



## 2019 CBAA Aviation Compensation Survey

In response to member demand, the CBAA is conducting a new Aviation Compensation Survey. This is a key membership benefit. Members who participate in the survey will receive the general survey report at **no charge** and, for an additional fee, will also have the option to order customized reports (e.g. your organization vs the market). The general report will be made available to non-participants for a fee.

*CBAA members who participate in the survey will receive a copy of the general report at no charge.*

### About the 2019 CBAA Aviation Compensation Survey:

The CBAA Aviation Compensation Survey was last conducted in 2017. This year, an industry-led working group will update the survey, removing questions that are not relevant and adding new questions on employment recruitment and retention to help industry better understand the labour shortage.

The survey, again being conducted by [The Wynford Group](#), will be used to collect salary and employer practice data for positions that are common to the Canadian business aviation sector.

*All data will be held in strict confidence and survey results will only be displayed in aggregate form*

This survey will be conducted at **no cost to participants**. Please be assured that all data will be held in strict confidence and survey results will only be displayed in aggregate form. No individual organization's data will be identified.

*The information gathered will include:*

- Cash compensation comparisons of approximately 50 positions
- Employer practices such as
  - Benefits
  - Retention and Recruitment
  - Long and Short term incentive plans
  - Allowances
  - Pension and Retirement
  - Overtime, etc.

*Please contact  
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for more information*

### How to Participate:

All CBAA operator members are strongly encouraged to participate in the survey, which will be circulated by email in the coming weeks. Please look for it! **Contact Aime O'Connor, [aoconnor@cbaa.ca](mailto:aoconnor@cbaa.ca) for more information.**