

THOMPSON OKANAGAN REGIONAL WAGE SURVEY - 2023

Why a wage survey? Credible wage surveys are valuable in any economic environment. They provide statistical insights into the markets in which you compete for employee skills. A better understanding of current salary ranges in the region allow you to build your own compensation structures more effectively.

There are large companies who complete these salary surveys for different occupations such as those in sales and marketing, accounting, and human resources. The results are typically broken down by large[r] geographic areas like cities across the country (Vancouver, Calgary, etc.). They do not allow for, or typically poll, smaller centers like we have in the Thompson Okanagan Tourism region. This survey is intended as a truly regional solution in a similar way that the [go2HR Employment Tracker](#) provides region-specific data to track changes in employment and major trends in our industry and to monitor the ongoing impact of COVID-19.

Why now? As part of the [HR Advisory Services](#) initiative that began early in the summer of 2022, wages have emerged as a key theme for businesses several regions. By conducting a regional wage survey, Thompson Okanagan employers will have data that can be used to inform their practices and prepare for the upcoming summer season and beyond.

This Regional Wage Survey began as a 2-year pilot project in the fall of 2022 in the Kootenay Rockies Tourism region. Building on its success, the survey and methodology we are pleased to be able to replicate the survey and offer to employers within the TOTA region. If successful, this will be repeated on an annual basis.

What's in it for my business? When you participate, you get access to all the results. These results will not be shared with the general public or any non-participating businesses, and could give you a 'leg up' in this highly competitive market for talent.

The "ask" of participating businesses:

Sign-up to participate, you will be asked to provide the following information:

- Identify your tourism and hospitality sector and size of business: small, medium, or large
- Identify the sub-region within the Thompson Okanagan in which the business is located – data will be shared by sub-region if there are enough participating businesses and otherwise, sub-regional data may be combined (e.g. Gold Country, Thompson Valley, North/Central/South Okanagan)
- Share entry level wages for each position on the list that you have in your business. (See Page 2 for list of positions). Note that entry level wages are what you would pay someone if you were to recruit for the position tomorrow, not what someone who's been in the job for 20 years is making.
- Indicate whether a position is seasonal, year-round or if both employment types are available
- Indicate whether any seasonal bonuses apply for a position and if so, what the amount is

Get Started! Sign up to participate: [Regional Wage Survey - Thompson Okanagan](#)

For more info. please email hr@go2hr.ca

TOTA REGIONAL WAGE SURVEY



Survey opens: March 9, 2023 **Survey closes:** April 7, 2023

Data available: May 2023

Positions to be surveyed:

Entry level

- Room attendant or housekeeper
- House person or room checker
- Laundry attendant
- Front Desk Agent
- Night Auditor
- Server (including golf clubhouses)
- Bartender
- Dishwasher
- Line or Prep Cook or Cook
- Retail attendant or associate (includes golf shops)
- Activities attendant – titles may vary; typically does simple activities with guests in a variety of settings (not requiring additional certifications generally)
- Activity Coordinator – titles may vary; primarily take activity bookings, help with office work
- Activity Guide – there will be different title but the main job duties are to lead guided activities (requires additional certifications like first aid, water, hiking or ski specific certifications) e.g. Tour, Rafting, Zipline
- Turf care specialist
- Golf Services Agent or Specialist
- Beverage Cart Host or Server
- Maintenance Worker
- Bus Driver

Leadership

- Housekeeping supervisor
- Executive housekeeper
- Front Desk Supervisor
- Front Office Manager
- Accounting Supervisor
- F&B Supervisor
- F&B Manager
- Chef de Partie
- Sous Chef
- Executive Chef
- Retail Manager
- Activities Manager or Operations Manager – different titles but main job duties are to lead and manage a team of guides and activities for a tourism or hospitality business
- Golf Supervisor