



SASKATCHEWAN WAGE SURVEY 2013: FINANCE, INSURANCE, REAL ESTATE AND LEASING 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 Finance, Insurance, Real Estate and Leasing 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, 394 operate in the Finance, Insurance, Real Estate and Leasing Industry representing 3,428 employees.

This report provides summary wage and job vacancy rate details for 47 occupations, based on data from *only* those employees who work within the Finance, Insurance, Real Estate and Leasing Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Finance, Insurance, Real Estate and Leasing Industry report.

The Finance, Insurance, Real Estate and Leasing Industry contains the following industry sectors and subsectors (and related industry codes) based on the North American Industry Classification System (NAICS 2007):

- 52 Finance and Insurance
 - 521 Monetary Authorities - Central Bank
 - 522 Credit Intermediation and Related Activities
 - 523 Securities, Commodity Contracts, and Other Financial Investment and Related Activities
 - 524 Insurance Carriers and Related Activities
 - 526 Funds and Other Financial Vehicles
- 53 Real Estate and Rental and Leasing
 - 531 Real Estate
 - 532 Rental and Leasing Services
 - 533 Lessors of Non-Financial Intangible Assets (Except Copyrighted Works)

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 Finance, Insurance, Real Estate and Leasing 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	17	64	C	\$70.42	\$61.00	D	0.0%
0111	Financial managers	12	32	D	\$51.21	\$51.05	D	0.0%
0112	Human resources managers	7	10	D	\$51.72	\$57.69	-	-
0114	Other administrative services managers	10	47	C	\$45.52	\$46.65	D	8.3%
0121	Insurance, real estate and financial brokerage managers	12	130	B	\$50.51	\$51.23	D	0.0%
0122	Banking, credit and other investment managers	10	33	D	\$38.53	\$39.86	D	23.1%
0124	Advertising, marketing and public relations managers	7	13	D	\$44.62	\$41.86	-	-
0213	Computer and information systems managers	4	52	C	\$47.67	\$44.21	-	-
0621	Retail and wholesale trade managers	2	9	D	\$45.84	\$51.31	-	-
0714	Facility operation and maintenance managers	16	42	D	\$32.95	\$30.30	D	3.2%
1111	Financial auditors and accountants	8	44	C	\$40.09	\$32.38	D	0.0%
1112	Financial and investment analysts	5	30	D	\$33.29	\$32.06	D	0.0%
1114	Other financial officers	11	47	C	\$31.84	\$32.69	D	5.9%

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
1121	Human resources professionals	5	36	D	\$37.08	\$35.52	-	-
1123	Professional occupations in advertising, marketing and public relations	6	22	D	\$28.69	\$30.08	-	-
1211	Supervisors, general office and administrative support workers	3	3	D	-	-	-	-
1212	Supervisors, finance and insurance office workers	8	70	C	\$33.21	\$37.58	D	4.8%
1221	Administrative officers	14	58	C	\$24.59	\$24.66	D	0.0%
1222	Executive assistants	12	24	D	\$28.01	\$29.00	D	6.3%
1223	Human resources and recruitment officers	3	21	D	\$31.80	\$32.26	-	0.0%
1224	Property administrators	9	32	D	\$30.00	\$28.38	D	14.3%
1241	Administrative assistants	25	60	C	\$21.39	\$20.19	C	15.6%
1254	Statistical officers and related research support occupations	3	9	D	\$37.38	\$39.46	-	-
1311	Accounting technicians and bookkeepers	9	14	D	\$23.15	\$22.00	D	0.0%
1312	Insurance adjusters and claims examiners	3	451	A	\$31.34	\$31.81	-	-
1313	Insurance underwriters	5	208	B	\$33.68	\$32.57	D	0.0%
1314	Assessors, valuers and appraisers	3	95	C	\$33.45	\$34.98	C	8.3%
1411	General office support workers	19	401	A	\$20.46	\$20.31	C	3.7%
1414	Receptionists	15	27	D	\$16.90	\$16.00	D	0.0%
1422	Data entry clerks	4	44	C	\$21.97	\$18.80	-	0.0%
1431	Accounting and related clerks	18	70	C	\$22.93	\$22.26	C	0.0%
1432	Payroll clerks	3	3	D	-	-	-	0.0%
1434	Banking, insurance and other financial clerks	9	157	B	\$23.95	\$24.56	C	1.9%
1521	Shippers and receivers	3	6	D	\$20.28	\$21.38	-	-

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
2171	Information systems analysts and consultants	6	250	B	\$37.73	\$38.75	D	0.0%
2282	User support technicians	3	12	D	\$26.31	\$25.84	D	0.0%
4163	Business development officers and marketing researchers and consultants	3	22	D	\$34.97	\$37.52	-	-
4212	Social and community service workers	3	9	D	\$22.92	\$22.34	-	-
6231	Insurance agents and brokers	14	147	B	\$27.57	\$23.58	B	3.3%
6232	Real estate agents and salespersons	3	9	D	\$35.76	\$36.05	-	-
6235	Financial sales representatives	10	45	C	\$25.17	\$24.97	C	9.8%
6314	Customer and information services supervisors	2	26	D	\$28.61	\$28.97	D	4.0%
6551	Customer services representatives – financial institutions	20	190	B	\$17.80	\$18.06	B	3.8%
6552	Other customer and information services representatives	9	190	B	\$23.98	\$24.71	C	5.7%
6731	Light duty cleaners	4	38	D	\$17.29	\$17.62	D	0.0%
6733	Janitors, caretakers and building superintendents	12	106	B	\$21.65	\$21.16	C	4.9%
8612	Landscaping and grounds maintenance labourers	5	20	D	\$16.71	\$15.00	D	0.0%