

Survey Name:	2021 Canada MBD/TRS - Manufacturing and Operations	Refinement:	All Data
Job Family:	Quality Management	Scale:	In Whole Numbers
Job Sub-family:	Manufacturing/Product Quality	Currency:	Canadian Dollar
Job Code:	QLT.03.001.M30	Number of Organizations:	82
Job Title:	Manufacturing Quality Assurance - Manager (M3)	Number of Observations:	298
Job Type:	Job	Position Class:	51-57
Job Description:	Manufacturing Quality Assurance work includes: <ul style="list-style-type: none"> •Defining and specifying activities, processes, and standards to fulfill the quality requirements for a manufactured material, component, or product •Building and maintaining the infrastructure and systems necessary to consistently ensure the timely delivery of quality products •Auditing, monitoring, and determining the quality of manufacturing processes and/or outputs against defined internal and regulatory standards •Reporting and troubleshooting manufacturing process deviations and defects in finished goods A Manager (M3) manages experienced professionals who exercise latitude and independence in assignments. Responsibilities typically include: <ul style="list-style-type: none"> • Policy and strategy implementation for short-term results (1 year or less). • Problems faced are difficult to moderately complex. • Influences others outside of own job area regarding policies, practices and procedures. 		

* 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	82	298		83,797	95,000	107,981	107,119	119,848	132,809
Salary Min	47	188		70,000	79,397	84,922	85,000	89,300	100,172
Salary Mid	48	197		94,100	100,000	112,594	111,000	124,000	134,520
Salary Max	47	188		115,000	120,000	139,442	138,000	161,200	174,240
Other Guaranteed Allowance	1	1	**	--	--	--	--	--	--
Total Guaranteed Cash Comp	82	298		83,797	95,000	108,009	107,119	119,891	132,809
STI Threshold % Base	7	32	**	--	--	4.5	3.0	--	--
STI Target	57	209		8,700	9,995	14,388	12,991	16,923	21,741
STI Target % of Base	57	209		9.0	10.0	13.0	12.0	15.0	18.8
STI Maximum % Base	37	146		14.4	15.0	21.4	20.0	25.2	30.0
STI Actual	53	185		7,882	11,403	16,046	14,121	18,150	26,973
STI Actual % Base	53	185		7.8	10.4	14.1	13.0	15.9	22.2
Sales Incentive (Target)	1	1	**	--	--	--	--	--	--
Sales Incentive Target % Base	1	1	**	--	--	--	--	--	--
Sales Incentive Actual	1	1	**	--	--	--	--	--	--
Sales Incentive Actual % Base	1	1	**	--	--	--	--	--	--
Profit Sharing Actual	4	30	**	--	--	2,095	2,038	--	--
Profit Sharing Actual % Base	4	30	**	--	--	1.8	1.8	--	--
Total Cash - Target	72	257		92,190	104,540	120,045	118,336	132,835	150,567
Total Cash Target - Receivers	57	210		99,024	106,579	123,654	122,039	135,067	154,297
Total Cash - Actual	82	298		86,215	101,096	118,291	117,767	131,562	149,447
Total Cash Actual - Receivers	55	202		100,512	110,960	127,198	122,930	138,741	165,092
LTI (B-S)	7	25		2,518	7,690	13,846	13,199	13,199	34,192
LTI % of Base (B-S)	7	25		2.5	6.0	10.3	9.4	11.5	24.0
TDC Target (B-S)	72	257		92,190	104,540	121,392	118,434	133,196	154,638
TDC Target (B-S), Rcvrs	7	25		134,395	146,002	167,871	158,787	189,087	213,991
TDC Actual (B-S)	82	298		86,215	101,096	119,453	117,767	132,379	155,220
TDC Actual (B-S) Rcvrs	7	25		132,759	143,746	165,940	154,791	189,115	214,693
Tenure - Organization	74	268		2	5	14	13	21	27