****

**Report 2017**

Salary surveys are conducted with numerous Employers and Employees to determine pay levels for specific jobs.

Salary surveys can provide useful information to attract, support and retain employees within the context of an overall Organizational plan. When designed and used properly, salary surveys can provide useful benchmarking information for comparing salaries with the market.

Below you'll find important information about how to assess salary surveys and get the most out of the information they present.

|  |
| --- |
| **In this Section:****What do salary surveys contain?**A salary survey is a standard method of finding out what other organizations are paying for specific jobs. Large organizations in particular, routinely conduct compensation surveys to determine prevailing pay ratesThese surveys not only determine the low, high and average salaries for a given position, but also provide a sense of what other organizations are paying. 1. [**Assessing salary surveys**](http://hrcouncil.ca/hr-toolkit/compensation-salary.cfm#_secA2)

The survey include:* 1. Employees with Full time contract
	2. University Graduates
	3. Survey has been revised by HR Directors in 6 fields

( Automotive – Construction/Real estate – Pharmaceutical – FMCG – Retail) * 1. The data collected is year 2017
	2. # of positions "42"
	3. # of years' experience for each position "16+"
	4. Salary survey market percentiles for each position.
 |