

A map of Newfoundland and Labrador, Canada, filled with a light pink color and outlined in black. The map shows the main island of Newfoundland and the northern part of the Labrador peninsula. A small blue circle is located on the eastern coast of Newfoundland.

**Market Median Summary Compensation Tables**  
**NEWFOUNDLAND AND LABRADOR**

## Summary Compensation Table (Market Median) Newfoundland & Labrador - All Organizations

| Survey Job Title                             | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|--|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|  | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Accommodation Service Manager                | 7   | 9            | 37,000             | 41,288            | *                     | *                     | 3   | 5            | *                  | *                 | *                    | *                    |
| Bartender                                    | *   | *            | *                  | *                 | *                     | *                     | 9   | 70           | 10.75              | 10.80             | *                    | *                    |
| Cook   | *   | *            | *                  | *                 | *                     | *                     | 12  | 138          | 13.35              | 13.35             | 10.33                | 13.33                |
| Director of Sales and Marketing              | 4   | 5            | 51,142             | 56,638            | *                     | *                     | 1   | 2            | *                  | *                 | *                    | *                    |
| Executive Chef                               | 4   | 8            | 43,145             | 47,245            | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Executive Housekeeper                        | 6   | 10           | 36,299             | 38,290            | *                     | *                     | 2   | 4            | *                  | *                 | *                    | *                    |
| Food and Beverage / Banquet Server           | *   | *            | *                  | *                 | *                     | *                     | 8   | 175          | 10.85              | 10.87             | 10.00                | 11.78                |
| Food and Beverage Service Supervisor         | 1   | 4            | *                  | *                 | *                     | *                     | 7   | 31           | 13.33              | 13.74             | *                    | *                    |
| Food Counter Attendant / Kitchen Helper      | *   | *            | *                  | *                 | *                     | *                     | 9   | 252          | 10.62              | 11.00             | *                    | *                    |
| Front Desk Agent                             | *   | *            | *                  | *                 | *                     | *                     | 13  | 121          | 12.06              | 12.06             | 10.50                | 12.83                |
| General Manager                              | 13  | 18           | 60,000             | 60,673            | 45,000                | 61,895                | 2   | 2            | *                  | *                 | *                    | *                    |
| Guest Service Attendant                      | *   | *            | *                  | *                 | *                     | *                     | 5   | 49           | 13.48              | 13.48             | *                    | *                    |
| Head of Visitor Services                     | 1   | 1            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Heritage Interpreter                         | *   | *            | *                  | *                 | *                     | *                     | 1   | 3            | *                  | *                 | *                    | *                    |
| Host / Hostess                               | *   | *            | *                  | *                 | *                     | *                     | 5   | 14           | 13.33              | 13.33             | *                    | *                    |
| Housekeeping Room Attendant                  | *   | *            | *                  | *                 | *                     | *                     | 12  | 287          | 11.68              | 11.73             | 10.21                | 11.98                |
| Landscaping and Grounds Maintenance Labourer | *   | *            | *                  | *                 | *                     | *                     | 3   | 3            | *                  | *                 | *                    | *                    |
| Operator / Attendant                         | *   | *            | *                  | *                 | *                     | *                     | 3   | 16           | *                  | *                 | *                    | *                    |
| Restaurant and Food Service Manager          | 6   | 11           | 40,352             | 43,602            | *                     | *                     | 3   | 12           | *                  | *                 | *                    | *                    |
| Retail Sales Clerk                           | 1   | 5            | *                  | *                 | *                     | *                     | 1   | 40           | *                  | *                 | *                    | *                    |
| Sales Representative                         | 3   | 4            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Sous Chef                                    | 2   | 2            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Tour Guide                                   | *   | *            | *                  | *                 | *                     | *                     | 3   | 35           | *                  | *                 | *                    | *                    |
| Travel Agency Manager                        | 2   | 3            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Travel Counsellor                            | 1   | 2            | *                  | *                 | *                     | *                     | 2   | 3            | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

**Summary Compensation Table (Market Median)**  
**Newfoundland & Labrador - Food & Beverage Services**

| Survey Job Title                        | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|---|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|   | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Bartender                               | *   | *            | *                  | *                 | *                     | *                     | 1   | 9            | *                  | *                 | *                    | *                    |
| Cook                                    | *   | *            | *                  | *                 | *                     | *                     | 3   | 55           | *                  | *                 | *                    | *                    |
| Director of Sales and Marketing         | *   | *            | *                  | *                 | *                     | *                     | 1   | 2            | *                  | *                 | *                    | *                    |
| Executive Chef                          | 1   | 1            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Food and Beverage Service Supervisor    | 1   | 4            | *                  | *                 | *                     | *                     | 2   | 16           | *                  | *                 | *                    | *                    |
| Food Counter Attendant / Kitchen Helper | *   | *            | *                  | *                 | *                     | *                     | 4   | 201          | 10.56              | 10.82             | *                    | *                    |
| General Manager                         | *   | *            | *                  | *                 | *                     | *                     | 1   | 1            | *                  | *                 | *                    | *                    |
| Host / Hostess                          | *   | *            | *                  | *                 | *                     | *                     | 1   | 7            | *                  | *                 | *                    | *                    |
| Restaurant and Food Service Manager     | 2   | 3            | *                  | *                 | *                     | *                     | 2   | 11           | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

## Summary Compensation Table (Market Median) Newfoundland & Labrador - Accommodation

| Survey Job Title                             | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|--|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|  | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Accommodation Service Manager                | 7   | 9            | 37,000             | 41,288            | *                     | *                     | 3   | 5            | *                  | *                 | *                    | *                    |
| Bartender                                    | *   | *            | *                  | *                 | *                     | *                     | 8   | 61           | 10.88              | 10.90             | *                    | *                    |
| Cook   | *   | *            | *                  | *                 | *                     | *                     | 8   | 82           | 14.04              | 14.09             | *                    | *                    |
| Director of Sales and Marketing              | 4   | 5            | 51,142             | 56,638            | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Executive Chef                               | 3   | 7            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Executive Housekeeper                        | 6   | 10           | 36,299             | 38,290            | *                     | *                     | 2   | 4            | *                  | *                 | *                    | *                    |
| Food and Beverage / Banquet Server           | *   | *            | *                  | *                 | *                     | *                     | 6   | 171          | 10.85              | 10.87             | *                    | *                    |
| Food and Beverage Service Supervisor         | *   | *            | *                  | *                 | *                     | *                     | 5   | 15           | 13.50              | 13.74             | *                    | *                    |
| Food Counter Attendant / Kitchen Helper      | *   | *            | *                  | *                 | *                     | *                     | 5   | 51           | 11.00              | 11.00             | *                    | *                    |
| Front Desk Agent                             | *   | *            | *                  | *                 | *                     | *                     | 12  | 112          | 12.20              | 12.20             | 10.63                | 12.94                |
| General Manager                              | 11  | 16           | 60,000             | 72,500            | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Guest Service Attendant                      | *   | *            | *                  | *                 | *                     | *                     | 5   | 49           | 13.48              | 13.48             | *                    | *                    |
| Host / Hostess                               | *   | *            | *                  | *                 | *                     | *                     | 4   | 7            | 13.44              | 13.55             | *                    | *                    |
| Housekeeping Room Attendant                  | *   | *            | *                  | *                 | *                     | *                     | 12  | 287          | 11.68              | 11.73             | 10.21                | 11.98                |
| Landscaping and Grounds Maintenance Labourer | *   | *            | *                  | *                 | *                     | *                     | 2   | 2            | *                  | *                 | *                    | *                    |
| Operator / Attendant                         | *   | *            | *                  | *                 | *                     | *                     | 2   | 10           | *                  | *                 | *                    | *                    |
| Restaurant and Food Service Manager          | 4   | 8            | 42,102             | 43,602            | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Sales Representative                         | 2   | 2            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Sous Chef                                    | 2   | 2            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

**Summary Compensation Table (Market Median)**  
**Newfoundland & Labrador - Recreation & Entertainment**

| Survey Job Title                             | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|--|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|  | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Cook   | *   | *            | *                  | *                 | *                     | *                     | 1   | 1            | *                  | *                 | *                    | *                    |
| Food and Beverage / Banquet Server           | *   | *            | *                  | *                 | *                     | *                     | 2   | 4            | *                  | *                 | *                    | *                    |
| Front Desk Agent                             | *   | *            | *                  | *                 | *                     | *                     | 1   | 9            | *                  | *                 | *                    | *                    |
| General Manager                              | 2   | 2            | *                  | *                 | *                     | *                     | 1   | 1            | *                  | *                 | *                    | *                    |
| Head of Visitor Services                     | 1   | 1            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Heritage Interpreter                         | *   | *            | *                  | *                 | *                     | *                     | 1   | 3            | *                  | *                 | *                    | *                    |
| Landscaping and Grounds Maintenance Labourer | *   | *            | *                  | *                 | *                     | *                     | 1   | 1            | *                  | *                 | *                    | *                    |
| Operator / Attendant                         | *   | *            | *                  | *                 | *                     | *                     | 1   | 6            | *                  | *                 | *                    | *                    |
| Restaurant and Food Service Manager          | *   | *            | *                  | *                 | *                     | *                     | 1   | 1            | *                  | *                 | *                    | *                    |
| Retail Sales Clerk                           | 1   | 5            | *                  | *                 | *                     | *                     | 1   | 40           | *                  | *                 | *                    | *                    |
| Sales Representative                         | 1   | 2            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Tour Guide                                   | *   | *            | *                  | *                 | *                     | *                     | 3   | 35           | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

**Summary Compensation Table (Market Median)  
Newfoundland & Labrador - Travel Services**

| Survey Job Title      | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|-----------------------|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|                       | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Travel Agency Manager | 2   | 3            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Travel Counsellor     | 1   | 2            | *                  | *                 | *                     | *                     | 2   | 3            | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

## Summary Compensation Table (Market Median) Newfoundland & Labrador - St. John's

| Survey Job Title                             | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|--|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|  | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Accommodation Service Manager                | 5   | 6            | 37,000             | 46,288            | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Bartender                                    | *   | *            | *                  | *                 | *                     | *                     | 4   | 28           | 12.18              | 12.31             | *                    | *                    |
| Cook   | *   | *            | *                  | *                 | *                     | *                     | 6   | 30           | 13.41              | 13.41             | *                    | *                    |
| Director of Sales and Marketing              | 4   | 5            | 51,142             | 56,638            | *                     | *                     | 1   | 2            | *                  | *                 | *                    | *                    |
| Executive Chef                               | 3   | 3            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Executive Housekeeper                        | 5   | 5            | 38,000             | 39,000            | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Food and Beverage / Banquet Server           | *   | *            | *                  | *                 | *                     | *                     | 4   | 61           | 11.25              | 11.45             | *                    | *                    |
| Food and Beverage Service Supervisor         | 1   | 4            | *                  | *                 | *                     | *                     | 4   | 26           | 13.17              | 13.82             | *                    | *                    |
| Food Counter Attendant / Kitchen Helper      | *   | *            | *                  | *                 | *                     | *                     | 5   | 96           | 10.62              | 11.11             | *                    | *                    |
| Front Desk Agent                             | *   | *            | *                  | *                 | *                     | *                     | 6   | 43           | 13.19              | 13.35             | *                    | *                    |
| General Manager                              | 7   | 7            | 60,000             | 72,500            | *                     | *                     | 1   | 1            | *                  | *                 | *                    | *                    |
| Guest Service Attendant                      | *   | *            | *                  | *                 | *                     | *                     | 5   | 24           | 13.48              | 13.48             | *                    | *                    |
| Head of Visitor Services                     | 1   | 1            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Heritage Interpreter                         | *   | *            | *                  | *                 | *                     | *                     | 1   | 3            | *                  | *                 | *                    | *                    |
| Host / Hostess                               | *   | *            | *                  | *                 | *                     | *                     | 4   | 11           | 13.44              | 13.55             | *                    | *                    |
| Housekeeping Room Attendant                  | *   | *            | *                  | *                 | *                     | *                     | 6   | 151          | 12.78              | 12.85             | *                    | *                    |
| Landscaping and Grounds Maintenance Labourer | *   | *            | *                  | *                 | *                     | *                     | 1   | 1            | *                  | *                 | *                    | *                    |
| Operator / Attendant                         | *   | *            | *                  | *                 | *                     | *                     | 2   | 10           | *                  | *                 | *                    | *                    |
| Restaurant and Food Service Manager          | 4   | 7            | 38,435             | 43,804            | *                     | *                     | 2   | 2            | *                  | *                 | *                    | *                    |
| Retail Sales Clerk                           | 1   | 5            | *                  | *                 | *                     | *                     | 1   | 19           | *                  | *                 | *                    | *                    |
| Sales Representative                         | 3   | 4            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Sous Chef                                    | 2   | 2            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Tour Guide                                   | *   | *            | *                  | *                 | *                     | *                     | 2   | 31           | *                  | *                 | *                    | *                    |
| Travel Agency Manager                        | 2   | 3            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Travel Counsellor                            | 1   | 2            | *                  | *                 | *                     | *                     | 2   | 3            | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

## Summary Compensation Table (Market Median) Newfoundland & Labrador - Other

| Survey Job Title                             | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|--|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|  | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Accommodation Service Manager                | 3   | 3            | *                  | *                 | *                     | *                     | 3   | 5            | *                  | *                 | *                    | *                    |
| Bartender                                    | *   | *            | *                  | *                 | *                     | *                     | 6   | 42           | 10.66              | 10.68             | *                    | *                    |
| Cook   | *   | *            | *                  | *                 | *                     | *                     | 7   | 108          | 13.69              | 13.69             | 10.24                | 13.79                |
| Executive Chef                               | 2   | 5            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Executive Housekeeper                        | 2   | 5            | *                  | *                 | *                     | *                     | 2   | 4            | *                  | *                 | *                    | *                    |
| Food and Beverage / Banquet Server           | *   | *            | *                  | *                 | *                     | *                     | 5   | 114          | 10.75              | 10.80             | 10.00                | 11.78                |
| Food and Beverage Service Supervisor         | *   | *            | *                  | *                 | *                     | *                     | 3   | 5            | *                  | *                 | *                    | *                    |
| Food Counter Attendant / Kitchen Helper      | *   | *            | *                  | *                 | *                     | *                     | 4   | 156          | 10.71              | 10.71             | *                    | *                    |
| Front Desk Agent                             | *   | *            | *                  | *                 | *                     | *                     | 8   | 78           | 11.52              | 11.54             | 10.00                | 13.05                |
| General Manager                              | 7   | 11           | 52,340             | 60,000            | *                     | *                     | 1   | 1            | *                  | *                 | *                    | *                    |
| Guest Service Attendant                      | *   | *            | *                  | *                 | *                     | *                     | 1   | 25           | *                  | *                 | *                    | *                    |
| Host / Hostess                               | *   | *            | *                  | *                 | *                     | *                     | 2   | 3            | *                  | *                 | *                    | *                    |
| Housekeeping Room Attendant                  | *   | *            | *                  | *                 | *                     | *                     | 7   | 136          | 11.19              | 11.19             | 10.09                | 11.98                |
| Landscaping and Grounds Maintenance Labourer | *   | *            | *                  | *                 | *                     | *                     | 2   | 2            | *                  | *                 | *                    | *                    |
| Operator / Attendant                         | *   | *            | *                  | *                 | *                     | *                     | 1   | 6            | *                  | *                 | *                    | *                    |
| Restaurant and Food Service Manager          | 2   | 4            | *                  | *                 | *                     | *                     | 1   | 10           | *                  | *                 | *                    | *                    |
| Retail Sales Clerk                           | *   | *            | *                  | *                 | *                     | *                     | 1   | 21           | *                  | *                 | *                    | *                    |
| Tour Guide                                   | *   | *            | *                  | *                 | *                     | *                     | 1   | 4            | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

## Summary Compensation Table (Market Median) Newfoundland & Labrador - Non-union Employees

| Survey Job Title                             | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|--|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|  | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Accommodation Service Manager                | 6   | 7            | 40,684             | 47,740            | *                     | *                     | 3   | 5            | *                  | *                 | *                    | *                    |
| Bartender                                    | *   | *            | *                  | *                 | *                     | *                     | 4   | 37           | 10.88              | 10.90             | *                    | *                    |
| Cook   | *   | *            | *                  | *                 | *                     | *                     | 7   | 91           | 13.00              | 13.00             | 10.33                | 13.33                |
| Director of Sales and Marketing              | 4   | 5            | 51,142             | 56,638            | *                     | *                     | 1   | 2            | *                  | *                 | *                    | *                    |
| Executive Chef                               | 4   | 7            | 43,145             | 48,145            | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Executive Housekeeper                        | 5   | 8            | 38,000             | 39,000            | *                     | *                     | 2   | 4            | *                  | *                 | *                    | *                    |
| Food and Beverage / Banquet Server           | *   | *            | *                  | *                 | *                     | *                     | 6   | 123          | 10.69              | 10.73             | 10.00                | 11.78                |
| Food and Beverage Service Supervisor         | 1   | 4            | *                  | *                 | *                     | *                     | 5   | 21           | 13.00              | 13.74             | *                    | *                    |
| Food Counter Attendant / Kitchen Helper      | *   | *            | *                  | *                 | *                     | *                     | 4   | 147          | 10.81              | 11.05             | *                    | *                    |
| Front Desk Agent                             | *   | *            | *                  | *                 | *                     | *                     | 9   | 88           | 12.00              | 12.00             | 10.50                | 12.83                |
| General Manager                              | 13  | 18           | 60,000             | 60,673            | 45,000                | 61,895                | 2   | 2            | *                  | *                 | *                    | *                    |
| Guest Service Attendant                      | *   | *            | *                  | *                 | *                     | *                     | 2   | 28           | *                  | *                 | *                    | *                    |
| Heritage Interpreter                         | *   | *            | *                  | *                 | *                     | *                     | 1   | 3            | *                  | *                 | *                    | *                    |
| Host / Hostess                               | *   | *            | *                  | *                 | *                     | *                     | 1   | 2            | *                  | *                 | *                    | *                    |
| Housekeeping Room Attendant                  | *   | *            | *                  | *                 | *                     | *                     | 7   | 146          | 11.00              | 11.00             | 10.21                | 11.98                |
| Landscaping and Grounds Maintenance Labourer | *   | *            | *                  | *                 | *                     | *                     | 3   | 3            | *                  | *                 | *                    | *                    |
| Operator / Attendant                         | *   | *            | *                  | *                 | *                     | *                     | 1   | 6            | *                  | *                 | *                    | *                    |
| Restaurant and Food Service Manager          | 6   | 11           | 40,352             | 43,602            | *                     | *                     | 3   | 12           | *                  | *                 | *                    | *                    |
| Retail Sales Clerk                           | 1   | 5            | *                  | *                 | *                     | *                     | 1   | 40           | *                  | *                 | *                    | *                    |
| Sales Representative                         | 3   | 4            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Sous Chef                                    | 2   | 2            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Tour Guide                                   | *   | *            | *                  | *                 | *                     | *                     | 2   | 8            | *                  | *                 | *                    | *                    |
| Travel Agency Manager                        | 2   | 3            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Travel Counsellor                            | 1   | 2            | *                  | *                 | *                     | *                     | 2   | 3            | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

## Summary Compensation Table (Market Median) Newfoundland & Labrador - Union Employees

| Survey Job Title                        | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|---|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|   | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Accommodation Service Manager           | 2   | 2            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Bartender                               | *   | *            | *                  | *                 | *                     | *                     | 6   | 33           | 11.06              | 11.06             | *                    | *                    |
| Cook                                    | *   | *            | *                  | *                 | *                     | *                     | 7   | 47           | 13.69              | 13.69             | *                    | *                    |
| Executive Chef                          | 1   | 1            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Executive Housekeeper                   | 2   | 2            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Food and Beverage / Banquet Server      | *   | *            | *                  | *                 | *                     | *                     | 3   | 52           | *                  | *                 | *                    | *                    |
| Food and Beverage Service Supervisor    | *   | *            | *                  | *                 | *                     | *                     | 2   | 10           | *                  | *                 | *                    | *                    |
| Food Counter Attendant / Kitchen Helper | *   | *            | *                  | *                 | *                     | *                     | 6   | 105          | 11.09              | 11.19             | *                    | *                    |
| Front Desk Agent                        | *   | *            | *                  | *                 | *                     | *                     | 5   | 33           | 13.05              | 13.05             | *                    | *                    |
| Guest Service Attendant                 | *   | *            | *                  | *                 | *                     | *                     | 4   | 21           | 13.49              | 13.49             | *                    | *                    |
| Head of Visitor Services                | 1   | 1            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Host / Hostess                          | *   | *            | *                  | *                 | *                     | *                     | 4   | 12           | 11.95              | 11.95             | *                    | *                    |
| Housekeeping Room Attendant             | *   | *            | *                  | *                 | *                     | *                     | 6   | 141          | 12.78              | 12.78             | *                    | *                    |
| Operator / Attendant                    | *   | *            | *                  | *                 | *                     | *                     | 2   | 10           | *                  | *                 | *                    | *                    |
| Tour Guide                              | *   | *            | *                  | *                 | *                     | *                     | 1   | 27           | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

## Summary Compensation Table (Market Median) Newfoundland & Labrador - Full-time Employees

| Survey Job Title                             | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|--|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|  | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Accommodation Service Manager                | 7   | 9            | 37,000             | 41,288            | *                     | *                     | 3   | 5            | *                  | *                 | *                    | *                    |
| Bartender                                    | *   | *            | *                  | *                 | *                     | *                     | 7   | 30           | 10.75              | 10.80             | *                    | *                    |
| Cook   | *   | *            | *                  | *                 | *                     | *                     | 12  | 110          | 13.76              | 13.76             | 10.15                | 14.25                |
| Director of Sales and Marketing              | 4   | 5            | 51,142             | 56,638            | *                     | *                     | 1   | 2            | *                  | *                 | *                    | *                    |
| Executive Chef                               | 4   | 8            | 43,145             | 47,245            | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Executive Housekeeper                        | 6   | 10           | 36,299             | 38,290            | *                     | *                     | 2   | 4            | *                  | *                 | *                    | *                    |
| Food and Beverage / Banquet Server           | *   | *            | *                  | *                 | *                     | *                     | 6   | 98           | 11.16              | 11.30             | *                    | *                    |
| Food and Beverage Service Supervisor         | 1   | 4            | *                  | *                 | *                     | *                     | 7   | 23           | 13.33              | 13.74             | *                    | *                    |
| Food Counter Attendant / Kitchen Helper      | *   | *            | *                  | *                 | *                     | *                     | 9   | 138          | 11.00              | 11.00             | *                    | *                    |
| Front Desk Agent                             | *   | *            | *                  | *                 | *                     | *                     | 13  | 84           | 12.42              | 12.42             | 10.50                | 13.05                |
| General Manager                              | 13  | 18           | 60,000             | 60,673            | 45,000                | 61,895                | 2   | 2            | *                  | *                 | *                    | *                    |
| Guest Service Attendant                      | *   | *            | *                  | *                 | *                     | *                     | 5   | 41           | 13.48              | 13.48             | *                    | *                    |
| Head of Visitor Services                     | 1   | 1            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Heritage Interpreter                         | *   | *            | *                  | *                 | *                     | *                     | 1   | 3            | *                  | *                 | *                    | *                    |
| Host / Hostess                               | *   | *            | *                  | *                 | *                     | *                     | 5   | 8            | 13.33              | 13.33             | *                    | *                    |
| Housekeeping Room Attendant                  | *   | *            | *                  | *                 | *                     | *                     | 12  | 158          | 12.03              | 12.09             | 10.25                | 12.50                |
| Landscaping and Grounds Maintenance Labourer | *   | *            | *                  | *                 | *                     | *                     | 1   | 1            | *                  | *                 | *                    | *                    |
| Operator / Attendant                         | *   | *            | *                  | *                 | *                     | *                     | 2   | 5            | *                  | *                 | *                    | *                    |
| Restaurant and Food Service Manager          | 6   | 11           | 40,352             | 43,602            | *                     | *                     | 3   | 12           | *                  | *                 | *                    | *                    |
| Retail Sales Clerk                           | 1   | 5            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Sales Representative                         | 3   | 4            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Sous Chef                                    | 2   | 2            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Travel Agency Manager                        | 2   | 3            | *                  | *                 | *                     | *                     | *   | *            | *                  | *                 | *                    | *                    |
| Travel Counsellor                            | 1   | 2            | *                  | *                 | *                     | *                     | 2   | 2            | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

**Summary Compensation Table (Market Median)  
Newfoundland & Labrador - Part-time Employees**

| Survey Job Title                        | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|---|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|   | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Bartender                               | *   | *            | *                  | *                 | *                     | *                     | 7   | 40           | 10.40              | 10.40             | *                    | *                    |
| Cook                                    | *   | *            | *                  | *                 | *                     | *                     | 5   | 20           | 11.50              | 11.54             | 10.33                | 12.24                |
| Food and Beverage / Banquet Server      | *   | *            | *                  | *                 | *                     | *                     | 5   | 59           | 10.75              | 10.79             | *                    | *                    |
| Food and Beverage Service Supervisor    | *   | *            | *                  | *                 | *                     | *                     | 2   | 8            | *                  | *                 | *                    | *                    |
| Food Counter Attendant / Kitchen Helper | *   | *            | *                  | *                 | *                     | *                     | 7   | 114          | 10.50              | 10.54             | *                    | *                    |
| Front Desk Agent                        | *   | *            | *                  | *                 | *                     | *                     | 9   | 27           | 11.80              | 11.80             | 10.25                | 12.75                |
| Guest Service Attendant                 | *   | *            | *                  | *                 | *                     | *                     | 3   | 8            | *                  | *                 | *                    | *                    |
| Host / Hostess                          | *   | *            | *                  | *                 | *                     | *                     | 1   | 6            | *                  | *                 | *                    | *                    |
| Housekeeping Room Attendant             | *   | *            | *                  | *                 | *                     | *                     | 10  | 86           | 11.44              | 11.44             | 10.25                | 11.50                |
| Operator / Attendant                    | *   | *            | *                  | *                 | *                     | *                     | 1   | 5            | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

**Summary Compensation Table (Market Median)  
Newfoundland & Labrador - Seasonal Employees**

| Survey Job Title                             | SALARIED POSITIONS (Reported in Annual Dollars) |              |                    |                   |                       |                       | HOURLY POSITIONS (Reported in Hourly Dollars) |              |                    |                   |                      |                      |
|--|---|--------------|--------------------|-------------------|-----------------------|-----------------------|---|--------------|--------------------|-------------------|----------------------|----------------------|
|  | No. of Orgs.                                    | No. of Incs. | Annual Base Salary | Annual Total Cash | Annual Salary Minimum | Annual Salary Maximum | No. of Orgs.                                  | No. of Incs. | Hourly Base Salary | Hourly Total Cash | Hourly Range Minimum | Hourly Range Maximum |
| Cook   | *   | *            | *                  | *                 | *                     | *                     | 2   | 8            | *                  | *                 | *                    | *                    |
| Food and Beverage / Banquet Server           | *   | *            | *                  | *                 | *                     | *                     | 3   | 18           | *                  | *                 | *                    | *                    |
| Front Desk Agent                             | *   | *            | *                  | *                 | *                     | *                     | 3   | 10           | *                  | *                 | *                    | *                    |
| Housekeeping Room Attendant                  | *   | *            | *                  | *                 | *                     | *                     | 4   | 43           | 10.63              | 10.64             | *                    | *                    |
| Landscaping and Grounds Maintenance Labourer | *   | *            | *                  | *                 | *                     | *                     | 2   | 2            | *                  | *                 | *                    | *                    |
| Operator / Attendant                         | *   | *            | *                  | *                 | *                     | *                     | 1   | 6            | *                  | *                 | *                    | *                    |
| Retail Sales Clerk                           | *   | *            | *                  | *                 | *                     | *                     | 1   | 40           | *                  | *                 | *                    | *                    |
| Tour Guide                                   | *   | *            | *                  | *                 | *                     | *                     | 3   | 35           | *                  | *                 | *                    | *                    |
| Travel Counsellor                            | *   | *            | *                  | *                 | *                     | *                     | 1   | 1            | *                  | *                 | *                    | *                    |

*Note: Market Percentiles are weighted by organization  
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.  
\* Insufficient data to report*

## About the CTHRC

The Canadian Tourism Human Resource Council (CTHRC) works on behalf of the 174,000 businesses that make up Canada's vibrant tourism sector. Established in 1993, the CTHRC promotes professionalism throughout the sector and addresses key labour market issues. Collectively, Council members and the CTHRC bring together Canadian tourism businesses, labour unions, associations, educators and governments to co-ordinate human resource development activities and contribute to a sustainable, globally competitive tourism sector. The CTHRC also conducts tourism labour market research on topics such as compensation, return on training investment, integration of foreign trained workers, sector demographics, annual labour market survey, and much, more.

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Hay Group is a global management consulting firm that works with leaders to transform strategy into reality. We develop talent, organize people to be more effective and motivate them to perform at their best. Our focus is on making change happen and helping people and organizations realize their potential.

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