

2023 Updates to BAE Pay Progression

TRIUMF is leading a comprehensive update to the structure for BAE pay and how BAEs advance their careers at the lab.

Why are we making these changes?

We see several opportunities to improve and clarify the BAE pay and career progression structure, including better defining the variables that contribute to career progression and expectations. These updates will make it easier to understand your career progression and pay as a BAE at TRIUMF, including:

- Your pay at a particular career progress point
- The criteria and schedules for advancing within the pay structure
- The associated increases you can expect as part of your career progress

Further, for those supervising BAEs, team budgets will be simplified, with better lines of sight on annual compensation and expenditures for all.

The new BAE pay structure:

The new BAE pay structure leverages a blended approach, using industry standards from market research data within the context of TRIUMF's existing pay structures and stipulations. The BAE pay structure is set at P50, which is the same target set for TRIUMF staff pay band systems.

Unlike the pay band system that governs other TRIUMF staff (P&S, technicians, etc.), the BAE pay structure uses a baseline pay progress system based primarily on **time-in-role**, which may be adjusted upwards based on **performance** and/or **significant contribution**. It is important to note that progression depends on satisfactory performance. If performance is unsatisfactory, progression will not occur even for time-in-role considerations.

The system comprises three levels (A, B, C) and associated sub-levels, which are assessed at annual increments on or around July 1st.

Note: incoming BAEs with relevant experience will be assigned a level and sub-level based on a combination of career experience, performance, and other factors.

A-level (early career)

A0: 0 years in-role at A-level

A1-5: One to five years in-role as A-level

Note: Following an individual's fifth year as a TRIUMF scientist, they are expected to initiate a request for continuing appointment. To progress to level B0, individuals must obtain a continuing appointment.

BAEA					
Step A0	Step A1	Step A2	Step A3	Step A4	Step A5
\$101,375.72	\$104,943.81	\$108,637.48	\$112,461.16	\$116,419.42	\$120,517.00

B-level (mid-senior)

B0: 0 years in-role at B-level

B1-5: One to five years in-role at B-level

Note: After reaching B5, B-level BAEs cap out the annual step increase for pay. However, they are still eligible for annual increases based on performance and significant contribution.

BAEB					
Step B0	Step B1	Step B2	Step B3	Step B4	Step B5
\$127,038.79	\$130,029.47	\$133,090.55	\$136,223.70	\$139,430.60	\$142,713.00

C-level (senior)

C0: 0 years in-role at C-level

C1-10: One to ten years in-role at C-level

Note: After reaching C10, C-level BAEs cap out the annual step increase for pay. However, they are still eligible for annual increases based on performance and significant contribution.

BAEC										
Step C0	Step C1	Step C2	Step C3	Step C4	Step C5	Step C6	Step C7	Step C8	Step C9	Step C10
\$150,239.72	\$152,915.74	\$155,639.43	\$158,411.64	\$161,233.22	\$164,105.06	\$167,028.05	\$170,003.10	\$173,031.15	\$176,113.13	\$179,250.00

Timeline and roll-out:

The new BAE pay structure is planned to be rolled out in three phases:

Phase 1

To be completed by July 1, 2023

A-level

All A-level BAEs will receive a market adjustment (increase) to their corresponding A-level designation (A0-A5). This correction will be back-dated to July 1, 2022.

B-level

All B-level BAEs will move to a 'B0' designation and pay point, which may result in an incremental market adjustment increase.

C-level

All C-level BAEs will move to a 'C0' designation and pay point, which may result in an incremental market adjustment increase.

Phase 2

To be completed by July 1, 2024

A-level

All A-level BAEs will receive applicable increases to match their sublevel (A0-5) to their time-in-role.



B-level

All B-level BAEs will receive an incremental market adjustment (increase) to a maximum of step B4.. The full correction to the corresponding B-level designation (B0-B5) for all B-level BAEs will not occur until July 1, 2025.

C-level

All C-level BAEs will receive an incremental market adjustment (increase) to a maximum of step C4. The full correction to the corresponding C-level designation (C0-C10) for all C-level BAEs will not occur until July 1, 2025.

Phase 3

To be completed by July 1, 2025

All BAEs will receive market corrections to their corresponding level designation, and their sublevels will continue to be matched to time-in-role.

Questions?

If you have questions, please contact [Maxine McKay](#) and [Ian Doyle](#).