



## SASKATCHEWAN WAGE SURVEY 2013: ACCOMMODATION AND FOOD SERVICES 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 Accommodation and Food Services 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, 459 operate in the Accommodation and Food Services Industry representing 3,302 employees.

**This report provides summary wage and job vacancy rate details for 32 occupations, based on data from *only* those employees who work within the Accommodation and Food Services Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Accommodation and Food Services Industry report.**

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

- 72 Accommodation and Food Services
  - 721 Accommodation Services
  - 722 Food Services and Drinking Places

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 Accommodation and Food Services 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
0015	Senior managers – trade, broadcasting and other services, n.e.c.	6	7	D	\$38.76	\$30.00	-	-
0111	Financial managers	6	6	D	\$27.79	\$33.96	-	-
0114	Other administrative services managers	6	12	D	\$17.22	\$14.42	D	0.0%
0124	Advertising, marketing and public relations managers	4	11	D	\$24.94	\$21.63	-	-
0621	Retail and wholesale trade managers	3	4	D	\$0.00	\$0.00	-	-
0631	Restaurant and food service managers	44	139	B	\$17.99	\$15.62	B	5.7%
0632	Accommodation service managers	15	22	D	\$22.02	\$18.00	D	7.7%
0714	Facility operation and maintenance managers	4	5	D	\$25.86	\$30.14	-	-
1221	Administrative officers	3	3	D	-	-	-	-
1241	Administrative assistants	3	3	D	-	-	-	-
1311	Accounting technicians and bookkeepers	8	9	D	\$18.97	\$17.00	-	-
1431	Accounting and related clerks	9	15	D	\$17.67	\$17.30	-	-
5254	Program leaders and instructors in recreation, sport and fitness	5	32	D	\$12.14	\$10.00	D	0.0%
6311	Food service supervisors	19	65	C	\$14.31	\$13.50	D	5.4%
6312	Executive housekeepers	11	53	C	\$12.53	\$10.50	C	2.2%
6313	Accommodation, travel, tourism and	4	8	D	\$20.08	\$16.83	-	-

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
	related services supervisors							
6321	Chefs	11	49	C	\$16.96	\$15.00	D	11.8%
6322	Cooks	69	553	A	\$12.89	\$12.50	A	14.0%
6332	Bakers	4	9	D	\$12.69	\$12.00	-	-
6421	Retail salespersons	3	27	D	\$12.77	\$12.00	-	-
6511	Maîtres d'hôtel and hosts/hostesses	8	40	D	\$10.86	\$10.00	D	0.0%
6512	Bartenders	22	123	B	\$10.86	\$10.25	B	12.8%
6513	Food and beverage servers	65	960	A	\$10.84	\$10.05	A	11.7%
6525	Hotel front desk clerks	13	103	B	\$13.09	\$12.83	C	5.1%
6611	Cashiers	7	114	B	\$11.29	\$11.00	B	10.1%
6711	Food counter attendants, kitchen helpers and related support occupations	45	581	A	\$11.23	\$11.00	A	13.5%
6721	Support occupations in accommodation, travel and facilities set-up services	4	18	D	\$12.31	\$11.96	-	-
6731	Light duty cleaners	23	193	B	\$12.54	\$12.06	C	33.9%
6733	Janitors, caretakers and building superintendents	21	68	C	\$14.44	\$13.00	C	2.3%
6741	Dry cleaning, laundry and related occupations	5	20	D	\$12.78	\$13.27	-	-
7514	Delivery and courier service drivers	5	13	D	\$10.54	\$11.00	D	85.7%
8612	Landscaping and grounds maintenance labourers	4	37	D	\$13.55	\$13.00	D	0.0%