

# 2023 Printing Industry Wage Survey

## Survey Guidelines:

1. All members that participate will receive average wage of the categories that have three or more entries.
2. All information provided in dollars per hour will remain strictly confidential and will be destroyed after an average is produced.
3. A member would complete those areas that best fits their operation.
4. The categories in the average may change to accommodate the difference in individual member's operational situation and to provide a group with three entries.
5. All participants will receive a complimentary report on the full survey results.
6. All returns are to be sent to the Executive Director, Martin Zip by December 15, 2023. Mail to SPIA, PO Box 7152, Station Main, Saskatoon, SK S7K 4J1 or email to: martin@spia.ca.

## Fringe Benefits Offered

<b>Benefit</b>	<b>Check if Offered</b>	
Pension Plan	_____	
Dental Insurance	_____	
Vision Insurance	_____	
Medical (Health) Insurance	_____	
Group Life Insurance	_____	
Day Care Assistance	_____	
Disability Insurance (long term)	_____	
Disability Insurance, short term	_____	
Sick Leave, paid	_____	Number of days/year _____
Bereavement Leave	_____	Number of days _____
Other Benefits (write in)		
_____		
_____		
_____		
_____		

# Wage Survey Table

It is understood that the hourly wage will vary depending on apprenticeship program or years of experience. Also, many printing plants have more than one employee in a given position. For purposes of this survey, list the low and high hourly rate for the job title.

If you have only one staff person in a given position, then report the current hourly wage in the Hourly Wage High column.

If compensation is at an annualized rate, divide the annual rate by 2,080 to create an hourly rate.

Job Title	Hourly Wage Low	Hourly Wage High
Front Counter Staff		
Job Planners (Customer Service Representatives)		
Estimator		
Purchaser/Order entry		
Prepress (design, create, adjust, build, impose files)		
Digital Operators (Digital Press/Copiers)		
Press Operators – Single Colour		
Press Operators – 2 – 4 Colours		
Press Operators – 5+ Colours		
Wide Format/CNC Operators		
Hand Bindery		
Bindery Equipment Operators		
Shipping/Receiving		
Job Costing/Invoicing		
Payroll Administrator		
Accounts Payable		
Human Resources		
Plant Manager		
Controller/CFO		
Sales Manager		
Sales Representative		