

2 Key Findings on Compensation

This section summarizes the key findings on average 2021 compensation rates across the participating organizations. **Table 2-1** below summarizes the average base salaries and total cash earnings (including bonuses) by key job family covered in the 2022 Survey. Note that each job family covers a range of benchmark positions common to the industry. By job family, average base salaries among participants ranged from \$42,500 for Ramp Attendant positions to \$142,400 for Management positions in 2021. This compares to an average annual wage in Canada of \$58,800 across all industries in 2021.²

Table 2-1: Average Compensation by Job Family (All Firms), 2021

	Base Salary	Total Cash
Job Family	Average	Average
Management	\$142,441	\$156,313
Administration/Sales	\$62,105	\$64,129
Ramp Attendants	\$42,466	\$42,836
Maintenance	\$89,935	\$92,759
Flight Crew	\$120,851	\$126,925
Safety	\$113,523	\$117,246
Rotary	\$128,758	\$141,508

Notably, the average base salaries for similar positions differed across aviation sectors in 2021. Firms associated with the corporate aviation sector generally reported higher base salaries on average. As shown in **Table 2-2** and **Table 2-3** below, the corporate aviation sector paid, on average, 10% higher than Airlines/Charter firms and 15% higher than Maintenance/Manufacturing firms across comparable job families.

Table 2-2: Average Base Salary – Corporate vs. Airlines/Charters, 2021

Job Family*	Corporate	Airline and Charter	Differential
Management	\$146,888	\$123,086	19%
Administration/Sales	\$63,198	\$58,075	9%
Ramp Attendants	\$42,975	\$42,610	1%
Maintenance	\$93,213	\$83,296	12%
Flight Crew	\$125,240	\$109,399	14%
Safety	\$113,065	\$110,139	3%

Average Differential

10%

*Note: data for the Rotary job family are not shown in table above due to insufficient sample size (responding firm count < 3).

² Source: Statistics Canada Table 14-10-0204-01: Average weekly earnings by industry, 2021, calculated for annual earnings.

Table 2-3: Average Base Salary – Corporate vs. Maintenance/Manufacturing, 2021

Job Family	Corporate	Maint/Manu	Differential
Management	\$146,888	\$114,432	28%
Administration/Sales	\$63,198	\$56,087	13%
Ramp Attendants	\$42,975	\$42,878	0%
Maintenance	\$93,213	\$82,162	13%
Flight Crew	\$125,240	\$110,862	13%
Safety	\$113,065	\$91,616	23%
Average Differential			15%