



SASKATCHEWAN WAGE SURVEY 2013: EDUCATIONAL SERVICES INDUSTRY DETAILED REPORT

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 Educational 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, 304 operate in the Educational Services Industry representing 5,456 employees.

This report provides summary wage and job vacancy rate details for 52 occupations, based on data from *only* those employees who work within the Educational Services Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Educational Services Industry report.

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

- 611 Educational Services
 - 6111 Elementary and Secondary Schools
 - 6112 Community Colleges and C.E.G.E.P.s
 - 6113 Universities
 - 6114 Business Schools and Computer and Management Training
 - 6115 Technical and Trade Schools
 - 6116 Other Schools and Instruction
 - 6117 Educational Support Services

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?

within the industry sector. In these cases, a 2. is included in the cell to indicate that the data has been suppressed.

employment data was suppressed.

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

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Senior managers - health, education, social and community services and membership organizations (0014)

Senior managers in this unit group plan, organize, direct, control and evaluate, through middle managers, membership and other organizations or institutions that deliver health, education, social or community services. They formulate policies which establish the direction to be taken by these organizations, either alone or in conjunction with a board of directors. They are employed in health care organizations, educational services, social and community services and membership organizations.

									C - Fair
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	77	\$17.82	\$188.46	\$59.68	\$20.40	\$32.00	\$53.93	\$84.13	\$143.45
Union	2	\$	\$	\$	\$	\$	\$	\$	\$
Non-Union	74	\$17.82	\$188.46	\$60.36	\$20.40	\$33.00	\$55.58	\$84.49	\$143.45
Full Time	74	\$17.82	\$188.46	\$59.26	\$20.40	\$32.00	\$53.93	\$81.87	\$143.45
Part Time	3	\$	\$	\$	\$	\$	\$	\$	\$
Male	39	\$23.81	\$153.41	\$70.91	\$25.00	\$36.00	\$72.36	\$92.51	\$143.45
Female	38	\$17.82	\$188.46	\$48.16	\$18.00	\$28.00	\$40.00	\$61.98	\$188.46
Public Sector	73	\$17.82	\$188.46	\$61.67	\$22.97	\$34.00	\$56.35	\$84.49	\$143.45
Private Sector	4	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	19	\$25.00	\$143.45	\$43.99	\$	\$	\$36.00	\$	\$
Regina CMA	42	\$18.00	\$188.46	\$69.03	\$23.25	\$34.00	\$67.29	\$92.51	\$153.41
Other	16	\$17.82	\$98.96	\$53.77	\$	\$	\$56.73	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	19	\$25.00	\$143.45	\$43.99	\$	\$	\$36.00	\$	\$
Regina	42	\$18.00	\$188.46	\$69.03	\$23.25	\$34.00	\$67.29	\$92.51	\$153.41
Other	16	\$17.82	\$98.96	\$53.77	\$	\$	\$56.73	\$	\$

Financial managers (0111)

Financial managers plan, organize, direct, control and evaluate the operation of financial and accounting departments. They develop and implement the financial policies and systems of establishments. Financial managers establish performance standards and prepare various financial reports for senior management. They are employed in financial and accounting departments in companies throughout the private sector and in government.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
All employees	16	\$19.42	\$78.16	\$55.44	\$	\$	\$49.64	\$	\$	
Union	0	\$	\$	\$	\$	\$	\$	\$	\$	
Non-Union	15	\$19.42	\$78.16	\$54.81	\$	\$	\$49.64	\$	\$	
Full Time	16	\$19.42	\$78.16	\$55.44	\$	\$	\$49.64	\$	\$	
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$	
Male	10	\$19.42	\$76.40	\$53.33	\$	\$	\$49.64	\$	\$	
Female	6	\$	\$	\$58.95	\$	\$	\$61.79	\$	\$	
Public Sector	15	\$33.89	\$78.16	\$57.84	\$	\$	\$49.64	\$	\$	
Private Sector	1	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	9	\$	\$	\$51.53	\$	\$	\$49.64	\$	\$
Regina CMA	3	\$	\$	\$	\$	\$	\$	\$	\$
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	9	\$	\$	\$51.53	\$	\$	\$49.64	\$	\$
Regina	3	\$	\$	\$	\$	\$	\$	\$	\$
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

Human resources managers (0112)

Human resources managers plan, organize, direct, control and evaluate the operations of human resources and personnel departments, and develop and implement policies, programs and procedures regarding human resource planning, recruitment, collective bargaining, training and development, occupation classification and pay and benefit administration. They represent management and participate actively on various joint committees to maintain ongoing relations between management and employees. Human resources managers are employed throughout the private and public sectors.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	16	\$40.72	\$77.30	\$57.70	\$	\$	\$61.79	\$	\$
Union	0	\$	\$	\$	\$	\$	\$	\$	\$
Non-Union	15	\$40.72	\$77.30	\$57.22	\$	\$	\$59.07	\$	\$
Full Time	16	\$40.72	\$77.30	\$57.70	\$	\$	\$61.79	\$	\$
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	9	\$	\$	\$60.79	\$	\$	\$61.79	\$	\$
Female	7	\$	\$	\$53.73	\$	\$	\$49.64	\$	\$
Public Sector	16	\$40.72	\$77.30	\$57.70	\$	\$	\$61.79	\$	\$
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	9	\$	\$	\$52.94	\$	\$	\$49.64	\$	\$
Regina CMA	5	\$	\$	\$68.23	\$	\$	\$69.99	\$	\$
Other	2	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	9	\$	\$	\$52.94	\$	\$	\$49.64	\$	\$
Regina	5	\$	\$	\$68.23	\$	\$	\$69.99	\$	\$
Other	2	\$	\$	\$	\$	\$	\$	\$	\$

Other administrative services managers (0114)

This unit group includes managers who plan, organize, direct, control and evaluate departments responsible for corporate governance and regulatory compliance, records management, security services, admissions and other administrative services not elsewhere classified. Also included in this unit group are managers responsible for departments involved in two or more of the following activities: finance, human resources, purchasing, computer systems or administrative services. Managers in this unit group are employed throughout the public and private sector.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	38	\$27.94	\$55.94	\$43.57	\$33.08	\$40.21	\$44.69	\$48.55	\$55.94
Union	34	\$27.94	\$55.94	\$42.76	\$33.08	\$39.08	\$43.42	\$46.29	\$55.94
Non-Union	4	\$	\$	\$	\$	\$	\$	\$	\$
Full Time	38	\$27.94	\$55.94	\$43.57	\$33.08	\$40.21	\$44.69	\$48.55	\$55.94
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	14	\$33.08	\$55.94	\$46.82	\$	\$	\$48.55	\$	\$
Female	24	\$27.94	\$49.48	\$41.68	\$34.93	\$39.08	\$42.01	\$45.15	\$49.48
Public Sector	38	\$27.94	\$55.94	\$43.57	\$33.08	\$40.21	\$44.69	\$48.55	\$55.94
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	3	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	34	\$27.94	\$55.94	\$42.76	\$33.08	\$39.08	\$43.42	\$46.29	\$55.94
Other	1	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	3	\$	\$	\$	\$	\$	\$	\$	\$
Regina	34	\$27.94	\$55.94	\$42.76	\$33.08	\$39.08	\$43.42	\$46.29	\$55.94
Other	1	\$	\$	\$	\$	\$	\$	\$	\$

Advertising, marketing and public relations managers (0124)

Advertising, marketing and public relations managers plan, organize, direct, control and evaluate the activities of establishments and departments involved in commercial, industrial and e-business advertising, marketing and public relations. They are employed by commercial and industrial establishments, government departments, and advertising, marketing and public relations firms or consulting businesses.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
All employees	8	\$	\$	\$50.70	\$	\$	\$48.55	\$	\$	
Union	4	\$	\$	\$	\$	\$	\$	\$	\$	
Non-Union	4	\$	\$	\$	\$	\$	\$	\$	\$	
Full Time	8	\$	\$	\$50.70	\$	\$	\$48.55	\$	\$	
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$	
Male	2	\$	\$	\$	\$	\$	\$	\$	\$	
Female	6	\$	\$	\$54.10	\$	\$	\$49.64	\$	\$	
Public Sector	8	\$	\$	\$50.70	\$	\$	\$48.55	\$	\$	
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	3	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	5	\$	\$	\$48.11	\$	\$	\$47.76	\$	\$
Other	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	3	\$	\$	\$	\$	\$	\$	\$	\$
Regina	5	\$	\$	\$48.11	\$	\$	\$47.76	\$	\$
Other	0	\$	\$	\$	\$	\$	\$	\$	\$

Computer and information systems managers (0213)

Computer and information systems managers plan, organize, direct, control and evaluate the activities of organizations that analyze, design, develop, implement, operate and administer computer and telecommunications software, networks and information systems. They are employed throughout the public and private sectors.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	22	\$37.79	\$72.72	\$53.88	\$38.96	\$48.55	\$52.19	\$61.79	\$72.72
Union	13	\$37.79	\$56.53	\$49.75	\$	\$	\$52.19	\$	\$
Non-Union	8	\$	\$	\$60.36	\$	\$	\$61.79	\$	\$
Full Time	22	\$37.79	\$72.72	\$53.88	\$38.96	\$48.55	\$52.19	\$61.79	\$72.72
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	16	\$38.96	\$72.72	\$56.23	\$	\$	\$56.53	\$	\$
Female	6	\$	\$	\$47.59	\$	\$	\$49.64	\$	\$
Public Sector	22	\$37.79	\$72.72	\$53.88	\$38.96	\$48.55	\$52.19	\$61.79	\$72.72
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	5	\$	\$	\$54.12	\$	\$	\$49.64	\$	\$
Regina CMA	15	\$37.79	\$72.72	\$54.68	\$	\$	\$52.19	\$	\$
Other	2	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	5	\$	\$	\$54.12	\$	\$	\$49.64	\$	\$
Regina	15	\$37.79	\$72.72	\$54.68	\$	\$	\$52.19	\$	\$
Other	2	\$	\$	\$	\$	\$	\$	\$	\$

Government managers - education policy development and program administration (0413)

Government managers in this unit group plan, organize, direct, control and evaluate the development and administration of elementary, secondary and post-secondary education policies and programs. They are employed by government departments and agencies.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	22	\$24.39	\$73.50	\$32.06	\$24.39	\$24.39	\$24.39	\$40.52	\$73.50
Union	18	\$24.39	\$40.52	\$27.67	\$	\$	\$24.39	\$	\$
Non-Union	4	\$	\$	\$	\$	\$	\$	\$	\$
Full Time	17	\$24.39	\$73.50	\$34.32	\$	\$	\$24.39	\$	\$
Part Time	5	\$	\$	\$24.39	\$	\$	\$24.39	\$	\$
Male	4	\$	\$	\$	\$	\$	\$	\$	\$
Female	18	\$24.39	\$73.50	\$32.11	\$	\$	\$24.39	\$	\$
Public Sector	22	\$24.39	\$73.50	\$32.06	\$24.39	\$24.39	\$24.39	\$40.52	\$73.50
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	14	\$24.39	\$24.39	\$24.39	\$	\$	\$24.39	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	8	\$	\$	\$45.49	\$	\$	\$40.52	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	14	\$24.39	\$24.39	\$24.39	\$	\$	\$24.39	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	8	\$	\$	\$45.49	\$	\$	\$40.52	\$	\$

Administrators - post-secondary education and vocational training (0421)

This unit group includes faculty administrators and registrars of colleges or universities and administrators of vocational training schools. Faculty administrators manage the academic and related activities of faculties of colleges or universities. Registrars manage registration activities and academic records systems of colleges or universities. Administrators of vocational training schools manage the operations of vocational schools specializing in trades, technology, business or other vocational subjects.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	B - Good
		Low	High	Mean						
All employees	126	\$10.61	\$115.41	\$50.72	\$15.06	\$32.74	\$48.40	\$65.57	\$99.67	
Union	38	\$15.06	\$48.55	\$33.41	\$15.06	\$19.39	\$36.27	\$45.15	\$48.55	
Non-Union	88	\$10.61	\$115.41	\$58.20	\$20.06	\$41.00	\$58.96	\$76.47	\$103.74	
Full Time	119	\$10.61	\$115.41	\$52.43	\$19.39	\$35.00	\$48.55	\$65.70	\$99.67	
Part Time	7	\$	\$	\$21.74	\$	\$	\$15.06	\$	\$	
Male	59	\$15.06	\$115.41	\$58.41	\$18.39	\$37.50	\$58.75	\$76.47	\$103.74	
Female	67	\$10.61	\$109.50	\$43.96	\$15.06	\$30.00	\$42.01	\$58.55	\$76.48	
Public Sector	119	\$15.06	\$115.41	\$52.65	\$15.06	\$35.00	\$48.55	\$65.70	\$99.67	
Private Sector	7	\$	\$	\$18.00	\$	\$	\$18.94	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	35	\$22.00	\$82.23	\$53.50	\$27.00	\$39.00	\$55.65	\$73.62	\$82.23
Regina CMA	58	\$37.50	\$115.41	\$64.43	\$41.89	\$47.69	\$58.96	\$77.07	\$109.50
Other	33	\$10.61	\$38.96	\$23.69	\$15.06	\$18.39	\$20.44	\$30.44	\$38.96

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	35	\$22.00	\$82.23	\$53.50	\$27.00	\$39.00	\$55.65	\$73.62	\$82.23
Regina	58	\$37.50	\$115.41	\$64.43	\$41.89	\$47.69	\$58.96	\$77.07	\$109.50
Other	33	\$10.61	\$38.96	\$23.69	\$15.06	\$18.39	\$20.44	\$30.44	\$38.96

School principals and administrators of elementary and secondary education (0422)

School principals plan, organize, direct, control and evaluate the activities of teachers and other staff of an elementary or secondary school. They are employed by public and private schools. Administrators of elementary and secondary education plan, organize, direct, control and evaluate the academic affairs of a school system. They are employed by school boards.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	32	\$30.00	\$89.02	\$51.86	\$36.68	\$39.74	\$44.32	\$67.00	\$89.02
Union	17	\$39.74	\$44.32	\$42.43	\$	\$	\$44.32	\$	\$
Non-Union	10	\$30.00	\$89.02	\$58.59	\$	\$	\$60.68	\$	\$
Full Time	32	\$30.00	\$89.02	\$51.86	\$36.68	\$39.74	\$44.32	\$67.00	\$89.02
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	16	\$36.68	\$89.02	\$54.05	\$	\$	\$44.32	\$	\$
Female	16	\$30.00	\$74.12	\$49.66	\$	\$	\$44.32	\$	\$
Public Sector	30	\$36.68	\$89.02	\$52.95	\$39.74	\$39.74	\$44.32	\$68.56	\$89.02
Private Sector	2	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	1	\$	\$	\$	\$	\$	\$	\$	\$
Other	31	\$36.68	\$89.02	\$52.56	\$39.74	\$39.74	\$44.32	\$67.00	\$89.02

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina	1	\$	\$	\$	\$	\$	\$	\$	\$
Other	31	\$36.68	\$89.02	\$52.56	\$39.74	\$39.74	\$44.32	\$67.00	\$89.02

Facility operation and maintenance managers (0714)

Facility operation managers plan, organize, direct, control and evaluate the operations of commercial, transportation and recreational facilities and the included real estate. Facility operation managers are employed by a wide range of establishments, such as airports, harbours, canals, shopping centres, convention centres, warehouses and recreational facilities. Maintenance managers plan, organize, direct, control and evaluate the maintenance department within commercial, industrial, institutional, recreational and other facilities. Maintenance managers are employed by a wide range of establishments, such as office buildings, shopping centres, airports, harbours, warehouses, grain terminals, universities, schools and sports facilities, and by the maintenance and mechanical engineering departments of manufacturing and other industrial establishments.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
All employees	24	\$10.00	\$76.47	\$42.42	\$15.31	\$33.54	\$45.99	\$49.57	\$76.47	
Union	8	\$	\$	\$42.02	\$	\$	\$45.99	\$	\$	
Non-Union	14	\$10.00	\$76.47	\$43.01	\$	\$	\$48.12	\$	\$	
Full Time	21	\$15.31	\$76.47	\$45.90	\$30.43	\$36.16	\$46.33	\$58.63	\$76.47	
Part Time	3	\$	\$	\$	\$	\$	\$	\$	\$	
Male	21	\$15.31	\$76.47	\$43.49	\$16.85	\$33.54	\$41.34	\$58.63	\$76.47	
Female	3	\$	\$	\$	\$	\$	\$	\$	\$	
Public Sector	20	\$30.43	\$76.47	\$47.43	\$31.35	\$36.44	\$48.12	\$58.63	\$76.47	
Private Sector	4	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	3	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	10	\$31.35	\$65.96	\$49.21	\$	\$	\$48.55	\$	\$
Other	11	\$10.00	\$64.73	\$34.27	\$	\$	\$33.54	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	3	\$	\$	\$	\$	\$	\$	\$	\$
Regina	10	\$31.35	\$65.96	\$49.21	\$	\$	\$48.55	\$	\$
Other	11	\$10.00	\$64.73	\$34.27	\$	\$	\$33.54	\$	\$

Human resources professionals (1121)

Human resources professionals develop, implement and evaluate human resources and labour relations policies, programs and procedures and advise managers and employers on human resources matters. Human resources professionals are employed throughout the private and public sectors, or they may be self-employed.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	28	\$30.34	\$64.72	\$43.33	\$30.98	\$39.01	\$43.90	\$45.89	\$64.72
Union	0	\$	\$	\$	\$	\$	\$	\$	\$
Non-Union	28	\$30.34	\$64.72	\$43.33	\$30.98	\$39.01	\$43.90	\$45.89	\$64.72
Full Time	28	\$30.34	\$64.72	\$43.33	\$30.98	\$39.01	\$43.90	\$45.89	\$64.72
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	2	\$	\$	\$	\$	\$	\$	\$	\$
Female	26	\$30.34	\$64.72	\$42.87	\$30.98	\$36.07	\$43.90	\$45.89	\$64.72
Public Sector	28	\$30.34	\$64.72	\$43.33	\$30.98	\$39.01	\$43.90	\$45.89	\$64.72
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	15	\$30.98	\$45.89	\$40.94	\$	\$	\$43.90	\$	\$
Regina CMA	10	\$33.11	\$55.45	\$45.90	\$	\$	\$48.08	\$	\$
Other	3	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	15	\$30.98	\$45.89	\$40.94	\$	\$	\$43.90	\$	\$
Regina	10	\$33.11	\$55.45	\$45.90	\$	\$	\$48.08	\$	\$
Other	3	\$	\$	\$	\$	\$	\$	\$	\$

Professional occupations in advertising, marketing and public relations (1123)

This unit group includes specialists in advertising, marketing and public relations who analyse, develop and implement communication and promotion strategies and information programs, analyse advertising needs and develop appropriate advertising and marketing plans, publicize activities and events, and maintain media relations on behalf of businesses, governments and other organizations, and for performers, athletes, writers and other talented individuals. They are employed by consulting firms, advertising agencies, corporations, associations, government, social agencies, museums, galleries, public interest groups, and cultural and other organizations, or they may be self-employed. Agents such as entertainment, literary and sports agents are included in this unit group.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
		All employees	34	\$11.75						\$48.55
Union	31	\$22.42	\$48.55	\$36.51	\$26.84	\$30.36	\$37.38	\$40.70	\$48.55	
Non-Union	2	\$	\$	\$	\$	\$	\$	\$	\$	
Full Time	32	\$11.75	\$48.55	\$36.14	\$22.42	\$32.55	\$37.52	\$41.89	\$48.55	
Part Time	2	\$	\$	\$	\$	\$	\$	\$	\$	
Male	6	\$	\$	\$40.23	\$	\$	\$42.01	\$	\$	
Female	28	\$11.75	\$47.49	\$35.05	\$22.42	\$30.36	\$37.13	\$39.21	\$47.49	
Public Sector	33	\$22.42	\$48.55	\$36.70	\$26.84	\$32.55	\$37.38	\$41.89	\$48.55	
Private Sector	1	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	1	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	29	\$22.42	\$48.55	\$36.40	\$26.84	\$30.36	\$37.38	\$41.89	\$48.55
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	1	\$	\$	\$	\$	\$	\$	\$	\$
Regina	29	\$22.42	\$48.55	\$36.40	\$26.84	\$30.36	\$37.38	\$41.89	\$48.55
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

Supervisors, finance and insurance office workers (1212)

Supervisors in this unit group supervise and co-ordinate the activities of workers in the following unit groups: Accounting and Related Clerks (1431), Payroll Clerks (1432), Banking, Insurance and Other Financial Clerks (1434) and Collectors (1435). They are employed by banks and other financial institutions, insurance companies, and by other establishments throughout the private and public sectors.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
All employees	8	\$	\$	\$28.16	\$	\$	\$26.14	\$	\$	
Union	0	\$	\$	\$	\$	\$	\$	\$	\$	
Non-Union	6	\$	\$	\$27.71	\$	\$	\$26.14	\$	\$	
Full Time	8	\$	\$	\$28.16	\$	\$	\$26.14	\$	\$	
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$	
Male	0	\$	\$	\$	\$	\$	\$	\$	\$	
Female	8	\$	\$	\$28.16	\$	\$	\$26.14	\$	\$	
Public Sector	8	\$	\$	\$28.16	\$	\$	\$26.14	\$	\$	
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	8	\$	\$	\$28.16	\$	\$	\$26.14	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	8	\$	\$	\$28.16	\$	\$	\$26.14	\$	\$

Administrative officers (1221)

Administrative officers oversee and implement administrative procedures, establish work priorities, conduct analyses of administrative operations and co-ordinate acquisition of administrative services such as office space, supplies and security services. They are employed throughout the private and public sectors. Administrative officers who are supervisors are included in this group.

									C - Fair
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	55	\$10.00	\$50.12	\$28.74	\$18.94	\$23.00	\$30.31	\$33.08	\$39.09
Union	31	\$24.09	\$39.09	\$31.89	\$26.53	\$30.31	\$30.31	\$33.82	\$39.09
Non-Union	24	\$10.00	\$50.12	\$24.68	\$18.00	\$20.00	\$22.00	\$28.00	\$50.12
Full Time	49	\$10.00	\$50.12	\$28.33	\$18.94	\$22.00	\$30.31	\$30.31	\$39.09
Part Time	6	\$	\$	\$32.13	\$	\$	\$33.08	\$	\$
Male	10	\$23.00	\$50.12	\$32.71	\$	\$	\$33.08	\$	\$
Female	42	\$10.00	\$39.09	\$27.69	\$18.94	\$21.00	\$30.31	\$30.31	\$39.08
Public Sector	53	\$18.00	\$50.12	\$29.28	\$20.00	\$24.00	\$30.31	\$33.50	\$39.09
Private Sector	2	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	28	\$18.00	\$39.08	\$28.36	\$20.00	\$27.00	\$30.31	\$30.31	\$39.08
Regina CMA	23	\$19.00	\$50.12	\$30.32	\$20.00	\$22.00	\$33.08	\$35.34	\$50.12
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	28	\$18.00	\$39.08	\$28.36	\$20.00	\$27.00	\$30.31	\$30.31	\$39.08
Regina	23	\$19.00	\$50.12	\$30.32	\$20.00	\$22.00	\$33.08	\$35.34	\$50.12
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

Executive assistants (1222)

Executive assistants co-ordinate administrative procedures, public relations activities and research and analysis functions for members of legislative assemblies, ministers, deputy ministers, corporate officials and executives, committees and boards of directors. They are employed by governments, corporations and associations.

									C - Fair
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	73	\$23.00	\$42.44	\$35.10	\$24.04	\$34.85	\$36.89	\$36.89	\$40.42
Union	0	\$	\$	\$	\$	\$	\$	\$	\$
Non-Union	73	\$23.00	\$42.44	\$35.10	\$24.04	\$34.85	\$36.89	\$36.89	\$40.42
Full Time	73	\$23.00	\$42.44	\$35.10	\$24.04	\$34.85	\$36.89	\$36.89	\$40.42
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	2	\$	\$	\$	\$	\$	\$	\$	\$
Female	71	\$23.00	\$42.44	\$35.05	\$24.04	\$34.85	\$36.89	\$36.89	\$40.42
Public Sector	73	\$23.00	\$42.44	\$35.10	\$24.04	\$34.85	\$36.89	\$36.89	\$40.42
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	59	\$23.00	\$42.44	\$35.45	\$29.19	\$34.85	\$36.89	\$36.89	\$39.02
Regina CMA	10	\$28.81	\$41.59	\$36.34	\$	\$	\$38.88	\$	\$
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	59	\$23.00	\$42.44	\$35.45	\$29.19	\$34.85	\$36.89	\$36.89	\$39.02
Regina	10	\$28.81	\$41.59	\$36.34	\$	\$	\$38.88	\$	\$
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

Human resources and recruitment officers (1223)

Human resources and recruitment officers identify and advertise job vacancies, recruit candidates, and assist in the selection and reassignment of employees. They are employed throughout the private and public sectors.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
All employees	6	\$	\$	\$28.59	\$	\$	\$29.52	\$	\$	
Union	0	\$	\$	\$	\$	\$	\$	\$	\$	
Non-Union	6	\$	\$	\$28.59	\$	\$	\$29.52	\$	\$	
Full Time	5	\$	\$	\$28.41	\$	\$	\$24.00	\$	\$	
Part Time	1	\$	\$	\$	\$	\$	\$	\$	\$	
Male	0	\$	\$	\$	\$	\$	\$	\$	\$	
Female	6	\$	\$	\$28.59	\$	\$	\$29.52	\$	\$	
Public Sector	6	\$	\$	\$28.59	\$	\$	\$29.52	\$	\$	
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	6	\$	\$	\$28.59	\$	\$	\$29.52	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	6	\$	\$	\$28.59	\$	\$	\$29.52	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	0	\$	\$	\$	\$	\$	\$	\$	\$

Administrative assistants (1241)

Administrative assistants perform a variety of administrative duties in support of managerial and professional employers. They are employed throughout the private and public sectors.

									A - Excellent
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	674	\$12.75	\$35.19	\$24.59	\$19.45	\$23.96	\$23.96	\$25.71	\$31.23
Union	605	\$18.00	\$35.19	\$24.76	\$22.04	\$23.96	\$23.96	\$24.39	\$31.23
Non-Union	67	\$12.75	\$33.66	\$23.06	\$16.00	\$19.00	\$21.26	\$26.68	\$33.11
Full Time	600	\$12.75	\$35.19	\$24.72	\$19.45	\$23.96	\$23.96	\$24.39	\$31.23
Part Time	74	\$12.75	\$27.58	\$23.51	\$17.05	\$22.04	\$23.96	\$26.68	\$27.58
Male	19	\$17.32	\$31.23	\$24.37	\$	\$	\$23.96	\$	\$
Female	655	\$12.75	\$35.19	\$24.59	\$19.45	\$23.96	\$23.96	\$24.39	\$31.23
Public Sector	669	\$15.00	\$35.19	\$24.65	\$19.45	\$23.96	\$23.96	\$25.93	\$31.23
Private Sector	5	\$	\$	\$16.36	\$	\$	\$17.32	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	560	\$16.00	\$31.23	\$24.63	\$22.04	\$23.96	\$23.96	\$23.96	\$31.23
Regina CMA	44	\$12.75	\$35.19	\$25.48	\$15.00	\$21.32	\$25.93	\$28.56	\$35.19
Other	70	\$16.80	\$33.66	\$23.68	\$17.32	\$19.00	\$26.29	\$26.68	\$33.11

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	560	\$16.00	\$31.23	\$24.63	\$22.04	\$23.96	\$23.96	\$23.96	\$31.23
Regina	44	\$12.75	\$35.19	\$25.48	\$15.00	\$21.32	\$25.93	\$28.56	\$35.19
Other	70	\$16.80	\$33.66	\$23.68	\$17.32	\$19.00	\$26.29	\$26.68	\$33.11

General office support workers (1411)

General office support workers prepare correspondence, reports, statements and other material, operate office equipment, answer telephones, verify, record and process forms and documents such as contracts and requisitions and perform general clerical duties according to established procedures. They are employed in offices throughout the public and private sectors.

									B - Good
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	260	\$14.00	\$37.11	\$21.97	\$14.18	\$19.15	\$22.24	\$25.38	\$28.11
Union	226	\$17.02	\$37.11	\$23.00	\$19.15	\$19.15	\$22.82	\$25.53	\$28.11
Non-Union	34	\$14.00	\$25.43	\$15.14	\$14.18	\$14.18	\$14.18	\$14.18	\$25.43
Full Time	198	\$14.00	\$31.35	\$23.02	\$19.15	\$20.00	\$22.93	\$25.53	\$28.35
Part Time	62	\$14.18	\$37.11	\$18.64	\$14.18	\$14.18	\$19.15	\$21.47	\$27.06
Male	20	\$14.00	\$25.38	\$19.74	\$14.18	\$19.15	\$19.15	\$22.72	\$25.38
Female	240	\$14.18	\$37.11	\$22.16	\$14.18	\$19.15	\$22.37	\$25.53	\$28.11
Public Sector	260	\$14.00	\$37.11	\$21.97	\$14.18	\$19.15	\$22.24	\$25.38	\$28.11
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	82	\$14.18	\$25.53	\$17.71	\$14.18	\$14.18	\$19.15	\$19.15	\$19.15
Regina CMA	157	\$14.00	\$37.11	\$24.21	\$20.63	\$22.24	\$24.22	\$25.53	\$28.56
Other	21	\$15.68	\$28.78	\$21.89	\$16.00	\$18.93	\$22.61	\$25.33	\$28.78

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	82	\$14.18	\$25.53	\$17.71	\$14.18	\$14.18	\$19.15	\$19.15	\$19.15
Regina	157	\$14.00	\$37.11	\$24.21	\$20.63	\$22.24	\$24.22	\$25.53	\$28.56
Other	21	\$15.68	\$28.78	\$21.89	\$16.00	\$18.93	\$22.61	\$25.33	\$28.78

Receptionists (1414)

Receptionists greet people arriving at offices, hospitals and other establishments, direct visitors to appropriate person or service, answer and forward telephone calls, take messages, schedule appointments and perform other clerical duties. They are employed by hospitals, medical and dental offices and in other offices throughout the public and private sectors. Telephone operators are included in this group.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
All employees	15	\$13.50	\$26.60	\$21.65	\$	\$	\$23.27	\$	\$	
Union	8	\$	\$	\$24.30	\$	\$	\$25.33	\$	\$	
Non-Union	7	\$	\$	\$18.62	\$	\$	\$19.00	\$	\$	
Full Time	10	\$13.50	\$26.60	\$20.53	\$	\$	\$23.27	\$	\$	
Part Time	5	\$	\$	\$23.90	\$	\$	\$25.33	\$	\$	
Male	1	\$	\$	\$	\$	\$	\$	\$	\$	
Female	14	\$13.50	\$26.60	\$21.53	\$	\$	\$23.39	\$	\$	
Public Sector	12	\$19.00	\$26.60	\$23.61	\$	\$	\$23.76	\$	\$	
Private Sector	3	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	1	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	1	\$	\$	\$	\$	\$	\$	\$	\$
Other	13	\$13.50	\$26.60	\$21.72	\$	\$	\$23.27	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	1	\$	\$	\$	\$	\$	\$	\$	\$
Regina	1	\$	\$	\$	\$	\$	\$	\$	\$
Other	13	\$13.50	\$26.60	\$21.72	\$	\$	\$23.27	\$	\$

Personnel clerks (1415)

Personnel clerks assist personnel officers and human resources specialists and compile, maintain and process information relating to staffing, recruitment, training, labour relations, performance evaluations and classifications. They are employed in personnel departments throughout the private and public sectors.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	15	\$24.26	\$36.09	\$28.56	\$	\$	\$28.34	\$	\$
Union	0	\$	\$	\$	\$	\$	\$	\$	\$
Non-Union	15	\$24.26	\$36.09	\$28.56	\$	\$	\$28.34	\$	\$
Full Time	13	\$25.78	\$36.09	\$28.87	\$	\$	\$28.34	\$	\$
Part Time	2	\$	\$	\$	\$	\$	\$	\$	\$
Male	0	\$	\$	\$	\$	\$	\$	\$	\$
Female	15	\$24.26	\$36.09	\$28.56	\$	\$	\$28.34	\$	\$
Public Sector	15	\$24.26	\$36.09	\$28.56	\$	\$	\$28.34	\$	\$
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	6	\$	\$	\$28.16	\$	\$	\$28.34	\$	\$
Regina CMA	8	\$	\$	\$27.92	\$	\$	\$28.50	\$	\$
Other	1	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	6	\$	\$	\$28.16	\$	\$	\$28.34	\$	\$
Regina	8	\$	\$	\$27.92	\$	\$	\$28.50	\$	\$
Other	1	\$	\$	\$	\$	\$	\$	\$	\$

Accounting and related clerks (1431)

Accounting and related clerks calculate, prepare and process bills, invoices, accounts payable and receivable, budgets and other financial records according to established procedures. They are employed throughout the private and public sectors.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
		All employees	29	\$20.00						\$35.00
Union	20	\$21.40	\$35.00	\$25.34	\$21.42	\$23.63	\$24.46	\$27.53	\$35.00	
Non-Union	6	\$	\$	\$23.78	\$	\$	\$23.83	\$	\$	
Full Time	25	\$20.00	\$32.00	\$24.57	\$21.00	\$22.42	\$24.00	\$26.99	\$32.00	
Part Time	4	\$	\$	\$	\$	\$	\$	\$	\$	
Male	5	\$	\$	\$24.47	\$	\$	\$25.71	\$	\$	
Female	24	\$20.00	\$35.00	\$24.99	\$21.04	\$23.29	\$24.00	\$26.99	\$35.00	
Public Sector	29	\$20.00	\$35.00	\$24.90	\$21.00	\$23.25	\$24.00	\$26.99	\$35.00	
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	6	\$	\$	\$23.73	\$	\$	\$23.68	\$	\$
Regina CMA	14	\$21.40	\$35.00	\$25.57	\$	\$	\$24.46	\$	\$
Other	9	\$	\$	\$24.63	\$	\$	\$24.48	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	6	\$	\$	\$23.73	\$	\$	\$23.68	\$	\$
Regina	14	\$21.40	\$35.00	\$25.57	\$	\$	\$24.46	\$	\$
Other	9	\$	\$	\$24.63	\$	\$	\$24.48	\$	\$

Payroll clerks (1432)

Payroll clerks collect, verify and process payroll information and determine pay and benefit entitlements for employees within a department, company or other establishment. They are employed by payroll administration companies and by establishments throughout the private and public sectors.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	20	\$20.12	\$37.21	\$26.66	\$20.12	\$23.81	\$26.51	\$30.40	\$37.21
Union	10	\$20.12	\$32.01	\$24.39	\$	\$	\$23.81	\$	\$
Non-Union	7	\$	\$	\$28.54	\$	\$	\$26.51	\$	\$
Full Time	20	\$20.12	\$37.21	\$26.66	\$20.12	\$23.81	\$26.51	\$30.40	\$37.21
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	1	\$	\$	\$	\$	\$	\$	\$	\$
Female	19	\$20.12	\$37.21	\$26.85	\$	\$	\$26.51	\$	\$
Public Sector	20	\$20.12	\$37.21	\$26.66	\$20.12	\$23.81	\$26.51	\$30.40	\$37.21
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	10	\$20.12	\$28.15	\$23.49	\$	\$	\$23.81	\$	\$
Regina CMA	4	\$	\$	\$	\$	\$	\$	\$	\$
Other	6	\$	\$	\$30.44	\$	\$	\$30.40	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	10	\$20.12	\$28.15	\$23.49	\$	\$	\$23.81	\$	\$
Regina	4	\$	\$	\$	\$	\$	\$	\$	\$
Other	6	\$	\$	\$30.44	\$	\$	\$30.40	\$	\$

Library assistants and clerks (1451)

Library assistants and clerks issue and receive library materials, sort and shelve books and provide general library information to users. They also perform clerical functions. Library clerks are employed by libraries or other establishments with library services.

									C - Fair
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	93	\$12.00	\$35.19	\$22.07	\$17.47	\$20.15	\$20.15	\$24.39	\$32.48
Union	86	\$17.19	\$35.19	\$22.57	\$18.28	\$20.15	\$20.15	\$24.39	\$32.48
Non-Union	7	\$	\$	\$15.86	\$	\$	\$18.18	\$	\$
Full Time	43	\$17.19	\$35.19	\$24.95	\$18.18	\$20.67	\$24.39	\$28.56	\$33.46
Part Time	50	\$12.00	\$24.39	\$19.58	\$13.50	\$20.15	\$20.15	\$20.15	\$24.39
Male	8	\$	\$	\$21.11	\$	\$	\$18.99	\$	\$
Female	85	\$12.00	\$35.19	\$22.16	\$18.19	\$20.15	\$20.15	\$24.39	\$32.48
Public Sector	89	\$17.19	\$35.19	\$22.43	\$18.28	\$20.15	\$20.15	\$24.39	\$32.48
Private Sector	4	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	46	\$20.15	\$24.39	\$21.07	\$20.15	\$20.15	\$20.15	\$20.15	\$24.39
Regina CMA	35	\$17.19	\$35.19	\$25.15	\$17.47	\$20.49	\$26.69	\$28.56	\$35.19
Other	12	\$12.00	\$18.28	\$16.87	\$	\$	\$18.28	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	46	\$20.15	\$24.39	\$21.07	\$20.15	\$20.15	\$20.15	\$20.15	\$24.39
Regina	35	\$17.19	\$35.19	\$25.15	\$17.47	\$20.49	\$26.69	\$28.56	\$35.19
Other	12	\$12.00	\$18.28	\$16.87	\$	\$	\$18.28	\$	\$

Storekeepers and partspersons (1522)

Storekeepers and partspersons sort, store and issue parts and supplies for use by the establishment in which they work and for sale to the public. They are employed by manufacturing companies, warehouses, retail and wholesale establishments, mining, forestry and construction companies, repair shops, hospitals and other establishments.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	19	\$19.73	\$27.20	\$23.47	\$	\$	\$24.13	\$	\$
Union	17	\$19.73	\$27.20	\$23.10	\$	\$	\$24.13	\$	\$
Non-Union	2	\$	\$	\$	\$	\$	\$	\$	\$
Full Time	19	\$19.73	\$27.20	\$23.47	\$	\$	\$24.13	\$	\$
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	12	\$19.73	\$27.20	\$23.64	\$	\$	\$24.13	\$	\$
Female	7	\$	\$	\$23.17	\$	\$	\$24.13	\$	\$
Journey Person	0	\$	\$	\$	\$	\$	\$	\$	\$
Non-Journey Person	19	\$19.73	\$27.20	\$23.47	\$	\$	\$24.13	\$	\$
Public Sector	19	\$19.73	\$27.20	\$23.47	\$	\$	\$24.13	\$	\$
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	13	\$20.87	\$27.20	\$23.10	\$	\$	\$24.13	\$	\$
Regina CMA	4	\$	\$	\$	\$	\$	\$	\$	\$
Other	2	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	13	\$20.87	\$27.20	\$23.10	\$	\$	\$24.13	\$	\$
Regina	4	\$	\$	\$	\$	\$	\$	\$	\$
Other	2	\$	\$	\$	\$	\$	\$	\$	\$

Information systems analysts and consultants (2171)

Information systems analysts and consultants analyze systems requirements, develop and implement information systems development plans, policies and procedures, and provide advice on a wide range of information systems issues. They are employed in information technology consulting firms and in information technology units throughout the private and public sectors, or they may be self-employed.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	35	\$23.00	\$52.49	\$38.38	\$28.09	\$31.53	\$37.72	\$45.15	\$52.49
Union	31	\$28.09	\$52.49	\$38.99	\$31.53	\$31.53	\$38.42	\$45.15	\$52.49
Non-Union	2	\$	\$	\$	\$	\$	\$	\$	\$
Full Time	31	\$23.00	\$52.49	\$38.50	\$28.09	\$31.53	\$37.72	\$45.15	\$52.49
Part Time	4	\$	\$	\$	\$	\$	\$	\$	\$
Male	31	\$23.00	\$52.49	\$38.07	\$28.09	\$31.53	\$37.39	\$45.15	\$52.49
Female	4	\$	\$	\$	\$	\$	\$	\$	\$
Public Sector	35	\$23.00	\$52.49	\$38.38	\$28.09	\$31.53	\$37.72	\$45.15	\$52.49
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	10	\$23.00	\$42.00	\$31.72	\$	\$	\$31.53	\$	\$
Regina CMA	20	\$32.53	\$52.49	\$42.84	\$37.16	\$38.73	\$45.15	\$45.15	\$52.49
Other	5	\$	\$	\$33.86	\$	\$	\$33.95	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	10	\$23.00	\$42.00	\$31.72	\$	\$	\$31.53	\$	\$
Regina	20	\$32.53	\$52.49	\$42.84	\$37.16	\$38.73	\$45.15	\$45.15	\$52.49
Other	5	\$	\$	\$33.86	\$	\$	\$33.95	\$	\$

Computer programmers and interactive media developers (2174)

Computer programmers write, modify, integrate and test computer code for microcomputer and mainframe software applications, data processing applications, operating systems-level software and communications software. Interactive media developers write, modify, integrate and test computer code for Internet applications, computer-based training software, computer games, film, video and other interactive media. They are employed in computer software development firms, information technology consulting firms, and in information technology units throughout the private and public sectors.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	39	\$20.00	\$38.98	\$30.00	\$29.32	\$29.32	\$29.32	\$29.32	\$37.18
Union	38	\$29.32	\$38.98	\$30.26	\$29.32	\$29.32	\$29.32	\$29.32	\$38.98
Non-Union	1	\$	\$	\$	\$	\$	\$	\$	\$
Full Time	39	\$20.00	\$38.98	\$30.00	\$29.32	\$29.32	\$29.32	\$29.32	\$37.18
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	34	\$20.00	\$38.98	\$29.79	\$29.32	\$29.32	\$29.32	\$29.32	\$38.98
Female	5	\$	\$	\$31.39	\$	\$	\$29.32	\$	\$
Public Sector	39	\$20.00	\$38.98	\$30.00	\$29.32	\$29.32	\$29.32	\$29.32	\$37.18
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	37	\$20.00	\$37.18	\$29.71	\$29.32	\$29.32	\$29.32	\$29.32	\$37.18
Regina CMA	2	\$	\$	\$	\$	\$	\$	\$	\$
Other	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	37	\$20.00	\$37.18	\$29.71	\$29.32	\$29.32	\$29.32	\$29.32	\$37.18
Regina	2	\$	\$	\$	\$	\$	\$	\$	\$
Other	0	\$	\$	\$	\$	\$	\$	\$	\$

Computer network technicians (2281)

Computer network technicians establish, operate, maintain and co-ordinate the use of local and wide area networks (LANs and WANs), mainframe networks, hardware, software and related computer equipment. They set up and maintain Internet and intranet Web sites and Web-server hardware and software, and monitor and optimize network connectivity and performance. They are employed in information technology units throughout the private and public sectors. Supervisors of computer network technicians are included in this unit group.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	32	\$20.98	\$37.44	\$28.75	\$21.82	\$25.96	\$28.36	\$31.71	\$37.44
Union	30	\$20.98	\$37.44	\$28.46	\$21.82	\$24.39	\$28.36	\$31.71	\$37.44
Non-Union	2	\$	\$	\$	\$	\$	\$	\$	\$
Full Time	26	\$20.98	\$37.44	\$28.73	\$21.82	\$25.97	\$28.36	\$31.71	\$37.44
Part Time	6	\$	\$	\$28.85	\$	\$	\$30.52	\$	\$
Male	25	\$20.98	\$37.44	\$29.02	\$21.82	\$27.12	\$28.89	\$31.71	\$37.44
Female	7	\$	\$	\$27.81	\$	\$	\$24.39	\$	\$
Public Sector	32	\$20.98	\$37.44	\$28.75	\$21.82	\$25.96	\$28.36	\$31.71	\$37.44
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	2	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	26	\$20.98	\$37.44	\$28.84	\$21.82	\$25.96	\$28.89	\$32.94	\$37.44
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	2	\$	\$	\$	\$	\$	\$	\$	\$
Regina	26	\$20.98	\$37.44	\$28.84	\$21.82	\$25.96	\$28.89	\$32.94	\$37.44
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

User support technicians (2282)

Technicians in this group provide first-line technical support to computer users experiencing difficulties with computer hardware and with computer applications and communications software. They are employed by computer hardware manufacturers and retailers, software developers, in call centres and in information technology units throughout the private and public sectors. Technicians in this group are also employed by independent technical support companies or they may be self-employed.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
All employees	11	\$21.35	\$41.89	\$28.88	\$	\$	\$28.36	\$	\$	
Union	11	\$21.35	\$41.89	\$28.88	\$	\$	\$28.36	\$	\$	
Non-Union	0	\$	\$	\$	\$	\$	\$	\$	\$	
Full Time	10	\$24.48	\$41.89	\$29.63	\$	\$	\$28.56	\$	\$	
Part Time	1	\$	\$	\$	\$	\$	\$	\$	\$	
Male	8	\$	\$	\$30.89	\$	\$	\$28.56	\$	\$	
Female	3	\$	\$	\$	\$	\$	\$	\$	\$	
Public Sector	11	\$21.35	\$41.89	\$28.88	\$	\$	\$28.36	\$	\$	
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	1	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	7	\$	\$	\$31.80	\$	\$	\$28.56	\$	\$
Other	3	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	1	\$	\$	\$	\$	\$	\$	\$	\$
Regina	7	\$	\$	\$31.80	\$	\$	\$28.56	\$	\$
Other	3	\$	\$	\$	\$	\$	\$	\$	\$

Registered nurses and registered psychiatric nurses (3012)

This unit group includes registered nurses, registered psychiatric nurses and graduates of a nursing program who are awaiting registration (graduate nurses). They provide direct nursing care to patients, deliver health education programs and provide consultative services regarding issues relevant to the practice of nursing. They are employed in a variety of settings including hospitals, nursing homes, extended care facilities, rehabilitation centres, doctors' offices, clinics, community agencies, companies and private homes, or they may be self-employed.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	21	\$24.39	\$50.25	\$33.51	\$24.39	\$24.39	\$34.10	\$40.13	\$50.25
Union	21	\$24.39	\$50.25	\$33.51	\$24.39	\$24.39	\$34.10	\$40.13	\$50.25
Non-Union	0	\$	\$	\$	\$	\$	\$	\$	\$
Full Time	15	\$24.39	\$50.25	\$35.46	\$	\$	\$34.10	\$	\$
Part Time	6	\$	\$	\$28.62	\$	\$	\$32.22	\$	\$
Male	1	\$	\$	\$	\$	\$	\$	\$	\$
Female	20	\$24.39	\$50.25	\$33.96	\$24.39	\$27.65	\$34.10	\$40.13	\$50.25
Public Sector	21	\$24.39	\$50.25	\$33.51	\$24.39	\$24.39	\$34.10	\$40.13	\$50.25
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	19	\$24.39	\$50.25	\$33.64	\$	\$	\$34.10	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	2	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	19	\$24.39	\$50.25	\$33.64	\$	\$	\$34.10	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	2	\$	\$	\$	\$	\$	\$	\$	\$

Dietitians and nutritionists (3132)

Dietitians and nutritionists plan, implement and oversee nutrition and food service programs. They are employed in a variety of settings including hospitals, home health-care agencies and extended care facilities, community health centres, the food and beverage industry, the pharmaceutical industry, educational institutions, and government and sports organizations, or they may work as private consultants.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
All employees	22	\$18.28	\$27.05	\$21.69	\$18.28	\$20.15	\$20.15	\$27.05	\$27.05	
Union	15	\$18.28	\$20.15	\$19.78	\$	\$	\$20.15	\$	\$	
Non-Union	7	\$	\$	\$25.80	\$	\$	\$27.05	\$	\$	
Full Time	4	\$	\$	\$	\$	\$	\$	\$	\$	
Part Time	18	\$18.28	\$27.05	\$20.88	\$	\$	\$20.15	\$	\$	
Male	1	\$	\$	\$	\$	\$	\$	\$	\$	
Female	21	\$18.28	\$27.05	\$21.77	\$18.28	\$20.15	\$20.15	\$27.05	\$27.05	
Public Sector	22	\$18.28	\$27.05	\$21.69	\$18.28	\$20.15	\$20.15	\$27.05	\$27.05	
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	12	\$20.15	\$20.15	\$20.15	\$	\$	\$20.15	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	10	\$18.28	\$27.05	\$23.54	\$	\$	\$27.05	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	12	\$20.15	\$20.15	\$20.15	\$	\$	\$20.15	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	10	\$18.28	\$27.05	\$23.54	\$	\$	\$27.05	\$	\$

University professors and lecturers (4011)

University professors and lecturers teach courses to undergraduate and graduate students and conduct research at universities. University professors who are heads of departments are included in this unit group.

									A - Excellent
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	1489	\$18.24	\$141.08	\$61.80	\$32.08	\$46.97	\$58.85	\$78.05	\$87.37
Union	1484	\$25.44	\$141.08	\$61.93	\$32.08	\$46.97	\$58.96	\$78.06	\$87.37
Non-Union	5	\$	\$	\$20.99	\$	\$	\$18.24	\$	\$
Full Time	1279	\$18.24	\$141.08	\$66.45	\$39.97	\$57.60	\$68.43	\$87.37	\$87.37
Part Time	210	\$25.44	\$61.08	\$33.44	\$30.71	\$32.08	\$32.08	\$34.81	\$34.81
Male	901	\$18.24	\$141.08	\$65.16	\$32.08	\$55.60	\$68.43	\$87.37	\$87.37
Female	588	\$25.44	\$87.37	\$56.64	\$32.08	\$41.83	\$57.60	\$68.43	\$87.37
Public Sector	1484	\$25.44	\$141.08	\$61.93	\$32.08	\$46.97	\$58.96	\$78.06	\$87.37
Private Sector	5	\$	\$	\$20.99	\$	\$	\$18.24	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	852	\$33.84	\$87.37	\$73.30	\$57.60	\$57.60	\$68.43	\$87.37	\$87.37
Regina CMA	631	\$25.44	\$141.08	\$46.56	\$30.89	\$34.81	\$43.84	\$56.22	\$74.90
Other	6	\$	\$	\$30.24	\$	\$	\$18.24	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	852	\$33.84	\$87.37	\$73.30	\$57.60	\$57.60	\$68.43	\$87.37	\$87.37
Regina	631	\$25.44	\$141.08	\$46.56	\$30.89	\$34.81	\$43.84	\$56.22	\$74.90
Other	6	\$	\$	\$30.24	\$	\$	\$18.24	\$	\$

Post-secondary teaching and research assistants (4012)

Post-secondary teaching and research assistants assist university professors, community college and CEGEP teachers and other faculty members in teaching and research activities at universities and colleges.

									B - Good
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	268	\$13.12	\$87.21	\$18.25	\$13.12	\$18.23	\$18.23	\$19.12	\$19.12
Union	258	\$13.12	\$87.21	\$18.25	\$13.12	\$18.23	\$18.23	\$19.12	\$19.12
Non-Union	10	\$15.86	\$21.67	\$18.25	\$	\$	\$18.27	\$	\$
Full Time	11	\$15.86	\$87.21	\$24.52	\$	\$	\$18.27	\$	\$
Part Time	257	\$13.12	\$30.82	\$17.98	\$13.12	\$18.23	\$18.23	\$19.12	\$19.12
Male	150	\$13.12	\$87.21	\$18.35	\$13.12	\$18.23	\$18.23	\$19.12	\$19.12
Female	118	\$13.12	\$30.82	\$18.12	\$13.12	\$17.79	\$18.23	\$19.12	\$28.36
Public Sector	258	\$13.12	\$87.21	\$18.25	\$13.12	\$18.23	\$18.23	\$19.12	\$19.12
Private Sector	10	\$15.86	\$21.67	\$18.25	\$	\$	\$18.27	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	257	\$13.12	\$87.21	\$18.20	\$13.12	\$18.23	\$18.23	\$19.12	\$19.12
Other	11	\$15.86	\$30.82	\$19.39	\$	\$	\$18.27	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina	257	\$13.12	\$87.21	\$18.20	\$13.12	\$18.23	\$18.23	\$19.12	\$19.12
Other	11	\$15.86	\$30.82	\$19.39	\$	\$	\$18.27	\$	\$

College and other vocational instructors (4021)

This unit group includes instructors who teach applied arts, academic, technical and vocational subjects to students at community colleges, CEGEPs, agricultural colleges, technical and vocational institutes, language schools and other college level schools. This unit group also includes trainers who are employed by private training establishments, companies, community agencies and governments to deliver internal training or development courses. College teachers who are heads of departments are included in this group.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	B - Good
		Low	High	Mean						
All employees	173	\$14.50	\$83.00	\$46.74	\$28.00	\$34.00	\$41.63	\$65.05	\$71.32	
Union	104	\$28.00	\$71.32	\$53.73	\$33.14	\$41.63	\$56.61	\$66.58	\$71.32	
Non-Union	69	\$14.50	\$83.00	\$36.22	\$20.00	\$32.00	\$34.00	\$40.00	\$65.00	
Full Time	142	\$14.50	\$83.00	\$45.01	\$28.00	\$34.00	\$40.00	\$63.55	\$66.58	
Part Time	31	\$33.14	\$71.32	\$54.69	\$35.09	\$45.03	\$54.06	\$66.58	\$71.32	
Male	73	\$17.00	\$83.00	\$43.89	\$28.00	\$34.00	\$37.86	\$54.90	\$71.32	
Female	100	\$14.50	\$71.32	\$48.83	\$28.00	\$34.00	\$47.42	\$65.05	\$71.32	
Public Sector	170	\$20.00	\$83.00	\$47.25	\$28.00	\$34.00	\$44.00	\$65.05	\$71.32	
Private Sector	3	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	34	\$20.00	\$83.00	\$40.03	\$28.00	\$34.00	\$37.00	\$44.00	\$83.00
Regina CMA	27	\$20.00	\$45.03	\$35.36	\$26.00	\$32.00	\$36.00	\$40.00	\$45.03
Other	112	\$14.50	\$71.32	\$51.53	\$28.00	\$37.00	\$54.90	\$66.58	\$71.32

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	34	\$20.00	\$83.00	\$40.03	\$28.00	\$34.00	\$37.00	\$44.00	\$83.00
Regina	27	\$20.00	\$45.03	\$35.36	\$26.00	\$32.00	\$36.00	\$40.00	\$45.03
Other	112	\$14.50	\$71.32	\$51.53	\$28.00	\$37.00	\$54.90	\$66.58	\$71.32

Secondary school teachers (4031)

Secondary school teachers prepare and teach academic, technical, vocational or specialized subjects at public and private secondary schools. Secondary school teachers who are heads of departments are included in this group.

									C - Fair
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	53	\$28.00	\$71.32	\$40.01	\$28.00	\$31.62	\$31.62	\$51.22	\$71.32
Union	46	\$31.62	\$71.32	\$41.03	\$31.62	\$31.62	\$31.62	\$59.29	\$71.32
Non-Union	7	\$	\$	\$33.31	\$	\$	\$33.64	\$	\$
Full Time	38	\$28.00	\$40.07	\$31.93	\$28.00	\$31.62	\$31.62	\$31.62	\$40.07
Part Time	15	\$31.62	\$71.32	\$60.48	\$	\$	\$65.05	\$	\$
Male	26	\$28.00	\$71.32	\$36.71	\$28.00	\$31.62	\$31.62	\$40.06	\$71.32
Female	27	\$31.62	\$71.32	\$43.19	\$31.62	\$31.62	\$31.62	\$62.10	\$71.32
Public Sector	46	\$31.62	\$71.32	\$41.03	\$31.62	\$31.62	\$31.62	\$59.29	\$71.32
Private Sector	7	\$	\$	\$33.31	\$	\$	\$33.64	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	3	\$	\$	\$	\$	\$	\$	\$	\$
Other	50	\$31.62	\$71.32	\$40.73	\$31.62	\$31.62	\$31.62	\$54.06	\$71.32

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina	3	\$	\$	\$	\$	\$	\$	\$	\$
Other	50	\$31.62	\$71.32	\$40.73	\$31.62	\$31.62	\$31.62	\$54.06	\$71.32

Elementary school and kindergarten teachers (4032)

Elementary school and kindergarten teachers teach basic subjects such as reading, writing and arithmetic or specialized subjects such as English or French as a second language at public and private elementary schools.

									B - Good
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	148	\$24.74	\$56.00	\$33.76	\$27.00	\$31.62	\$31.62	\$31.62	\$50.50
Union	115	\$28.29	\$42.76	\$32.28	\$31.62	\$31.62	\$31.62	\$31.62	\$42.76
Non-Union	33	\$24.74	\$56.00	\$38.90	\$26.47	\$29.51	\$38.32	\$50.50	\$56.00
Full Time	135	\$24.74	\$56.00	\$33.73	\$27.00	\$31.62	\$31.62	\$31.62	\$50.50
Part Time	13	\$28.29	\$42.76	\$34.05	\$	\$	\$31.62	\$	\$
Male	20	\$24.74	\$50.50	\$35.24	\$31.62	\$31.62	\$31.62	\$42.76	\$50.50
Female	128	\$26.47	\$56.00	\$33.53	\$27.00	\$31.62	\$31.62	\$31.62	\$50.50
Public Sector	144	\$24.74	\$56.00	\$33.73	\$27.00	\$31.62	\$31.62	\$31.62	\$50.50
Private Sector	4	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	148	\$24.74	\$56.00	\$33.76	\$27.00	\$31.62	\$31.62	\$31.62	\$50.50

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	148	\$24.74	\$56.00	\$33.76	\$27.00	\$31.62	\$31.62	\$31.62	\$50.50

Educational counsellors (4033)

Educational counsellors advise current and prospective students on educational issues, career planning and personal development, and co-ordinate the provision of counselling services to students, parents, teachers, faculty and staff. They are employed by school boards and post-secondary educational institutions.

									B - Good
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	152	\$16.67	\$45.87	\$31.24	\$22.00	\$28.16	\$29.93	\$36.01	\$39.08
Union	110	\$25.88	\$45.03	\$32.81	\$27.86	\$29.79	\$31.54	\$36.27	\$39.22
Non-Union	42	\$16.67	\$45.87	\$27.15	\$21.00	\$23.00	\$27.00	\$29.00	\$36.11
Full Time	135	\$16.67	\$45.87	\$30.93	\$21.00	\$27.84	\$29.81	\$35.60	\$39.22
Part Time	17	\$28.16	\$39.08	\$33.77	\$	\$	\$35.09	\$	\$
Male	39	\$16.67	\$39.22	\$29.32	\$23.00	\$26.00	\$28.00	\$33.52	\$39.08
Female	113	\$21.00	\$45.87	\$31.91	\$21.00	\$29.36	\$30.69	\$36.11	\$41.89
Public Sector	151	\$21.00	\$45.87	\$31.34	\$22.00	\$28.16	\$29.93	\$36.01	\$39.08
Private Sector	1	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	38	\$21.00	\$36.11	\$29.08	\$21.00	\$27.00	\$29.79	\$29.79	\$36.11
Regina CMA	78	\$22.00	\$45.03	\$33.25	\$26.00	\$29.46	\$32.54	\$36.58	\$42.01
Other	36	\$16.67	\$45.87	\$29.17	\$21.00	\$26.00	\$28.16	\$33.52	\$45.87

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	38	\$21.00	\$36.11	\$29.08	\$21.00	\$27.00	\$29.79	\$29.79	\$36.11
Regina	78	\$22.00	\$45.03	\$33.25	\$26.00	\$29.46	\$32.54	\$36.58	\$42.01
Other	36	\$16.67	\$45.87	\$29.17	\$21.00	\$26.00	\$28.16	\$33.52	\$45.87

Social workers (4152)

Social workers help individuals, couples, families, groups, communities and organizations develop the skills and resources they need to enhance social functioning and provide counselling, therapy and referral to other supportive social services. Social workers also respond to other social needs and issues such as unemployment, racism and poverty. They are employed by hospitals, school boards, social service agencies, child welfare organizations, correctional facilities, community agencies, employee assistance programs and Aboriginal band councils, or they may work in private practice.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	28	\$22.60	\$48.98	\$42.83	\$23.95	\$44.05	\$44.90	\$44.90	\$48.98
Union	9	\$	\$	\$46.19	\$	\$	\$46.27	\$	\$
Non-Union	19	\$22.60	\$44.90	\$41.24	\$	\$	\$44.90	\$	\$
Full Time	24	\$22.60	\$48.98	\$43.19	\$23.95	\$44.05	\$44.90	\$44.90	\$48.98
Part Time	4	\$	\$	\$	\$	\$	\$	\$	\$
Male	2	\$	\$	\$	\$	\$	\$	\$	\$
Female	26	\$22.60	\$48.98	\$42.57	\$23.95	\$44.05	\$44.90	\$44.90	\$48.98
Public Sector	28	\$22.60	\$48.98	\$42.83	\$23.95	\$44.05	\$44.90	\$44.90	\$48.98
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	9	\$	\$	\$46.19	\$	\$	\$46.27	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	19	\$22.60	\$44.90	\$41.24	\$	\$	\$44.90	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	9	\$	\$	\$46.19	\$	\$	\$46.27	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	19	\$22.60	\$44.90	\$41.24	\$	\$	\$44.90	\$	\$

Education policy researchers, consultants and program officers (4166)

Education policy researchers, consultants and program officers conduct research, produce reports and administer elementary, secondary and post-secondary education policies and programs. They are employed by government departments, school boards, research institutes, professional associations and educational and other organizations throughout the public and private sectors, or they may be self-employed.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	C - Fair
		Low	High	Mean						
All employees	53	\$10.00	\$48.12	\$26.98	\$16.08	\$16.87	\$28.16	\$36.06	\$48.12	
Union	44	\$16.87	\$36.24	\$26.81	\$16.87	\$16.87	\$31.46	\$36.06	\$36.24	
Non-Union	9	\$	\$	\$27.83	\$	\$	\$20.00	\$	\$	
Full Time	27	\$10.00	\$48.12	\$32.60	\$12.50	\$28.16	\$36.06	\$36.24	\$48.12	
Part Time	26	\$16.87	\$36.24	\$21.15	\$16.87	\$16.87	\$16.87	\$31.46	\$36.24	
Male	10	\$10.00	\$48.12	\$31.55	\$	\$	\$36.24	\$	\$	
Female	43	\$12.50	\$36.24	\$25.92	\$16.87	\$16.87	\$27.86	\$36.06	\$36.24	
Public Sector	51	\$12.50	\$48.12	\$27.53	\$16.87	\$16.87	\$31.46	\$36.06	\$48.12	
Private Sector	2	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	11	\$36.06	\$36.06	\$36.06	\$	\$	\$36.06	\$	\$
Regina CMA	6	\$	\$	\$24.61	\$	\$	\$31.46	\$	\$
Other	36	\$10.00	\$48.12	\$24.60	\$16.08	\$16.87	\$16.87	\$36.24	\$48.12

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	11	\$36.06	\$36.06	\$36.06	\$	\$	\$36.06	\$	\$
Regina	6	\$	\$	\$24.61	\$	\$	\$31.46	\$	\$
Other	36	\$10.00	\$48.12	\$24.60	\$16.08	\$16.87	\$16.87	\$36.24	\$48.12

Social and community service workers (4212)

Social and community service workers administer and implement a variety of social assistance programs and community services, and assist clients to deal with personal and social problems. They are employed by social service and government agencies, mental health agencies, group homes, shelters, substance abuse centres, school boards, correctional facilities and other establishments.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	24	\$10.00	\$33.58	\$19.77	\$12.05	\$12.05	\$18.92	\$27.65	\$33.58
Union	20	\$12.05	\$27.65	\$19.14	\$12.05	\$12.05	\$18.92	\$27.65	\$27.65
Non-Union	4	\$	\$	\$	\$	\$	\$	\$	\$
Full Time	24	\$10.00	\$33.58	\$19.77	\$12.05	\$12.05	\$18.92	\$27.65	\$33.58
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	7	\$	\$	\$26.62	\$	\$	\$27.65	\$	\$
Female	17	\$10.00	\$33.58	\$16.94	\$	\$	\$18.92	\$	\$
Public Sector	22	\$12.05	\$33.58	\$20.45	\$12.05	\$12.05	\$19.39	\$27.65	\$33.58
Private Sector	2	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	5	\$	\$	\$27.65	\$	\$	\$27.65	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	19	\$10.00	\$33.58	\$17.69	\$	\$	\$18.92	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	5	\$	\$	\$27.65	\$	\$	\$27.65	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	19	\$10.00	\$33.58	\$17.69	\$	\$	\$18.92	\$	\$

Early childhood educators and assistants (4214)

Early childhood educators plan, organize and implement programs for children between the ages of infancy and 12 years. Early childhood educator assistants provide care for infants and preschool- to school-age children under the guidance of early childhood educators. Early childhood educators and assistants lead children in activities to stimulate and develop their intellectual, physical and emotional growth and ensure their security and well-being. They are employed in child-care centres, daycare centres, kindergartens, agencies for exceptional children and other settings where early childhood education services are provided. Supervisors of early childhood educators and assistants are included in this unit group.

									B - Good
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	125	\$10.00	\$31.44	\$16.33	\$11.00	\$13.00	\$15.23	\$18.50	\$24.63
Union	0	\$	\$	\$	\$	\$	\$	\$	\$
Non-Union	125	\$10.00	\$31.44	\$16.33	\$11.00	\$13.00	\$15.23	\$18.50	\$24.63
Full Time	96	\$10.75	\$31.44	\$16.87	\$11.60	\$14.00	\$16.19	\$19.06	\$24.80
Part Time	28	\$10.00	\$26.38	\$14.47	\$10.10	\$12.36	\$13.51	\$14.71	\$26.38
Male	3	\$	\$	\$	\$	\$	\$	\$	\$
Female	121	\$10.00	\$31.44	\$16.37	\$11.00	\$13.00	\$15.23	\$18.50	\$24.63
Public Sector	66	\$10.10	\$27.17	\$15.07	\$10.75	\$12.90	\$14.86	\$17.32	\$20.98
Private Sector	59	\$10.00	\$31.44	\$17.75	\$11.00	\$14.04	\$16.54	\$21.46	\$26.38

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	16	\$15.45	\$20.98	\$17.87	\$	\$	\$18.23	\$	\$
Regina CMA	55	\$10.00	\$31.44	\$16.03	\$11.00	\$13.51	\$14.65	\$18.36	\$27.17
Other	54	\$10.75	\$27.64	\$16.19	\$10.75	\$11.74	\$14.86	\$21.25	\$26.38

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	16	\$15.45	\$20.98	\$17.87	\$	\$	\$18.23	\$	\$
Regina	55	\$10.00	\$31.44	\$16.03	\$11.00	\$13.51	\$14.65	\$18.36	\$27.17
Other	54	\$10.75	\$27.64	\$16.19	\$10.75	\$11.74	\$14.86	\$21.25	\$26.38

Instructors of persons with disabilities (4215)

Instructors of persons with disabilities teach children and adults using a variety of techniques to facilitate communication, rehabilitation, social skills and increased independence. They are employed in rehabilitation centres, specialized educational institutes and throughout the school system.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	4	\$	\$	\$	\$	\$	\$	\$	\$
Union	1	\$	\$	\$	\$	\$	\$	\$	\$
Non-Union	3	\$	\$	\$	\$	\$	\$	\$	\$
Full Time	3	\$	\$	\$	\$	\$	\$	\$	\$
Part Time	1	\$	\$	\$	\$	\$	\$	\$	\$
Male	0	\$	\$	\$	\$	\$	\$	\$	\$
Female	4	\$	\$	\$	\$	\$	\$	\$	\$
Public Sector	3	\$	\$	\$	\$	\$	\$	\$	\$
Private Sector	1	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	1	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	3	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	1	\$	\$	\$	\$	\$	\$	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	3	\$	\$	\$	\$	\$	\$	\$	\$

Other instructors (4216)

Instructors in this unit group teach courses, such as motor vehicle or motorcycle driving, sailing and navigation, sewing or other courses, which are outside of educational institutions and not primarily job-related. They are employed by driving schools, fabric retailers and other commercial establishments or they may be self-employed. This unit group also includes modelling and finishing school instructors, driver's licence examiners, who are employed by provincial governments and tutors who provide instruction in elementary or secondary school subjects.

									B - Good
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	133	\$11.04	\$36.00	\$20.89	\$19.23	\$19.23	\$19.23	\$19.23	\$33.14
Union	8	\$	\$	\$32.12	\$	\$	\$31.97	\$	\$
Non-Union	125	\$11.04	\$36.00	\$20.17	\$19.23	\$19.23	\$19.23	\$19.23	\$30.00
Full Time	108	\$11.04	\$19.23	\$19.15	\$19.23	\$19.23	\$19.23	\$19.23	\$19.23
Part Time	25	\$19.23	\$36.00	\$28.39	\$19.23	\$24.00	\$30.82	\$33.14	\$36.00
Male	13	\$11.04	\$36.00	\$20.87	\$	\$	\$19.23	\$	\$
Female	120	\$19.23	\$36.00	\$20.89	\$19.23	\$19.23	\$19.23	\$19.23	\$33.00
Public Sector	132	\$19.23	\$36.00	\$20.96	\$19.23	\$19.23	\$19.23	\$19.23	\$33.14
Private Sector	1	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	12	\$24.00	\$36.00	\$29.71	\$	\$	\$30.00	\$	\$
Other	121	\$11.04	\$34.29	\$20.01	\$19.23	\$19.23	\$19.23	\$19.23	\$30.82

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina	12	\$24.00	\$36.00	\$29.71	\$	\$	\$30.00	\$	\$
Other	121	\$11.04	\$34.29	\$20.01	\$19.23	\$19.23	\$19.23	\$19.23	\$30.82

Elementary and secondary school teacher assistants (4413)

Elementary and secondary school teacher assistants support students, and assist teachers and counsellors with teaching and non-instructional tasks. They assist in areas of personal care, teaching and behaviour management under the supervision of teachers or other child care professionals. They are employed in public and private elementary, secondary and special needs schools and treatment centres.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	A - Excellent
		Low	High	Mean						
All employees	570	\$10.00	\$27.75	\$21.36	\$18.02	\$20.64	\$22.31	\$22.31	\$22.31	
Union	460	\$18.02	\$24.67	\$21.85	\$18.28	\$22.31	\$22.31	\$22.31	\$22.31	
Non-Union	110	\$10.00	\$27.75	\$19.30	\$12.00	\$18.02	\$18.08	\$20.00	\$27.75	
Full Time	436	\$10.00	\$27.75	\$21.68	\$18.02	\$22.31	\$22.31	\$22.31	\$22.31	
Part Time	134	\$12.95	\$24.39	\$20.29	\$18.28	\$18.28	\$22.31	\$22.31	\$22.31	
Male	34	\$13.83	\$22.31	\$21.65	\$16.54	\$22.31	\$22.31	\$22.31	\$22.31	
Female	536	\$10.00	\$27.75	\$21.34	\$18.02	\$20.10	\$22.31	\$22.31	\$22.31	
Public Sector	541	\$10.00	\$27.75	\$21.57	\$18.02	\$22.31	\$22.31	\$22.31	\$22.31	
Private Sector	29	\$10.00	\$20.83	\$17.36	\$12.00	\$14.91	\$18.08	\$20.00	\$20.83	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	406	\$22.31	\$24.67	\$22.33	\$22.31	\$22.31	\$22.31	\$22.31	\$22.31
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	164	\$10.00	\$27.75	\$18.96	\$13.83	\$18.02	\$18.28	\$19.23	\$27.75

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	406	\$22.31	\$24.67	\$22.33	\$22.31	\$22.31	\$22.31	\$22.31	\$22.31
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	164	\$10.00	\$27.75	\$18.96	\$13.83	\$18.02	\$18.28	\$19.23	\$27.75

Library and public archive technicians (5211)

Library and public archive technicians assist users in accessing library or archive resources, assist in describing new acquisitions, participate in archive processing and storage, and conduct reference searches. They are employed by libraries and public archives.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
		All employees	26	\$15.68						\$24.38
Union	17	\$20.84	\$24.38	\$22.56	\$	\$	\$22.50	\$	\$	
Non-Union	9	\$	\$	\$17.76	\$	\$	\$18.02	\$	\$	
Full Time	18	\$18.02	\$24.38	\$22.06	\$	\$	\$22.50	\$	\$	
Part Time	8	\$	\$	\$18.29	\$	\$	\$18.02	\$	\$	
Male	1	\$	\$	\$	\$	\$	\$	\$	\$	
Female	18	\$15.68	\$24.38	\$21.93	\$	\$	\$22.50	\$	\$	
Public Sector	26	\$15.68	\$24.38	\$20.90	\$18.02	\$18.02	\$21.65	\$22.50	\$24.38	
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	17	\$20.84	\$24.38	\$22.56	\$	\$	\$22.50	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	9	\$	\$	\$17.76	\$	\$	\$18.02	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	17	\$20.84	\$24.38	\$22.56	\$	\$	\$22.50	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	9	\$	\$	\$17.76	\$	\$	\$18.02	\$	\$

Coaches (5252)

Coaches prepare and train individual athletes or teams for competitive events. They are employed by national and provincial sports organizations, professional and amateur sports teams, sports clubs and universities or they may be self-employed. This unit group also includes sports scouts who identify and recruit athletes for professional sports teams. They are employed by professional sports organizations.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	21	\$18.23	\$53.87	\$43.45	\$26.21	\$42.43	\$45.04	\$46.68	\$53.87
Union	7	\$	\$	\$45.04	\$	\$	\$45.04	\$	\$
Non-Union	14	\$18.23	\$53.87	\$42.65	\$	\$	\$45.81	\$	\$
Full Time	20	\$18.23	\$53.87	\$43.33	\$26.21	\$42.43	\$45.04	\$46.68	\$53.87
Part Time	1	\$	\$	\$	\$	\$	\$	\$	\$
Male	17	\$18.23	\$53.87	\$42.58	\$	\$	\$45.04	\$	\$
Female	4	\$	\$	\$	\$	\$	\$	\$	\$
Public Sector	20	\$26.21	\$53.87	\$44.71	\$36.77	\$43.83	\$45.04	\$46.68	\$53.87
Private Sector	1	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	7	\$	\$	\$45.04	\$	\$	\$45.04	\$	\$
Regina CMA	13	\$26.21	\$53.87	\$44.53	\$	\$	\$45.81	\$	\$
Other	1	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	7	\$	\$	\$45.04	\$	\$	\$45.04	\$	\$
Regina	13	\$26.21	\$53.87	\$44.53	\$	\$	\$45.81	\$	\$
Other	1	\$	\$	\$	\$	\$	\$	\$	\$

Cooks (6322)

Cooks prepare and cook a wide variety of foods. They are employed in restaurants, hotels, hospitals and other health care institutions, central food commissaries, educational institutions and other establishments. Cooks are also employed aboard ships and at construction and logging campsites. Apprentice cooks are included in this unit group.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
All employees	36	\$11.00	\$22.00	\$15.18	\$11.25	\$14.50	\$15.55	\$15.55	\$22.00	
Union	17	\$15.55	\$22.00	\$16.31	\$	\$	\$15.55	\$	\$	
Non-Union	19	\$11.00	\$18.02	\$14.16	\$	\$	\$14.50	\$	\$	
Full Time	30	\$11.00	\$22.00	\$15.31	\$11.25	\$14.50	\$15.55	\$15.99	\$22.00	
Part Time	6	\$	\$	\$14.52	\$	\$	\$15.55	\$	\$	
Male	14	\$14.50	\$22.00	\$16.55	\$	\$	\$15.55	\$	\$	
Female	22	\$11.00	\$18.02	\$14.31	\$11.25	\$12.90	\$15.00	\$15.55	\$18.02	
Journey Person	3	\$	\$	\$	\$	\$	\$	\$	\$	
Non-Journey Person	33	\$11.00	\$22.00	\$15.19	\$11.25	\$14.50	\$15.55	\$15.55	\$22.00	
Public Sector	25	\$11.00	\$22.00	\$15.48	\$11.67	\$15.55	\$15.55	\$15.55	\$22.00	
Private Sector	11	\$11.25	\$17.65	\$14.49	\$	\$	\$14.50	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	20	\$11.67	\$22.00	\$16.00	\$15.00	\$15.55	\$15.55	\$15.55	\$22.00
Regina CMA	6	\$	\$	\$12.98	\$	\$	\$12.50	\$	\$
Other	10	\$12.90	\$18.02	\$14.86	\$	\$	\$14.50	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	20	\$11.67	\$22.00	\$16.00	\$15.00	\$15.55	\$15.55	\$15.55	\$22.00
Regina	6	\$	\$	\$12.98	\$	\$	\$12.50	\$	\$
Other	10	\$12.90	\$18.02	\$14.86	\$	\$	\$14.50	\$	\$

Food counter attendants, kitchen helpers and related support occupations (6711)

Workers in this unit group include counter attendants, food preparers, kitchen helpers, food service helpers and dishwashers. Counter attendants and food preparers prepare, heat and finish cooking simple food items and serve customers at food counters. Kitchen helpers, food service helpers and dishwashers clear tables, clean kitchen areas, wash dishes, and perform various other activities to assist workers who prepare or serve food and beverages. They are employed by restaurants, cafes, hotels, fast food outlets, cafeterias, hospitals and other establishments.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	35	\$10.00	\$20.15	\$14.56	\$10.00	\$10.00	\$14.30	\$16.41	\$20.15
Union	26	\$14.30	\$20.15	\$16.14	\$14.30	\$14.30	\$14.30	\$20.15	\$20.15
Non-Union	9	\$	\$	\$10.00	\$	\$	\$10.00	\$	\$
Full Time	10	\$10.00	\$16.41	\$14.93	\$	\$	\$16.41	\$	\$
Part Time	25	\$10.00	\$20.15	\$14.41	\$10.00	\$10.00	\$14.30	\$20.15	\$20.15
Male	3	\$	\$	\$	\$	\$	\$	\$	\$
Female	32	\$10.00	\$20.15	\$14.65	\$10.00	\$14.30	\$14.30	\$16.41	\$20.15
Public Sector	26	\$14.30	\$20.15	\$16.14	\$14.30	\$14.30	\$14.30	\$20.15	\$20.15
Private Sector	9	\$	\$	\$10.00	\$	\$	\$10.00	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	26	\$14.30	\$20.15	\$16.14	\$14.30	\$14.30	\$14.30	\$20.15	\$20.15
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	9	\$	\$	\$10.00	\$	\$	\$10.00	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	26	\$14.30	\$20.15	\$16.14	\$14.30	\$14.30	\$14.30	\$20.15	\$20.15
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	9	\$	\$	\$10.00	\$	\$	\$10.00	\$	\$

Light duty cleaners (6731)

Light duty cleaners clean the lobbies, hallways, offices and rooms of hotels, motels, resorts, hospitals, schools, office and other buildings, and private residences. They are employed by hotels, motels, resorts, recreational facilities, hospitals and other institutions, building management companies, cleaning service companies and private individuals.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
All employees	9	\$	\$	\$16.68	\$	\$	\$17.25	\$	\$	
Union	8	\$	\$	\$17.50	\$	\$	\$17.25	\$	\$	
Non-Union	1	\$	\$	\$	\$	\$	\$	\$	\$	
Full Time	4	\$	\$	\$	\$	\$	\$	\$	\$	
Part Time	5	\$	\$	\$15.82	\$	\$	\$17.25	\$	\$	
Male	3	\$	\$	\$	\$	\$	\$	\$	\$	
Female	6	\$	\$	\$16.40	\$	\$	\$17.26	\$	\$	
Public Sector	9	\$	\$	\$16.68	\$	\$	\$17.25	\$	\$	
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	4	\$	\$	\$	\$	\$	\$	\$	\$
Other	5	\$	\$	\$17.25	\$	\$	\$17.25	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina	4	\$	\$	\$	\$	\$	\$	\$	\$
Other	5	\$	\$	\$17.25	\$	\$	\$17.25	\$	\$

Janitors, caretakers and building superintendents (6733)

Janitors, caretakers and building superintendents clean and maintain the interior and exterior of commercial, institutional and residential buildings and their surrounding grounds. Building superintendents employed in large establishments are responsible for the operation of the establishment and may also supervise other workers. They are employed by office and apartment building management companies, condominium corporations, educational institutions, health care facilities, recreational and shopping facilities, religious establishments, and industrial and other establishments.

									A - Excellent
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	404	\$10.00	\$29.68	\$18.22	\$14.50	\$15.56	\$17.33	\$20.15	\$22.80
Union	317	\$14.50	\$28.08	\$17.42	\$14.50	\$15.56	\$17.19	\$20.15	\$20.15
Non-Union	87	\$10.00	\$29.68	\$21.12	\$11.00	\$17.33	\$22.17	\$22.17	\$29.68
Full Time	346	\$10.50	\$29.68	\$17.92	\$14.50	\$15.56	\$17.19	\$20.15	\$26.13
Part Time	58	\$10.00	\$22.17	\$20.01	\$11.00	\$20.15	\$20.15	\$22.17	\$22.17
Male	248	\$10.00	\$29.68	\$18.51	\$14.50	\$15.56	\$17.90	\$20.15	\$28.08
Female	144	\$10.00	\$22.17	\$17.78	\$14.50	\$15.56	\$17.82	\$20.15	\$22.17
Public Sector	400	\$10.00	\$29.68	\$18.29	\$14.50	\$15.56	\$17.33	\$20.15	\$22.80
Private Sector	4	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	234	\$14.50	\$26.13	\$17.24	\$14.50	\$14.50	\$16.91	\$20.15	\$20.65
Regina CMA	73	\$17.19	\$28.08	\$17.87	\$17.19	\$17.19	\$17.90	\$17.90	\$17.90
Other	97	\$10.00	\$29.68	\$20.82	\$11.00	\$18.44	\$22.17	\$22.17	\$29.68

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	234	\$14.50	\$26.13	\$17.24	\$14.50	\$14.50	\$16.91	\$20.15	\$20.65
Regina	73	\$17.19	\$28.08	\$17.87	\$17.19	\$17.19	\$17.90	\$17.90	\$17.90
Other	97	\$10.00	\$29.68	\$20.82	\$11.00	\$18.44	\$22.17	\$22.17	\$29.68

Contractors and supervisors, electrical trades and telecommunications occupations (7202)

This unit group includes telecommunications and electrical trade contractors who own and operate their own businesses. This group also includes supervisors who supervise and co-ordinate the activities of workers classified in the following unit groups: Electricians (7241), Industrial Electricians (7242), Power System Electricians (7243), Electrical Power Line and Cable Workers (7244), Telecommunications Line and Cable Workers (7245), Telecommunications Installation and Repair Workers (7246) and Cable Television Service and Maintenance Technicians (7247). They are employed in a wide range of establishments; places of employment are indicated in the above unit group descriptions.

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95	D - Less Reliable
		Low	High	Mean						
		All employees	4	\$						
Union	3	\$	\$	\$	\$	\$	\$	\$	\$	
Non-Union	1	\$	\$	\$	\$	\$	\$	\$	\$	
Full Time	4	\$	\$	\$	\$	\$	\$	\$	\$	
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$	
Male	3	\$	\$	\$	\$	\$	\$	\$	\$	
Female	1	\$	\$	\$	\$	\$	\$	\$	\$	
Public Sector	4	\$	\$	\$	\$	\$	\$	\$	\$	
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$	

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	2	\$	\$	\$	\$	\$	\$	\$	\$
Other	2	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina	2	\$	\$	\$	\$	\$	\$	\$	\$
Other	2	\$	\$	\$	\$	\$	\$	\$	\$

Carpenters (7271)

Carpenters construct, erect, install, maintain and repair structures and components of structures made of wood, wood substitutes, lightweight steel and other materials. They are employed by construction companies, carpentry contractors, and maintenance departments of factories, plants and other establishments, or they may be self-employed.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	14	\$21.47	\$38.66	\$33.49	\$	\$	\$35.00	\$	\$
Union	10	\$21.47	\$35.00	\$32.45	\$	\$	\$32.87	\$	\$
Non-Union	3	\$	\$	\$	\$	\$	\$	\$	\$
Full Time	14	\$21.47	\$38.66	\$33.49	\$	\$	\$35.00	\$	\$
Part Time	0	\$	\$	\$	\$	\$	\$	\$	\$
Male	11	\$32.87	\$38.66	\$35.22	\$	\$	\$35.00	\$	\$
Female	3	\$	\$	\$	\$	\$	\$	\$	\$
Journey Person	8	\$	\$	\$35.56	\$	\$	\$35.00	\$	\$
Non-Journey Person	6	\$	\$	\$30.74	\$	\$	\$32.87	\$	\$
Public Sector	14	\$21.47	\$38.66	\$33.49	\$	\$	\$35.00	\$	\$
Private Sector	0	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	5	\$	\$	\$30.59	\$	\$	\$32.87	\$	\$
Regina CMA	5	\$	\$	\$34.30	\$	\$	\$35.00	\$	\$
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	5	\$	\$	\$30.59	\$	\$	\$32.87	\$	\$
Regina	5	\$	\$	\$34.30	\$	\$	\$35.00	\$	\$
Other	4	\$	\$	\$	\$	\$	\$	\$	\$

Bus drivers, subway operators and other transit operators (7512)

This unit group includes workers who drive buses and operate streetcars, subway trains and light rail transit vehicles to transport passengers on established routes. Bus drivers are employed by urban transit systems, school boards or transportation authorities and private transportation companies. Streetcar, subway and light rail transit operators are employed by urban transit systems.

									D - Less Reliable
	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
All employees	18	\$15.17	\$20.49	\$17.23	\$	\$	\$17.28	\$	\$
Union	10	\$17.28	\$17.28	\$17.28	\$	\$	\$17.28	\$	\$
Non-Union	8	\$	\$	\$17.17	\$	\$	\$15.17	\$	\$
Full Time	5	\$	\$	\$15.17	\$	\$	\$15.17	\$	\$
Part Time	13	\$17.28	\$20.49	\$18.02	\$	\$	\$17.28	\$	\$
Male	8	\$	\$	\$16.89	\$	\$	\$17.28	\$	\$
Female	10	\$15.17	\$20.49	\$17.50	\$	\$	\$17.28	\$	\$
Public Sector	13	\$17.28	\$20.49	\$18.02	\$	\$	\$17.28	\$	\$
Private Sector	5	\$	\$	\$15.17	\$	\$	\$15.17	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina CMA	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	18	\$15.17	\$20.49	\$17.23	\$	\$	\$17.28	\$	\$

	No. of Employees	Range			Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
		Low	High	Mean					
Saskatoon	0	\$	\$	\$	\$	\$	\$	\$	\$
Regina	0	\$	\$	\$	\$	\$	\$	\$	\$
Other	18	\$15.17	\$20.49	\$17.23	\$	\$	\$17.28	\$	\$

