# Compensation and benefits

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## How we determine compensation

Employers must offer the temporary foreign worker(s) (TFW) the same level and form of compensation as Canadians and permanent residents performing the same job with similar skills and experience at the same location.

**Employers must offer and pay TFWs the higher of:**

**Same wages as existing employees**

The wages the employer pays its domestic employees for the same job, work location and with similar skills and years of experience;

If no comparable position exists in your organization

If no comparable position exists in your organization, employers must pay workers at least the median wage according to the position’s National Occupational Classification ([NOC) Code](https://noc.esdc.gc.ca/?GoCTemplateCulture=en-CA) and work location and publicly available on Job Bank.

end

**Median wage of the NOC on Job Bank**

The median wage of the NOC and work location as provided on Job Bank;

* Determine the median and wage range in Job Bank

To determine the median and wage range in Job Bank:

* go to [Compare wages on Job Bank](https://www.jobbank.gc.ca/trend-analysis/search-wages)
* in the “Job search” field, enter the job title or the National Occupational Classification (NOC) that best describes the job duties and requirements
* in the middle column will be the hourly median wage, by community or area. If listed as “N/A'', consult the provincial or territorial wage. If it is not available, consult the national wage

In your application, you must identify the high and low wage for the position, based on the NOC and work location on Job Bank. You must use the most up-to-date wage range on Job Bank at the time of your application.

**Wage defined by Labour Market Information**

The wage as defined by other publicly available and credible labour market information.

**C:\Users\david.pepin\AppData\Local\Microsoft\Windows\INetCache\Content.MSO\887DCA36.tmp**Wage compensation does not include overtime hours, tips, benefits, profit sharing, bonuses, commissions, or company shares.

**Note:** Service Canada may modify the National Occupational Classification (NOC) selected to best reflect job duties of the position, which may result in an increase to the minimum wage requirements.

**Wage required for the Global Talent Stream**

For positions submitted with Category A applications wages depend on the number of positions hired per calendar year:

* For the first 2 positions

A wage of at least $38.46 per hour ($80,000 annual base salary), or

a wage equivalent to the median wage of the National Occupational Classification (NOC) and work location as provided on Job Bank, if it is higher.

* For more than 2 positions
* a wage of at least $72.11 per hour ($150,000 annual base salary), or
* equivalent to the median wage of the NOC and work location as provided on Job Bank, if it is higher

For some Category B positions, there is a minimum wage requirement in order for the position to be eligible for the GTS.

* NOC 2281: Minimum of $82,000 per year and $39.42 per hour
* NOC 2283: Minimum of $80,000 per year and $38.46 per hour
* NOC 5131: Minimum of $78,000 per year and $37.50 per hour
* NOC 5241: Minimum of $80,000 per year and $38.46 per hour

**Note:** If you are submitting an application from the province of Quebec, consult [Quebec’s ministère de l’Immigration, de la Francisation et de l’Intégration (MIFI) website (French only)](http://www.immigration-quebec.gouv.qc.ca/fr/employeurs/embaucher-temporaire/talents-mondiaux/index.html) for wage floors

**Unionized positions**

If you are applying to hire TFWs for positions covered under a collective agreement, you must:

* advertise and offer the same wage rates as those established under the collective agreement
* offer the TFW the same terms and conditions as Canadian and permanent resident workers  The hiring of TFWs must not affect current or future labour disputes.
* Employers hiring in Quebec

 If you are hiring a TFW in Quebec, consult the [Quebec’s ministère de l’Immigration, de la Francisation et de l’Intégration (MIFI) website](http://www.immigration-quebec.gouv.qc.ca/fr/employeurs/embaucher-temporaire/talents-mondiaux/index.html) to determine the offered wages. Wages offered must be consistent with the wage rate paid to Canadians and permanent residents, working in the same occupation and work location.

**Note:** Employers must offer the equivalent of both the hourly wage rate and annual base salary at minimum.