

2023

2023 CANADIAN CPA PROFESSION COMPENSATION STUDY REPORT: **British Columbia**

NIQ

FALL 2023



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Introduction

CPA Canada commissioned NielsenIQ to conduct this compensation survey, in which 9,861 CPAs participated between June 20, 2023, and July 17, 2023. This report relies on self-reported compensation from Canadian CPAs participating in 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 that was provided.

Structure of the Summary Report

This report is organized into two sections:

Section 1 – Compensation: This section includes overall compensation data and compensation data broken down by demographic information.

Section 2 – Benefits and work/life balance: This section includes statistics on benefits provided and work/life balance options offered and used.

Methodology

NielsenIQ conducted quantitative research among active CPAs whose contact information was in the CPA Canada database and excluded CPAs that had indicated a desire not to be contacted by CPA Canada.

Survey invitations were sent to 162,796 members via email, with 1,660 bounce backs, for a total of 161,136 members receiving the email. The resulting participation of 10,682 members amounted to a response rate of 7 per cent. Of those, 581 reported they did not work in the profession for at least one month in 2022, leaving a total of 10,100 members who were asked about employment information. In addition, 239 respondents were excluded for either missing key information or giving answers that may have been entered in error. In total, compensation data was reported for 9,861 members.

Most individuals surveyed reside in Canada. Due to privacy legislation (General Data Protection Regulation) impacting members in many European countries, CPA Canada made every effort to avoid contacting members known to reside in countries covered by this legislation. As a result, the only Canadian CPAs contacted in these areas were those who had listed their country of residence as one that was not impacted by the legislation.

Note that findings in this report are representative of those who responded and may not represent the British Columbia CPA profession as a whole. Comparisons with the results of the previous survey cannot be considered definitive as the composition of those responding may vary from year to year.

Unless otherwise specified, compensation figures in this report include annualized data for members who worked at least two months, either part time or full time, during 2022.

For the purpose of analysis of results grouped by Canadian cities, this report used Statistics Canada-defined census metropolitan areas (CMA) and census agglomerations (CA). (Source: ©2023 Environics Analytics). These results represent urban cores and any adjacent municipalities that are closely integrated. Full definitions of these terms can be found at the following page:

<https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/geo009-eng.cfm>.

Note on Reporting

In order to protect the privacy of respondents and avoid reporting misleading results, the median compensation data is presented only when there were at least 10 respondents in a subcategory, and 25th and 75th percentile values are shown only when there were at least 20 respondents in a subcategory. Despite these approaches, results can still vary considerably if there were findings with fewer than 100 respondents in a given category. Definitions of the three statistical measures used in this report are as follows:

- **Median** (or 50th percentile) is the value above and below which half the cases fall. If there is an even number of cases, then the average of the two middle cases is used. The median is not sensitive to outlying (a few very high or very low) values.
- **25th percentile** is the value above which 75 per cent of the cases fall.
- **75th percentile** is the value below which 75 per cent of the cases fall.

Section 1: Compensation

Overall Compensation – British Columbia

Table 1 below shows the median (middle), mean (average), top and bottom quartiles for compensation for all members in British Columbia. The figures include CPAs 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 workweek.

The median compensation reported by British Columbia members in 2022 was \$131K.

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

	Count	Median	25th Percentile	75th Percentile
All Members within British Columbia	1,576	\$131	\$100	\$195

Table 1a shows the median, 25th and 75th percentiles for compensation among members with at least three years post-designation experience, broken down by province/territory. Due to limited contact information available to CPA Canada for members who have obtained their qualifications, or who have changed their information within the last three years in the provinces of Ontario and Quebec, CPAs with less than three years of post-designation experience have been excluded to make this data comparable across jurisdictions.

Table 1a: Total Compensation by Province – Three Years Post-Designation or More (\$ in 000s)

Province/Territory	Count	Median	25th Percentile	75th Percentile
Yukon	14	\$189	-	-
Northwest Territories	10	\$172	-	-
Alberta	1,325	\$155	\$120	\$234
Ontario	2,815	\$153	\$117	\$226
Saskatchewan	420	\$145	\$116	\$198
British Columbia	1,418	\$138	\$105	\$203
Quebec	2,131	\$131	\$103	\$181
Nova Scotia	274	\$127	\$100	\$175
Manitoba	473	\$127	\$103	\$178
New Brunswick	183	\$122	\$97	\$160
Newfoundland and Labrador	98	\$126	\$100	\$180
Prince Edward Island	61	\$113	\$99	\$149

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Table 1aa shows the median, 25th and 75th percentiles for compensation, broken down by industry for all members in British Columbia.

Among industries with at least 50 members reporting, the highest median compensation was found in professional services firm (other), financial services, and retail/wholesale at \$173K, \$170K and \$145K, respectively.

Table 2aa: Total Compensation by Industry of Employment (\$ in 000s)

Industry of Employment	Count	Median	25th Percentile	75th Percentile
Holding, Conglomerate	10	\$240	-	-
Arts, Entertainment, Leisure	16	\$182	-	-
Mining	30	\$176	\$123	\$362
Professional Services Firm – Other (consulting, legal, etc.)	56	\$173	\$118	\$260
Financial Services (banks, trusts, insurance, credit unions, etc.)	91	\$170	\$120	\$250
Agriculture, Forestry, Fisheries	46	\$152	\$112	\$228
Retail, Wholesale	76	\$145	\$120	\$209
Manufacturing	99	\$143	\$105	\$185
Real Estate/Building Management	75	\$142	\$99	\$215
Construction	58	\$138	\$112	\$192
Utilities	10	\$136	-	-
Professional Services Firm – Public Practice (a firm that primarily delivers accounting, auditing and/or tax services)	421	\$130	\$88	\$223
Software	39	\$125	\$95	\$185
Transportation, Distribution	42	\$124	\$107	\$173
Educational Institution (university, college, primary or secondary school, etc.)	61	\$120	\$98	\$174
Public Sector (hospital, library, health organization, social services organization, etc.)	26	\$118	\$99	\$153
Crown Corporation	23	\$118	\$97	\$161
Public Sector (federal, provincial, First Nations, or municipal government, including ministries, departments, etc.)	145	\$117	\$97	\$133
Public Sector – Office of the Auditor General (federal, provincial, or municipal)	10	\$115	-	-
Hotels and Restaurants	18	\$113	-	-
Not for Profit (trade association, charity, religious group, etc.)	75	\$112	\$89	\$137
Telecommunications	14	\$110	-	-
Other	28	\$130	\$103	\$225
Total	1499	\$131	\$100	\$196

Note 1: Only industries with a base of 10 members or more responding are shown.

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Note 2: Those who reported being part of multiple categories (e.g., employees earning T4 income and/or owners) were not counted in this analysis.

Compensation by Census Metropolitan Areas/Census Agglomerations in British Columbia

The major city that had over 400 members responding (indicated in bold in Table 2), was Vancouver with a median compensation of \$138K.

Table 2: Total Compensation by British Columbia Census Metropolitan Areas/Census Agglomerations with 20 Members or more (\$ in 000s)

City	Count	Median	25th Percentile	75th Percentile
British Columbia				
Abbotsford - Mission	46	\$142	\$109	\$230
Vancouver	927	\$138	\$102	\$204
Kamloops	32	\$125	\$103	\$196
Vernon	28	\$123	\$96	\$185
Victoria	176	\$122	\$97	\$171
Kelowna	83	\$115	\$90	\$175
Nanaimo	36	\$114	\$92	\$167
Prince George	26	\$109	\$89	\$147

Note: Bold font indicates census metropolitan areas and census agglomerations with over 400 members.

Compensation by Years of Post-Designation Work Experience – British Columbia

A wide range of post-designation experience was reported, with the largest group in British Columbia responding having over 25 years of experience as well as the highest earnings of \$182K.

Table 3: Total Compensation by Years of Work Experience (\$ in 000s)

Years of Experience	Count	Median	25th Percentile	75th Percentile
Less than 3 years	158	\$87	\$75	\$104
3–4 years	95	\$105	\$90	\$120
5–9 years	290	\$116	\$95	\$145
10–14 years	306	\$136	\$110	\$185
15–19 years	187	\$150	\$113	\$215
20–24 years	218	\$160	\$117	\$248
25 years and over	322	\$182	\$128	\$273
Total	1,576	\$131	\$100	\$195

Non-Owners' Compensation in British Columbia

Table 4ai shows base, total non-base and total compensation statistics for CPAs within British Columbia who did not own their own business in 2022. This group makes up most of the profession.

Non-owners in British Columbia earned a median of \$125K in total compensation in 2022. Most of that (\$114K) came from base compensation. The median non-base compensation was \$6K.

Table 4ai: Non-Owner Compensation – 2022 (\$ in 000s)

Measure	2022		
	Base Compensation	Total Non Base Compensation	Total Compensation
Count	1,246	1,246	1,246
Median	\$114	\$6	\$125
25th Percentile	\$90	\$3	\$98
75th Percentile	\$148	\$15	\$172

Among non-owners, base compensation was highest among members who held the president and/or CEO and other executive management (COO, CIO, EVP, etc.) titles, earning a median of \$205K and 190K, respectively. The most frequently cited title among non-owners was controller and/or comptroller. These members earned a median base compensation of \$113K.

Table 4aii: Non-Owner Base Compensation – by title (\$ in 000s)

Job Title	Count	Median	25th Percentile	75th Percentile
President and/or CEO	18	\$205	-	-
Other Executive Management (COO, CIO, EVP, etc.)	21	\$190	\$139	\$227
General Manager	12	\$187	-	-
Vice-President	35	\$180	\$150	\$210
Senior Vice-President	10	\$174	-	-
Chief Financial Officer (CFO)	155	\$162	\$129	\$205
Senior Director	22	\$151	\$129	\$178
Director	99	\$138	\$120	\$164
Senior Manager	114	\$120	\$108	\$140
Associate/Assistant Director	10	\$115	-	-
Controller and/or Comptroller	222	\$113	\$96	\$130
Manager	165	\$101	\$88	\$118
Analyst	53	\$98	\$85	\$107
Supervisor	13	\$97	-	-
Tax Specialist	12	\$95	-	-

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Job Title	Count	Median	25th Percentile	75th Percentile
Associate/Assistant Manager	14	\$90	-	-
Senior Auditor/Accountant	141	\$80	\$70	\$90
Auditor/Accountant	46	\$76	\$64	\$90

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

Table 4aiii: Non-Owner Non-Base Compensation – by title (\$ in 000s)

Job Title	Count	Median	25th Percentile	75th Percentile
Chief Financial Officer (CFO)	50	\$15	\$7	\$27
Director	20	\$12	\$8	\$20
Vice- President	15	\$9	-	-
Controller and/or Comptroller	56	\$5	\$3	\$8
Senior Manager	35	\$5	\$3	\$14
Manager	30	\$4	\$1	\$5
Senior Auditor/Accountant	30	\$2	\$1	\$6

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

Table 4aiv: Non-Owner Total Compensation – by title (\$ in 000s)

Job Title	Count	Median	25th Percentile	75th Percentile
President and/or CEO	18	\$295	-	-
General Manager	12	\$260	-	-
Other Executive Management (COO, CIO, EVP, etc.)	21	\$220	\$167	\$254
Vice-President	35	\$217	\$170	\$314
Chief Financial Officer (CFO)	155	\$195	\$142	\$265
Senior Vice-President	10	\$188	-	-
Senior Director	22	\$174	\$134	\$207
Director	99	\$151	\$125	\$193
Senior Manager	114	\$137	\$118	\$160
Tax Specialist	12	\$129	-	-
Controller and/or Comptroller	222	\$125	\$100	\$145

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Associate/Assistant Director	10	\$120	-	-
Manager	165	\$109	\$92	\$122
Supervisor	13	\$106	-	-
Analyst	53	\$105	\$90	\$118
Associate/Assistant Manager	14	\$98	-	-
Senior Auditor/Accountant	141	\$85	\$76	\$98
Auditor/Accountant	46	\$80	\$68	\$95

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

Non-Owners' Compensation by Job Title – British Columbia

Among Non-Owners in British Columbia, CPAs with the title of president and/or CEO earned the highest median compensation, at \$295K, followed by general manager, with a median of \$260K. Among companies with over 1,000 employees, vice-presidents had the highest median compensation, at \$264K.

Table 5a: Total Compensation by Job Title Among Non-Owners (\$ in 000s)

Job Title	Total (n=1,246)	Size of Employer by Number of Staff		
	Median	<100 (n=453) Median	100–999 (n=404) Median	≥1,000 (n=389) Median
President and/or CEO	\$295	-	-	-
General Manager	\$260	-	-	-
Other Executive Management (COO, CIO, EVP, etc.)	\$220	\$209	\$233	-
Vice-President	\$217	\$207	-	\$264
Chief Financial Officer (CFO)	\$195	\$173	\$204	\$244
Senior Vice-President	\$188	-	-	-
Senior Director	\$174	-	-	\$185
Director	\$151	\$139	\$167	\$150
Senior Manager	\$137	\$121	\$142	\$139
Tax Specialist	\$129	-	-	-
Controller and/or Comptroller	\$125	\$117	\$133	\$148
Associate/Assistant Director	\$120	-	-	-
Manager	\$109	\$99	\$107	\$112
Supervisor	\$106	-	-	-
Analyst	\$105	-	\$104	\$105
Associate/Assistant Manager	\$98	-	-	-
Senior Auditor/Accountant	\$85	\$87	\$88	\$80

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Auditor/Accountant	\$80	\$72	-	\$90
Other	\$117	\$105	\$104	\$127

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

Non-Owners' Compensation by Job Title – Major Cities in British Columbia

In Vancouver, CPAs with the title of president and/or CEO earned the highest median compensation, at \$303K. In Victoria, CPAs with the title of chief financial officer (CFO) earned the highest median compensation, at \$175K. In Kelowna, CPAs with the title of controller and/or comptroller earned the highest median compensation, at \$110K. These compensation figures must be interpreted with caution due to the small base size.

Table 5b: Total Compensation by Job Title by City Among Non-Owners (\$ in 000s)

City	Job Title	Count	Median	25th Percentile	75th Percentile
Vancouver	President and/or CEO	12	\$303	-	-
	Vice President	28	\$239	\$193	\$316
	Chief Financial Officer (CFO)	74	\$214	\$180	\$305
	Other Executive Management (COO, CIO, EVP, etc.)	15	\$212	-	-
	Senior Director	12	\$185	-	-
	Director	63	\$171	\$139	\$205
	Senior Manager	74	\$140	\$124	\$169
	Controller and/or Comptroller	122	\$131	\$107	\$155
	Manager	92	\$119	\$101	\$129
	Analyst	35	\$107	\$92	\$118
	Senior Auditor/Accountant	94	\$88	\$77	\$98
	Auditor/Accountant	29	\$80	\$68	\$98
Victoria	Chief Financial Officer (CFO)	17	\$175	-	-
	Senior Manager	11	\$130	-	-
	Director	21	\$122	\$120	\$147
	Controller and/or Comptroller	19	\$116	-	-
	Manager	19	\$91	-	-
Kelowna	Controller and/or Comptroller	15	\$110	-	-

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

Non-Owners' Compensation by Area of Focus – British Columbia

Non-owner members in British Columbia focusing on strategy and governance had the highest median compensation per area of focus, at \$210K.

Table 5c: Compensation by Area of Focus Among Non-Owners (\$ in 000s)

Area of Focus	Count	Median	25th Percentile	75th Percentile
Strategy and Governance	79	\$210	\$140	\$265
Managing Staff	54	\$153	\$119	\$284
Finance	248	\$131	\$103	\$177
Risk management/Control/Internal audit	19	\$128	-	-
Financial and/or Non-Financial Reporting	394	\$120	\$96	\$151
Management Accounting	148	\$120	\$98	\$164
Taxation	114	\$112	\$86	\$150
Audit and Assurance	106	\$98	\$80	\$130

Note: Compensation data is presented only for areas with at least 10 members responding.

Owners' Compensation in British Columbia

In British Columbia, members who owned accounting firms and earned a median of \$242K. Those who owned other businesses had a median compensation of \$200K. Partners made a median of \$300K in 2022, while sole practitioners made a median of \$175K.

Table 6a: Owner Compensation – 2022

Measure	Owner of an Accounting Firm (Sole and Partner)	Sole	Partner	Owner of Another Business
Count	208	96	112	25
Median	\$242	\$175	\$300	\$200
25th Percentile	\$144	\$99	\$196	\$145
75th Percentile	\$383	\$300	\$448	\$490

Note: Those who reported being part of multiple categories (e.g., employees earning T4 income and/or owners) were not counted in this analysis.

2022 Compensation Compared to 2021 – British Columbia

Among the members responding, 76 percent indicated their 2022 compensation increased compared to 2021.

Table 7: 2022 Compensation Compared to 2021

Industry	Count	Don't know	Decrease by 10 per cent or more	Decrease by less than 10 per cent	Same	Increase by less than 10 per cent	Increase by 10 per cent or more
Professional Services Firm – Public Practice (a firm that primarily delivers accounting, auditing and/or tax services)	421	1%	6%	4%	12%	34%	42%
Public Sector (federal, provincial, First Nations or municipal government including ministries, departments, etc.)	145	1%	3%	4%	10%	70%	12%
Manufacturing	99	0%	6%	3%	9%	52%	30%
Financial Services (including banks, trusts, insurance, credit unions, etc.)	91	3%	7%	1%	12%	48%	29%
Retail, Wholesale	76	0%	9%	3%	17%	41%	30%
Not for Profit (trade association, charity, religious group, etc.)	75	3%	3%	4%	15%	64%	12%
Real Estate/Building Management	75	3%	3%	4%	17%	48%	25%
Educational Institution (e.g., university, college, primary or secondary school, etc.)	61	0%	3%	3%	18%	62%	13%
Construction	58	2%	7%	0%	29%	41%	21%
Professional Services Firm – Other (consulting, legal, etc.)	56	0%	5%	7%	18%	36%	34%

Note: Only industries with a base of 50 members or more responding are shown.

Section 2: Benefits and Work/Life Balance

Benefits by Employer Size Among Non-Owners – British Columbia

Medical benefits, life insurance, and long-term disability insurance were the most commonly offered benefits for CPAs in British Columbia: around four in five received each of them. Members in larger companies of 100 or more employees were more likely to receive benefits than members who were employees of smaller firms.

Table 9a: Benefits by Number of Employees Among Non-Owners

Benefit	Size of Employer by Number of Staff			
	<100 (n=453)	100–999 (n=404)	≥1,000 (n=389)	Total (n=1,276)
Medical (Health and Dental) Benefits	95%	97%	98%	97%
Life Insurance	76%	87%	83%	82%
Long Term Disability Insurance	74%	85%	84%	81%
Out-of-Country Travel Insurance	58%	69%	68%	65%
Parking	45%	43%	30%	40%
Group RRSPs	30%	39%	39%	36%
Professional Membership Dues Other than for my Accounting Designation(s)	24%	23%	28%	25%
Defined-Benefit Pension Plan	10%	25%	41%	25%
Defined-Contribution Pension Plan	9%	20%	36%	21%
Parental/Maternal/Caregiver Leave Top Ups	9%	12%	16%	12%
Stock or Stock Options Purchase Program	6%	11%	20%	12%
Car Allowances	8%	12%	9%	9%
Deferred Profit-Sharing Plans	5%	7%	11%	8%
Other Significant Benefits	12%	11%	10%	11%

Benefits by Industry Among Non-Owners – British Columbia

Among the six largest industry groupings shown in Tables 9b and 9c, medical benefits, long-term disability insurance and life insurance were consistently the most commonly offered benefit.

Table 9b: Benefits by Industry and Number of Employees Among Non-Owners

Benefit	Professional Services – Public Practice			Public Sector – Government			Financial Services		
	<100 (n=113)	100–999 (n=37)	≥1,000 (n=80)	<100 (n=20)	100–999 (n=50)	≥1,000 (n=74)	<100 (n=25)	100–999 (n=24)	≥1,000 (n=30)
Medical (Health and Dental) Benefits	90%	92%	100%	100%	96%	99%	100%	96%	100%
Life Insurance	54%	73%	82%	100%	88%	83%	78%	100%	87%
Long Term Disability Insurance	62%	78%	84%	95%	86%	83%	74%	92%	87%
Out-of-Country Travel Insurance	25%	51%	61%	68%	71%	64%	74%	71%	90%
Parking	44%	38%	32%	55%	41%	16%	52%	21%	23%
Group RRSPs	24%	19%	56%	9%	6%	4%	19%	33%	65%
Professional Membership Dues Other than for my Accounting Designation(s)	16%	22%	18%	41%	27%	25%	22%	42%	61%
Defined-Benefit Pension Plan	0%	3%	13%	68%	75%	81%	26%	21%	29%
Defined-Contribution Pension Plan	1%	14%	48%	18%	25%	16%	7%	42%	65%
Parental/Maternal/Care giver Leave Top Ups	5%	11%	20%	9%	16%	28%	0%	17%	16%
Stock or Stock Options Purchase Program	1%	0%	0%	0%	0%	0%	7%	21%	71%
Car Allowances	3%	3%	6%	0%	14%	8%	15%	4%	10%
Deferred Profit-Sharing Plans	3%	3%	9%	0%	0%	0%	4%	13%	42%
Other Significant Benefits	9%	5%	11%	9%	6%	7%	19%	29%	6%

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Table 9c: Benefits by Industry and Number of Employees Among Non-Owners

Benefit	Manufacturing			Retail/Wholesale			Not for Profit		
	<100 (n=45)	100– 999 (n=35)	≥1,000 (n=17)	<100 (n=29)	<100 (n=27)	100– 999 (n=15)	≥1,000 (n=43)	100– 999 (n=27)	<100 (n=4)
Medical (Health and Dental) Benefits	100%	100%	100%	90%	100%	88%	98%	93%	-
Life Insurance	90%	94%	100%	76%	88%	82%	86%	82%	-
Long Term Disability Insurance	73%	86%	83%	66%	84%	88%	84%	75%	-
Out-of-Country Travel Insurance	80%	81%	72%	66%	80%	71%	70%	75%	-
Parking	44%	53%	39%	38%	52%	47%	47%	36%	-
Group RRSPs	39%	61%	67%	14%	40%	71%	51%	43%	-
Professional Membership Dues Other than for my Accounting Designation(s)	20%	25%	22%	24%	16%	53%	28%	14%	-
Defined-Benefit Pension Plan	2%	6%	39%	3%	4%	12%	21%	25%	-
Defined-Contribution Pension Plan	20%	22%	33%	3%	28%	29%	12%	32%	-
Parental/Maternal/Caregiver Leave Top Ups	0%	8%	33%	0%	4%	6%	21%	18%	-
Stock or Stock Options Purchase Program	7%	17%	39%	14%	16%	29%	2%	4%	-
Car Allowances	7%	3%	6%	17%	36%	18%	5%	7%	-
Deferred Profit-Sharing Plans	7%	14%	22%	7%	4%	18%	2%	4%	-
Other Significant Benefits	7%	14%	6%	7%	8%	0%	14%	18%	-

Work/Life Balance Among Non-Owners – British Columbia

Working from home and flexible working hours were both offered and used, respondents reported, with utilization rates of 80% and 63%, respectively. Meanwhile, programs such as time off for volunteer work, employee assistance programs, sabbaticals and childcare benefits showed varying degrees of adoption. These findings were consistent across industries (Table 9b).

Table 10a: Work/Life Balance Programs Among Non-Owners

Work/Life Balance Program	Offered by Employer and Used		Offered by Employer and Not Used		Not Offered by Employer	
	Count	%	Count	%	Count	%
Work from Home	939	80%	111	11%	196	16%
Flexible Working Hours	741	63%	127	13%	378	31%
Funding of Externally Offered Professional Development	741	63%	210	21%	295	24%
Internal Professional Development	704	60%	124	13%	418	34%
Leaves for Personal Reasons	241	20%	616	62%	389	32%
Time Off for Volunteer Work	135	11%	249	25%	862	70%
Compressed Work Weeks	110	9%	130	13%	1,006	82%
Employee Assistance Programs	100	8%	731	74%	415	34%
Sabbaticals	15	1%	246	25%	985	80%
Childcare Benefits (subsidy, available on site etc.)	5	0%	99	10%	1,142	93%

Work/Life Balance Programs Used by Industry Among Non-Owners – British Columbia

Working from home, flexible working hours, and internal professional development were the programs most commonly used by members in all six of the largest industry groupings shown below.

Table 10b: Work/Life Balance Programs Used by Industry Among Non-Owners

Work/Life Balance Program	Industry					
	Professional Services – Public Practice (n=230)	Public Sector – Government (n=144)	Financial Services (n=79)	Manufacturing (n=97)	Retail/ Wholesale (n=71)	Not for Profit (n=74)
Work from Home	82%	79%	85%	77%	68%	88%
Flexible Working Hours	73%	57%	59%	65%	65%	78%
Funding of Externally Offered Professional Development	52%	70%	60%	58%	66%	78%
Internal Professional Development	70%	78%	73%	49%	50%	65%
Leaves for Personal Reasons	19%	31%	18%	16%	21%	22%
Time Off for Volunteer Work	13%	7%	19%	8%	5%	21%
Compressed Work Weeks	9%	29%	1%	6%	8%	4%
Employee Assistance Programs	6%	18%	6%	3%	10%	8%

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Sabbaticals	1%	0%	0%	2%	2%	0%
Childcare Benefits (subsidy, available on site etc.)	0%	1%	1%	0%	0%	1%

Note: Counts shown include members in each industry that indicated they used at least one work/life balance program; base size varied depending on programs used and industry.

Feedback on this Report

Questions or comments related to this report can be directed to Paul Long, Manager, Research, CPA Canada (plong@cpacanada.ca).

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