

CONFIDENTIAL

2024 COMPENSATION POLICIES & PRACTICES SURVEY REPORT



WCBC Published Surveys Report Highlights



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502- 595 Howe Street
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Percent of Organizations				
President/ CEO	Other Executives	Mgmt./Sup.	Prof. & Tech.	Clerical/ Admin.

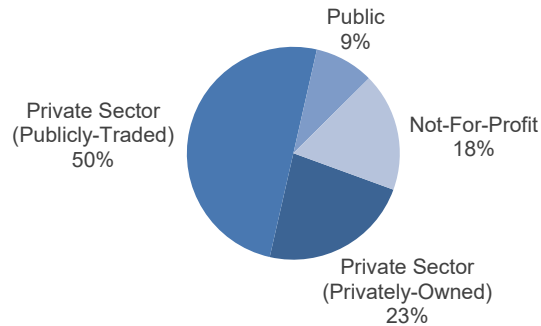
Vacation Entitlement

1 Unlimited vacation provided					
No	97.9	99.1	99.1	99.5	99.5
Unlimited vacation provided	2.1	0.9	0.9	0.5	0.5
2 Vacation entitlement typically negotiated					
Employees earn vacation days based on years of service	61.6	65.8	76.8	81.6	83.9
Employees earn a flat number of vacation days, regardless of years of service	18.4	17.4	9.5	7.0	6.7
Vacation time is negotiated at time of hire	20.0	16.9	13.7	11.4	9.4
3 Flat number of vacation days earned annually					
Average	26	22	20	18	17
Median	25	21	20	15	15
4 Employees permitted to take vacation on a pro-rated basis during their first year of employment					
Yes	95.8	95.9	95.8	96.0	96.3
No	4.2	4.1	4.2	4.0	3.8
5 Vacation entitlement based on years of service					
a. Minimum amount of vacation time for a new hire					
2 weeks	9.4	9.0	11.7	13.2	17.9
3 weeks	41.0	38.9	48.8	66.2	68.2
4 weeks	33.3	38.9	38.3	19.9	13.2
5 weeks	13.7	10.4	1.2	0.7	0.7
6 weeks	2.6	2.8	0.0	0.0	0.0
7 weeks	0.0	0.0	0.0	0.0	0.0
8 weeks or more	0.0	0.0	0.0	0.0	0.0
b. Number of years of service before vacation entitlement increases					
After 1 year of service	8.5	5.6	6.2	6.6	6.6
After 2 years of service	6.0	9.7	9.9	10.6	13.2
After 3 years of service	7.7	6.3	6.8	7.3	9.9
After 4 years of service	8.5	9.0	10.5	12.6	11.9
After 5 years of service	29.1	25.7	23.5	24.5	24.5
After 6 years of service	5.1	4.2	4.3	6.6	4.6
After 7 years of service	14.5	11.8	13.6	11.9	11.3
After 8 years of service	6.8	6.9	6.8	7.3	7.3
After 9 years of service	1.7	1.4	1.9	2.0	1.3
After 10 years or more of service	12.0	19.4	16.7	10.6	9.3
Other	0.0	0.0	0.0	0.0	0.0
c. Maximum vacation entitlement					
2 weeks	0.0	0.0	0.0	0.0	0.0
3 weeks	0.0	0.0	0.0	0.0	0.0
4 weeks	5.1	5.6	8.6	13.2	16.6
5 weeks	22.0	24.3	28.4	33.1	29.1
6 weeks	55.1	51.4	49.4	41.7	41.7
7 weeks	13.6	13.9	9.9	8.6	8.6
8 weeks or more	3.4	2.8	1.2	0.7	1.3
Other	0.8	2.1	2.5	2.6	2.6
d. Number of years of service before employee reaches the maximum vacation entitlement					
Average	16	17	17	16	16
Median	17	19	19	17	17

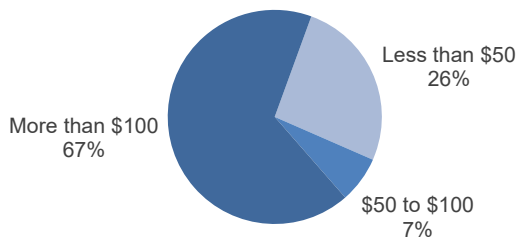
SECTION 7: SURVEY PARTICIPANTS

A total of 468 organizations provided data for this survey. The participants are broken down below by economic sector, annual revenues, number of employees, organizations and type of business.

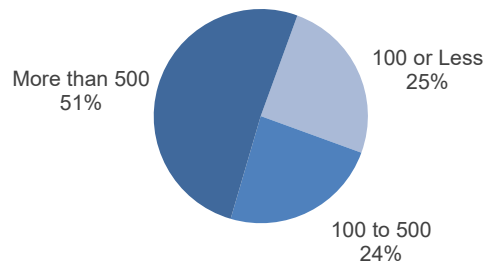
Sector of Economy



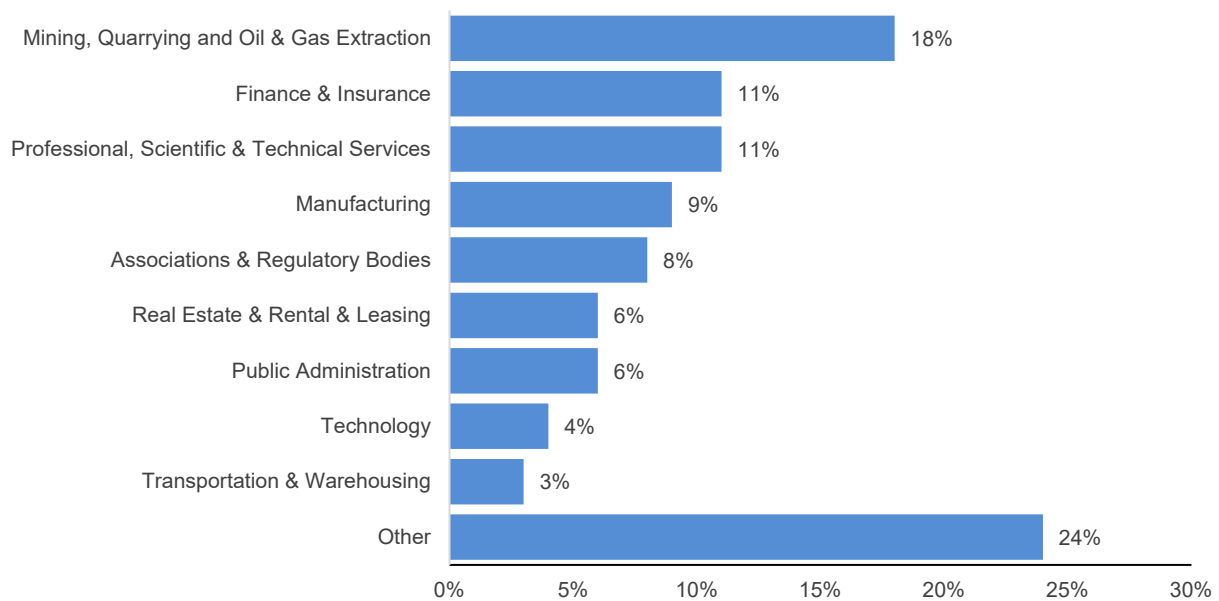
Annual Revenues (in \$Million)

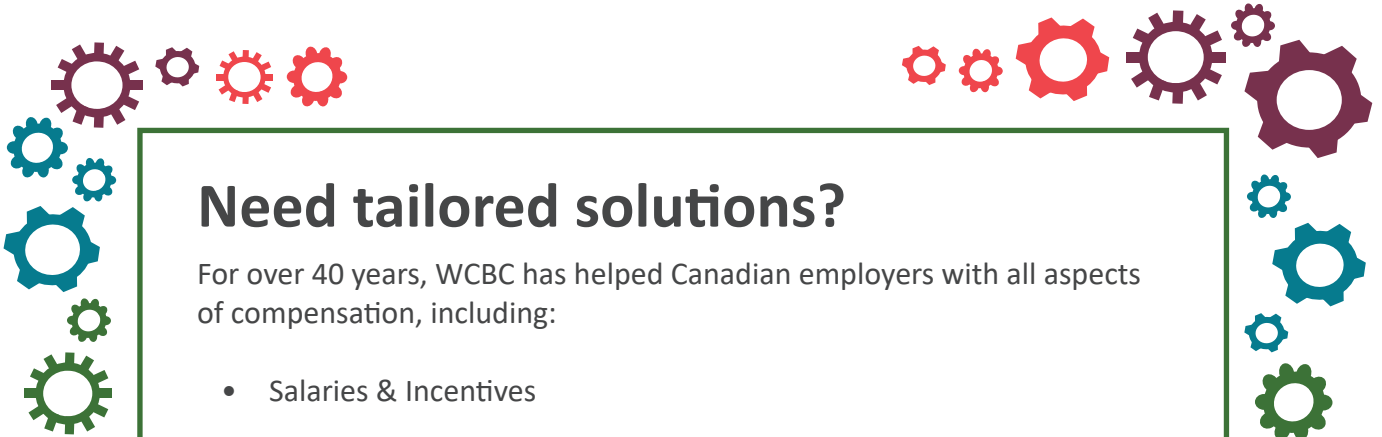


Total Number of Employees



Business Classification





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For over 40 years, WCBC has helped Canadian employers with all aspects of compensation, including:

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- Compensation Administration & Management

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604-683-9155	Suite 502
www.wcbc.ca	595 Howe Street
wcbc@wcbc.ca	Vancouver, BC
@WCBCConsulting	V6E 2T5

