

More Canadian payroll professionals projected in 2014; specialized skills and experience in demand, according to survey by Hays Canada

March 19, 2014 – Toronto, ON – Hays Canada today launched its first Canadian payroll salary guide which reveals that 2014 is projected to be a year of growth with Canadian payroll professionals and employers reporting considerable optimism about business this year. This is the main finding in [Hays Canada's](#) 2014 Payroll Salary Survey, which collected data from more than 2,000 Canadian payroll professionals and practitioners. Sixty four per cent of employers say business activity will increase, and approximately 95 per cent of employers expect permanent headcount to increase or remain the same in 2014.

The Hays payroll survey, which was conducted in collaboration with the Canadian Payroll Association (CPA), is the first of its kind in Canada, delving deep into labour market trends and insights in this important sector. According to the Canadian Payroll Association, Canada's 1.5 million employers rely on payroll practitioners for the timely and accurate payment of \$860 billion in wages and benefits, \$268 billion in statutory remittances to the federal and provincial governments and \$94 billion in health and retirement benefits, while complying with more than 190 federal and provincial regulatory requirements.

"Based on the results from this year's guide, we learned not only that payroll is becoming more specialized but also that the profession is changing as employers aim to become more lean and efficient," said Antony McElwee, Senior Manager, Hays Accounting and Finance. "The demand for specialized skills sets and experience is rising, resulting in competition for payroll professionals, particularly those with complex experience in multi-province and international (particularly the U.S.) payroll and unionized environments, as well as professionals with payroll compliance knowledge. Hybrid roles with an element of HR and benefits experience are also becoming more sought after by mid-sized companies."

"The salaries of certified payroll professionals, increasingly reflects their valuable compliance contributions," says Steven Van Alstine, Vice President of Education for the Canadian Payroll Association. "That is why the Payroll Compliance Practitioner certification, professional development seminars and other services offered by the Canadian Payroll Association are increasingly focused on helping employers stay compliant with legislative requirements."

According to the survey, entry level payroll professionals with certain specialized experience in specific technical systems (such as PeopleSoft, SAP or Cloud based systems) are difficult to find. As a result, salaries are rapidly inflating as employers compete for candidates from a small pool of talent.

HAYS CANADA'S RECOMMENDATIONS FOR EMPLOYERS AND PROFESSIONALS

As competition continues to increase for payroll professionals, employers should consider candidates with transferable skills sets and be flexible on end-to-end payroll experience, based on a candidate's potential, transferable knowledge, experience, and personality fit.

Those seeking new employment should consider becoming certified, if not already, as increasingly, certification is becoming a factor that sets professionals and practitioners apart, both in terms of salaries and compliance responsibilities.

HAYS CANADA'S SURVEY OF CANADIAN COMPANIES - HIGHLIGHTS:

Economy:

- 64% of payroll professionals and employers predict business activity will increase in the upcoming year, while 31% believe it will remain the same.

Hiring:

- 12% of payroll employers expect permanent staff to increase in the upcoming year.
- 83% expect it to remain the same.
- 5% expect it to decrease.

According to the survey, employers are planning more targeted niche recruitment, potentially fuelling competition for experienced and specialized payroll professionals.

Compensation packages:

- More than half (58%) of employees are either unsure or think their compensation package is not competitive with the current market rate.
- 42% of employees think their compensation package is competitive with the market rate.
- A certified payroll professional earns, on average, \$10,000 more than a payroll practitioner without a certificate.

With competition increasing for candidates with niche skills sets and experience, from a retention perspective, employers need to be concerned if more than half of their staff thinks they are underpaid or are unaware of competitive market rates.

Top five benefits offered by Canadian employers

1. Health and dental benefits
2. Training and/or certification support
3. Pension/RRSP contribution/matching
4. More than 10 days vacation
5. Time off in lieu

About Hays:

Hays is an international recruitment consultancy with a strong Canadian presence with offices in Vancouver, Calgary, Toronto, Mississauga and Ottawa. Hays has more than 150 specialized consultants in Canada offering a broad range of corporate recruiting expertise, with particular specializations in serving the accounting and finance, Information Technology, and construction and property sectors.

The Hays Canada 2014 Payroll Salary Survey, which is the first of its kind in the Canadian payroll sector, aims to provide insights into average salaries for payroll professionals as well as an overview of some of the trends from the industry. Over 2,000 Canadian payroll professionals and practitioners, who are

members of the Canadian Payroll Association (CPA), contributed to the survey. Parties interested in requesting a free copy should visit www.hays.ca for more information.

Hays Specialist Recruitment Canada is a wholly owned subsidiary of Hays plc, which has been at the forefront of the global recruitment industry for over thirty-five years. With annual revenues of over £2.1 billion, Hays Specialist Recruitment is the largest specialist recruitment consultancy in the world.

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