

Message from  
**Susan McGillivray**

*Interim Vice President, People and Health Professions*

**Dear non-union exempt employees,**

We recently received direction from the Government of Alberta on the 2025-26 interim approach to managing base salary adjustments for non-union exempt employees. The interim approach applies to all public sector employers in Alberta, including Alberta Health Services and Alberta Precision Laboratories, as well as Acute Care Alberta, Primary Care Alberta, and Recovery Alberta (all provincial health agencies).

An adjustment to the salary structure and a one-step increment will be provided to eligible employees, as follows:

- **April 1, 2025:** 3.0% increase to the salary structure. This adjustment affects both the steps on the salary structure and employee base salaries and will appear on the May 14 pay advice.
- **Sept. 1, 2025:** A one-step increment on the updated salary structure will be applied to eligible non-union employees. The step increment will appear on the Sept. 17 pay advice.

In addition, for employees in the Compression Program, compression rates will be adjusted to align with the recently ratified collective agreement with UNA. Adjustments for eligible employees will be on the May 14, 2025 pay advice with applicable retroactivity.

Our ability to provide these adjustments demonstrates our continued recognition of the critical role non-unionized employees play in the delivery of safe and quality healthcare to Albertans.

Thank you for your continued service and ongoing commitment.

Sincerely,

**Susan McGillivray**  
Interim Vice President, People and Health Professions