

2015

2015 CPA PROFESSION COMPENSATION STUDY: ATLANTIC SUMMARY REPORT

nielsen
.....
FALL 2015

 **CPA** CHARTERED PROFESSIONAL ACCOUNTANTS CANADA
COMPTABLES PROFESSIONNELS AGRÉÉS CANADA

Table of Contents

Contents

- Introduction 2
- Methodology..... 2
- Note on Reporting 2
- Feedback on this Report 3
- Structure of the Summary Report 3
- Copyright © 2015 CPA Canada 3
- Section 1: Compensation 4
 - Overall Compensation – Atlantic Region 4
 - Owners Compensation in the Atlantic Region 5
 - Non-Owner Compensation in the Atlantic Region 5
 - Prospects for 2015 – Atlantic..... 8
 - Compensation by Major Atlantic City 9
 - Compensation by Job Title - Atlantic 10
 - Total Compensation by Years of Work Experience – Atlantic 12
- Section 2: Vacation, Leave, Benefits, and Work/Life Balance 13
 - Vacation Entitlement – Atlantic..... 13
 - Benefits by Employer Size – Atlantic..... 13
 - Benefits by Industry – Atlantic..... 14
 - Benefits by Industry (cont’d)..... 15
 - Work/Life Balance - Atlantic 16
 - Work/Life Balance Programs Used by Industry 16

Introduction

CPA Canada commissioned Harris Poll, a division of Nielsen, to conduct a compensation survey of 29,744 Chartered Professional Accountants between June 18, 2015 and July 16, 2015. Although the purpose of the survey is to obtain compensation figures from all CPA Members, this report focuses on those residing in Atlantic Canada. It should be noted that this report relies on self-reported compensation from professional accountants answering the survey. Although attempts were made to minimize respondents' data entry errors by removing inconsistent data, no attempts were made to independently verify the data they provided.

When reviewing the mean averages it is important to consider that a small portion of responses may skew the mean average quite higher than it would be otherwise. In most cases a better measure of a typical compensation level is the median.

Methodology

CPA Canada commissioned Harris Poll, a division of Nielsen to conduct quantitative research among its active and retired members. Survey invitations were sent to 184,430 via email, with 18,627 bounce backs for a total of 165,803 members receiving the email. There were 29,744 members who responded for a response rate of 18%. There were 1,719 who were excluded from the compensation data for a total of 28,025 members who are included in the compensation analysis. Respondents who provided no answers are excluded from analysis, which includes 10 respondents from Atlantic Canada. In total, compensation data is reported for a total of 27,863 CPA Canada members globally and 1,456 members within the Atlantic Canada region.

It should be noted that findings in this report are representative of those responding and may not precisely represent the CPA profession as a whole.

Unless otherwise specified, compensation figures shown in this report include annualized data for members who worked at least two months, either part-time or full-time during 2014.

Note on Reporting

To protect the privacy of respondents and to avoid misleading results, the mean and median for compensation data is only presented when there are at least 10 respondents in a subcategory and upper and lower quartile information is only shown when there are at least 20 respondents in a subcategory. Definitions of the four statistical measures used in this report are provided below for reference:

- Mean: (also called average) is the sum of all cases divided by the total number of cases.
- Median: (or 50th percentile) is the value above and below which half the cases fall. If there is an even number of cases, then it is the average of the two middle cases. As compared to the mean, the median is not sensitive to outlying (a few very high or very low) values. In some cases this may make it a more reliable measure to compare individual compensation.
- 25th Percentile: is the value above which 75% of the cases fall.
- 75th Percentile: is the value below which 75% of the cases fall.

Feedback on this Report

Questions or comments related to this report can be directed to Paul Long (plong@cpacanada.ca).

Structure of the Summary Report

This report is organized into two sections. “Section 1: Compensation” includes overall compensation data and compensation data broken out by demographic information. “Section 2: Vacation, Leave, Benefits and Work/Life Balance” includes statistics on vacation received, leaves taken, benefits provided, and work/life balance options offered and used.

Permission to Store or Reprint

This publication is protected by copyright and written permission is required to reproduce, store in a retrieval system or transmit in any form or by any means (electronic, mechanical, photocopying, recording or otherwise).

For information regarding permission, please contact permissions@cpacanada.ca

Section 1: Compensation

Overall Compensation – Atlantic Region

Table 1 below shows the mean (average), median and top and bottom quartiles for compensation for all members in the Atlantic Region. **Table 1a** below displays the same information broken down by Industry. Figures below include accountants who worked at least two full months in the previous year. Compensation of those who worked less than full-time for 12 months was annualized based on a 35-hour work week.

Mean compensation for members in 2014 was \$118K, while the median was \$94K.

Table 1: Total Compensation (\$ in 000's)

	Count	Median	Mean	Percentile 25	Percentile 75
All Members in the Atlantic Region	1,456	\$94	\$118	\$72	\$129

Table 1a: Total Compensation—By Industry Employed (\$ in 000's)

Industry of Employment	Count	Median	Mean	Percentile 25	Percentile 75
Hotels and Restaurants/Food services	15	\$105	\$263	-	-
Holding, Conglomerate	13	\$140	\$164	-	-
Mining	13	\$146	\$155	-	-
Transportation, Distribution	40	\$114	\$148	\$83	\$145
Financial Services/Financial services (private sector)	96	\$112	\$146	\$85	\$159
Utilities	44	\$103	\$136	\$81	\$145
Real Estate/Building Management	36	\$91	\$130	\$64	\$146
Oil & Gas	77	\$113	\$130	\$87	\$150
Telecommunications	48	\$104	\$128	\$80	\$132
Manufacturing	109	\$92	\$126	\$65	\$135
Educational Institution (e.g., university, college, primary or secondary school, etc.)	80	\$103	\$109	\$85	\$129
Software	15	\$97	\$126	-	-
Public Sector - Office of the auditor general (federal, provincial, or municipal)	15	\$92	\$122	-	-
Construction	41	\$94	\$122	\$78	\$148
Professional Services firm - other - (eg., Consulting, legal, etc.)	31	\$104	\$122	\$80	\$143
Retail, Wholesale/CPG	83	\$90	\$119	\$69	\$132
Not for profit (eg., trade association, charity, religious group, etc.)	39	\$77	\$107	\$62	\$126
Agriculture, Forestry, Fisheries	40	\$86	\$104	\$70	\$116
Professional Services firm - public practice (a firm that primarily delivers auditing, accounting/auditing services)	271	\$78	\$105	\$61	\$125

2015 CPA Member Compensation Study: Atlantic Summary Report

Industry of Employment	Count	Median	Mean	Percentile 25	Percentile 75
Public Sector - Crown corporation	40	\$88	\$102	\$71	\$114
Public Sector - Federal, provincial, first nations or municipal government including ministries, departments, agencies,	233	\$90	\$98	\$78	\$108
Public Sector - Hospital, library, health organization, or social services organization/healthcare/medical services	28	\$81	\$95	\$73	\$99
Media, Communications, Publishing, Marketing/Advertising	11	\$80	\$94	-	-
Arts, Entertainment, Leisure	11	\$84	\$84	-	-

Note: Compensation data is only presented for sectors with at least 10 respondents.

Owners Compensation in the Atlantic Region

About one-in-ten (9%) professional accountants in Atlantic Canada reported owning a business in 2014. The bulk – approximately 67% – of these professional accountants owned accounting firms, while the rest owned another form of business. Owners of accounting firms earned \$164K on average. As an owner of an accounting firm, it is more lucrative to be a partner than it is to be a sole practitioner – partners made an average of \$207K in 2014 vs. \$108K among Sole Practitioners.

Table 1b: Total Owner Compensation - 2014 (\$ in 000's)

	Owner of an Accounting Firm (Sole & Partner)	Sole	Partner	Owner of Another Business
Count	80	35	45	43
Mean	\$164	\$108	\$207	\$238
Median	\$143	\$100	\$200	\$150
Percentile 25	\$94	\$70	\$140	\$90
Percentile 75	\$218	\$139	\$250	\$225

Non-Owner Compensation in the Atlantic Region

Table 1c1 below shows the compensation statistics for members within the Atlantic region who did not own their own business in 2014. Non-owners earned an average of \$110K in total compensation within the Atlantic region.

Table 1c1: Non-Owner Compensation – 2014 (\$ in 000's)

	Base Compensation	Total Non-Base Compensation	Total Compensation
Count	1,338	1,346	1,338
Mean	\$97	\$14	\$110
Median	\$86	\$3	\$92
Percentile 25	\$68	\$0	\$71
Percentile 75	\$110	\$11	\$122

2015 CPA Member Compensation Study: Atlantic Summary Report

Among non-owners, compensation was highest among members who held the title of President and/or CEO, earning \$180K on average. However, many members within the Atlantic region fell into the Manager and Controller positions, with compensation of approximately \$86K and \$97K, respectively.

Table 1c2: Non-Owner Base Compensation – by title (\$ in 000's)

Title	Count	Median	Mean	Percentile 25	Percentile 75
President and/or CEO	19	\$163	\$180	-	-
Vice President	49	\$142	\$150	\$112	\$165
Chief Financial Officer (CFO)/Chief Accounting Officer	85	\$125	\$142	\$97	\$159
General Manager	16	\$131	\$129	-	-
Senior Director	27	\$118	\$125	\$96	\$140
Treasurer	13	\$106	\$125	-	-
Other Executive Management (COO, CIO, EVP, etc.)	17	\$113	\$119	-	-
Director	98	\$109	\$117	\$99	\$128
Professor/Lecturer/Teacher	28	\$111	\$108	\$90	\$130
Consultant	25	\$87	\$106	\$72	\$115
Senior Manager	90	\$95	\$100	\$87	\$106
Associate/Assistant Director	12	\$100	\$100	-	-
Controller and/or Comptroller/Assistant Controller	171	\$86	\$97	\$72	\$107
Manager/Accounting Manager/Account Manager/Finance Manager	217	\$80	\$86	\$70	\$94
Supervisor	23	\$74	\$81	\$63	\$100
Tax Specialist/Senior Tax Advisor/Analyst/Associate	21	\$70	\$80	\$66	\$93
Associate/Assistant Manager	14	\$67	\$78	-	-
Internal Auditor	16	\$76	\$76	-	-
Analyst/Business, Financial, Senior and Senior Financial Analyst	121	\$71	\$73	\$60	\$83
Senior Auditor/Accountant	129	\$63	\$67	\$52	\$75
Auditor/Accountant/Cost Accountant	81	\$63	\$66	\$52	\$75

Note: Compensation data is only presented for titles with at least 10 respondents.

Table 1c3: Non-Owner Total Non-Base Compensation – by title (\$ in 000's)

Title	Count	Median	Mean	Percentile 25	Percentile 75
President and/or CEO	20	\$6	\$67	\$0	\$41
Vice President	49	\$22	\$57	\$10	\$60
Associate/Assistant Director	12	\$4	\$48	-	-
Chief Financial Officer (CFO)/Chief Accounting Officer	86	\$8	\$39	\$0	\$33
Treasurer	13	\$2	\$31	-	-
Consultant	25	\$5	\$26	\$0	\$20
General Manager	16	\$16	\$23	-	-

2015 CPA Member Compensation Study: Atlantic Summary Report

Title	Count	Median	Mean	Percentile 25	Percentile 75
Senior Director	27	\$5	\$20	\$0	\$15
Other Executive Management (COO, CIO, EVP, etc.)	17	-	\$19	-	-
Director	99	\$1	\$11	\$0	\$17
Controller and/or Comptroller/Assistant Controller	174	\$5	\$11	\$0	\$13
Senior Manager	90	\$4	\$8	\$0	\$12
Professor/Lecturer/Teacher	28	\$4	\$8	\$0	\$10
Manager/Accounting Manager/Account Manager/Finance Manager	218	\$4	\$7	\$0	\$9
Tax Specialist/Senior Tax Advisor/Analyst/Associate	21	\$6	\$6	\$2	\$10
Internal Auditor	16	\$5	\$6	-	-
Supervisor	23	\$4	\$5	\$0	\$7
Analyst/Business, Financial, Senior and Senior Financial Analyst	121	\$2	\$5	\$0	\$7
Associate/Assistant Manager	14	\$1	\$3	-	-
Senior Auditor/Accountant	130	\$1	\$3	\$0	\$3
Auditor/Accountant/Cost Accountant	81	-	\$3	\$0	\$3

Note: Compensation data is only presented for titles with at least 10 respondents.

Table 1c4: Non-Owner Total Compensation – by title (\$ in 000's)

Title	Count	Median	Mean	Percentile 25	Percentile 75
President and/or CEO	19	\$163	\$250	-	-
Vice President	49	\$165	\$207	\$131	\$231
Chief Financial Officer (CFO)/Chief Accounting Officer	85	\$130	\$181	\$103	\$195
Treasurer	13	\$119	\$156	-	-
General Manager	16	\$146	\$151	-	-
Associate/Assistant Director	12	\$104	\$148	-	-
Senior Director	27	\$118	\$145	\$97	\$165
Other Executive Management (COO, CIO, EVP, etc.)	17	\$113	\$138	-	-
Consultant	25	\$90	\$132	\$76	\$153
Director	98	\$116	\$128	\$102	\$140
Professor/Lecturer/Teacher	28	\$116	\$116	\$97	\$140
Senior Manager	90	\$100	\$108	\$91	\$120
Controller and/or Comptroller/Assistant Controller	171	\$91	\$108	\$75	\$122
Manager/Accounting Manager/Account Manager/Finance Manager	217	\$84	\$93	\$74	\$102
Tax Specialist/Senior Tax Advisor/Analyst/Associate	21	\$80	\$86	\$68	\$100
Supervisor	23	\$83	\$86	\$67	\$102
Internal Auditor	16	\$80	\$81	-	-

2015 CPA Member Compensation Study: Atlantic Summary Report

Title	Count	Median	Mean	Percentile 25	Percentile 75
Associate/Assistant Manager	14	\$68	\$81	-	-
Analyst/Business, Financial, Senior and Senior Financial Analyst	121	\$74	\$79	\$65	\$86
Senior Auditor/Accountant	129	\$64	\$70	\$54	\$82
Auditor/Accountant/Cost Accountant	81	\$65	\$69	\$54	\$79

Note: Compensation data is only presented for titles with at least 10 respondents.

Members in the Atlantic region reported that a bonus was the most frequent form of non-base compensation. The average bonus (for those receiving one) amounts to \$17K.

Table 1d: Non-Base Compensation (\$ in 000's)

	Profit Sharing	Bonus	Overtime	Commissions	Allowances	Other Non-base
Count	128	645	172	25	175	120
Percent Received	10%	48%	13%	2%	13%	9%
Median	\$4	\$7	\$2	\$1	\$2	\$3
Mean	\$15	\$17	\$3	\$28	\$5	\$11
Percentile 25	\$1	\$3	\$1	-	\$1	\$1
Percentile 75	\$12	\$17	\$4	\$5	\$7	\$8

Prospects for 2015 – Atlantic

In all industries the majority of respondents expect their compensation to increase (at least 55% expect an increase) with the exception of Hotels and Restaurants/Food Services (47%). One in five members in the Hotels and Restaurants/Food Services industry also expect a decrease (21%), the highest amongst all the industries. However, the majority of members within this industry have a positive outlook.

Table 3: Prospects for 2015

Industry Employed	Count	Don't Know	Decrease by 10% or more	Decrease by less than 10%	Same	Increase by less than 10%	Increase by more than 10%
Professional Services firm - public practice (a firm that primarily delivers auditing, accounting/auditing services)	273	4%	3%	3%	13%	58%	20%
Public Sector - Federal, provincial, first nations or municipal government including ministries, departments, agencies,	234	2%	1%	3%	30%	60%	4%
Manufacturing	109	4%	4%	3%	16%	63%	11%
Financial Services/Financial services (private sector)	96	2%	2%	6%	17%	58%	15%
Retail, Wholesale/CPG	84	2%	2%	2%	19%	57%	17%
Educational Institution (e.g., university, college, primary or secondary school, etc.)	80	4%	3%	0%	19%	74%	1%

2015 CPA Member Compensation Study: Atlantic Summary Report

Oil & Gas	77	5%	8%	1%	23%	52%	10%
Telecommunications	49	0%	0%	4%	24%	67%	4%
Utilities	44	0%	0%	0%	23%	70%	7%
Construction	42	5%	7%	5%	29%	48%	7%
Transportation, Distribution	41	10%	0%	2%	22%	63%	2%
Agriculture, Forestry, Fisheries	41	2%	2%	0%	17%	68%	10%
Public Sector - Crown corporation	40	0%	0%	3%	20%	70%	8%
Not for profit (eg., association, charity, religious group, etc.)	39	0%	3%	3%	28%	62%	5%
Real Estate/Building Management	36	14%	3%	3%	11%	53%	17%
Professional Services firm - other - (eg., Consulting, legal, etc.)	32	0%	6%	3%	34%	47%	9%
Public Sector - Hospital, library, health organization, or social services organization/medical services	28	7%	0%	4%	25%	61%	4%

Note: Data is only presented for sectors with at least 10 respondents.

Compensation by Major Atlantic City

The top three major cities with the highest average compensation in the Atlantic Region are Kentville with \$140K, Truro with \$139K, and St. John's (Newfoundland) with \$137K. That said, compensation for Kentville and Truro should be interpreted with caution due to low base sizes.

Table 4: Total Compensation by Major Atlantic City (\$ in 000's)

Province	City	Count	Median	Mean	Percentile 25	Percentile 75
New Brunswick	Saint John	139	\$93	\$115	\$74	\$125
	Bathurst	13	\$95	\$108	-	-
	Fredericton	107	\$90	\$106	\$68	\$110
	Moncton	141	\$92	\$105	\$71	\$119
	Edmundston	10	\$100	\$93	-	-
Newfoundland	St. John's	238	\$101	\$137	\$80	\$138
	Corner Brook	15	\$75	\$90	-	-
Nova Scotia	Kentville	11	\$125	\$140	-	-
	Truro	12	\$104	\$139	-	-
	Halifax	464	\$96	\$119	\$73	\$134
	Cape Breton	20	\$103	\$108	\$76	\$116
	New Glasgow	29	\$78	\$97	\$63	\$103
Prince Edward Island	Charlottetown	53	\$86	\$109	\$62	\$117

Note: Compensation data is only presented for cities with at least 10 respondents.

Compensation by Job Title - Atlantic

Professional accountants with the titles of President/CEO and Vice President earned the highest overall compensation (each receive approximately \$241K and \$207K, respectively).

Table 5a: Total Compensation by Job Title (\$ by 000's)

Title	Total		Company Size					
	Median	Mean	<100		100-999		1000+	
			Median	Mean	Median	Mean	Median	Mean
President and/or CEO	\$163	\$241	\$160	\$215	\$200	\$211	\$497	\$497
Vice President	\$165	\$207	\$135	\$175	\$157	\$163	\$236	\$277
Other Executive Management (COO, CIO, EVP, etc.)	\$122	\$149	\$113	\$130	\$170	\$211	\$128	\$114
Associate/Assistant Director	\$104	\$148	\$94	\$98	\$111	\$111	\$108	\$172
Senior Director	\$115	\$143	\$104	\$134	\$111	\$116	\$134	\$155
Professor/Lecturer/Teacher	\$116	\$115	-	-	\$119	\$115	\$105	\$115
Controller and/or Comptroller/Assistant Controller	\$91	\$108	\$84	\$91	\$96	\$116	\$117	\$131
Senior Manager	\$101	\$108	\$97	\$94	\$120	\$122	\$101	\$111
Manager/Accounting Manager/Account Manager/Finance Manager	\$84	\$93	\$76	\$78	\$89	\$95	\$88	\$97
Supervisor	\$83	\$86	\$62	\$79	\$92	\$87	\$81	\$87
Internal Auditor	\$80	\$81	-	-	\$82	\$83	\$80	\$81
Associate/Assistant Manager	\$68	\$81	\$62	\$116	\$71	\$65	\$71	\$78
Analyst/Business, Financial, Senior and Senior Financial Analyst	\$74	\$79	\$71	\$71	\$73	\$82	\$75	\$78
Senior Auditor/Accountant	\$64	\$70	\$59	\$62	\$79	\$79	\$64	\$71
Auditor/Accountant/Cost Accountant	\$65	\$69	\$62	\$62	\$64	\$63	\$75	\$79

Note: Compensation data is only presented for titles with at least 10 respondents.

Total Compensation by Job Title – Major Atlantic Cities

Table 5b: Total Compensation by Job Title by City (\$ by 000's)

City	Title	Count	Median	Mean	Percentile 25	Percentile 75
Halifax	President and/or CEO	10	\$187	\$317	-	-
	Partner	15	\$230	\$216	-	-
	Vice President	20	\$155	\$215	\$129	\$227
	Owner of another business	13	\$136	\$191	-	-
	Senior Director	12	\$155	\$173	-	-
	Chief Financial Officer (CFO)/Chief Accounting Officer	21	\$163	\$158	\$126	\$191
	Consultant	14	\$92	\$149	-	-
	Director	34	\$122	\$135	\$109	\$143

2015 CPA Member Compensation Study: Atlantic Summary Report

City	Title	Count	Median	Mean	Percentile 25	Percentile 75
	Professor/Lecturer/ Teacher	10	\$118	\$119	-	-
	Controller and/or Comptroller	52	\$98	\$112	\$81	\$119
	Sole Practitioner	12	\$101	\$112	-	-
	Senior Manager	35	\$101	\$108	\$94	\$122
	Manager	64	\$83	\$87	\$77	\$93
	Analyst	43	\$73	\$78	\$62	\$86
	Senior Auditor/Accountant	42	\$63	\$67	\$54	\$75
	Auditor/Accountant/ Cost Accountant	19	\$63	\$61	-	-
St. John's	Owner of another business	12	\$240	\$460	-	-
	Chief Financial Officer (CFO)/Chief Accounting Officer	16	\$128	\$172	-	-
	Director	14	\$111	\$137	-	-
	Controller and/or Comptroller	29	\$102	\$130	\$90	\$145
	Senior Manager	19	\$105	\$112	-	-
	Manager	41	\$92	\$103	\$78	\$116
	Auditor/Accountant/ Cost Accountant	12	\$83	\$94	-	-
	Analyst	19	\$84	\$91	-	-
Moncton	Senior Auditor/Accountant	27	\$79	\$82	\$60	\$103
	Director	12	\$109	\$118	-	-
	Manager	22	\$92	\$106	\$77	\$100
	Controller and/or Comptroller	16	\$87	\$97	-	-
	Analyst	13	\$72	\$74	-	-
Saint John	Auditor/Accountant/ Cost Accountant	10	\$65	\$69	-	-
	Senior Manager	15	\$115	\$115	-	-
	Controller and/or Comptroller	11	\$85	\$111	-	-
	Manager	20	\$101	\$102	\$92	\$112
	Analyst	15	\$81	\$83	-	-
	Auditor/Accountant/ Cost Accountant	13	\$79	\$76	-	-
Fredericton	Senior Auditor/ Accountant	19	\$70	\$73	-	-
	Director	11	\$104	\$109	-	-
	Manager	20	\$84	\$84	\$68	\$102
	Analyst	10	\$65	\$65	-	-

Note: Compensation data is only presented for cities with at least 75 respondents and titles with at least 10 respondents.

Compensation by Focus Area – Atlantic

Professional accountants focusing in the Management/General Management and Strategy & Governance areas earned the highest overall compensation in 2014 (approximately \$209K and \$190K respectively). That said, compensation figures for those whose area of focus is Management/General Management should be taken with caution due to small base sizes.

Table 5c: Total Compensation by Focus Area

Area of Focus	Count	Median	Mean	Percentile 25	Percentile 75
Management/General Management	12	\$156	\$209	-	-
Strategy & Governance	83	\$130	\$190	\$100	\$179
Operations	10	\$125	\$145	-	-
Finance	267	\$98	\$119	\$80	\$131
IT	11	\$109	\$112	-	-
Risk management/Control/Internal audit	54	\$88	\$108	\$75	\$116
Taxation	111	\$92	\$105	\$70	\$115
Management Accounting	140	\$88	\$102	\$74	\$109
Financial and/or Non-Financial Reporting	365	\$87	\$99	\$68	\$115
Audit and Assurance	184	\$74	\$83	\$57	\$95

Note: Compensation data is only presented for focus areas with at least 10 respondents.

Total Compensation by Years of Work Experience – Atlantic

More than three-in-ten (32%) of professional accountants in the Atlantic region have accumulated 25 years and over of experience, with the average compensation at \$155K. Those with 15-19 years of experience are the closest to the Atlantic average of \$118K.

Table 6: Total Compensation by Years of Work Experience

Years of Work Experience	Count	Median	Mean	Percentile 25	Percentile 75
Less than 3 years	5	-	-	-	-
3-4 years	50	\$54	\$57	\$48	\$64
5-9 years	250	\$71	\$78	\$60	\$87
10-14 years	251	\$88	\$99	\$70	\$109
15-19 years	219	\$99	\$114	\$80	\$131
20-24 years	212	\$104	\$124	\$81	\$149
25 years and over	469	\$114	\$155	\$90	\$160
Total	1456	\$94	\$118	\$72	\$129

Section 2: Vacation, Leave, Benefits, and Work/Life Balance

Vacation Entitlement – Atlantic

The bulk of professional accountants (57%) were entitled to a vacation of about 3-5 weeks (15 to 24 working days) in 2014 with only 4% entitled to less than 3 weeks (15 days).

Table 7: Vacation Entitlement and Vacation Taken

	Vacation Entitlement		Vacation Taken	
	Count	%	Count	%
Less than 10 working days	5	-	39	3%
10-14 working days	54	4%	187	13%
15-19 working days	406	28%	497	34%
20-24 working days	570	39%	490	33%
25-29 working days	262	18%	155	11%
30-34 working days	87	6%	52	4%
35+ working days	24	2%	15	1%
N/A	57	4%	30	2%
Total	1466	100%	1466	100%

Benefits by Employer Size – Atlantic

Medical benefits, life insurance, long-term disability insurance, and pension benefits were the most common benefits for professional accountants in the Atlantic region – at least 65% received them. Members in larger companies (100 or more employees) were more likely than smaller firms to receive these common benefits.

Table 9a: Benefits by Number of Employees

Benefit	<100	100-999	1000+	Total
	n=458	n=365	n=642	n=1,465
Medical (health and dental) benefits	77%	89%	93%	87%
Life Insurance	63%	76%	76%	72%
Long Term Disability Insurance	55%	74%	76%	69%
Pension Benefits	42%	71%	77%	65%
Out of Country Travel Insurance	24%	36%	40%	34%
Parking	30%	32%	28%	29%
Health/Fitness Club Memberships	19%	21%	26%	23%
Professional Membership dues other than for my accounting designation(s)	13%	11%	17%	14%
Car Allowances/Gas Mileage	11%	12%	8%	10%
Stock or Stock Options Purchase Program	3%	4%	17%	9%
Parental/Maternal/Caregiver Leave Top Ups	2%	3%	6%	4%
Credit Card Fees	4%	1%	3%	3%
401k matching/RRSP/RRSP matching	3%	2%	2%	2%

2015 CPA Member Compensation Study: Atlantic Summary Report

Benefit	<100	100-999	1000+	Total
	n=458	n=365	n=642	n=1,465
Education/training/professional development (PD) courses	2%	1%	1%	1%
Mobile phone	1%	1%	0%	1%
Other	4%	3%	1%	3%
I did not receive any benefits	10%	3%	2%	5%

Benefits by Industry – Atlantic

Medical benefits, life insurance, long term disability and pension benefits are consistently the most offered type of benefit across the Professional Services, Public Sector, and Manufacturing industries.

Table 9b: Benefits by Area of Practice and Number of Employees

Benefit	Professional Services			Public Sector			Manufacturing		
	<100	100-999	1000+	<100	100-999	1000+	<100	100-999	1000+
	n=191	n=14	n=101	n=56	n=93	n=168	n=19	n=51	n=39
Medical (health and dental) benefits	64%	93%	89%	96%	88%	93%	95%	92%	95%
Life Insurance	52%	86%	70%	66%	74%	71%	89%	84%	85%
Long Term Disability Insurance	40%	79%	73%	71%	71%	68%	63%	76%	79%
Pension Benefits	21%	50%	55%	82%	84%	86%	37%	75%	74%
Out of Country Travel Insurance	13%	21%	34%	27%	30%	32%	26%	43%	41%
Parking	26%	57%	40%	39%	35%	17%	16%	20%	38%
Health/Fitness Club Memberships	19%	43%	62%	13%	9%	7%	11%	18%	41%
Professional Membership dues other than for my accounting designation(s)	13%	29%	13%	18%	13%	13%	16%	4%	18%
Car Allowances/Gas Mileage	9%	7%	4%	5%	9%	2%	11%	18%	8%
Stock or Stock Options Purchase Program	1%	0%	2%	0%	0%	1%	5%	2%	3%
Parental/Maternal/Care giver Leave Top Ups	2%	7%	10%	4%	2%	4%	0%	2%	3%
Credit Card Fees	3%	0%	2%	2%	1%	0%	5%	0%	0%
401k matching/RRSP/RRSP matching	5%	7%	2%	2%	0%	1%	0%	2%	8%
Education/training/professional development (PD) courses	2%	0%	0%	4%	0%	1%	0%	0%	0%
Mobile phone	2%	0%	1%	0%	2%	0%	0%	0%	0%
Other	3%	14%	1%	4%	3%	0%	11%	0%	0%
I did not receive any benefits	17%	0%	2%	2%	3%	3%	0%	2%	3%

2015 CPA Member Compensation Study: Atlantic Summary Report

Benefits by Industry (cont'd)

Medical benefits, life insurance, and long term disability insurance are consistently the most offered type of benefit across the Financial Services and Retail/Wholesale industries. Within the Education industry, medical benefits, pensions, and long term disability insurance are the most offered type of benefit with 100 or more employees.

Table 9c: Benefits by Area of Practice and Number of Employees

Benefit	Financial Services			Retail/Wholesale			Education		
	<100	100-999	1000+	<100	100-999	1000+	<100	100-999	1000+
	n=22	n=24	n=50	n=24	n=27	n=33	n=4	n=33	n=42
Medical (health and dental) benefits	91%	100%	94%	71%	89%	100%	-	88%	98%
Life Insurance	86%	83%	80%	58%	78%	91%	-	67%	76%
Long Term Disability Insurance	86%	75%	82%	54%	70%	76%	-	67%	83%
Pension Benefits	77%	75%	86%	38%	63%	88%	-	70%	86%
Out of Country Travel Insurance	36%	50%	52%	21%	41%	33%	-	42%	60%
Parking	18%	79%	36%	17%	22%	27%	-	3%	7%
Health/Fitness Club Memberships	23%	50%	22%	17%	19%	12%	-	12%	2%
Professional Membership dues other than for my accounting designation(s)	27%	13%	30%	4%	15%	21%	-	6%	2%
Car Allowances/Gas Mileage	14%	17%	20%	21%	37%	15%	-	0%	2%
Stock or Stock Options Purchase Program	9%	4%	54%	0%	7%	15%	-	0%	0%
Parental/Maternal/Care giver Leave Top Ups	0%	8%	10%	0%	0%	18%	-	0%	7%
Credit Card Fees	18%	8%	16%	8%	7%	0%	-	0%	2%
401k matching/RRSP/RRSP matching	5%	0%	2%	4%	7%	0%	-	0%	0%
Education/training/professional development (PD) courses	0%	0%	0%	4%	0%	0%	-	3%	7%
Mobile phone	0%	0%	0%	0%	4%	0%	-	3%	0%
Other	14%	4%	6%	4%	4%	0%	-	3%	2%
I did not receive any benefits	14%	4%	6%	4%	4%	0%	-	3%	2%

Work/Life Balance - Atlantic

Employee assistance programs, training programs, and flexible working hours were the most commonly offered work/life balance programs. Among those with access to each benefit, the highest proportion of Members took advantage of working from home, training programs, and flexible working hours as ways to achieve work/life balance.

Table 10a: Work/Life Balance Programs

	Offered		Taken	
	Count	%	Count	%
Employee Assistance Programs	942	70%	129	14%
Training Programs	939	70%	715	76%
Flexible working hours	838	62%	607	72%
Leaves for Personal Reasons	833	62%	334	40%
Work from home	671	50%	540	80%
Time off for volunteer work	491	36%	288	59%
Compressed Work Weeks	311	23%	116	37%
Sabbaticals	188	14%	11	6%
Childcare benefits (subsidy, available on site etc.)	71	5%	11	15%
Other	61	5%	29	48%

Work/Life Balance Programs Used by Industry

Flexible working hours, training programs, and working from home were the most commonly used work/life balance program within the sectors listed below.

Table 10b: Work/Life Balance Programs Used by Industry

	Professional Services	Public Sector	Manufacturing	Financial Services	Retail/ Wholesale	Education
Flexible working hours	77%	63%	85%	77%	81%	80%
Sabbaticals	5%	4%	-	0%	-	10%
Compressed Work Weeks	25%	44%	-	24%	-	31%
Time off for volunteer work	60%	64%	50%	67%	48%	63%
Childcare benefits (subsidy, available on site etc.)	17%	7%	-	36%	-	0%
Leaves for Personal Reasons	35%	53%	31%	39%	44%	27%
Employee Assistance Programs	10%	15%	11%	19%	6%	14%
Training Programs	79%	79%	78%	81%	68%	75%
Work from home	80%	68%	92%	86%	85%	74%
Other	-	29%	-	-	-	-