

Canada MBD

Mercer Benchmark Database

Access the data you need to win the war for talent

Canada MBD: Mercer Benchmark Database survey delivers salary survey data organized into nine functional modules providing you a one-stop shop for current and trusted industry insights. With employee compensation data from over 895,000 incumbents, you can confidently assess your rewards strategy more efficiently and effectively, giving you the competitive edge for talent.



of positions published **4,192**

[View full list](#)

Modules available

- Contact Centre & Customer Service
- Corporate Services and HR
- Engineering and Design
- Executive
- Finance, Accounting, and Legal
- Mercer/Gartner IT
- Logistics and Supply Chain
- Manufacturing and Operations
- Sales, Marketing, and Communications



Position families analyzed

- Administration, Facilities & Secretarial
- Asset/Investment Management
- Capital Markets/Investment Banking
- Communications & Corporate Affairs
- Construction
- Consumer & Commercial Banking
- Creative & Design
- Customer Service & Contact Center Operations
- Data Analytics/Warehousing, & Business Intelligence
- Engineering & Science
- Finance
- General Management
- Healthcare/Pharmacy Services
- Hospitality (Food Service & Lodging)
- Human Resources
- IT, Telecom & Internet
- Insurance
- Legal, Compliance & Audit
- Media
- Outsourcing & Global Capability Centers
- Production & Skilled Trades
- Project/Program Management
- Quality Management
- Real Estate Management, Property Development & Investment
- Retail
- Sales, Marketing & Product Management
- Supply Chain
- Trading & Dealing
- Transportation Services



Career streams analyzed

- Executive
- Management
- Professional
- Para-professional



Organization size

- Assets
- Gross Premiums
- Net Revenue
- Number of Employees
- Operating Expenses/Budget



Data analyzed

Industry

- Banking/Financial Services
- Chemicals
- Consumer Goods
- Energy
- High Tech
- Insurance/Reinsurance
- Life Sciences
- Logistics
- Mining & Metals
- Other Manufacturing
- Other Non-Manufacturing
- Retail & Wholesale
- Services (Non-Financial)
- Transportation Equipment

Geographic area

- Metropolitan
- National
- Regional



of companies submitting data **1,291**

[View full list](#)

Mercer surveys are built using employee data collected from companies. The act of submitting data to a survey is known as survey participation and your company is then viewed as a participant that is entitled to receive key benefits.

- Align your pay to the market.
- Maximize your budget by making informed decisions to ensure you are not overpaying or underpaying.
- Identify “hot jobs” and areas of focus for your company.
- Secure a significant discount on survey results.
- Receive invitations to exclusive participant-only events



Survey schedule

Participation runs from March through May with results published in September.

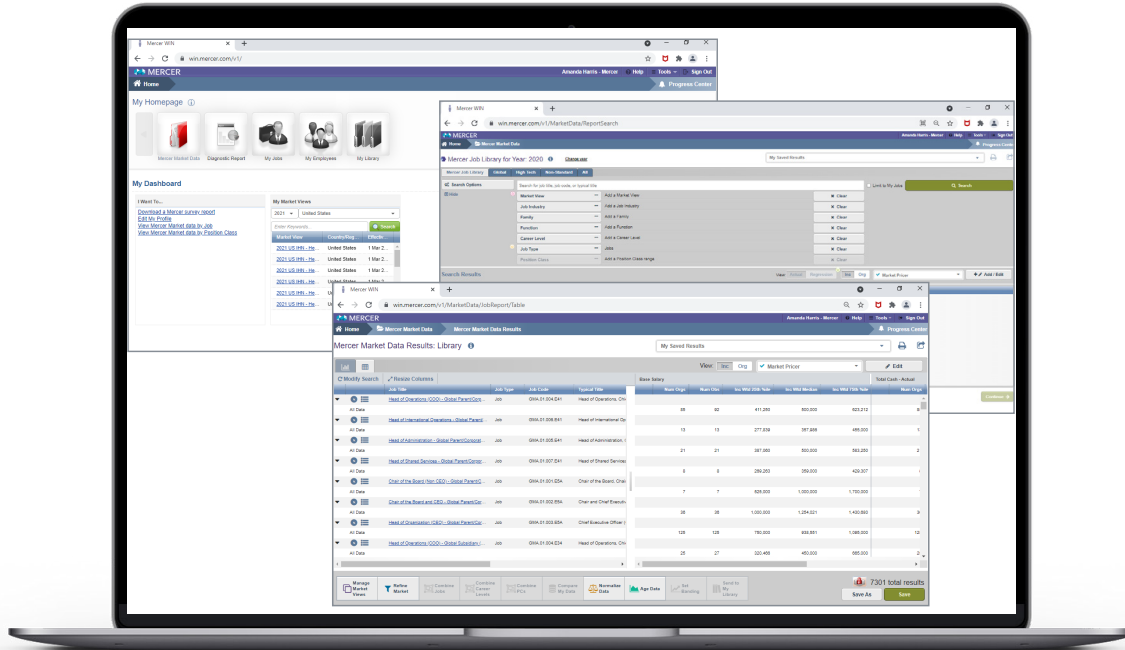


Pricing

| Product | Participant | Non-participant |
|-------------------------------------|-------------|-----------------|
| 2023 Canada MBD Suite – all modules | C\$12,100 | C\$24,200 |

Mercer WIN®

Survey results are published in Mercer WIN offering you simplified, single-point access to a broad range of data and analytics. Customize your analysis with ease.



Sample report

| Compensation Element | No. of Orgs | No. of Obs | */** | Inc Wtd 10th %ile | Inc Wtd 25th %ile | Inc Wtd Mean | Inc Wtd Median | Inc Wtd 75th %ile | Inc Wtd 90th %ile |
|-------------------------------|-------------|------------|------|-------------------|-------------------|--------------|----------------|-------------------|-------------------|
| Base Salary | 77 | 503 | * | 40,000 | 45,760 | 60,928 | 53,456 | 72,084 | 91,987 |
| Salary Min | 41 | 106 | | 42,200 | 48,000 | 55,714 | 52,900 | 61,033 | 73,960 |
| Salary Mid | 42 | 111 | | 54,700 | 60,000 | 71,137 | 67,100 | 76,250 | 94,000 |
| Salary Max | 41 | 106 | | 70,080 | 72,825 | 88,052 | 81,100 | 95,186 | 122,200 |
| STI Threshold % Base | 6 | 12 | * | -- | -- | 3.1 | 2.8 | -- | -- |
| STI Target | 34 | 112 | * | 2,036 | 2,668 | 5,926 | 4,289 | 8,542 | 12,560 |
| STI Target % of Base | 34 | 112 | ** | -- | -- | 7.2 | 7.0 | -- | -- |
| STI Maximum % Base | 16 | 62 | ** | -- | -- | 11.7 | 8.0 | -- | -- |
| STI Actual | 28 | 101 | * | 1,871 | 2,367 | 5,886 | 4,180 | 8,114 | 12,700 |
| STI Actual % Base | 28 | 101 | ** | -- | -- | 7.2 | 5.7 | -- | -- |
| Sales Incentive (Target) | 9 | 53 | * | 11,692 | 13,288 | 19,636 | 16,513 | 22,223 | 30,250 |
| Sales Incentive Target % Base | 9 | 53 | ** | -- | -- | 28.4 | 20.0 | -- | -- |
| Sales Incentive Actual | 12 | 61 | * | 7,328 | 13,235 | 45,910 | 31,777 | 70,230 | 106,142 |
| Sales Incentive Actual % Base | 12 | 61 | * | 9.7 | 21.3 | 94.9 | 40.9 | 164.4 | 244.3 |
| Profit Sharing Actual | 2 | 2 | ** | -- | -- | -- | -- | -- | -- |
| Profit Sharing Actual % Base | 2 | 2 | ** | -- | -- | -- | -- | -- | -- |
| Total Cash - Target | 61 | 262 | | 49,864 | 58,334 | 79,249 | 74,380 | 94,791 | 116,840 |
| Total Cash Target - Receivers | 40 | 155 | | 54,601 | 69,784 | 89,263 | 85,244 | 102,797 | 130,082 |
| Total Cash - Actual | 77 | 503 | * | 40,019 | 46,010 | 67,693 | 56,476 | 80,000 | 114,305 |
| Total Cash Actual - Receivers | 41 | 164 | | 56,616 | 70,716 | 94,153 | 88,520 | 114,902 | 140,855 |
| LTI (B-S) | 5 | 11 | ** | -- | -- | 17,845 | 5,000 | -- | -- |
| LTI % of Base (B-S) | 5 | 11 | * | -- | -- | 20.9 | 7.6 | -- | -- |
| TDC Target (B-S) | 61 | 262 | | 49,864 | 58,334 | 79,987 | 75,108 | 94,825 | 122,771 |
| TDC Target (B-S), Rcvrs | 4 | 10 | * | -- | -- | -- | -- | -- | -- |
| TDC Actual (B-S) | 77 | 503 | * | 40,019 | 46,010 | 68,083 | 56,476 | 81,360 | 115,461 |
| TDC Actual (B-S) Rcvrs | 5 | 11 | * | -- | -- | 100,709 | 85,982 | -- | -- |
| Tenure - Organization | 73 | 496 | * | 0 | 1 | 7 | 3 | 7 | 19 |

Contact to order or for more information

imercer.ca/MBD | 888 942 4111 | surveys@mercer.com