TAP Network's
Tech Sector Salary and Total Rewards Survey

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Tap into credible salary and total rewards data for Canada's tech sector.

Survey Features

- Data on 30,000 incumbents, across 234 jobs, supplied by over 200 technology companies operating in Canada

- Compensation data reported nationally and cut by organization size, annual revenue, geographic location and subsector.

- Comprehensive policy and practices data, reporting on salary increase budgets, overtime, remote work, vacation and PTO, turnover statistics, perks, equity, diversity, inclusion and belonging (EDIB) and more.

- Detailed diversity demographics data for Canada's tech sector

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Survey participants include start-ups, scale-ups and large multinationals.

Tech sub-sectors represented in the survey:

- Software Products and Services
- Fintech
- e-Commerce
- Artificial Intelligence, Data Science, Machine Learning and Robotics
- Quantum Computing
- Hardware Design, Development, Manufacturing
- Technology / Engineering Services and Consulting
- Clean Tech
- AgTech
- Interactive and Digital Entertainment
- VFX, Animation
- Life Sciences and Healthcare Tech

CLICK HERE TO VIEW THE PARTICIPANT LIST

A unique survey with unique value

How does the Tech Salary and Total Rewards Survey measure up?

1. It's built by the tech sector, for the tech sector, and updated annually to meet our needs

2. It includes detailed people policies and practices data for Canada's tech sector.

3. Robust incumbent and company weighted total compensation data including base salary, bonus targets and actuals, LTI, overtime and more.

4. Data is validated and presented by trusted compensation experts at Mercer.

5. Year over year incumbent data comparisons provide deeper salary increase insights.

6. Affordability - as a non-profit organization, we can provide our survey at a more affordable price point than comparable national surveys.

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A growing job library of over 230 jobs

100+ jobs in hardware and software technology design and support, life sciences and manufacturing, such as:

- Software Development
- DevOps Developer
- Data Scientist
- Machine Learning Developer
- Scrum Master
- User Experience Researcher
- Product Manager
- Hardware/Electrical Engineer
- Manufacturing Engineer
- Lab Technician
- Biologist
- Technical Support Specialist

60+ VFX and Interactive and Digital Entertainment roles, such as:

- Animator
- Lighting Artist
- Digital Matte Painting Artist
- UI / UX Designer
- Modelling
- Game Designer
- Level Designer
- Gaming Producer
- Production Producer, Film

60+ Business Support roles in:

- Executive and Corporate Leadership and Administration
- Sales and Marketing
- People and Culture
- Finance
- Legal, Compliance and Regulatory Affairs

The job library is reviewed each year and jobs are added or adjusted based on input from our member companies. Members shape the survey to meet their needs.

CLICK HERE TO VIEW THE COMPLETE JOB LIBRARY

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Detailed data cuts provided by organizational size, annual revenue, geographic location and subsector

View compensation data by geographic location:

- Toronto
- Ontario
- Quebec
- Alberta
- Vancouver
- Vancouver Island

View compensation data by organizational size:

- < 100 employees
- 100 – 250 employees
- 250+ employees

Or annual revenue:

- < $15M
- $15M - $50M
- $50M +

Sample data

3412 Software Engineer/Developer - Fully Competent

Works from requirements to develop or modify complex software programming applications. Designs, develops, tests, and debugs complex software programs. Documents and maintains programs. Requires judgment in making technical decisions. Provides technical guidance to more junior staff. Works under general supervision. Typically has 3 to 5 years of experience.

Compensation Data displayed in CAD 000's	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Annual Base Salary								
Base Salary – Inc Wtd	97	778	90.0	100.5	116.9	118.3	136.1	148.0
Base Salary – Org Wtd	97	N/A	85.0	98.8	110.3	113.1	127.7	144.1
Incentives								
Short-term Incentive (Actual) $ Amount	26	275	2.9	4.8	6.5	8.2	11.9	14.4
Short-term Incentive (Actual) as a % of Base	26	275	2.6	3.8	5.7	6.8	10.0	12.3
Short-term Incentive (Target) as a % of Base	28	266	8.0	10.0	10.0	10.9	12.0	15.0
Short-term Incentive (Threshold) as a % of Base	*4	25	--	--	8.0	8.5	--	--
Short-term Incentive (Maximum) as a % of Base	8	38	6.0	10.0	24.0	21.4	33.4	33.4
Sales Incentive (Actual) $ Amount	*1	2	--	--	--	--	--	--
Sales Incentive (Actual) as a % of Base	*1	2	--	--	--	--	--	--
Sales Incentive (Target) as a % of Base	*1	3	--	--	--	--	--	--
Long-Term Incentive (Target) as a % of Base	*10	162	--	--	17.0	19.5	--	--
Total Cash Compensation								
Total Cash Compensation (Actual)	97	778	90.4	104.9	120.0	121.3	139.8	151.2
Total Cash Compensation (Actual) Receivers	26	277	105.6	113.7	130.6	130.8	147.0	155.2
Total Cash Compensation (Target)	84	615	90.5	107.1	124.3	125.1	143.3	159.8
Total Cash Compensation (Target) Receivers	28	268	110.2	121.6	139.2	139.7	156.2	170.6

Year-over-Year % change (mean): 7.2%

Salary Range	Num Orgs	Num Obs	Median
Minimum	39	443	96.0
Midpoint	38	441	126.5
Maximum	39	443	152.3
Compa-ratio	38	441	99.2
Standard Work Week	92	757	40.0

Incentives and Eligibility	Num Orgs	Num Obs	Inc Wtd
Short-term Incentive	43	427	54.9%
Sales Incentive	3	5	0.6%
Long-term Incentive	33	341	43.8%
Overtime Pay	24	81	10.4%
On Call Pay	5	14	2%

Demographics	Num Orgs	Num Obs	Median
Year of Birth	95	771	1989
Year of Hire	97	776	2020
Year entered into Pos.	85	692	2022

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

Note – only median and mean will be displayed if 50% or more of the incumbents are supplied by one organization.

Sample data

3412   Software Engineer/Developer - Fully Competent

Compensation Data displayed in CAD 000's			Base Salary				Total Cash Compensation			
Location	Num Orgs	Num Obs	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
ALBERTA	*11	63	120.0	135.3	129.2	143.0	123.4	137.1	132.4	147.9
GREATER VANCOUVER AREA	68	459	104.0	119.1	119.8	136.5	106.6	122.1	122.9	140.0
ONTARIO (WITH TORONTO)	22	118	100.5	114.7	118.1	135.1	105.0	115.8	121.2	135.8
OTHER BC	9	10	115.1	125.1	127.7	142.8	115.1	130.0	128.7	142.8
QUEBEC	6	21	87.2	99.0	104.6	114.2	88.5	103.5	109.7	121.9
TORONTO	10	53	91.9	105.5	107.1	115.8	91.9	105.5	107.9	118.4
VANCOUVER ISLAND	14	40	91.5	108.8	113.1	136.8	94.5	111.0	114.9	138.1

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

**Incumbents in this table are classified under the industry segment of the entity with which they are associated.

Policies and practices data for Canada's tech sector

TAP Network's Tech Sector Salary and Total Rewards Survey includes a comprehensive policies and practices report covering timely questions on what Canadian tech companies are facing today.

Content includes annual salary and merit increase budgets, geographic differentials, remote work, projected and actual short-term incentives, total rewards practices, voluntary turnover, severance policies, flexible work practices, diversity, equity and inclusion and more.

Contents

Want to TAP into this data?

Option 1: Purchase

- TAP Network's Tech Sector Salary and Total Rewards Survey can be purchased at any time through our website.

- The retail price for the survey is $2,695 CAN plus GST.

Option 2: Join TAP Network and Participate

- New members receive $500 off the survey purchase price when they join, which pays for membership!

- Member companies then participate in future surveys and receive more in depth data at a deeply discounted price. Discover the benefits of membership

- Reach out to us at info@tapnetwork.ca to learn more!

ABOUT TAP NETWORK

TAPNETWORK.CA

TAP Network is a non-profit association for People and Culture professionals in Canada's tech sector, providing members with access to tech sector data, industry experts and an inclusive peer community to drive innovation, collaboration and results. Through programs and events, we foster peer-to-peer connections and collaboration that enable learning and knowledge sharing.

The association's 900+ members lead and influence the People and Culture practices at 250 tech companies spanning numerous subsectors, including ICT, VFX and animation, interactive and digital entertainment, cleantech, AI, life sciences, agtech, quantum computing and more.

BECOME A MEMBER

TAP INTO OUR TECH SECTOR SALARY & TOTAL REWARDS SURVEY

DIVERSITY, EQUITY & INCLUSION RESOURCES

DATA, LEARNING & EVENTS

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