

Survey Name:	2021 Canada MBD/TRS - Corporate Services and HR	Refinement:	All Data
Job Family:	Human Resources	Scale:	In Whole Numbers
Job Sub-family:	Human Resources Generalists	Currency:	Canadian Dollar
Job Code:	HRM.02.001.E10	Number of Organizations:	45
Job Title:	General Human Resources - Sub-function Executive 1 (E1)	Number of Observations:	58
Job Type:	Job	Position Class:	55-60
Job Description:	General Human Resources includes work across multiple areas of HR including: •General HR program/policy development, administration, and compliance •Employee hiring, onboarding, termination, and records maintenance •Employee and labor relations and communications •Rewards program coordination and/or administration •Relocation services (domestic and international) •Immigration services •HR related training In some organizations, General HR may also be accountable for some or all of the following: •HR Business Partnership (consulting and coaching) •Mobility (strategy and design) •Staffing and Recruiting •Talent and Organization Performance •Training and Development •Human Resource Information Systems (HRIS) Establishes and implements strategies that have short to mid-term (1-3 years) impact on business results in alignment with parent/corporate organization objectives. •Leads multiple teams of directors/senior managers, and managers. •Develops short to mid-term (1-3 years) plans for optimizing the organization, function, or sub-function and the talent required to execute strategies in job area.		

* More than 35% of the rates within the sample are supplied by one organization

** Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

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	45	58		140,001	154,568	194,462	190,471	230,925	260,139
Salary Min	20	30		118,480	125,000	150,700	134,443	192,000	194,880
Salary Mid	19	28		154,250	155,000	195,209	183,834	240,000	244,900
Salary Max	20	30		176,563	190,000	235,569	226,964	288,000	295,209
Other Guaranteed Allowance	1	1	**	--	--	--	--	--	--
Total Guaranteed Cash Comp	45	58		141,081	154,568	194,483	190,471	230,925	260,139
STI Threshold % Base	4	4		--	--	13.3	13.2	--	--
STI Target	34	46		28,784	40,083	55,174	50,383	70,710	84,596
STI Target % of Base	34	46		19.3	25.0	27.0	25.0	30.0	35.0
STI Maximum % Base	21	29		24.0	38.8	49.7	56.3	60.0	60.0
STI Actual	30	38		20,187	36,710	55,595	50,584	74,676	98,860
STI Actual % Base	30	38		12.6	19.7	27.0	28.3	32.5	42.2
Sales Incentive (Target)	0	0		--	--	--	--	--	--
Sales Incentive Target % Base	0	0		--	--	--	--	--	--
Sales Incentive Actual	0	0		--	--	--	--	--	--
Sales Incentive Actual % Base	0	0		--	--	--	--	--	--
Profit Sharing Actual	3	3		--	--	26,355	--	--	--
Profit Sharing Actual % Base	3	3		--	--	13.2	--	--	--
Total Cash - Target	40	53		166,200	188,895	244,718	233,188	303,810	340,262
Total Cash Target - Receivers	34	46		172,704	202,448	254,319	244,609	305,482	342,750
Total Cash - Actual	45	58		146,687	184,650	232,270	208,647	280,393	334,666
Total Cash Actual - Receivers	31	39		188,515	201,179	256,802	246,185	319,050	370,910
LTI (B-S)	14	23		20,743	31,445	87,572	49,179	135,095	229,059
LTI % of Base (B-S)	14	23		8.2	19.4	43.3	25.1	57.8	84.3
TDC Target (B-S)	40	53		169,438	205,779	280,858	250,195	328,250	441,181
TDC Target (B-S), Rcvrs	13	22		213,615	230,040	353,187	333,935	439,853	540,648
TDC Actual (B-S)	45	58		149,696	184,650	266,997	234,213	319,513	467,402
TDC Actual (B-S) Rcvrs	14	23		214,640	238,614	349,937	320,899	467,302	566,067
Tenure - Organization	43	56		1	5	12	10	16	29