



SASKATCHEWAN WAGE SURVEY 2013: UTILITIES INDUSTRY SUMMARY

BACKGROUND AND METHODOLOGY

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 Utilities 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, 100 operate in the Utilities Industry representing 2,784 employees.

This report provides summary wage and job vacancy rate details for 30 occupations, based on data from *only* those employees who work within the Utilities Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Utilities Industry report.

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

- 22 Utilities
 - 221 Utilities
 - 2211 Electric Power Generation, Transmission and Distribution
 - 2212 Natural Gas Distribution
 - 2213 Water, Sewage and Other Systems

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 Utilities 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	3	19	D	\$75.01	\$67.50	-	-
0111	Financial managers	4	232	B	\$54.10	\$50.32	-	-
0112	Human resources managers	4	62	C	\$53.40	\$43.37	-	-
0114	Other administrative services managers	4	42	D	\$48.57	\$45.18	-	-
0124	Advertising, marketing and public relations managers	3	31	D	\$51.46	\$49.14	-	-
0211	Engineering managers	3	45	C	\$62.66	\$61.60	-	-
0711	Construction managers	3	30	D	\$47.43	\$46.62	-	-
0912	Utilities managers	3	105	B	\$63.79	\$62.50	-	-
1111	Financial auditors and accountants	3	62	C	\$38.51	\$35.94	-	-
1121	Human resources professionals	4	147	B	\$37.02	\$35.57	-	-
1123	Professional occupations in advertising, marketing and public relations	3	38	D	\$37.59	\$35.46	-	-
1211	Supervisors, general office and administrative support workers	3	37	D	\$30.08	\$27.39	-	-
1221	Administrative officers	3	34	D	\$35.14	\$32.39	-	-
1241	Administrative assistants	5	73	C	\$28.80	\$27.56	-	-
1411	General office support workers	3	247	B	\$26.99	\$27.56	-	-

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	3	97	B	\$30.93	\$30.10	-	-
2131	Civil engineers	3	68	C	\$43.85	\$43.33	-	-
2133	Electrical and electronics engineers	3	186	B	\$48.60	\$49.52	-	-
2171	Information systems analysts and consultants	3	257	B	\$41.70	\$41.43	-	-
2231	Civil engineering technologists and technicians	4	35	D	\$36.14	\$37.83	-	-
2243	Industrial instrument technicians and mechanics	4	72	C	\$39.38	\$39.53	-	-
2253	Drafting technologists and technicians	3	64	C	\$32.73	\$32.79	-	-
2263	Inspectors in public and environmental health and occupational health and safety	3	26	D	\$43.72	\$45.65	-	-
2282	User support technicians	3	250	B	\$29.80	\$28.78	-	-
4112	Lawyers and Quebec notaries	3	14	D	\$63.47	\$65.00	-	-
4163	Business development officers and marketing researchers and consultants	4	97	B	\$39.27	\$34.65	-	-
6552	Other customer and information services representatives	4	305	B	\$29.24	\$29.34	-	-
6733	Janitors, caretakers and building superintendents	3	13	D	\$19.69	\$21.20	-	-
7301	Contractors and supervisors, mechanic trades	3	24	D	\$34.64	\$34.29	-	-
9212	Supervisors, petroleum, gas and chemical processing and utilities	3	72	C	\$47.62	\$48.65	-	-