie, Ontario	\$22 - 30	\$31	\$23 - 32	\$33	\$25 - 34	\$35

## Graphical representation of the above data

■ Low ■ Average ■ High



## Related Job Averages

**Social Services Aide**  
Avg: \$23.33/hour

**Lic. Clinical SW**  
Avg: \$37.56/hour

**Mental Health Tech.**  
Avg: \$23.45/hour

**Counselor**  
Avg: \$35.44/hour

**Clinical Therapist**  
Avg: \$36.44/hour

**Mental Health Ther.**  
Avg: \$29.00/hour

## Keynotes

- Highly populated areas (Brampton, Mississauga) match pay with growing suburbs (Barrie, Hamilton). Hamilton pays 2.9% lower for experienced workers among them.
- Oakville, a mid-sized city, pays 9.3% over Brampton and Mississauga for Social Service Workers. London offers 5.8% more for experienced ones.
- Pickering, a mid-sized city, pays less for entry-level SSWs but offers 2.7% more than the Metro Center like Toronto for experienced professionals.

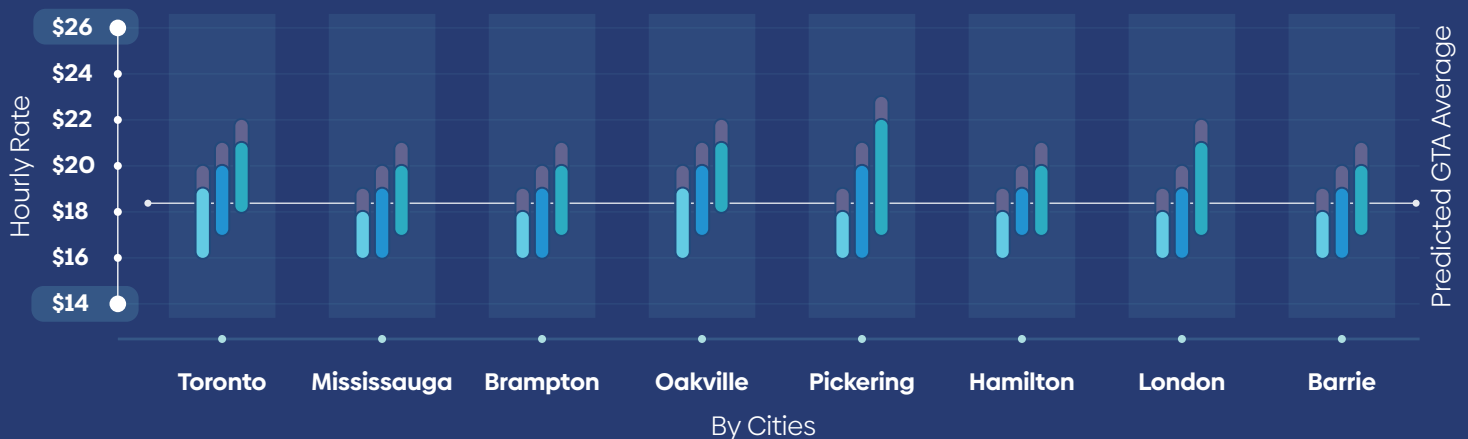
# Child Youth Worker

Child Care Workers earn approximately 5.39% more in the GTA than the National Average of \$17.02/hour.

Location	Low Min. \$16.5	↑ 20 24	Average	↑ 20 24	High	↑ 20 24
Toronto, Ontario	\$16 - 19	\$20	\$17 - 20	\$21	\$18 - 21	\$22
Mississauga, Ontario	\$16 - 18	\$19	\$16 - 19	\$20	\$17 - 20	\$21
Brampton, Ontario	\$16 - 18	\$19	\$16 - 19	\$20	\$17 - 20	\$21
Oakville, Ontario	\$16 - 19	\$20	\$17 - 20	\$21	\$18 - 21	\$22
Pickering, Ontario	\$16 - 18	\$19	\$16 - 20	\$21	\$17 - 22	\$23
Hamilton, Ontario	\$16 - 18	\$19	\$17 - 19	\$20	\$17 - 20	\$21
London, Ontario	\$16 - 18	\$19	\$16 - 19	\$20	\$17 - 21	\$22
Barrie, Ontario	\$16 - 18	\$19	\$16 - 19	\$20	\$17 - 20	\$21

## Graphical representation of the above data

■ Low ■ Average ■ High



## Related Job Averages

**Pre-School Teacher**  
Avg: \$23.10/hour

**Daycare Worker**  
Avg: \$18.74/hour

**Child Dev. Counselor**  
Avg: \$23.66/hour

**Child Welfare Spec.**  
Avg: \$24.93/hour

**School Teacher**  
Avg: \$26.53/hour

**Child Life Specialist**  
Avg: \$29.30/hour

## Keynotes

1. Busy zones (Brampton, Mississauga) match pay with growing suburbs (Barrie, Hamilton). London offers 5% more for experienced Child Care Workers.
2. Oakville, a mid-sized city, pays 5.2% above busy suburbs (Brampton, Mississauga).
3. Pickering, like Oakville, aligns with Toronto's rate and provides 4.5% more for experienced professionals.

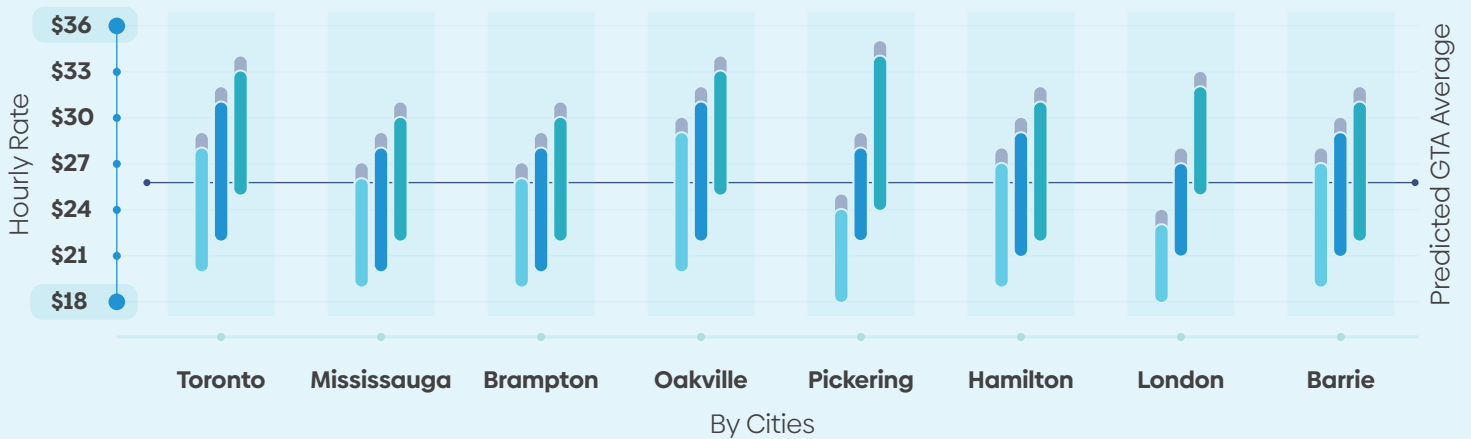
# Community Worker

Community Health Workers earn roughly 5.23% more in the GTA than the National Average of \$23.56/hour.

Location	Low	↑20 ↓24	Average	↑20 ↓24	High	↑20 ↓24
Toronto, Ontario	\$20 - 28	\$29	\$22 - 31	\$32	\$23 - 33	\$34
Mississauga, Ontario	\$19 - 26	\$27	\$20 - 28	\$29	\$22 - 30	\$31
Brampton, Ontario	\$19 - 26	\$27	\$20 - 28	\$29	\$22 - 30	\$31
Oakville, Ontario	\$20 - 29	\$30	\$22 - 31	\$32	\$23 - 33	\$34
Pickering, Ontario	\$18 - 24	\$25	\$22 - 28	\$29	\$26 - 34	\$35
Hamilton, Ontario	\$19 - 27	\$28	\$21 - 29	\$30	\$22 - 31	\$32
London, Ontario	\$18 - 23	\$24	\$21 - 27	\$28	\$25 - 32	\$33
Barrie, Ontario	\$19 - 27	\$28	\$21 - 29	\$30	\$22 - 31	\$32

## Graphical representation of the above data

Low Average High



## Related Job Averages

**Outreach Worker**  
Avg: \$26.55/hour

**Health Educator**  
Avg: \$25.84/hour

**Mental Health Tech.**  
Avg: \$23.42/hour

**Public Health Nurse**  
Avg: \$40.22/hour

**Loss Prev. Officer**  
Avg: \$21.78/hour

**Community Health Edu.**  
Avg: \$25.81/hour

## Keynotes

1. For the role of Community Worker, growing suburbs like Barrie and Hamilton pay 3.5% higher than the highly populated areas like Brampton and Mississauga.
2. Mid-sized urban centers like Oakville are paying 10% higher than highly populated suburbs Brampton and Mississauga.
3. London pays the least per hour rate for entry and mid level professionals but offers 6.6% higher rates for experienced professionals than Brampton and Mississauga.

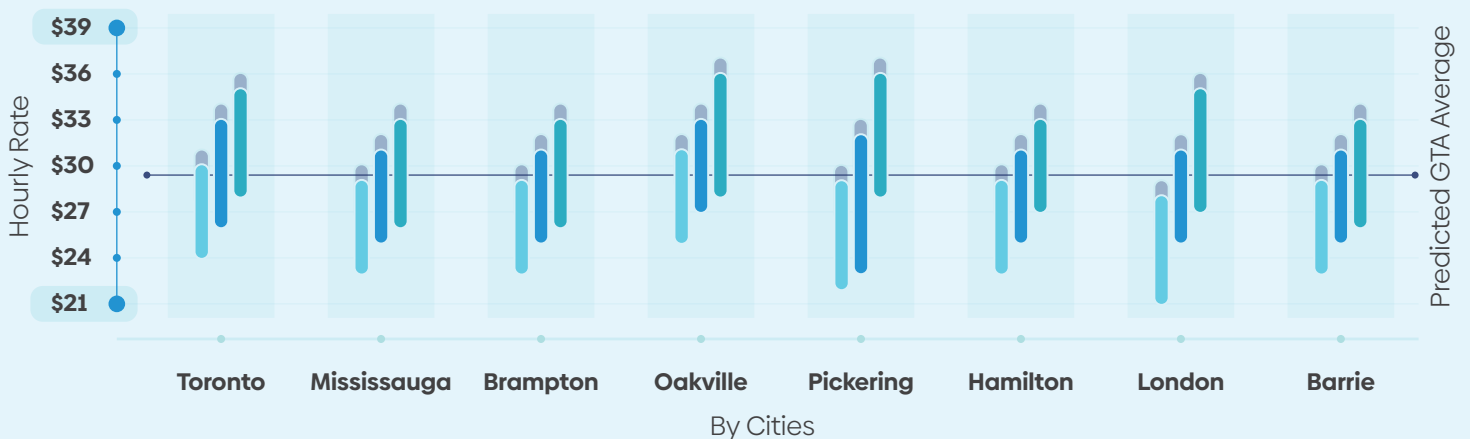
# Registered Practical Nurse

Registered Practical Nurses earn approximately 5.05% more in the GTA than the National Average of \$26.96.

Location	Low	↑ <sup>20</sup> / <sub>24</sub>	Average	↑ <sup>20</sup> / <sub>24</sub>	High	↑ <sup>20</sup> / <sub>24</sub>
Toronto, Ontario	\$24 - 30	\$31	\$24 - 30	\$34	\$28 - 35	\$36
Mississauga, Ontario	\$23 - 29	\$30	\$23 - 29	\$32	\$26 - 33	\$34
Brampton, Ontario	\$23 - 29	\$30	\$23 - 29	\$32	\$26 - 33	\$34
Oakville, Ontario	\$25 - 31	\$32	\$25 - 31	\$34	\$28 - 36	\$37
Pickering, Ontario	\$22 - 29	\$30	\$22 - 29	\$33	\$28 - 36	\$37
Hamilton, Ontario	\$23 - 29	\$30	\$23 - 29	\$32	\$27 - 33	\$34
London, Ontario	\$21 - 28	\$29	\$21 - 28	\$32	\$27 - 35	\$36
Barrie, Ontario	\$23 - 29	\$30	\$23 - 29	\$32	\$26 - 33	\$34

## Graphical representation of the above data

Low Average High



## Related Job Averages

**RN**  
Avg: \$42.65/hour

**RN - Operating Room**  
Avg: \$42.65/hour

**RN - Medical/Surgical**  
Avg: \$42.69/hour

**Lic. Vocational Nurse**  
Avg: \$28.33/hour

**Nurse**  
Avg: \$43.65/hour

**RN - Home Health**  
Avg: \$41.76/hour

## Keynotes

1. Growing suburbs like Barrie and Hamilton are matching the per hour rate for the role of RPN, with highly populated areas like Brampton and Mississauga.
2. Oakville, a mid-sized urban center, is paying 9% higher than highly populated suburbs like Brampton and Mississauga.
3. Besides Oakville, another mid-sized urban center, Pickering is matching the per hour rate paid by Metropolitan Centers like Toronto. Even offers 2.8% higher rates for experienced professionals.

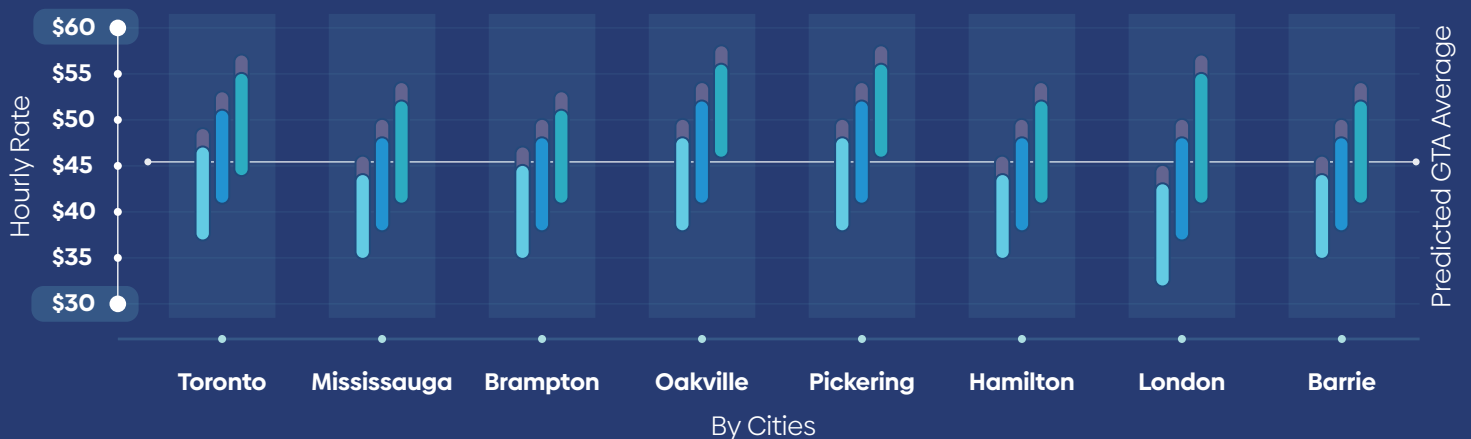
# Registered Nurse

Registered Nurses earn around 3.88% more in the GTA than the National Average of \$42.02/hour.

Location	Low	↑20 ↓24	Average	↑20 ↓24	High	↑20 ↓24
Toronto, Ontario	\$37 - 47	\$49	\$41 - 51	\$53	\$44 - 55	\$57
Mississauga, Ontario	\$35 - 44	\$46	\$38 - 48	\$50	\$41 - 52	\$54
Brampton, Ontario	\$35 - 45	\$47	\$38 - 48	\$50	\$41 - 51	\$53
Oakville, Ontario	\$38 - 48	\$50	\$41 - 52	\$54	\$44 - 56	\$58
Pickering, Ontario	\$38 - 48	\$50	\$41 - 52	\$54	\$44 - 56	\$58
Hamilton, Ontario	\$35 - 44	\$46	\$38 - 48	\$50	\$41 - 52	\$54
London, Ontario	\$32 - 43	\$45	\$36 - 48	\$50	\$41 - 55	\$57
Barrie, Ontario	\$35 - 44	\$46	\$38 - 48	\$50	\$41 - 52	\$54

## Graphical representation of the above data

■ Low ■ Average ■ High



## Related Job Averages

**Nurse**  
Avg: \$43.65/hour

**RN - Operating Room**  
Avg: \$42.65/hour

**Clinical Nurse**  
Avg: \$41.88/hour

**Lic. Practical Nurse**  
Avg: \$28.33/hour

**RN - Medical/Surgical**  
Avg: \$42.69/hour

**RN - Emergency Room**  
Avg: \$42.17/hour

## Keynotes

1. Oakville offers 8.33% higher pay than populous suburbs (Brampton, Mississauga) for Registered Nurses.
2. Pay is comparable in busy spots (Brampton, Mississauga) and evolving suburbs (Barrie, Hamilton), but Brampton pays 1.9% less to experienced professionals among them.
3. Like Oakville, mid-sized Pickering matches Toronto's rate and gives 3.6% more to experienced workers.

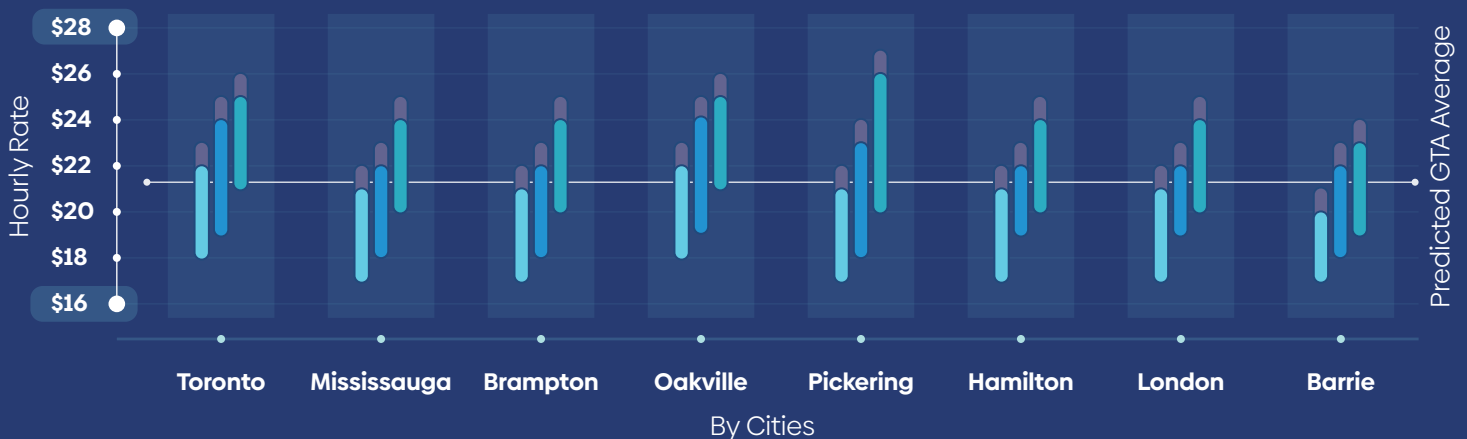
# Healthcare Aide

Healthcare Aides earn roughly 5.90% more in the GTA than the National Average of \$19.41.

Location	Low Min. \$16.5	↑ 20 24	Average	↑ 20 24	High	↑ 20 24
Toronto, Ontario	\$18 - 22	\$23	\$19 - 24	\$25	\$21 - 25	\$26
Mississauga, Ontario	\$17 - 21	\$22	\$18 - 22	\$23	\$20 - 24	\$25
Brampton, Ontario	\$17 - 21	\$22	\$18 - 22	\$23	\$20 - 24	\$25
Oakville, Ontario	\$18 - 22	\$23	\$19 - 24	\$25	\$21 - 25	\$26
Pickering, Ontario	\$17 - 21	\$22	\$18 - 23	\$24	\$20 - 26	\$27
Hamilton, Ontario	\$17 - 21	\$22	\$19 - 22	\$23	\$20 - 24	\$25
London, Ontario	\$17 - 21	\$22	\$19 - 22	\$23	\$20 - 24	\$25
Barrie, Ontario	\$17 - 20	\$21	\$18 - 22	\$23	\$19 - 23	\$24

## Graphical representation of the above data

■ Low ■ Average ■ High



## Related Job Averages

**Nursing Assistant**  
Avg: \$20.53/hour

**Home Health Aide**  
Avg: \$18.31/hour

**Patient Care Tech.**  
Avg: \$22.01/hour

**Nurse Recover Room**  
Avg: \$41.71/hour

**Home Care Aide**  
Avg: \$18.31/hour

**Home Care Nurse**  
Avg: \$41.76/hour

## Keynotes

1. Pickering, a mid-sized city, ranks third in pay after Oakville and Toronto for this role, with a notable 4% extra for experienced professionals.
2. Oakville, a mid-sized city, offers 9% higher pay than busy suburbs (Brampton, Mississauga) for Healthcare Aides.
3. Pay matches in crowded spots (Brampton, Mississauga) and emerging suburbs (Barrie, Hamilton), but Barrie pays 1.9% less to experienced professionals among them.



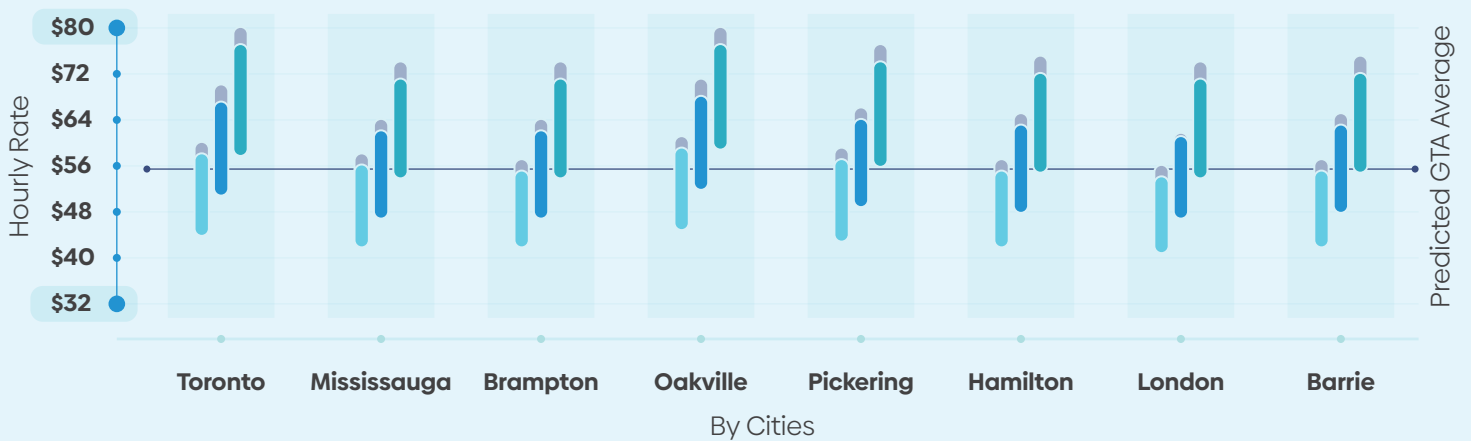
# Nurse Practitioner

Nurse Practitioners earn about 2.5% more in the GTA than the National Average of \$54.51/hour.

Location	Low	↑20 ↓24	Average	↑20 ↓24	High	↑20 ↓24
Toronto, Ontario	\$44 - 58	\$60	\$51 - 67	\$70	\$58 - 77	\$80
Mississauga, Ontario	\$42 - 56	\$58	\$47 - 62	\$64	\$54 - 71	\$74
Brampton, Ontario	\$42 - 55	\$57	\$47 - 62	\$64	\$54 - 71	\$74
Oakville, Ontario	\$45 - 59	\$61	\$52 - 68	\$71	\$59 - 77	\$80
Pickering, Ontario	\$43 - 57	\$59	\$49 - 64	\$66	\$56 - 74	\$77
Hamilton, Ontario	\$42 - 55	\$57	\$48 - 63	\$65	\$55 - 72	\$75
London, Ontario	\$41 - 54	\$56	\$47 - 61	\$61	\$54 - 71	\$74
Barrie, Ontario	\$42 - 55	\$57	\$48 - 63	\$65	\$55 - 72	\$75

## Graphical representation of the above data

Low Average High



## Related Job Averages

**NP Pediatric**  
Avg: \$50.22/hour

**NP Specialty Care**  
Avg: \$57.83/hour

**Psychiatric NP**  
Avg: \$53.58/hour

**Surgical NP**  
Avg: \$53.20/hour

**Trauma NP**  
Avg: \$54.39/hour

**Neurology NP**  
Avg: \$55.63/hour

## Keynotes

1. Busy areas (Brampton, Mississauga) pay equals growing suburbs (Barrie, Hamilton). Barrie and Hamilton pay 1.6% more for mid and senior level practitioners.
2. Oakville, a mid-sized city, pays 9.67% above busy suburbs (Brampton, Mississauga) for Behavioural Therapists.
3. Toronto and Pickering are top payers after Oakville. London pays 3.6% less than Brampton and Mississauga for experienced professionals.

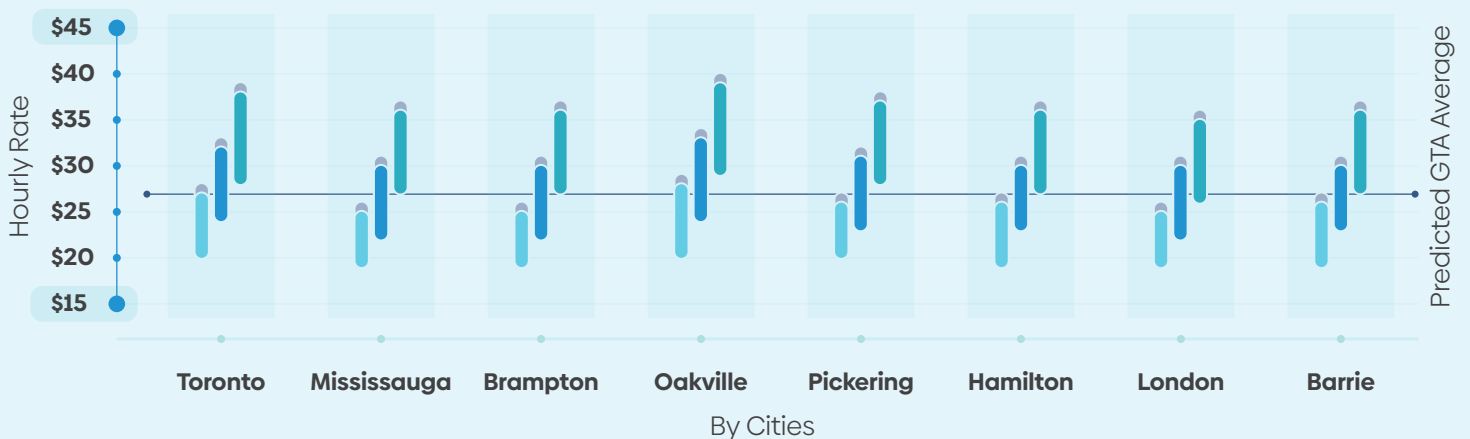
# Behaviour Therapist

Behavioural Therapists earn about 4.99% more in the GTA than the National Average of \$25.66.

Location	Low Min. \$16.5	↑ 20 24	Average	↑ 20 24	High	↑ 20 24
Toronto, Ontario	\$20 - 27	\$28	\$24 - 32	\$33	\$28 - 38	\$39
Mississauga, Ontario	\$19 - 25	\$26	\$22 - 30	\$31	\$27 - 36	\$37
Brampton, Ontario	\$19 - 25	\$26	\$22 - 30	\$31	\$27 - 36	\$37
Oakville, Ontario	\$20 - 28	\$29	\$24 - 33	\$34	\$29 - 39	\$40
Pickering, Ontario	\$20 - 26	\$27	\$23 - 31	\$32	\$28 - 37	\$38
Hamilton, Ontario	\$19 - 26	\$27	\$23 - 30	\$31	\$27 - 36	\$37
London, Ontario	\$19 - 25	\$26	\$22 - 30	\$31	\$26 - 35	\$36
Barrie, Ontario	\$19 - 26	\$27	\$23 - 30	\$31	\$27 - 36	\$37

## Graphical representation of the above data

Low Average High



## Related Job Averages

**Behaviour Sup. Ther.**  
Avg: \$26.87/hour

**Mental Health Tech.**  
Avg: \$23.45/hour

**Behaviour Technician**  
Avg: \$25.68/hour

**Behavioural Specialist**  
Avg: \$34.92/hour

**Social Worker**  
Avg: \$28.04/hour

**ABA Therapist**  
Avg: \$27.40/hour

## Keynotes

1. Busy areas (Brampton, Mississauga) pay equals growing suburbs (Barrie, Hamilton). Barrie and Hamilton pay 5% more for entry-level Behavioural Therapists.
2. Oakville, a mid-sized city, pays 3.33% above busy suburbs (Brampton, Mississauga) for Behavioural Therapists.
3. Toronto and Pickering are top payers after Oakville. London pays 2.6% less than Brampton and Mississauga for experienced professionals.

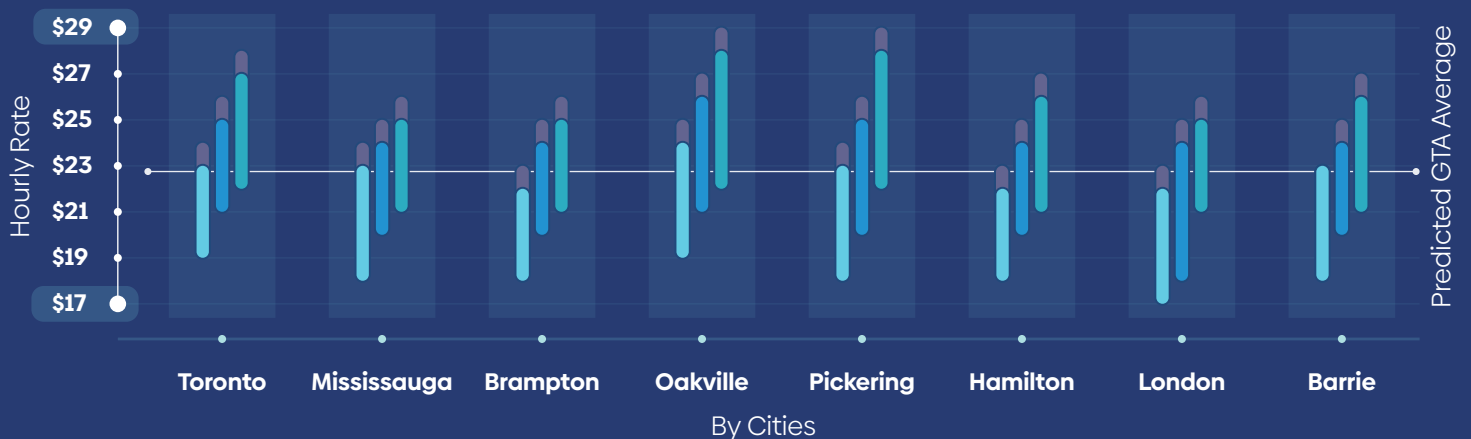
# Pharmacy Assistant

Pharmacy Assistants earn about 5.58% more in the GTA than the National Average of \$20.85/hour.

Location	Low	↑ 20% 24	Average	↑ 20% 24	High	↑ 20% 24
Toronto, Ontario	\$19 - 23	\$24	\$21 - 25	\$26	\$22 - 27	\$28
Mississauga, Ontario	\$18 - 23	\$24	\$20 - 24	\$25	\$21 - 25	\$26
Brampton, Ontario	\$18 - 22	\$23	\$20 - 24	\$25	\$21 - 25	\$26
Oakville, Ontario	\$19 - 24	\$25	\$21 - 26	\$27	\$22 - 28	\$29
Pickering, Ontario	\$18 - 23	\$24	\$20 - 25	\$26	\$22 - 28	\$29
Hamilton, Ontario	\$18 - 22	\$23	\$20 - 24	\$25	\$21 - 26	\$27
London, Ontario	\$17 - 22	\$23	\$18 - 24	\$25	\$21 - 25	\$26
Barrie, Ontario	\$18 - 22	\$23	\$20 - 24	\$25	\$21 - 26	\$27

## Graphical representation of the above data

■ Low ■ Average ■ High



## Related Job Averages

**Pharmacy Assistant**  
Avg: \$22.01/hour

**Counter Assistant**  
Avg: \$18.78/hour

**Pharmacy Tech.**  
Avg: \$22.01/hour

**Medical Phar. Tech.**  
Avg: \$22.01/hr

**Pharmacy Ser. Clerk**  
Avg: \$24.82/hour

**Pharmacy Supervisor**  
Avg: \$64.12/hour

## Keynotes

1. Oakville pays Pharmacy Assistants 12% more than highly populated areas like Brampton and Mississauga.
2. Pay is similar in crowded areas (Brampton, Mississauga) and developing suburbs (Barrie, Hamilton), with a 4% higher hourly rate for experienced Pharmacy Assistants in the latter.
3. Pickering, like Oakville, matches Toronto's rates and adds 3.7% extra for experienced workers.

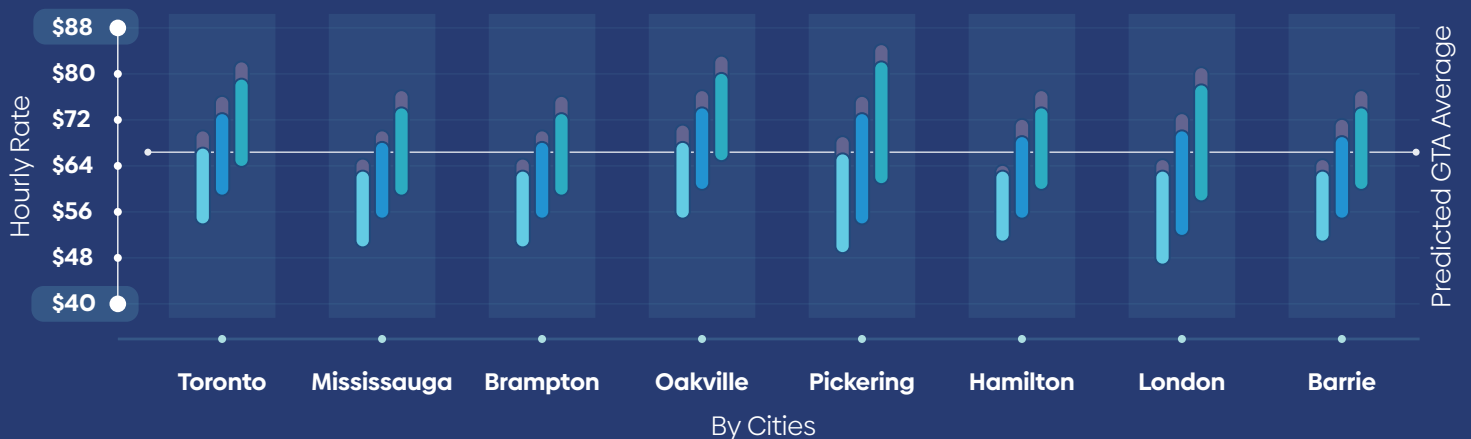
# Pharmacist

Pharmacists in the GTA earn 3.59% more than the national average of \$60.97/hour.

Location	Low	↑ <sup>20</sup> / <sub>24</sub>	Average	↑ <sup>20</sup> / <sub>24</sub>	High	↑ <sup>20</sup> / <sub>24</sub>
Toronto, Ontario	\$54 - 67	\$70	\$59 - 73	\$76	\$64 - 79	\$82
Mississauga, Ontario	\$50 - 63	\$65	\$55 - 68	\$70	\$59 - 74	\$77
Brampton, Ontario	\$50 - 63	\$65	\$55 - 68	\$70	\$59 - 73	\$76
Oakville, Ontario	\$55 - 68	\$71	\$60 - 74	\$77	\$65 - 80	\$83
Pickering, Ontario	\$49 - 66	\$69	\$54 - 73	\$76	\$61 - 82	\$85
Hamilton, Ontario	\$51 - 63	\$65	\$55 - 69	\$72	\$60 - 74	\$77
London, Ontario	\$47 - 63	\$65	\$52 - 70	\$73	\$58 - 78	\$81
Barrie, Ontario	\$51 - 63	\$65	\$55 - 69	\$72	\$60 - 74	\$77

## Graphical representation of the above data

■ Low ■ Average ■ High



## Related Job Averages

**Phar. Manager**  
Avg: \$72.77/hour

**Clinical Pharmacist**  
Avg: \$62.08/hour

**Director of Phar.**  
Avg: \$74.18/hour

**Phar. Assistant**  
Avg: \$24.87/hour

**Phar. Consulting**  
Avg: \$65.00/hour

**Phar. Ambulatory Care**  
Avg: \$60.41/hour

## Keynotes

1. Oakville pays 7.35% more than highly populated Brampton and Mississauga for the role of Pharmacists.
2. Pickering, a mid-sized urban center, matches Toronto's rates and offers 3.8% higher pay for experienced professionals.
3. Brampton and Mississauga have 1.5% lower pay than growing suburbs of Barrie and Hamilton. Moreover, Barrie and Hamilton even pay 1.3% more than Brampton for experienced professionals.



# 4 About Us

Agile Healthcare Solutions is a Toronto-based staffing firm for healthcare and community care facilities. Our personalized, reliable, and responsive approach ensures that healthcare facilities receive consistent talent they can trust 24/7.

## We Believe "We All Need Care"

We know that it takes a special kind of person to provide the level of care that we'd want for our own loved ones.

Our purpose is simple, we seek to hear the hearts of those who need care – and to provide that care with all our hearts. Our mission is to improve the lives of people

who need care by providing staff who go above and beyond the norm.

We work hard to find caregivers who don't simply fill roles or show up for shifts but care for the people they serve with real heart. That's how we're empowering healthcare and community care facilities to thrive.

## Why We Do What We Do

Healthcare hiring managers have a lot on their plates, and the challenges make it difficult to find reliable care. They're constantly trying to fill gaps and maintain uninterrupted care.

Oftentimes, they find themselves working alongside partners who don't fully understand their facility's requirements. The end results are never-ending

turnover, and inconsistent patient care, all while simultaneously managing budget constraints.

We promise to go above and beyond to find the best fit for the people we serve, delivering the same level of reliable, and consistent care we would want for our own loved ones. Trust us to help you find candidates who are the right fit for your facility.



### Increase retention by finding the perfect fit

We understand your unique facility and staffing needs to match talented individuals who align with your values and goals, cultivating a stronger team.



### Keep your shifts filled, no matter the season

Forget unfilled shifts - our dedicated backup staff are always ready to cover unexpected shortages and urgent staffing needs during peak seasons.



### Maintain high-quality care while staying within budget

Our agile team structure aligns precisely with your financial requirements and delivers services without compromising care. We secure top-tier talent to avoid constant recruitment expenses.

# Our Wide Range of Service Offerings

## Proudly serving the GTA, Canada

With Agile, you can count on the same quality of care we'd offer our own loved ones

When it comes to selecting caregivers, we carefully handpick professionals who will make a positive impact not just on your hiring process but on the people you serve. Our vetted talent pool ensures a suitable candidate within 10 days or less, and we work tirelessly to improve your turnover rate by up to

35%. With over two decades of staffing experience, our customer support is available 24/7 to ensure uninterrupted and quality staffing assistance.

Your facility's success is our top priority, and we are committed to helping you achieve it.

### Agile Offerings

Permanent  
Staffing Solutions

Temporary  
Staffing

Contract-to-Hire  
Staffing

Travel  
Staffing

### Providing Caregivers

Pharmacist

Pharmacy Assistant

Healthcare Aide

Registered Nurse

Child Youth Worker

Registered Practical Nurse

Personal Support Worker

Nurse Practitioner

Behavioural Therapist

Social Service Worker

Developmental Support Worker

Community Health Worker

"Your facility's success is our top priority, and we are committed to helping you achieve it."  
Let us help you find the best and most reliable candidates for your facility.

Connect with the care you need for the people you serve

### Contact us today

**Ann Rose**

Head of Business Development

**Phone:** 647-926-2123

**Email:** ARose@AgileHealthcare.ca

**Address:** 35 Woodbine Downs Blvd #6, Etobicoke, ON M9W 6N5, Canada

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# Our promise is to go above and beyond to find the best fit for you.

Delivering the same level of reliable, consistent care we would want for our own loved ones.

Give us a call and receive a free quote!

[agilehealthcare.ca](https://agilehealthcare.ca)

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Thank you & have a great day!



# We All Need Care