



SASKATCHEWAN WAGE SURVEY 2013: TRADE 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 Trade 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, 1,587 operate in the Trade Industry representing 15,698 employees.

This report provides summary wage and job vacancy rate details for 78 occupations, based on data from *only* those employees who work within the Trade Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Trade Industry report.

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

- 41 Wholesale Trade
 - 411 Farm Product Wholesaler-Distributors
 - 412 Petroleum Product Wholesaler-Distributors
 - 413 Food, Beverage and Tobacco Wholesaler-Distributors
 - 414 Personal and Household Goods Wholesaler-Distributors
 - 415 Motor Vehicle and Parts Wholesaler-Distributors
 - 416 Building Material and Supplies Wholesaler-Distributors
 - 417 Machinery, Equipment and Supplies Wholesaler-Distributors
 - 418 Miscellaneous Wholesaler-Distributors
 - 419 Wholesale Electronic Markets, and Agents and Brokers
- 44-45 Retail Trade

- 441 Motor Vehicle and Parts Dealers
- 442 Furniture and Home Furnishings Stores
- 443 Electronics and Appliance Stores
- 444 Building Material and Garden Equipment and Supplies Dealers
- 445 Food and Beverage Stores
- 446 Health and Personal Care Stores
- 447 Gasoline Stations
- 448 Clothing and Clothing Accessories Stores
- 451 Sporting Goods, Hobby, Book and Music Stores
- 452 General Merchandise Stores
- 453 Miscellaneous Store Retailers
- 454 Non-Store Retailers

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 Trade 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
0013	Senior managers – financial, communications and other business services	5	8	D	\$91.06	\$96.16	-	-
0014	Senior managers – health, education, social and community services and membership organizations	4	6	D	\$93.90	\$52.50	-	-
0015	Senior managers – trade, broadcasting and other services, n.e.c.	12	26	D	\$46.43	\$46.15	D	0.0%
0111	Financial managers	21	37	D	\$42.43	\$42.08	D	0.0%
0112	Human resources managers	11	12	D	\$40.64	\$41.25	-	0.0%
0114	Other administrative services managers	11	16	D	\$37.34	\$36.00	D	0.0%
0122	Banking, credit and other investment managers	3	3	D	-	-	-	-
0124	Advertising, marketing and public relations managers	14	65	C	\$29.62	\$30.38	D	0.0%
0125	Other business services managers	2	5	D	\$38.49	\$33.66	-	-
0213	Computer and information systems managers	4	4	D	\$0.00	\$0.00	-	-
0601	Corporate sales managers	34	83	C	\$36.61	\$33.65	C	11.3%
0621	Retail and wholesale trade managers	155	991	A	\$29.39	\$24.55	A	2.8%

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
0714	Facility operation and maintenance managers	9	135	B	\$32.67	\$32.99	D	0.0%
0731	Managers in transportation	3	6	D	\$28.16	\$30.00	-	-
1111	Financial auditors and accountants	17	27	D	\$34.50	\$30.00	D	0.0%
1112	Financial and investment analysts	3	5	D	\$26.85	\$24.15	-	-
1121	Human resources professionals	5	7	D	\$31.64	\$26.44	-	-
1123	Professional occupations in advertising, marketing and public relations	4	53	C	\$30.72	\$31.25	-	-
1212	Supervisors, finance and insurance office workers	4	4	D	-	-	-	-
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	16	136	B	\$26.76	\$25.00	D	2.6%
1221	Administrative officers	19	36	D	\$23.36	\$20.60	D	6.7%
1222	Executive assistants	2	3	D	-	-	-	-
1223	Human resources and recruitment officers	3	5	D	\$21.46	\$20.63	-	-
1225	Purchasing agents and officers	5	8	D	\$25.76	\$24.03	-	-
1241	Administrative assistants	49	148	B	\$18.14	\$17.31	C	1.1%
1311	Accounting technicians and bookkeepers	64	118	B	\$21.71	\$20.19	B	8.7%
1411	General office support workers	51	252	B	\$17.77	\$17.00	B	2.0%
1414	Receptionists	16	58	C	\$15.29	\$15.00	D	7.7%
1422	Data entry clerks	4	8	D	\$20.16	\$22.00	-	-
1431	Accounting and related clerks	36	106	B	\$21.44	\$20.80	C	3.7%
1432	Payroll clerks	3	3	D	-	-	-	-
1521	Shippers and receivers	64	357	B	\$16.74	\$16.49	B	11.4%
1522	Storekeepers and partspersons	51	290	B	\$20.93	\$20.00	B	9.0%
1524	Purchasing and inventory control workers	19	103	B	\$19.01	\$18.55	D	23.1%

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
1525	Dispatchers	4	7	D	\$17.65	\$18.27	-	-
2123	Agricultural representatives, consultants and specialists	8	63	C	\$28.50	\$28.00	D	25.0%
2171	Information systems analysts and consultants	3	3	D	\$0.00	\$0.00	-	-
2234	Construction estimators	4	8	D	\$22.11	\$22.37	-	-
2242	Electronic service technicians (household and business equipment)	6	15	D	\$20.41	\$18.50	D	36.4%
2281	Computer network technicians	5	8	D	\$25.71	\$28.85	-	-
3131	Pharmacists	16	190	B	\$43.42	\$45.16	B	5.0%
3219	Other medical technologists and technicians (except dental health)	15	157	B	\$18.02	\$18.96	C	1.2%
3414	Other assisting occupations in support of health services	5	24	D	\$22.20	\$19.00	D	14.3%
4163	Business development officers and marketing researchers and consultants	4	8	D	\$25.52	\$22.00	-	-
6211	Retail sales supervisors	46	273	B	\$19.27	\$18.47	B	9.9%
6221	Technical sales specialists – wholesale trade	12	146	B	\$25.24	\$25.24	C	11.3%
6222	Retail and wholesale buyers	13	37	D	\$22.24	\$19.00	D	17.4%
6322	Cooks	5	29	D	\$13.76	\$14.50	D	25.0%
6331	Butchers, meat cutters and fishmongers – retail and wholesale	11	82	C	\$20.95	\$20.56	D	5.6%
6332	Bakers	15	179	B	\$17.94	\$18.00	B	7.5%
6411	Sales and account representatives – wholesale trade (non-technical)	29	185	B	\$34.63	\$25.75	B	10.7%
6421	Retail salespersons	148	2975	A	\$14.97	\$14.00	A	6.2%

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
6513	Food and beverage servers	4	14	D	\$13.76	\$13.00	D	0.0%
6552	Other customer and information services representatives	41	210	B	\$16.10	\$15.55	B	10.4%
6611	Cashiers	85	2330	A	\$14.55	\$14.20	A	6.6%
6621	Service station attendants	27	496	A	\$12.88	\$12.61	B	11.7%
6622	Store shelf stockers, clerks and order fillers	36	2191	A	\$13.65	\$12.50	A	1.5%
6623	Other sales related occupations	8	40	D	\$15.63	\$16.00	D	5.4%
6711	Food counter attendants, kitchen helpers and related support occupations	13	184	B	\$11.94	\$11.08	B	15.1%
6731	Light duty cleaners	6	13	D	\$12.40	\$10.60	D	0.0%
6732	Specialized cleaners	13	74	C	\$14.25	\$14.50	C	15.2%
6733	Janitors, caretakers and building superintendents	27	128	B	\$14.76	\$14.50	C	2.1%
6742	Other service support occupations, n.e.c.	13	38	D	\$16.75	\$15.00	D	11.8%
7301	Contractors and supervisors, mechanic trades	5	38	D	\$38.43	\$38.06	D	5.6%
7311	Construction millwrights and industrial mechanics	5	41	D	\$25.17	\$26.55	D	4.3%
7312	Heavy-duty equipment mechanics	13	376	B	\$28.02	\$28.00	A	13.0%
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	61	458	A	\$26.51	\$26.50	B	12.3%
7322	Motor vehicle body repairers	15	95	C	\$23.43	\$25.00	C	25.9%
7384	Other trades and related occupations, n.e.c.	6	21	D	\$21.23	\$21.00	D	10.5%
7441	Residential and commercial installers and servicers	5	26	D	\$19.82	\$20.00	D	8.3%

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
7445	Other repairers and servicers	15	206	B	\$21.81	\$18.75	B	6.2%
7452	Material handlers	34	782	A	\$16.20	\$16.49	B	4.2%
7511	Transport truck drivers	30	171	B	\$20.06	\$20.00	B	8.7%
7512	Bus drivers, subway operators and other transit operators	4	17	D	\$14.15	\$14.00	-	-
7514	Delivery and courier service drivers	17	54	C	\$16.98	\$15.10	C	5.9%
7535	Other automotive mechanical installers and servicers	24	131	B	\$21.47	\$20.00	B	4.7%
7612	Other trades helpers and labourers	5	42	D	\$15.19	\$15.00	D	11.1%
9619	Other labourers in processing, manufacturing and utilities	3	9	D	\$18.19	\$18.00	-	-