

## Public Sector Compensation Base Data and Field Descriptions

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<u>Field</u>	<u>Description</u>
<b>EXTRACTED_DATE</b>	The date that this data was extracted from the database
<b>SECTOR</b>	There are seven sectors: Colleges Institutes and Teaching Universities, Community Social Services, Crown Corporations, Education (K-12), Health, Public Service, Universities.
<b>SUB_SECTOR</b>	A Sub-Sector reflects an ongoing bargaining structure within a given sector.
<b>FTE</b>	<b>Total FTE (full time equivalent):</b> A unit of measure based on a Full Time Equivalent employee. as per the Employer's definition, of all employees included in the Reporting Group for the reporting period. Include both regular and casual employees.
<b>HEADCOUNT</b>	Total headcount (a whole number) of all employees included in the Reporting Group. May include regular, part-time casual and seasonal employees.
<b>TOTAL_LABOUR_COSTS</b>	The total cost of wages, benefits and statutory benefits.
<b>WAGESAMT</b>	<p>Wages are any payment that forms part of the total paycheque.</p> <p><b>INCLUDES but not limited to:</b> Basic pay, overtime, overload payments, shift premiums, stipends or allowances, payments in lieu of vacation, payments in lieu of benefits, retro payments (for the current year only), vacation costs, and costs for all paid leaves.</p> <p><b>DOES NOT INCLUDE:</b> Gain sharing or incentive payments, health and welfare benefit costs, pension costs, STIIP, STD, LTD or statutory benefits costs (CPP, EI, WCB). These are captured in the benefits fields.</p>
<b>WI_BENEFITS</b>	<p><b>Wage Impacted Benefits:</b> Wage-impacted benefit and statutory benefit costs include costs to the employer that automatically increase with wage increases. Examples include but are not limited to the following: group life, accidental death and dismemberment, long term disability, sick leave, short term disability, short term illness and injury plan, pension plan, statutory benefits where the employee earns under the maximum set by the Government of Canada</p>
<b>NON_WI_BENEFITS</b>	<p><b>Non Wage Impacted Benefits:</b> Non-wage impacted benefit and statutory benefit costs include costs to the employer that are not affected by variations in wages. Examples include but are not limited to the following: Medical Services Plan, extended health care, dental, employee family assistance program, statutory benefits where the employee earns over the maximum set by the Government of Canada</p>