



## SASKATCHEWAN WAGE SURVEY 2013: AGRICULTURE INDUSTRY SUMMARY

## BACKGROUND AND METHODOLOGY

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The Ministry of the Economy contracted Inshtrix Research Inc. to undertake the 2013 Saskatchewan Wage Survey to determine detailed wage information and job vacancy rates for common occupations in Saskatchewan. What follows is a summary report and detailed information provided by employers in the Agriculture Industry. Data collection began on September 25, 2013, and ended December 31, 2013. Of the 1,544 employers who completed the 2013 Saskatchewan Wage Survey 2013, 268 operate in the Agriculture Industry representing 1,861 employees.

**This report provides summary wage and job vacancy rate details for 40 occupations, based on data from *only* those employees who work within the Agriculture Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Agriculture Industry report.**

The Agriculture Industry contains the following industry sectors and subsectors (and related industry codes) based on the North American Industry Classification System (NAICS 2007):

- 111 Crop Productions
- 112 Animal Production
- 115 Support Activities for Agriculture and Forestry
  - 1151 Support Activities for Crop Production
  - 1152 Support Activities for Animal Production

Details regarding the methodology and overall results for all occupations across all industries are contained in the *Saskatchewan Wage Survey Report 2013: Methodology* and the *Saskatchewan Wage Survey Report 2013: Provincial Wage Results*.

## HOW TO INTERPRET THE WAGE DATA

The following term definitions are used to report on the occupational wage data contained in the full 2013 Wage Survey report:

Label	Interpretation
Mean	Equally weighted mean (average) reported hourly wage for that occupation. The mean is calculated as the average of all employees reported on, regardless of the relative size of employers reporting within the category.
Median	Midpoint of observed values; 50% of reported hourly wages are below this value and 50% are above.

The table below illustrates the data grades for the wage and vacancy results.

Classification	Rating	Margin of Error Percentage
Excellent	A	0.0% – 4.9%
Good	B	5.0% - 9.9%
Fair	C	10.0% - 14.9%
Less Reliable	D	15.0% - 31.0%
Insufficient Data to Report	-	Greater than 31%

*Wages reported in the 2013 Saskatchewan Wage Survey are a reflection of the reported wages from participating employers at the time of the survey in September 2013 to December 2013. Other sources of wage information including the National Job Bank may list different wages for the same occupations. Employers applying for a Labour Market Impact Assessment (LMIA) in order to hire a Temporary Foreign Worker should use the National Job Bank median wage rate in any application (<http://www.jobbank.gc.ca/home-eng.do?lang=eng>), and not the wages reported in the 2013 Saskatchewan Wage Survey.*

## HOW TO INTERPRET THE JOB VACANCY DATA

Job vacancies include an absolute count (not full-time equivalents) of employees needed in positions that meet all three of the following conditions:

- i. A specific position exists;
- ii. Work may commence within 30 days; and
- iii. The employer is seeking employees from outside of this organization to fill the position.

The specific wording of the question was as follows:

- How many vacant positions do you currently have in this occupation, including both full and part-time positions?

If respondents did not hire any individuals in an occupation within the past two years, they were asked to indicate so. The vacancy rate for each occupation,  $R$ , is calculated using the formula  $= \frac{V}{V+F}$ , where  $V$  is the number of vacancies and  $F$  is the number of currently filled positions among all employers who completed the job vacancy section of the survey.

***Data may be suppressed within certain cells of the tables included in this report due to an insufficient data being provided by employers within this industry sector. In these cases, a "-" is inserted in the cell to indicate that the data has been suppressed.***

## SUMMARY OF OCCUPATIONS

The following table illustrates the wage and job vacancy rate results for occupations within the Agriculture Industry that met the minimum reporting requirements. Data are sorted by four-digit National Occupation Classification (NOC) 2011 code.

NOC Code (2011)	Job Title	Number of Employers Reporting	Number of Employees Included	Wage Data Reliability Code	Mean (average) Wage	Median Wage	Vacancy Rate Reliability Code	Vacancy Rate
0016	Senior managers – construction, transportation, production and utilities	5	16	D	\$52.15	\$49.04	-	-
0111	Financial managers	6	8	D	\$43.74	\$42.79	-	-
0112	Human resources managers	3	3	D	-	-	-	-
0124	Advertising, marketing and public relations managers	4	21	D	\$35.31	\$34.62	-	-
0601	Corporate sales managers	3	6	D	\$37.90	\$41.83	-	-
0621	Retail and wholesale trade managers	7	106	B	\$34.20	\$34.13	D	0.0%
0714	Facility operation and maintenance managers	8	33	D	\$30.48	\$28.85	D	11.5%
0731	Managers in transportation	3	3	D	-	-	-	-
0821	Managers in agriculture	21	54	C	\$27.87	\$25.00	C	8.3%
0911	Manufacturing managers	3	12	D	\$42.35	\$41.83	-	-
1111	Financial auditors and accountants	4	8	D	\$29.89	\$30.77	-	-
1121	Human resources professionals	3	4	D	-	-	-	-
1221	Administrative officers	9	27	D	\$19.01	\$16.00	D	26.3%
1241	Administrative assistants	14	42	D	\$22.95	\$23.00	D	3.0%
1311	Accounting technicians and bookkeepers	14	23	D	\$23.36	\$21.16	D	0.0%
1411	General office support workers	12	27	D	\$20.44	\$20.00	D	38.9%

NOC Code (2011)	Job Title	Number of Employers Reporting	Number of Employees Included	Wage Data Reliability Code	Mean (average) Wage	Median Wage	Vacancy Rate Reliability Code	Vacancy Rate
1431	Accounting and related clerks	8	27	D	\$22.49	\$21.88	D	0.0%
1521	Shippers and receivers	2	6	D	\$18.73	\$18.36	-	-
1522	Storekeepers and partspersons	3	38	D	\$24.21	\$25.00	D	0.0%
1526	Transportation route and crew schedulers	3	16	D	\$25.52	\$24.04	-	-
2123	Agricultural representatives, consultants and specialists	8	74	C	\$28.86	\$27.40	D	13.9%
2171	Information systems analysts and consultants	3	9	D	\$21.25	\$17.00	-	-
2221	Biological technologists and technicians	5	122	B	\$25.28	\$25.00	C	2.5%
3213	Animal health technologists and veterinary technicians	3	7	D	\$19.61	\$18.00	-	-
6221	Technical sales specialists – wholesale trade	5	103	B	\$26.54	\$24.00	-	-
6411	Sales and account representatives – wholesale trade (non-technical)	5	38	D	\$42.13	\$30.29	D	0.0%
6421	Retail salespersons	7	25	D	\$27.99	\$28.84	D	26.3%
6552	Other customer and information services representatives	3	43	C	\$21.92	\$21.39	-	-
6731	Light duty cleaners	2	9	D	\$19.19	\$20.00	-	-
6733	Janitors, caretakers and building superintendents	7	42	D	\$16.23	\$16.05	D	0.0%
7311	Construction millwrights and industrial mechanics	6	26	D	\$31.36	\$31.97	D	5.6%
7312	Heavy-duty equipment mechanics	3	23	D	\$28.42	\$30.00	D	42.9%
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	3	4	D	-	-	-	-
7452	Material handlers	8	30	D	\$19.79	\$18.00	D	15.4%

NOC Code (2011)	Job Title	Number of Employers Reporting	Number of Employees Included	Wage Data Reliability Code	Mean (average) Wage	Median Wage	Vacancy Rate Reliability Code	Vacancy Rate
7511	Transport truck drivers	7	34	D	\$22.28	\$22.00	D	13.8%
7514	Delivery and courier service drivers	3	7	D	\$16.51	\$13.50	-	-
8252	Agricultural service contractors, farm supervisors and specialized livestock workers	8	112	B	\$20.57	\$20.00	B	8.7%
8431	General farm workers	38	507	A	\$15.81	\$14.75	A	12.7%
9461	Process control and machine operators, food, beverage and associated products processing	4	74	C	\$21.89	\$23.44	D	0.0%
9617	Labourers in food, beverage and associated products processing	5	92	C	\$21.21	\$20.19	D	0.0%