



*Insurance (Vehicle) Act*

INCOME REPLACEMENT AND  
RETIREMENT BENEFITS AND BENEFITS  
FOR STUDENTS AND MINORS  
REGULATION  
**B.C. Reg. 60/2021**

Deposited March 5, 2021 and effective May 1, 2021  
Last amended May 1, 2021 by B.C. Reg. 94/2022

**Consolidated Regulations of British Columbia**

*This is an unofficial consolidation.*

B.C. Reg. 60/2021 (O.C. 112/2021), deposited March 5, 2021 and effective May 1, 2021, is made under the *Insurance (Vehicle) Act*, R.S.B.C. 1996, c. 231, ss. 169 and 181.

This is an unofficial consolidation provided for convenience only. This is not a copy prepared for the purposes of the *Evidence Act*.

This consolidation includes any amendments deposited and in force as of the currency date at the bottom of each page. See the end of this regulation for any amendments deposited but not in force as of the currency date. Any amendments deposited after the currency date are listed in the B.C. Regulations Bulletins. All amendments to this regulation are listed in the *Index of B.C. Regulations*. Regulations Bulletins and the Index are available online at [www.bclaws.ca](http://www.bclaws.ca).

See the User Guide for more information about the *Consolidated Regulations of British Columbia*. The User Guide and the *Consolidated Regulations of British Columbia* are available online at [www.bclaws.ca](http://www.bclaws.ca).

Prepared by:  
Office of Legislative Counsel  
Ministry of Attorney General  
Victoria, B.C.

*Insurance (Vehicle) Act*

**INCOME REPLACEMENT AND RETIREMENT BENEFITS  
AND BENEFITS FOR STUDENTS AND MINORS  
REGULATION  
B.C. Reg. 60/2021**

*Contents*

**PART 1 – DEFINITIONS**

1	Definitions and interpretation	1
---	--------------------------------	---

**PART 2 – ENTITLEMENT**

2	Entitlement amount and limits	2
3	Alternate formula	3
4	Full-time earners	4
5	Temporary earners and part-time earners – first 180 days	5
6	Temporary earners and part-time earners – after 180 days	5
7	Non-earners – first 180 days	6
8	Non-earners – after 180 days	6
9	Entitlement to income replacement benefits after relapse	6
10	Income replacement benefit for reduced income from determined employment	8
11	Events that end or suspend entitlement	8
12	Benefit reduction if person earns reduced income	10

**PART 3 – DETERMINED EMPLOYMENT**

13	Required determined employment	10
14	Authorized determined employment	10

**PART 4 – GROSS YEARLY EMPLOYMENT INCOME**

15	Definitions	11
16	Maximum GYEI	11
17	GYEI for salaried worker	11
18	GYEI for self-employment or a Canadian-controlled private corporation	13
19	GYEI for full-time earner, special circumstances	14
20	GYEI for temporary earner or part-time earner – first 180 days	14
21	GYEI for temporary earner or part-time earner – after 180 days	14
22	GYEI for insured holding employment corresponding to determined employment for 5 years and at time of accident	14
23	GYEI for insured holding employment corresponding to determined employment for 5 years but not at time of accident	14
24	Insured who never held employment corresponding to determined employment	15
25	Non-earner – after 180 days	15
26	Classes of employment	15
27	Part-time determined employment	15

<b>PART 5 – NET INCOME</b>	
28 Net income	16
29 Taxable income is gross yearly employment income less deductions	16
30 Income tax is tax on taxable income less credits	17
31 GYEI is pensionable and insurable earnings	17
32 Premiums payable under <i>Employment Insurance Act</i> (Canada)	17
33 Contributions payable under <i>Canada Pension Plan</i>	17
<b>PART 6 – RETIREMENT INCOME BENEFIT</b>	
34 Entitlement	18
<b>PART 7 – PAYMENTS AND ADJUSTMENTS</b>	
35 Payments of benefits	19
36 Adjustments	19
37 CPI adjustment – 2022 and subsequent years	19
<b>PART 8 – INCOME REPLACEMENT BENEFITS – GENERAL</b>	
<b>Division 1 – Income Adjustments</b>	
38 Definition	20
39 Adjustments under sections 20 to 25	20
<b>Division 2 – Indexation</b>	
40 Indexation for sections 22 and 23	21
<b>Division 3 – Classes of Employment</b>	
41 Definition	22
42 Determination of level of experience	22
43 Indexing formula	22
44 If employment not listed in table	23
45 Census data used to update income levels	23
46 Table 1	24
<b>Division 4 – Average Hours Worked</b>	
47 Definitions	24
48 Updates of AHW	24
49 Employment or AHW not listed	24
50 Labour force survey data unavailable	25
<b>PART 9 – BENEFITS FOR STUDENTS</b>	
51 Definitions	25
52 Full-time basis	27
53 Loss-of-studies benefit	27
54 Determination of income replacement benefit – students	28
55 Student unable to begin or continue studies	29
56 Student able to begin or continue studies	29
57 Student not entitled to both	30
58 New determination of employment for student after end of current studies	30
<b>PART 10 – BENEFITS FOR MINORS</b>	
59 Definition	31
60 Loss-of-studies	31
61 Determination of income replacement benefit – minors	31
62 Benefit for minor unable to begin or continue studies	32
63 Benefit for minor able to begin or continue studies	32
64 Minor not entitled to both	33

65	Determined employment	33
<b>SCHEDULE</b>		34



*Insurance (Vehicle) Act*

**INCOME REPLACEMENT AND RETIREMENT BENEFITS  
AND BENEFITS FOR STUDENTS AND MINORS  
REGULATION  
B.C. Reg. 60/2021**

**PART 1 – DEFINITIONS**

**Definitions and interpretation**

- 1** (0.1) In the Act and this regulation, **“unable”**, in relation to the employment of an insured, means that the insured is fully or substantially unable to perform the essential duties of the employment.
- (1) In this regulation:
- “Act”** means the *Insurance (Vehicle) Act*;
- “determined employment”** means an employment determined by the corporation under section 13 or 14;
- “full-time basis”**, in respect of employment, means
- (a) an insured is employed at one employment for not less than 28 hours, not including overtime hours, in each week of the year preceding the date of the accident, or
  - (b) an insured is employed at one employment
    - (i) for not less than 28 hours per week, not including overtime hours, and
    - (ii) for not less than 2 years with periods of work not less than 8 months in duration and with gaps between periods of work not more than 4 months;
- “gross yearly employment income”** or **“GYEI”**, in relation to an insured, means an insured’s gross income as determined under Part 4;
- “industrial average wage”** means the industrial aggregate average weekly earnings for all employees of British Columbia as published monthly by Statistics Canada or as determined by the corporation under subsection (2);
- “maximum yearly insurable income”** means the amount determined under section 2 (2) or (3), as applicable;
- “part-time basis”**, in respect of employment, means an insured is employed for less than 28 hours per week, not including overtime hours;
- “temporary basis”**, in respect of an insured who is a temporary earner, means the insured is employed but not on a part-time basis or full-time basis.
- (1.1) In sections 138, 139, 143 and 144 of the Act, **“employment”**, in relation to an insured, means the employment that the insured would have held but for the accident.

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 2 – Entitlement

---

- (2) The corporation must use the industrial aggregate average weekly earnings for all employees of British Columbia as published monthly by Statistics Canada, except where
- (a) no such figure is published for a particular month, or
  - (b) after the coming into force of this provision, Statistics Canada uses a new method to determine the industrial aggregate average weekly earnings for all employees for British Columbia for a particular month and the new method results in a change of more than 1% when compared with the former method,
- in which case the corporation must determine an amount that in its opinion represents the industrial aggregate average weekly earnings for all employees for British Columbia for that month and, under paragraph (b), for each month remaining in that year.
- (3) The class of insureds who meet both of the following descriptions as of the date of the accident is excluded from the meaning of “non-earner” as defined in section 113 of the Act:
- (a) the insured has not held employment in the 2 years immediately preceding the date of the accident;
  - (b) the corporation is not satisfied that the insured would have held employment in the future had the accident not occurred.

[am. B.C. Reg. 94/2022, s. 1.]

**PART 2 – ENTITLEMENT****Entitlement amount and limits**

- 2** (1) Subject to this regulation, the income replacement benefit to which an insured is entitled under Division 6 of Part 10 of the Act, is an amount equal to 90% of the insured’s net income, determined on a yearly basis in accordance with this regulation.
- (2) The maximum yearly insurable income for the period of May 1, 2021 to March 31, 2022 is \$100 000.
- (3) The amount referred to in subsection (2) for the fiscal year beginning on April 1, 2022 and each fiscal year after that is the result obtained by multiplying \$100 000 by the ratio between
- (a) the sum of the industrial average wage for each of the 12 months before October 1 of the year preceding the year for which the amount of the maximum yearly insurable earnings is calculated, and
  - (b) the same sum for each of the 12 months before October 1, 2020.



**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 2 – Entitlement

---

- (4) For the purpose of subsection (3), the corporation must use the most recent data available from Statistics Canada on January 1 of the year for which the amount under subsection (3) is calculated.
- (5) The amount determined under subsection (3), if it is not a multiple of \$500, must be rounded to the next multiple of \$500.
- (6) Subject to section 147 of the Act and section 10 of this Part and subsection (7) of this section, the minimum income replacement benefit to which an insured who is a full-time earner or an insured for whom the corporation determines an employment under section 13 of this regulation is entitled is the amount to which the insured would be entitled if the insured's gross yearly employment income were calculated using the minimum wage under the *Employment Standards Act* and, except in the case of a part-time employment, the insured worked 40 hours per week for 52 weeks of the year.
- (7) The minimum income replacement benefit to which an insured, other than a student or minor, who sustains a catastrophic injury is entitled is an amount determined on the basis of a gross yearly employment income determined on the basis of the industrial average wage for each of the 12 months of the calendar year preceding April 1 before the date on which the accident occurred.
- (8) Despite anything else in this regulation, an income replacement benefit that is payable to an insured who has sustained a catastrophic injury is payable to the insured beginning on the eighth day after the accident.
- (9) If, but for subsection (7), an insured would be entitled during the first 180 days after the accident to the caregiver benefit under section 152 of the Act and an income replacement benefit under section 133 (1) or 134 (1) (b) of the Act, the insured is entitled to the greater of
  - (a) the benefit determined under subsection (7) of this section, and
  - (b) the caregiver benefit plus the income replacement benefit under section 133 (1) or 134 (1) (b) of the Act,but not to both.

[am. B.C. Regs. 117/2021, App. 5, s. 1; 94/2022, s. 2.]

**Alternate formula**

- 3 (1) In this section, “**other disability compensation**” means other compensation within the meaning of section 122 of the Act, but only from the sources prescribed by section 18 (2) (c) or (3) of the Enhanced Accident Benefits Regulation.
- (2) Despite section 2 (1) but subject to this regulation, an insured who is entitled to an income replacement benefit based on the formula in section 2 (1) is entitled to the greater of

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 2 – Entitlement

---

- (a) an income replacement benefit determined under this regulation other than this section, and
  - (b) an income replacement benefit determined under subsection (3) of this section
- but not to both.
- (3) The amount of the income replacement benefit referred to in subsection (2) (b) is the lesser of
- (a) \$740 per week, and
  - (b) an amount per week calculated as follows:
$$[(.75 \times Y)/W] - \text{ODC}$$
- where
- Y = the insured's gross earnings for the 12-month period immediately preceding the accident;
  - W = the number of weeks and fractions of weeks actually worked by the insured during that period;
  - ODC = the other disability compensation.
- (4) An insured's gross earnings for the purposes of subsection (3) (b) may not be more than the maximum yearly insurable income.

**Full-time earners**

- 4** (1) The income replacement benefit to which a full-time earner is entitled under section 131 (1) (a) or (b) of the Act is to be determined on the basis of the following:
- (a) the full-time earner's gross yearly employment income from the employment, if the full-time earner was a salaried worker at the time of the accident;
  - (b) the greater of the following, if the full-time earner was self-employed at the time of the accident:
    - (i) the gross yearly employment income for an employment of the same class of employment as set out in Table 1 in the Schedule;
    - (ii) the gross yearly employment income from the full-time earner's employment;
  - (c) the full-time earner's gross yearly employment income from all employment that the full-time earner is unable to continue because of the accident, if the full-time earner held more than one employment at the time of the accident.
- (2) The income replacement benefit to which a full-time earner is entitled under section 131 (1) (c) of the Act is the amount of the benefit to which the full-time earner would have been paid under the *Employment Insurance Act* (Canada).

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 2 – Entitlement

---

- (3) If a full-time earner is entitled to a benefit referred to in subsection (2), the amount of that benefit must be included in the full-time earner's gross yearly employment income.

[am. B.C. Reg. 94/2022, s. 3.]

**Temporary earners and part-time earners – first 180 days**

- 5** (1) The income replacement benefit to which a temporary earner or a part-time earner is entitled under section 133 (1) (a) of the Act is, during the first 180 days after the accident, to be determined on the basis of the following:
- (a) the gross yearly employment income that the temporary earner or part-time earner earned or would have earned from the employment, if the temporary earner or part-time earner holds or would have held employment as a salaried worker at the time of the accident;
  - (b) the greater of the following, if the temporary earner or part-time earner was self employed at the time of the accident:
    - (i) the gross yearly employment income for an employment of the same class of employment as set out in Table 1 in the Schedule;
    - (ii) the gross yearly employment income that the temporary earner or part-time earner earned or would have earned from the employment.
  - (c) if the temporary earner or part-time earner holds or would have held more than one employment at the time of the accident, the gross yearly employment income the temporary earner or part-time earner earned or would have earned from all employment that the temporary earner or part-time earner is unable to continue because of the accident.
- (2) The income replacement benefit to which a temporary earner or part-time earner is entitled under section 133 (1) (b) of the Act, during the first 180 days after the accident, is the amount of the benefit to which the temporary earner or part-time earner would have been paid under the *Employment Insurance Act* (Canada).
- (3) If a temporary earner or part-time earner is also entitled to a benefit referred to in subsection (2), the amount of that benefit must be included in the temporary earner's or part-time earner's gross yearly employment income.

**Temporary earners and part-time earners – after 180 days**

- 6** (1) For the purposes of section 133 (1) (a) of the Act, from the 181st day after the accident, the corporation must, under section 13 of this regulation, determine an employment for the temporary earner or part-time earner, and the temporary earner or part-time earner, if unable to hold the determined employment because of the bodily injury, is entitled to an income replacement benefit.
- (2) If the temporary earner or part-time earner held more than one employment at the time of the accident, the corporation must determine only one employment for the insured under section 13.

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 2 – Entitlement

---

- (3) The minimum income replacement benefit to which a temporary earner or part-time earner is entitled from the 181st day after the accident is the amount the temporary earner or part-time earner received during the first 180 days after the accident.
- (4) A person who, under section 152 (4) of the Act, elects to continue to receive a caregiver benefit is not entitled to continue to receive an income replacement benefit under this section.

**Non-earners – first 180 days**

- 7 (1) The income replacement benefit to which a non-earner is entitled under section 134 (1) (a) of the Act, during the first 180 days after the accident, is to be determined on the basis of the gross yearly employment income from the employment the non-earner would have held in the first 180 days after the accident if the accident had not occurred.
- (2) The income replacement benefit to which a non-earner is entitled under section 134 (1) (b) of the Act, during the first 180 days after the accident, is the amount of the benefit to which the non-earner would have been paid under the *Employment Insurance Act* (Canada).
- (3) If a non-earner referred to in subsection (1) was also entitled to a benefit referred to in subsection (2), the amount of that benefit must be included in the non-earner's gross yearly employment income.

**Non-earners – after 180 days**

- 8 (1) For the purposes of section 134 (1) (a) of the Act, from the 181st day after the accident, the corporation must, under section 13 of this regulation, determine an employment for the non-earner, and the non-earner, if unable to hold the determined employment because of the bodily injury, is entitled to an income replacement benefit.
- (2) The minimum income replacement benefit to which a non-earner is entitled from the 181st day after the accident is the amount the non-earner received during the first 180 days after the accident.
- (3) A person who, under section 152 (4) of the Act, elects to continue to receive a caregiver benefit is not entitled to continue to receive an income replacement benefit under this section.

**Entitlement to income replacement  
benefits after relapse**

- 9 (1) If an insured sustains a relapse of the bodily injury within 2 years
  - (a) after the end of the last period for which the insured received an income replacement benefit, other than an income replacement benefit under section 10 of this regulation or section 147 of the Act, or

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 2 – Entitlement

---

- (b) if the insured was not entitled to an income replacement benefit before the relapse, after the date of the accident,  
the insured is entitled to an income replacement benefit from the date of the relapse as though the insured had been entitled to an income replacement benefit from the date of the accident to the date of the relapse.
- (2) The insured is entitled to an income replacement benefit under subsection (1) calculated on the basis of the greater of
  - (a) the gross yearly employment income used by the corporation immediately before the end of the period referred to in subsection (1) (a), and
  - (b) the gross yearly employment income of the insured at the time of the relapse.
- (3) An insured who sustains a relapse more than 2 years after an applicable time referred to in subsection (1) is entitled to an income replacement benefit determined as if the relapse were a second accident.
- (4) Subsections (1) to (3) do not apply to a person who sustains a catastrophic injury.
- (5) An insured who sustains a catastrophic injury and whose income replacement benefit is suspended because the insured holds
  - (a) the employment that the insured held at the time of the accident,
  - (b) other employment from which the insured earns a gross income that is equal to or greater than the gross yearly employment income that the insured earned from employment held at the time of the accident,
  - (c) an employment determined for the insured under section 13, or
  - (d) an employment from which the insured earns a gross yearly employment income that is equal to or greater than the gross income on the basis of which the insured's income replacement benefit is calculatedis entitled to an income replacement benefit beginning on the day the insured has a relapse of the bodily injury or on the day the insured's employment ceases, because of their bodily injury, whichever is later, and ending on the day
  - (e) the insured is entitled to a retirement income benefit under section 150 of the Act, or
  - (f) the insured dies.
- (6) The corporation must calculate an income replacement benefit under subsection (5) on the basis of the greater of
  - (a) the income replacement benefit the insured received immediately prior to its suspension, indexed to the date of the relapse or the date the employment ceased, and
  - (b) the gross yearly employment income of the insured at the time the relapse occurred or the employment ceased.

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 2 – Entitlement

---

- (7) An insured who is receiving an income replacement benefit other than a benefit referred to in section 146 (2) or 147 of the Act or section 10 of this regulation and who becomes entitled to an income replacement benefit under this section, is entitled to whichever income replacement benefit is greater, but not both.

**Income replacement benefit for reduced  
income from determined employment**

- 10** (1) If an insured becomes able to hold employment determined for the insured under section 14, but because of the insured's bodily injury earns from the employment a gross yearly employment income that is less than the gross yearly employment income used by the corporation to calculate the income replacement benefit that the insured was receiving before the employment was determined, the insured is entitled, after the end of one year from the date the insured became able to hold the determined employment, to an income replacement benefit that is the lesser of the following:
- (a) the difference between the income replacement benefit the insured was receiving before the employment was determined under section 14 and the net income from the determined employment as calculated under this regulation;
  - (b) the difference between the income replacement benefit the insured was receiving before the employment was determined under section 14 and the net income the insured earns from employment.
- (2) Section 147 of the Act does not apply respecting an insured if subsection (1) of this section applies respecting the insured.

**Events that end or suspend entitlement**

- 11** (1) The following circumstances are prescribed for the purposes of section 146 (1) (c) of the Act for all insureds except those with a catastrophic injury:
- (a) the insured is able to hold the employment referred to in section 132 of the Act;
  - (b) the insured is able to hold an employment determined for the insured under section 13 of this regulation;
  - (c) one year has elapsed from the date the insured is able to hold employment determined for the insured under section 14, 58 or 65 of this regulation;
  - (d) the insured holds an employment from which the gross yearly employment income is equal to or greater than the gross yearly employment income on which the insured's income replacement benefit is determined.
- (2) The following circumstances are prescribed for the purposes of section 146 (1) (c) of the Act for insureds with a catastrophic injury:
- (a) the insured holds the employment that the insured held at the time of the accident;

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 2 – Entitlement

---

- (b) the insured holds the employment referred to in section 132 of the Act;
  - (c) the insured holds an employment determined for the insured under section 13 of this regulation;
  - (d) the insured holds an employment from which the gross yearly employment income is equal to or greater than the gross yearly employment income on which the insured's income replacement benefit is determined.
- (3) Despite section 146 (1) (a) of the Act and subsection (1) (a) and (b) of this section, a full-time earner, a part-time earner or a temporary earner, except those with a catastrophic injury, who lost the employment the insured held or would have held before receiving an income replacement benefit because of the accident, under section 146 (2) of the Act, is entitled to continue to receive the income replacement benefit from the date the insured regains the ability to hold the employment, for the following period:
- (a) 30 days, if entitlement to an income replacement benefit lasted for at least 90 days and not more than 180 days;
  - (b) 90 days, if entitlement to an income replacement benefit lasted for more than 180 days but not more than one year;
  - (c) 180 days, if entitlement to an income replacement benefit lasted for more than one year but not more than 2 years;
  - (d) one year, if entitlement to an income replacement benefit lasted for more than 2 years.
- (4) Despite subsection (3) and subject to subsection (5), a full-time earner, a part-time earner or a temporary earner, except those with a catastrophic injury, who regains the ability to hold the employment the insured held or would have held before receiving an income replacement benefit, is entitled to continue to receive an income replacement benefit calculated on the basis of the benefits the insured would have been paid under the *Employment Insurance Act* (Canada) if
- (a) as a result of seasonal demands, that employment is no longer available, and
  - (b) the insured
    - (i) is not eligible for benefits under the *Employment Insurance Act* (Canada), and
    - (ii) continues to be available for employment.
- (5) An insured is entitled to an income replacement benefit under subsection (4) until the earlier of the following:
- (a) the date that the insured's benefits under the *Employment Insurance Act* (Canada) would have expired;
  - (b) the date that the insured obtains employment.

[am. B.C. Reg. 117/2021, App. 5, s. 2.]

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Part 3 – Determined Employment

---

**Benefit reduction if person earns reduced income**

- 12** The prescribed percentage for the purposes of section 147 of the Act is 75%.

**PART 3 – DETERMINED EMPLOYMENT**

**Required determined employment**

- 13** (1) In this section and in section 14, “**normally available**”, in relation to employment, means
- (a) employment that was being performed, was about to be performed, is being performed or is about to be performed by an insured,
  - (b) employment or a category of employment that is the subject of an advertisement for employment, or
  - (c) employment or a category of employment that exists and is likely to continue as an employment or category of employment within the foreseeable future.
- (2) If the corporation is required under these regulations to determine an employment for an insured, the corporation must consider
- (a) Parts 4, 5, 7 and 8,
  - (b) the education, training, work experience and physical and intellectual abilities of the insured immediately before the accident,
  - (c) whether the insured could have held the determined employment, had the accident not occurred, on a full-time or part-time basis,
  - (d) the insured’s work experience in the 5 years before the accident, and
  - (e) the insured’s earnings in the 5 years before the accident.
- (3) An employment determined by the corporation under subsection (2) must be
- (a) employment that the insured could have held on a regular and full-time basis or, where that would not have been possible, on a part-time basis immediately before the accident, and
  - (b) normally available in the region in which the insured resides.
- (4) If the insured did not hold employment on a full-time basis in the 2 years before the accident and the corporation is not satisfied that the insured would have, had the accident not occurred, held employment on a full-time basis in the future, the corporation must determine employment for the insured under this section on a part-time basis.

**Authorized determined employment**

- 14** (1) On or after the second anniversary date of an accident, the corporation may determine an employment for an insured who is able to work but who is unable



**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 4 – Gross Yearly Employment Income

---

because of the accident to hold the employment referred to in section 131 or 132 of the Act, or as determined under section 13 of this regulation.

- (2) Subsection (1) does not apply to an insured who has sustained a catastrophic injury in the accident.
- (3) In determining an employment under subsection (1), the corporation must consider the following:
  - (a) Parts 4, 5, 7 and 8;
  - (b) the education, training, work experience and physical and intellectual abilities of the insured at the time of the determination;
  - (c) any knowledge or skill acquired by the insured in a rehabilitation program approved under section 124 of the Act.
- (4) An employment determined by the corporation under subsection (1) must be
  - (a) employment that the insured is able to hold on a regular and full-time basis or, where that is not possible, on a part time basis, and
  - (b) normally available in the region in which the insured resides.
- (5) If the insured did not hold employment on a full-time basis in the 2 years before the accident and the corporation is not satisfied that the insured would have, had the accident not occurred, held employment on a full-time basis in the future, the corporation must determine employment for the insured under this section on a part-time basis.

**PART 4 – GROSS YEARLY EMPLOYMENT INCOME****Definitions**

**15** In this Part:

“**employment**”, in respect of determined employment and self-employment, means an occupational classification set out in Table 1 in the Schedule;

“**National Occupational Classification**” and “**NOC**” means the National Occupational Classification established by Statistics Canada, as amended from time to time.

**Maximum GYEI**

**16** An insured’s gross yearly employment income may not, for the purposes of this Part, be more than the maximum yearly insurable income.

**GYEI for salaried worker**

**17** Subject to this regulation, the gross yearly employment income of an insured who is a salaried worker at the time of the accident is the sum of the following amounts:

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 4 – Gross Yearly Employment Income

---

- (a) in the case of a full-time earner, the salary or wages received or receivable for the pay period in which the accident occurred, divided by the number of weeks in the pay period and then multiplied by 52;
- (b) in the case of a temporary earner or part-time earner, the salary or wages that are received or receivable with respect to employment that the temporary earner or part-time earner held or would have held, if the accident had not occurred, and that are the greater of
  - (i) the salary or wages received or receivable for the pay period in which the accident occurred, divided by the number of weeks in the pay period and then multiplied by 52, and
  - (ii) the salary or wages receivable during the first 180 days following the date of the accident divided by 180 and then multiplied by 365;
- (c) in the case of a non-earner, the salary or wages from an employment that the non-earner would have held, if the accident had not occurred, during the first 180 days following the date of the accident divided by the number of days the employment would have been held, and then multiplied by 365;
- (d) in all cases, any of the following benefits, to the extent that the benefit is not received as a result of the accident:
  - (i) a bonus received or earned in the 52 weeks before the date of the accident,
  - (ii) tips, in the amount that is the greater of the amount reported in the insured's personal income tax return for the calendar year before the year in which the accident occurred, and the amount reported in the insured's personal income tax return for the calendar year in which the accident occurred,
  - (iii) remuneration for overtime hours that is not included in paragraph (a) and that is received or earned in the 52 weeks before the date of the accident,
  - (iv) the cash value from a profit-sharing plan allocation received or earned in the 52 weeks before the date of accident,
  - (v) the value of the personal use of a motor vehicle provided by an employer at the time of the accident, in the amount reported in the insured's personal income tax return for the calendar year before the year in which the accident occurred or, where no such amount was reported, in an amount calculated under section 6 (1) (a) of the *Income Tax Act* (Canada) as an annualized benefit,
  - (vi) the value of the employer's contribution to the insured's pension plan, if lost because of the accident,
  - (vii) the cash value of any other benefit that the insured received, or was entitled to receive, in the 52 weeks before the date of the accident, and

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 4 – Gross Yearly Employment Income

---

- (viii) the commissions that the insured had earned, or to which the insured was entitled,
    - (A) in the 52 weeks before the date of the accident,
    - (B) in the calendar year before the date of the accident, or
    - (C) in the three calendar years before the date of the accident, divided by 3,
- whichever amount is the greatest.

**GYEI for self-employment or a Canadian-controlled private corporation****18** (1) In this section:

**“business income”** means the income derived from self-employment or a Canadian-controlled private corporation, by way of proprietorship, partnership interest, or significant-influence shareholder interest, less any expense that relates to the income and is allowed under the *Income Tax Act* and the *Income Tax Act* (Canada) but not including the following:

- (a) any capital cost allowance or allowance on eligible capital property;
- (b) any capital gain or loss;
- (c) any loss deductible under section 111 of the *Income Tax Act* (Canada);

**“Canadian-controlled private corporation”** means a Canadian-controlled private corporation as defined in section 125 (7) of the *Income Tax Act* (Canada);

**“significant-influence shareholder”** means a shareholder in a Canadian-controlled private corporation who

- (a) holds 20% or more of the voting rights in the Canadian-controlled private corporation, and
- (b) can demonstrate an active, authoritative influence over the day-to-day financial and administrative operations of the Canadian-controlled private corporation.

- (2) Subject to sections 20 and 21, an insured’s gross yearly employment income derived from self-employment that was carried on at the time of the accident is,
  - (a) if section 4 (1) (b) (i) or section 5 (1) (b) (i) apply, an amount determined in accordance with Division 3 of Part 8, and
  - (b) if section 4 (1) (b) (ii) or section 5 (1) (b) (ii) apply, the greatest amount of business income that the insured received or to which the insured was entitled within the following periods:
    - (i) for the 52 weeks before the date of the accident;
    - (ii) for the 52 weeks before the fiscal year end immediately preceding the date of the accident;

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Part 4 – Gross Yearly Employment Income

---

- (iii) if the insured has operated the business for not less than two fiscal years before the date of the accident, for the 104 weeks before the fiscal year end immediately preceding the date of the accident, divided by 2;
- (iv) if the insured has operated the business for not less than three fiscal years before the date of the accident, for the 156 weeks before the fiscal year end immediately preceding the date of the accident, divided by 3;
- (v) the business income derived by a significant-influence shareholder in a Canadian-controlled private corporation that was declared for income tax purposes in the calendar year prior to the accident.

[am. B.C. Reg. 117/2021, App. 5, s. 3.]

**GYEI for full-time earner, special circumstances**

- 19** The gross yearly employment income of a full-time earner referred to in section 132 of the Act is the amount determined under sections 22 to 24 of this regulation, without adjustment under Division 1 of Part 8.

**GYEI for temporary earner or part-time earner – first 180 days**

- 20** The gross yearly employment income of a temporary earner or part-time earner during the first 180 days after the accident is the amount determined under section 17 and 18.

**GYEI for temporary earner or part-time earner – after 180 days**

- 21** The gross yearly employment income for a temporary earner or part-time earner from the 181st day following the date of the accident is the greater of the amounts determined under
- (a) section 20, or
  - (b) sections 22 to 24.

**GYEI for insured holding employment corresponding to determined employment for 5 years and at time of accident**

- 22** The gross yearly employment income of an insured who, at the time of the accident, held employment corresponding to employment determined for the insured by the corporation and who, in the 5 calendar years before the date of the accident, held such employment, is the greatest gross yearly employment income earned by the insured from the employment in any of those calendar years as determined under sections 17 and 18, indexed under Division 2 of Part 8 and then adjusted under Division 1 of Part 8.

**GYEI for insured holding employment corresponding to determined employment for 5 years but not at time of accident**

- 23** The gross yearly employment income of an insured who, at the time of the accident, did not hold the employment determined for the insured by the corporation but who,

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 4 – Gross Yearly Employment Income

---

in the 5 calendar years before the date of the accident, held such employment, is the greatest gross yearly employment income earned by the insured from the employment in any of those calendar years as determined under sections 17 and 18, indexed under Division 2 of Part 8 and then adjusted under Division 1 of Part 8 to a maximum adjustment of 50%.

**Insured who never held employment corresponding to determined employment**

- 24** The gross yearly employment income of an insured who, at the time of the accident, did not hold employment corresponding to employment determined for the insured by the corporation and who, in the 5 calendar years before the date of the accident, never held such employment is the gross yearly employment income set out in Table 1 in the Schedule for the employment determined by the corporation and adjusted under Division 1 of Part 8 to a maximum adjustment of 50%.

**Non-earner – after 180 days**

- 25** The gross yearly employment income of a non-earner from the 181st day following the date of the accident is the greater of the amounts determined under sections 23 and 24.

**Classes of employment**

- 26** The classes of employment and the corresponding gross yearly employment incomes set out in Table 1 in the Schedule apply in respect to the following:
- (a) section 4 (1) (b) (i);
  - (b) section 5 (1) (b) (i);
  - (c) section 13;
  - (d) section 14;
  - (e) section 24;
  - (f) section 54 (1) (b) (i);
  - (g) section 61 (1) (b) (i).

**Part-time determined employment**

- 27** Despite sections 20 to 26, if the corporation determines that an insured can hold or would have held only part-time employment, the gross yearly employment income of the insured is reduced as follows:

$$RGYEI = GYEI \times \left[ \left( \frac{AHW - N}{AHW} \right) \right]$$

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 5 – Net Income

---

where

RGYEI = the reduced gross yearly employment income of the determined employment;

GYEI = the gross yearly employment income of the determined employment calculated in accordance with section 20, 21, 22 to 25 or 26 (c) or (d);

AHW = the average full-time weekly hours worked in the determined employment, as determined under Division 4 of Part 8;

N = the number of hours the insured can or would work in the determined employment on a weekly basis.

[am. B.C. Reg. 117/2021, App. 5, s. 4.]

**PART 5 – NET INCOME****Net income**

- 28** (1) Subject to subsections (2) to (4), the net income of an insured is the gross yearly employment income of the insured, less the following:
- (a) the income tax payable by the insured, as determined under section 30;
  - (b) the premiums payable by the insured in respect of employment insurance, as determined under section 32;
  - (c) the contributions payable by the insured, in respect of the *Canada Pension Plan*, as determined under section 33.
- (2) The net income of an insured who is claiming a loss of employment insurance benefit is the gross yearly employment income of the insured less the income tax payable by the insured as determined under section 30.
- (3) The corporation must make reductions under subsection (1) as the applicable enactments referred to in that subsection read on December 31 of the year preceding the year for which an insured's net income is determined for the purposes of this Part.
- (4) For the purposes of determining the deductions under subsection (1), the corporation must take into account the number of dependants of the insured on the date of the accident.

**Taxable income is gross yearly employment  
income less deductions**

- 29** For the purpose of section 30, an insured's taxable income is the gross yearly employment income of the insured less the following:
- (a) any amount allowable to the insured under section 60 (b), (c) and (c.2) of the *Income Tax Act* (Canada), in the calendar year before the year for which the taxable income is calculated;

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 5 – Net Income

---

- (b) any amount of the gross yearly employment income that would have been exempt from the insured's income tax under section 81 (1) (a) of the *Income Tax Act* (Canada) as that section read at the time of the accident.

**Income tax is tax on taxable income less credits**

- 30** For the purposes of this regulation, the income tax payable by an insured is the tax payable on the taxable income of the insured calculated in accordance with the *Income Tax Act* and the *Income Tax Act* (Canada), and allowing only the following credits:
- (a) the credit allowed under section 118.7 of the *Income Tax Act* (Canada), where "B" in the formula set out in that section is the total of
    - (i) the premiums payable for employment insurance, as determined under section 32 of this regulation, and
    - (ii) the contributions payable in respect of the *Canada Pension Plan*, as determined under section 33 of this regulation and as would be allowed as a credit;
  - (b) the credits allowed in section 118 (1) and (2) of the *Income Tax Act* (Canada), without any reduction in the credits in respect of the income of a dependant referred to in section 28 (4) of this regulation;
  - (c) any credit or deduction from tax allowed under the *Income Tax Act*, without any reduction in the credit or deduction in respect of the income of a dependant referred to in section 28 (4) of this regulation.

**GYEI is pensionable and insurable earnings**

- 31** For the purpose of sections 32 and 33, the gross yearly employment income of an insured is the insurable earnings of the insured for the purpose of the *Employment Insurance Act* (Canada) and the pensionable earnings of the insured for the purpose of the *Canada Pension Plan*.

**Premiums payable under *Employment Insurance Act* (Canada)**

- 32** For the purpose of this regulation, the premiums payable under the *Employment Insurance Act* (Canada) are the amounts payable by the insured as an employee's premium for the year under that Act in respect of the insured's insurable earnings, not exceeding the maximum amount payable by the insured for the year under that Act.

**Contributions payable under *Canada Pension Plan***

- 33** For the purpose of this regulation, the contributions payable under the *Canada Pension Plan* are the amounts payable by the insured as an employee's contribution for the year under the *Canada Pension Plan* in respect of the insured's pensionable earnings, not exceeding the maximum amount payable by the insured for the year under the plan.

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 6 – Retirement Income Benefit

---

**PART 6 – RETIREMENT INCOME BENEFIT****Entitlement**

- 34** (1) The retirement income benefit to which an insured is entitled under section 150 of the Act is an amount that is 70% of the insured's net income as determined under subsection (2) of this section, less any pension income as determined under subsection (3).
- (2) An insured's net income for the purposes of subsection (1) is net income calculated under Part 5 to determine the insured's income replacement benefit, as indexed under section 36 to the last day before the calculation of the insured's retirement income benefit and before the application of any reduction under section 147 of the Act or section 10 of this regulation.
- (3) An insured's pension income for the purposes of subsection (1) is the annual total of
- (a) any pension or supplement under the *Old Age Security Act* (Canada) or a similar payment made under an enactment of any other jurisdiction,
  - (b) any benefit under the *Canada Pension Plan*, the *Québec Pension Plan* or any similar benefit payable under an enactment of any other jurisdiction, except for any payment resulting from the death of the insured's spouse, and
  - (c) the amount by which the total of
    - (i) all pension income, as defined by section 118 (7) of the *Income Tax Act* (Canada), determined without reference to any election under section 60.03 of that Act, that is received or receivable by the insured, and
    - (ii) all payments out of or under a registered retirement savings plan, other than a payment included in paragraph (a) (ii) of the definition of "pension income" in section 118 (7) of the *Income Tax Act* (Canada), that are received or receivable by the insured and included in the insured's income for the purpose of that Act,exceeds the income tax that would be payable by the insured on the amounts referred to in subparagraphs (i) and (ii) if
    - (iii) no election were made under section 60.03 of the *Income Tax Act* (Canada), and
    - (iv) the tax payable were determined in accordance with section 30 of this regulation as if the amounts were taxable income for the purpose of that section.



**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 7 – Payments and Adjustments

---

**PART 7 – PAYMENTS AND ADJUSTMENTS****Payment of benefits**

- 35** (1) The corporation must pay an income replacement benefit or retirement benefit to an insured once every 14 days.
- (2) The corporation must not pay an income replacement benefit in respect of the first 7 days after the date of the accident, except for an income replacement benefit payable under section 9 (3).
- (3) The corporation may pay an income replacement benefit in a single payment equivalent to the capital value of the income replacement benefit if
- (a) the amount to be paid every 14 days is less than \$150, or
  - (b) the person entitled to the income replacement benefit has not been a resident of British Columbia for at least 1 year.

**Adjustments**

- 36** (1) The corporation must, under section 37, adjust the amount of the gross yearly employment income used as the basis of calculating an income replacement benefit for an insured each year on the anniversary date of the accident.
- (2) The corporation must, under section 37, adjust the amount of the gross yearly employment income fixed for an employment determined under section 13 for an insured each year on the anniversary of the day on which the gross yearly employment income was fixed.
- (3) The corporation must, under section 37, adjust a retirement income benefit on July 1 of each year.
- (4) Section 37 applies to amounts expressed in dollars in this regulation except for the following:
- (a) the maximum yearly insurable income referred to in section 2 (2) of this regulation;
  - (b) the amount referred to in section 3 (2) (a) of this regulation.

**CPI adjustment – 2022 and subsequent years**

- 37** (1) In this section, “**British Columbia consumer price index**” means the annual average All-items Consumer Price Index for British Columbia, as published by Statistics Canada.
- (2) For the fiscal year beginning on April 1, 2022, and for each fiscal year after that, every amount to which this section applies must be adjusted by multiplying
- (a) the amount for the immediately preceding fiscal year, and
  - (b) the sum of
    - (i) 1, and

# INCOME REPLACEMENT AND RETIREMENT BENEFITS AND BENEFITS FOR STUDENTS AND MINORS REGULATION

## Part 8 – Income Replacement Benefits – General

- (ii) the annual percentage change in the British Columbia consumer price index, as determined under subsection (4) and rounded to the nearest 1/10 of a percentage point.
- (3) Despite subsection (2) (b) (ii), if the annual percentage change as determined under subsection (4)
  - (a) is a negative number, the annual percentage change is rounded up to zero, and
  - (b) is greater than 6%, the annual percentage change is rounded down to 6%.
- (4) The annual percentage change referred to in subsection (2) (b) (ii) must be determined using the following formula:

$$APC = \frac{CPI1 - CPI2}{CPI2}$$

where

- APC = the annual percentage change in the British Columbia consumer price index;
  - CPI1 = the sum of the 12 individual monthly British Columbia consumer price indexes for the consecutive 12 month period ending on December 31 of the fiscal year immediately preceding the fiscal year for which the amount is being determined;
  - CPI2 = the sum of the 12 individual monthly British Columbia consumer price indexes for the consecutive 12 month period immediately preceding the 12 month period referred to in the description of CPI1.
- (5) An amount determined under subsection (2) must be rounded to the nearest dollar and an amount ending in .50 must be rounded up to the next dollar.

## PART 8 – INCOME REPLACEMENT BENEFITS – GENERAL

### Division 1 – Income Adjustments

#### Definition

- 38** In this Division, “reference period” means a maximum of the 60 months immediately before the date of the accident.

#### Adjustments under sections 20 to 25

- 39** (1) Subject to subsections (2) and (5), an adjustment for the purposes of sections 20 to 25 is based on the insured’s ratio of presence at work during the reference period, and is the greatest of the following:

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 8 – Income Replacement Benefits – General

---

- (a) the number of months the insured held employment in the 12-month period preceding the date of the accident divided by 12;
  - (b) the number of months the insured held employment in the 60-month period preceding the date of the accident divided by 60;
  - (c) the sum of the number of months that the insured held employment in each consecutive 12 month period preceding the date of the accident in which the insured held employment, to a maximum of five such periods, divided by the product resulting from multiplying the number of such periods by 12.
- (2) The divisors in subsection (1) (a) to (c) must be reduced by the number of months in those periods in which the insured was a minor or student or not capable of holding employment.
- (3) For the purpose of calculating an insured's ratio of presence at work, a month in which a period of employment begins or ends is to be considered to be a complete month of presence at work.
- (4) For the purposes of sections 20 to 25, the adjusted gross yearly employment income of an insured referred to in those sections is the greater of the following:
- (a) the amount determined by the formula:

$$A \times B$$

where

A = the gross yearly employment income determined under the base rule and indexing as applicable under Division 2 before any adjustment under this Division;

B = the ratio determined under subsection (1);

- (b) the minimum wage established under the *Employment Standards Act* determined, except in the case of a part-time employment, on the basis of 40 hours of work per week.
- (5) For the purposes of sections 20 to 25, the corporation must not make an adjustment when the insured, at the time of the accident, had been unemployed for less than 12 consecutive months or had held a temporary or part-time employment for less than 12 consecutive months, and held full-time employment for the balance of the period used as a divisor in subsection (1) (b) less 12.

**Division 2 – Indexation****Indexation for sections 22 and 23**

- 40** For the purposes of indexing a gross yearly employment income under section 22 or 23, the indexation must be determined in accordance with the following formula:

$$C \times D = \text{Unadjusted Gross Yearly Employment Income}$$

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Part 8 – Income Replacement Benefits – General

---

where

- C = the gross yearly employment income as determined under sections 22 or 23 before indexation under this Division and adjustment under Division 1;
- D = the ratio of the industrial average wage for the year of the accident to the industrial average wage for the terminating year of the determined employment under section 11.

### Division 3 – Classes of Employment

#### Definition

- 41** In this Division, “**Table 1**” means Table 1 in the Schedule.

#### Determination of level of experience

- 42** (1) When using Table 1 as required by this regulation, the corporation must determine the level of experience that the insured has in the class of employment determined for the insured, as follows:
- (a) “**Level 1**” means less than 36 months of experience;
  - (b) “**Level 2**” means 36 months or more but less than 120 months of experience;
  - (c) “**Level 3**” means 120 months or more of experience.
- (2) For the purposes of calculating the number of months of experience under subsection (1), a month in which an employment begins or ends is to be considered to be a complete month of experience.

#### Indexing formula

- 43** (1) The corporation must, for the fiscal year beginning on April 1, 2022 and for each fiscal year after that, adjust the gross yearly employment income of each of the employments corresponding to the NOC code in column 1 in Table 1 having a 1-character code by an amount obtained by multiplying the gross yearly employment income by an indexing factor obtained as follows:

$$\text{index factor} = \frac{\text{average AWW of the current 5-year period}}{\text{average AWW of the previous 5-year period}}$$

where

- AWW = the average weekly wages of the employments, as given in the Labour Force Survey for British Columbia published by Statistics Canada each year, corresponding to the NOC code in column 1 in Table 1 having a 1-character code;
- current 5-year period = the most recent five calendar years completed before April 1 of the year for which the indexing factor is computed;

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

 Part 8 – Income Replacement Benefits – General
 

---

previous = the next to last 5-year period, where the fifth year is the calendar year  
5-year completed before April 1 of the year for which the indexing factor is  
period computed, minus one year.

- (2) The corporation must, for the fiscal year beginning on April 1, 2022 and for each fiscal year after that, adjust the gross yearly employment income of each of the employments corresponding to the NOC code in column 1 in Table 1 having a 2-character code by an amount obtained by multiplying the gross yearly employment income by an indexing factor obtained as follows:

$$\text{index factor} = \frac{\text{average AWW of the current 5-year period}}{\text{average AWW of the previous 5-year period}}$$

where

AWW = the average weekly wages of the employments, as given in the Labour Force Survey for British Columbia published by Statistics Canada each year, corresponding to the NOC code in column 1 in Table 1 having a 2-character code;

current = the most recent five calendar years completed before April 1 of the  
5-year year for which the indexing factor is computed;  
period

previous = the next to last 5-year period, where the fifth year is the calendar year  
5-year completed before April 1 of the year for which the indexing factor is  
period computed, minus one year.

- (3) The index factor determined under subsection (2) applies to the employments corresponding to the NOC code in column 1 in Table 1 having a 3- or 4-character code where the first 2 characters are the same as in subsection (2).
- (4) In a year in which Statistics Canada fails to publish a new Labour Force Survey for British Columbia, the corporation may revise and adjust the AWW levels set out in the table in accordance with any statistical index or other publication that provides information similar to, or comparable with, that provided by the Labour Force Survey.

**If employment not listed in table**

- 44** If an employment is not listed in Table 1, or where the table does not give an income for the employment, the corporation may determine an income for that employment using the National Occupational Classification and Table 1 as a guide.

**Census data used to update income levels**

- 45** On April 1 immediately following the publication of a new census by Statistics Canada, the corporation must revise and adjust the income levels set out in Table 1 to reflect the income levels set out in the new census.

# INCOME REPLACEMENT AND RETIREMENT BENEFITS AND BENEFITS FOR STUDENTS AND MINORS REGULATION

## Part 8 – Income Replacement Benefits – General

Table 1

- 46** (1) In Table 1:
- (a) an employment corresponds to an occupational classification designated by the code in the column headed “NOC CODE” of column 2 of the table;
  - (b) “**n.e.c.**” means not elsewhere classified;
  - (c) the dollar figures are for full-time work for a full year, where full-time work means the average hours worked (“AHW”) determined under Division 4 of this Part for the occupational classification to which the insured’s employment belongs.
- (2) An income level in the table falling below the minimum wage established under the *Employment Standards Act* must be adjusted up to the minimum wage established under that Act.

### Division 4 – Average Hours Worked

#### Definitions

- 47** (1) In this Division and in Table 2, “**AHW**” means the average full-time weekly hours worked set out in column 4 corresponding to the NOC Code in column 2 in Table 2.
- (2) In this Division, “**Table 2**” means Table 2 in the Schedule.
- (3) In Table 2, “**n.e.c.**” means not elsewhere classified.

#### Updates of AHW

- 48** The corporation must, for the fiscal year beginning on April 1, 2022 and for each fiscal year after that, replace the AHW of each occupation in Table 2 by an AHW figure calculated as follows:

$$\text{AHW} = \frac{\text{sum of the AUHW in each year of the current 5-year period}}{5}$$

where

AUHW = the average usual full-time weekly hours worked by each occupation in Table 2 given in the Labour Force Survey for British Columbia published by Statistics Canada each year;

current 5-year period = the most recent 5 calendar years completed before April 1 of the year for which the AUHW figure is computed.

#### Employment or AHW not listed

- 49** If an employment is not listed in Table 1 in the Schedule or where Table 2 does not give an AHW for the occupation to which the determined employment belongs, the

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 9 – Benefits for Students

---

corporation may determine the average full-time weekly hours worked for that employment using the National Occupational Classification and the tables as a guide.

**Labour force survey data unavailable**

- 50** In any year in which Statistics Canada does not publish a new Labour Force Survey for British Columbia, the corporation may revise and adjust the AHW levels in accordance with any statistical index or other publication that provides information similar to, or comparable with, that provided by the Labour Force Survey.

**PART 9 – BENEFITS FOR STUDENTS****Definitions**

- 51** (1) In this Part:

“**category 1 student**” means a student in a program of study at a post-secondary educational institution for baccalaureate degree, other than a professional degree, including an applied bachelor’s degree or a red seal trade program certificate, or equivalent from another jurisdiction;

“**category 2 student**” means a student in a program of study for a master’s degree, doctoral degree or a professional degree, or equivalent from another jurisdiction;

“**category 3 students**” means a student who is neither a category 1 student nor a category 2 student;

“**current studies**”, in relation to a student, means studies that are part of a program of studies at the secondary level or post-secondary level that, at the time of the accident, the student has admission to begin or continue;

“**full-time basis**”, in relation to a student attending a secondary school or post-secondary educational institution, means the student

- (a) attends, or is admitted to or is registered in, a secondary school or post-secondary educational institution,
- (b) continues to meet the requirements of the secondary school or post-secondary educational institution,
- (c) is a full-time student as determined by the secondary school or post-secondary educational institution,
- (d) if attending the secondary school or post-secondary educational institution, is doing so on a regular basis,
- (e) has not abandoned the student’s current studies, and
- (f) has not been suspended or expelled from the secondary school or post-secondary educational institution;

“**post-secondary educational institution**” means

- (a) an institution established or continued under any of the following:

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Part 9 – Benefits for Students

---

- (i) *College and Institute Act*;
    - (ii) *Royal Roads University Act*;
    - (iii) *Thompson Rivers University Act*;
    - (iv) *University Act*;
    - (v) *Private Training Act*;
  - (b) an institution authorized to deliver degree programs in British Columbia under the *Degree Authorization Act*;
  - (c) a theological institution established or continued under any of the following:
    - (i) *An Act to Incorporate Northwest Baptist Theological College*;
    - (ii) *Canadian Chinese School of Theology Vancouver Act*;
    - (iii) *Millar College of the Bible Act*;
    - (iv) *An Act to Confer Power upon Vancouver Bible Institute to Grant Theological Degrees*;
    - (v) *Mennonite Brethren Biblical Seminary Act*;
    - (vi) *Canadian Pentecostal Seminary Act*;
    - (vii) *An Act to Incorporate Carey Hall*;
    - (viii) *Columbia Bible College Act*;
    - (ix) *Vancouver School of Theology Act*;
    - (x) *An Act Respecting Okanagan Bible College*;
    - (xi) *An Act Respecting Pacific Life Bible College*;
    - (xii) *An Act to Incorporate St. Andrew's Hall*;
    - (xiii) *Seventh-Day Adventist Church (British Columbia Conference) Act*;
    - (xiv) *An Act Respecting Trinity Western University*;
    - (xv) an Act similar to any of the Acts referred to in subparagraphs (x) to (xiv);
  - (d) an institution outside of British Columbia that is a specified educational institution within the meaning of the *Canada Student Loans Act*;
  - (e) an institution that is controlled or operated by an Indigenous nation that offers a program of study that is similar to a program of study offered by any of the above institutions;
  - (f) an institution outside of Canada that offers a program of study that is similar to a program of study offered by any of the above institutions;
- “professional degree”** means any of the following degrees or an equivalent in another jurisdiction:
- (a) Doctor of Medicine;
  - (b) Doctor of Medicine and Master of Surgery;



**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 9 – Benefits for Students

---

- (c) Doctor of Chiropractic;
- (d) Doctor of Dental Medicine;
- (e) Doctor of Dental Surgery;
- (f) Doctor of Veterinary Medicine;
- (g) Doctor of Optometry;
- (h) Doctor of Pharmacy;
- (i) Juris Doctor, Bachelor of Laws, Bachelor of Civil Law;

**“red seal trade”** means a trade or occupation that has been designated by the Canadian Council of Directors of Apprenticeship for inclusion in the Interprovincial Standards Red Seal Program;

**“secondary school”** means an educational institution as defined in section 59 providing a grade 9 to 12 program of studies.

(2) For certainty, the following are not category 1 students:

- (a) a student in a program that upon successful completion would receive an associate degree or an undergraduate certificate, diploma or other non-degree credential;
- (b) a student who is a secondary school student registered as a youth apprentice with the Industry Training Authority or the other trades programs managed by the Industry Training Authority that are not red seal trades.

(3) For certainty, the following are not category 2 students:

- (a) a student in a master’s-level certificate program, a doctoral-level certificate or diploma program or any other non-degree credential program;
- (b) a student who is enrolled in a program that is a prerequisite for admission to a professional degree program.

[am. B.C. Reg. 117/2021, App. 5, s. 5.]

**Full-time basis**

- 52** For the purpose of this Part, a student is considered to be attending a secondary school or post-secondary educational institution on a full-time basis from the day the student is admitted by the secondary school or educational institution as a full-time student in a program of that level until the day the student completes, abandons or is expelled from the student’s current studies, or no longer meets the requirements of the secondary school or educational institution.

**Loss-of-studies benefit**

- 53** (1) The loss-of-studies benefit to which a student is entitled under section 136 of the Act is the greater of the following:
- (a) an amount equal to the tuition fees paid for a course that is part of the student’s current studies that the student is unable to begin or continue

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Part 9 – Benefits for Students

---

because of the student's bodily injury and for which the student is unable to obtain a refund or credit for the amount;

(b) a lump sum of

(i) \$10 550 for each school year not completed at the secondary level until the specified date, or

(ii) \$10 550 for each term not completed at the post-secondary level until the specified date, to a maximum of \$21 100 per year.

(2) If a school year at the secondary level is divided into semesters or terms, a pro-rated amount of the benefit set out in subsection (1) is payable for each semester or term not completed, to a maximum of \$10 550 for each school year not completed.

(3) The corporation must pay the benefit to the student at the end of the term or end of the school year the student does not complete.

**Determination of income replacement benefit – students**

**54** (1) The income replacement benefit to which a student is entitled under section 137 (2) (a) of the Act must be determined under section 17 or 18 on the basis of the following:

(a) if at the time of the accident the student holds or would have held an employment as a salaried worker, the gross yearly employment income the student earned or would have earned from the employment;

(b) if at the time of the accident the student is or would have been self-employed, the greater of the following:

(i) the gross yearly employment income for an employment of the same class of employment as set out in Table 1 in the Schedule;

(ii) the gross yearly employment income that the student earned or would have earned from the employment;

(c) if at the time of the accident the student holds or would have held more than one employment, the gross yearly employment income the student earned or would have earned from all employment that the student is unable to hold because of the accident.

(2) The income replacement benefit to which a student is entitled under section 137 (2) (b) of the Act is the amount of the benefit to which the student would have been paid under the *Employment Insurance Act* (Canada).

(3) If a student is entitled to a benefit referred to in subsection (2), the amount of that benefit must be included in the student's gross yearly employment income.

[am. B.C. Regs. 117/2021, App. 5, s. 6; 94/2022, s. 4.]

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 9 – Benefits for Students

---

**Student unable to begin or continue studies**

- 55** The benefit to which a student is entitled under section 138 of the Act must be determined on the basis of a gross yearly employment income that is
- (a) for a category 1 student,
    - (i) during the first 2 years after the specified day, equal to a yearly average computed on the basis of the industrial average wage for each of the 12 months preceding July 1 of the year before the specified date, and
    - (ii) after the period referred to in subparagraph (i), the amount calculated under subparagraph (i) multiplied by 1.15,
  - (b) for a category 2 student, equal to a yearly average computed on the basis of the industrial average wage for each of the 12 months preceding July 1 of the year before the specified date multiplied by 1.5, and
  - (c) for a category 3 student, equal to a yearly average computed on the basis of the industrial average wage for each of the 12 months preceding July 1 of the year before the specified date.

**Student able to begin or continue studies**

- 56** (1) The benefit to which a student whose current studies end before the date that was scheduled for their completion at the time of the accident is entitled under section 139 of the Act is the following:
- (a) until the specified date,
    - (i) \$10 550 for each year not completed at the secondary level, and if a school year at the secondary level is divided into semesters or terms, a pro-rated amount is payable for each semester or terms not completed, to a maximum of \$10 550 for each school year not completed, or
    - (ii) \$10 550 for each term not completed at the post-secondary level, to a maximum of \$21 100 per year;
  - (b) after the specified date, an income replacement benefit as determined on the basis of gross yearly employment income that is
    - (i) for a category 1 student,
      - (A) during the first 2 years after the specified day, equal to a yearly average computed on the basis of the industrial average wage for each of the 12 months preceding July 1 of the year before the specified date, and
      - (B) after the period referred to in clause (A), the amount calculated under clause (A) multiplied by 1.15,
    - (ii) for a category 2 student, equal to a yearly average computed on the basis of the industrial average wage for each of the 12 months

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Part 9 – Benefits for Students

---

preceding July 1 of the year before the specified date multiplied by 1.5, and

- (iii) for a category 3 student, equal to a yearly average computed on the basis of the industrial average wage for each of the 12 months preceding July 1 of the year before the specified date.

- (2) The benefit to which a student whose current studies end on or after the date that was scheduled for their completion at the time of the accident is entitled under section 139 of the Act is an income replacement benefit determined on the basis of gross yearly employment income that is determined as set out in subsection (1) (b) of this section.

**Student not entitled to both**

- 57** A student who is entitled to an income replacement benefit under section 137 of the Act and under section 138 or 139 of the Act is only entitled to whichever is the greater benefit, but not both.

**New determination of employment for  
student after end of current studies**

- 58**
- (1) The corporation may determine an employment, under section 14, for a student at any time from the scheduled date of the end of the student's current studies if the student is able to work but unable because of the accident to hold an employment from which the gross yearly employment income is equal to or greater than the gross yearly employment income used by the corporation to calculate an income replacement benefit under section 138 or 139 of the Act, if the student had been unable to hold employment because of the accident.
  - (2) If a student becomes able to hold employment determined for the insured under subsection (1), but because of the student's bodily injury earns from the employment a gross yearly employment income that is less than the gross yearly employment income used by the corporation to calculate the income replacement benefit that the student was receiving before the employment was determined, the student is entitled, after the end of one year from the date the student became able to hold the determined employment, to an income replacement benefit that is the lesser of the following:
    - (a) the difference between the income replacement benefit the student was receiving before the employment was determined under subsection (1) and the net income from the determined employment as calculated under this regulation;
    - (b) the difference between the income replacement benefit the student was receiving before the employment was determined under subsection (1) and the net income the student earns from employment.

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 10 – Benefits for Minors

---

- (3) Section 147 of the Act does not apply respecting a student if subsection (2) of this section applies respecting the insured.
- (4) This section does not apply to a student who has sustained a catastrophic injury.

**PART 10 – BENEFITS FOR MINORS****Definition**

**59** For the purposes of Division 8 of Part 10 of the Act, “**educational institution**” means any of the following providing a kindergarten to grade 12 program of studies:

- (a) a school under the *School Act*;
- (b) a provincial school under the *School Act*;
- (c) an independent school under the *Independent School Act*;
- (d) an educational institution operated by the government of Canada;
- (e) an educational institution controlled or operated by an Indigenous nation;
- (f) a school or institution outside of British Columbia that offers a program of study that is similar to a program of study offered by any of those referred to in paragraphs (a) to (e);
- (g) a home of a parent who has registered a child under section 13 of the *School Act* or with any institution referred to in paragraphs (a) to (f).

**Loss-of-studies**

- 60** (1) The loss-of-studies benefit to which a minor is entitled under section 141 of the Act is the following:
- (a) \$5 693 for each school year not completed from kindergarten to grade 8;
  - (b) \$10 550 for each school year not completed from grades 9 to 12.
- (2) A loss-of-studies benefit is payable until not later than the end of the school year in which the minor reaches 18 years of age.
- (3) Benefits under this section must be paid at the end of the school year that the minor did not complete.

[am. B.C. Reg. 94/2022, s. 5.]

**Determination of income replacement benefit – minors**

- 61** (1) The income replacement benefit to which a minor is entitled under section 142 (1) (a) of the Act must be determined under section 17 or 18 on the basis of the following:
- (a) if at the time of the accident the minor holds or would have held an employment as a salaried worker, the gross yearly employment income the minor earned or would have earned from the employment;

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Part 10 – Benefits for Minors

---

- (b) if at the time of the accident the minor is or would have been self-employed, the greater of the following:
    - (i) the gross yearly employment income for an employment of the same class of employment as set out in Table 1 in the Schedule;
    - (ii) the gross yearly employment income that the minor earned or would have earned from the employment;
  - (c) if at the time of the accident the minor holds or would have held more than one employment, the gross yearly employment income the minor earned or would have earned from all employment that the minor is unable to hold because of the accident.
- (2) The income replacement benefit to which a minor is entitled under section 142 (1) (b) of the Act is the amount of the benefit to which the minor would have been paid under the *Employment Insurance Act* (Canada).
- (3) If a minor is entitled to a benefit referred to in subsection (2), the amount of that benefit must be included in the minor's gross yearly employment income.

[am. B.C. Reg. 117/2021, App. 5, s. 6.]

**Benefit for minor unable to begin or continue studies**

- 62** (1) Subject to subsection (2), the income replacement benefit to which a minor is entitled under section 143 of the Act is based on a gross yearly employment income equal to a yearly average calculated on the basis of the industrial average wage for each of the 12 months preceding July 1 of the year before the end of the school year during which the minor reaches 18 years of age.
- (2) Despite section 143 of the Act, which provides that a minor is entitled to the benefit under that section from the end of the school year in which the minor reaches 18 years of age, a minor who would have had, but for the accident, a date scheduled as the date of the end of the minor's studies in a particular school year before the school year during which the minor reaches 18 years of age, is entitled to the benefit under that section from the end of that particular school year.
- (3) For the purpose of subsection (2), the income replacement benefit is based on a gross yearly employment income equal to a yearly average calculated on the basis of the industrial average wage for each of the 12 months preceding July 1 of the year before the end of that particular school year.

[en. B.C. Reg. 94/2022, s. 6.]

**Benefit for minor able to begin or continue studies**

- 63** (1) The benefit to which a minor whose studies end before the date scheduled, at the time of the accident, as the date of the end of the minor's studies is entitled under section 144 of the Act is the following:
- (a) until the date scheduled as the date of the end of the minor's studies, to

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**Part 10 – Benefits for Minors

---

- (i) \$5 693 for each school year not completed from kindergarten to grade 8, and
  - (ii) \$10 550 for each school year not completed from grades 9 to 12;
- (b) after the date scheduled as the date of the end of the minor's studies, to the income replacement benefit provided for in subsection (2).
- (2) A minor whose studies end on or after the scheduled date is entitled to an income replacement benefit calculated on the basis of a gross yearly employment income equal to a yearly average computed on the basis of the industrial average wage for each of the 12 months preceding July 1 of the school year in which the minor's studies end.

[am. B.C. Reg. 94/2022, s. 7.]

**Minor not entitled to both**

- 64** A minor who is entitled to an income replacement benefit under section 142 of the Act and under section 143 or 144 of the Act is only entitled to whichever is the greater benefit, but not both.

**Determined employment**

- 65** (1) The corporation may determine an employment, under section 14, for a minor at any time on or after the date scheduled, at the time of the accident, as the date of the end of the minor's studies if the minor is able to work but unable because of the accident to hold an employment from which the gross yearly employment income is equal to or greater than the gross yearly employment income used by the corporation to calculate an income replacement benefit under section 143 or 144 of the Act, if the minor had been unable to hold employment because of the accident.
- (2) If a minor becomes able to hold employment determined for the minor under subsection (1), but because of the minor's bodily injury earns from the employment a gross yearly employment income that is less than the gross yearly employment income used by the corporation to calculate the income replacement benefit that the minor was receiving before the employment was determined, the minor is entitled, after the end of one year from the date the minor became able to hold the determined employment to an income replacement benefit that is the lesser of the following:
- (a) the difference between the income replacement benefit the minor was receiving before the employment was determined under subsection (1) and the net income from the determined employment as calculated under this regulation;
  - (b) the difference between the income replacement benefit the minor was receiving before the employment was determined under subsection (1) and the net income the minor earns from employment.

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

(3) Section 147 of the Act does not apply respecting a minor if subsection (2) of this section applies respecting the insured.

(4) This section does not apply to a minor who has sustained a catastrophic injury.

[am. B.C. Reg. 94/2022, s. 7.]

**SCHEDULE**

**Table 1 – Classes of Employment  
Income by Occupational Classification**

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
1	0	<b>Management occupations</b>	46 963	78 553	121 278
2	00	<b>Senior management occupations</b>	74 399	135 842	224 542
3	001	Legislators and senior management	74 399	135 842	224 542
4	0011	Legislators	51 197	78 722	138 434
5	0012	Senior government managers and officials	104 562	144 264	184 779
6	0013	Senior managers – financial, communications and other business services	78 732	156 587	272 831
7	0014	Senior managers – health, education, social and community services and membership organizations	84 652	124 990	178 746
8	0015	Senior managers – trade, broadcasting and other services, n.e.c.	59 006	108 306	219 745
9	0016	Senior managers – construction, transportation, production and utilities	72 036	144 726	243 942
10	01 - 05	<b>Specialized middle management occupations</b>	64 379	94 361	126 060
11	011	Administrative services managers	66 207	93 627	128 139
12	0111	Financial managers	66 717	94 216	129 847
13	0112	Human resources managers	69 945	99 112	131 838
14	0113	Purchasing managers	71 621	99 398	132 533
15	0114	Other administrative services managers	57 877	80 835	111 254
16	012	Managers in financial and business services	57 295	83 654	119 303



**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
17	0121	Insurance, real estate and financial brokerage managers	55 369	96 442	139 392
18	0122	Banking, credit and other investment managers	65 816	88 130	120 729
19	0124	Advertising, marketing and public relations managers	54 635	80 330	111 606
20	0125	Other business services managers	36 218	66 145	99 338
21	013	Managers in communication (except broadcasting)	65 922	93 665	122 675
22	0131	Telecommunication carriers managers	75 605	101 116	128 956
23	0132	Postal and courier services managers	41 838	65 713	93 534
24	021	Managers in engineering, architecture, science and information systems	84 480	115 817	155 699
25	0211	Engineering managers	95 491	133 145	177 845
26	0212	Architecture and science managers	68 462	102 736	132 230
27	0213	Computer and information systems managers	83 572	113 513	151 084
28	031	Managers in health care	67 185	98 632	122 698
29	0311	Managers in health care	67 185	98 632	122 698
30	041	Managers in public administration	87 798	106 347	125 625
31	0411	Government managers – health and social policy development and program administration	87 600	104 392	121 347
32	0412	Government managers – economic analysis, policy development and program administration	93 521	109 598	131 884
33	0413	Government managers – education policy development and program administration	71 104	106 458	117 402
34	0414	Other managers in public administration	83 294	101 198	122 764
35	042	Managers in education and social and community services	61 753	95 827	119 309
36	0421	Administrators – post-secondary education and vocational training	64 744	88 275	116 421

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
37	0422	School principals and administrators of elementary and secondary education	98 990	115 378	124 601
38	0423	Managers in social, community and correctional services	50 971	69 262	94 055
39	043	Managers in public protection services	83 251	105 984	136 142
40	0431	Commissioned police officers	82 816	135 633	179 793
41	0432	Fire chiefs and senior firefighting officers	100 816	145 404	169 590
42	0433	Commissioned officers of the Canadian Armed Forces	78 362	100 655	123 620
43	051	Managers in art, culture, recreation and sport	43 538	64 273	94 383
44	0511	Library, archive, museum and art gallery managers	45 439	73 006	99 364
45	0512	Managers – publishing, motion pictures, broadcasting and performing arts	40 670	64 209	94 101
46	0513	Recreation, sports and fitness program and service directors	44 512	61 289	94 065
47	<b>06</b>	<b>Middle management occupations in retail and wholesale trade and customer services</b>	36 527	60 143	93 366
48	060	Corporate sales managers	79 457	112 632	155 236
49	0601	Corporate sales managers	79 457	112 632	155 236
50	062	Retail and wholesale trade managers	39 411	62 366	93 108
51	0621	Retail and wholesale trade managers	39 411	62 366	93 108
52	063	Managers in food service and accommodation	28 832	44 794	65 796
53	0631	Restaurant and food service managers	27 963	43 084	62 932
54	0632	Accommodation service managers	35 590	55 687	80 777
55	065	Managers in customer and personal services, n.e.c.	24 638	42 663	66 413
56	0651	Managers in customer and personal services, n.e.c.	24 638	42 663	66 413

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
57	<b>07 - 09</b>	<b>Middle management occupations in trades, transportation, production and utilities</b>	39 069	71 513	110 109
58	071	Managers in construction and facility operation and maintenance	44 650	72 645	109 581
59	0711	Construction managers	53 338	85 117	121 148
60	0712	Home building and renovation managers	22 278	44 493	71 269
61	0714	Facility operation and maintenance managers	51 962	75 343	108 499
62	073	Managers in transportation	60 150	85 689	119 696
63	0731	Managers in transportation	60 150	85 689	119 696
64	081	Managers in natural resources production and fishing	90 432	123 202	178 411
65	0811	Managers in natural resources production and fishing	90 432	123 202	178 411
66	082	Managers in agriculture, horticulture and aquaculture	4 959	29 352	60 896
67	0821	Managers in agriculture	3 470	26 064	56 577
68	0822	Managers in horticulture	20 686	36 654	69 099
69	0823	Managers in aquaculture	38 293	69 121	91 751
70	091	Managers in manufacturing and utilities	56 944	86 365	125 288
71	0911	Manufacturing managers	54 006	82 030	117 763
72	0912	Utilities managers	80 831	122 572	157 735
73	<b>1</b>	<b>Business, finance and administration occupations</b>	44 304	58 313	78 453
74	<b>11</b>	<b>Professional occupations in business and finance</b>	49 699	69 895	100 365
75	111	Auditors, accountants and investment professionals	49 953	70 439	104 644
76	1111	Financial auditors and accountants	49 918	68 596	97 008
77	1112	Financial and investment analysts	65 025	88 869	140 281
78	1113	Securities agents, investment dealers and brokers	33 612	62 101	120 200

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
79	1114	Other financial officers	48 320	70 589	116 991
80	112	Human resources and business service professionals	49 153	69 196	95 167
81	1121	Human resources professionals	56 726	73 661	97 792
82	1122	Professional occupations in business management consulting	48 579	77 561	103 494
83	1123	Professional occupations in advertising, marketing and public relations	42 535	59 878	83 226
84	<b>12</b>	<b>Administrative and financial supervisors and administrative occupations</b>	44 252	57 001	73 448
85	121	Administrative services supervisors	49 535	62 527	81 033
86	1211	Supervisors, general office and administrative support workers	50 521	61 295	77 046
87	1212	Supervisors, finance and insurance office workers	53 107	67 139	85 420
88	1213	Supervisors, library, correspondence and related information workers	57 992	66 571	75 133
89	1214	Supervisors, mail and message distribution occupations	61 154	72 981	86 192
90	1215	Supervisors, supply chain, tracking and scheduling coordination occupations	46 799	59 382	78 110
91	122	Administrative and regulatory occupations	45 857	60 209	78 636
92	1221	Administrative officers	44 136	56 648	73 571
93	1222	Executive assistants	53 548	64 934	79 830
94	1223	Human resources and recruitment officers	48 651	62 871	88 644
95	1224	Property administrators	37 035	54 491	76 303
96	1225	Purchasing agents and officers	53 876	68 028	89 830
97	1226	Conference and event planners	40 088	54 367	69 459
98	1227	Court officers and justices of the peace	59 535	69 294	85 109
99	1228	Employment insurance, immigration, border services and revenue officers	61 690	72 123	92 513

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
100	124	Office administrative assistants – general, legal and medical	40 633	51 523	61 264
101	1241	Administrative assistants	39 622	50 884	60 429
102	1242	Legal administrative assistants	43 012	54 990	66 143
103	1243	Medical administrative assistants	41 205	48 321	56 829
104	125	Court reporters, transcriptionists, records management technicians and statistical officers	42 545	54 287	73 885
105	1251	Court reporters, medical transcriptionists and related occupations	25 830	45 432	53 299
106	1252	Health information management occupations	52 777	72 441	85 320
107	1253	Records management technicians	50 681	57 728	70 697
108	1254	Statistical officers and related research support occupations	46 904	66 898	91 816
109	<b>13</b>	<b>Finance, insurance and related business administrative occupations</b>	40 418	56 592	77 876
110	131	Finance, insurance and related business administrative occupations	40 418	56 592	77 876
111	1311	Accounting technicians and bookkeepers	34 742	48 220	63 577
112	1312	Insurance adjusters and claims examiners	61 308	76 095	89 483
113	1313	Insurance underwriters	58 457	74 655	92 747
114	1314	Assessors, valuers and appraisers	49 245	77 607	96 734
115	1315	Customs, ship and other brokers	45 081	58 003	81 454
116	<b>14</b>	<b>Office support occupations</b>	38 785	48 886	59 856
117	141	General office workers	36 025	46 384	55 832
118	1411	General office support workers	38 902	48 762	58 860
119	1414	Receptionists	32 433	41 311	49 580
120	1415	Personnel clerks	47 499	54 883	68 358
121	1416	Court clerks	48 214	53 887	55 952
122	142	Office equipment operators	36 507	46 780	58 826
123	1422	Data entry clerks	36 028	46 240	57 072

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
124	1423	Desktop publishing operators and related occupations	42 510	62 424	110 039
125	143	Financial, insurance and related administrative support workers	43 061	52 474	64 922
126	1431	Accounting and related clerks	41 405	50 701	61 891
127	1432	Payroll administrators	49 658	59 752	70 707
128	1434	Banking, insurance and other financial clerks	43 500	52 754	65 844
129	1435	Collectors	42 482	55 630	64 291
130	145	Library, correspondence and other clerks	45 817	54 404	66 278
131	1451	Library assistants and clerks	44 479	49 647	54 377
132	1452	Correspondence, publication and regulatory clerks	47 935	58 239	71 433
133	1454	Survey interviewers and statistical clerks	42 257	55 986	72 534
134	<b>15</b>	<b>Distribution, tracking and scheduling coordination occupations</b>	42 230	57 215	74 245
135	151	Mail and message distribution occupations	46 773	66 570	74 179
136	1511	Mail, postal and related workers	47 970	64 110	73 105
137	1512	Letter carriers	58 936	70 128	75 830
138	1513	Couriers, messengers and door-to-door distributors	28 030	46 794	68 624
139	152	Supply chain logistics, tracking and scheduling coordination occupations	41 337	54 823	74 339
140	1521	Shippers and receivers	36 472	47 436	61 625
141	1522	Storekeepers and partspersons	45 882	61 143	82 096
142	1523	Production logistics coordinators	49 122	60 895	90 059
143	1524	Purchasing and inventory control workers	41 915	52 405	66 755
144	1525	Dispatchers	47 611	66 128	87 143
145	1526	Transportation route and crew schedulers	56 168	69 332	92 677

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
146	2	Natural and applied sciences and related occupations	62 684	85 776	113 067
147	21	Professional occupations in natural and applied sciences	70 607	94 691	123 840
148	211	Physical science professionals	71 819	100 067	133 471
149	2111	Physicists and astronomers	84 585	125 034	150 233
150	2112	Chemists	54 122	81 653	104 358
151	2113	Geoscientists and oceanographers	83 956	110 007	144 626
152	2114	Meteorologists and climatologists	89 367	112 445	123 466
153	2115	Other professional occupations in physical sciences	70 848	102 554	159 209
154	212	Life science professionals	68 209	88 441	111 118
155	2121	Biologists and related scientists	65 856	86 049	110 142
156	2122	Forestry professionals	80 984	93 842	116 456
157	2123	Agricultural representatives, consultants and specialists	48 292	75 184	93 728
158	213	Civil, mechanical, electrical and chemical engineers	77 088	104 065	137 874
159	2131	Civil engineers	78 669	106 637	139 484
160	2132	Mechanical engineers	72 591	95 489	125 439
161	2133	Electrical and electronics engineers	79 627	107 911	144 248
162	2134	Chemical engineers	84 884	120 253	160 189
163	214	Other engineers	82 877	108 917	142 383
164	2141	Industrial and manufacturing engineers	74 381	98 713	129 259
165	2142	Metallurgical and materials engineers	85 754	116 449	147 000
166	2143	Mining engineers	122 305	147 453	195 241
167	2144	Geological engineers	94 589	116 553	166 161
168	2145	Petroleum engineers	112 571	127 446	198 859
169	2146	Aerospace engineers	73 232	98 100	133 391
170	2147	Computer engineers (except software engineers and designers)	80 098	106 571	135 123
171	2148	Other professional engineers, n.e.c.	81 824	97 670	122 182
172	215	Architects, urban planners and land surveyors	66 424	88 641	112 081

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
173	2151	Architects	62 729	87 200	110 477
174	2152	Landscape architects	57 099	77 757	98 809
175	2153	Urban and land use planners	77 581	93 379	113 612
176	2154	Land surveyors	63 546	82 322	114 171
177	216	Mathematicians, statisticians and actuaries	72 800	93 977	121 205
178	2161	Mathematicians, statisticians and actuaries	72 800	93 977	121 205
179	217	Computer and information systems professionals	67 006	91 109	117 126
180	2171	Information systems analysts and consultants	68 949	90 085	113 508
181	2172	Database analysts and data administrators	63 690	89 636	112 797
182	2173	Software engineers and designers	81 011	105 747	138 108
183	2174	Computer programmers and interactive media developers	67 390	90 755	114 205
184	2175	Web designers and developers	36 928	58 475	79 068
185	<b>22</b>	<b>Technical occupations related to natural and applied sciences</b>	53 567	73 752	96 671
186	221	Technical occupations in physical sciences	43 643	64 101	91 397
187	2211	Chemical technologists and technicians	42 364	60 839	84 896
188	2212	Geological and mineral technologists and technicians	48 143	80 232	112 984
189	222	Technical occupations in life sciences	48 560	68 666	85 285
190	2221	Biological technologists and technicians	46 197	59 052	79 162
191	2222	Agricultural and fish products inspectors	68 131	85 178	99 324
192	2223	Forestry technologists and technicians	57 787	72 230	87 770
193	2224	Conservation and fishery officers	64 155	80 873	98 839
194	2225	Landscape and horticulture technicians and specialists	36 150	58 201	74 251



**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
195	223	Technical occupations in civil, mechanical and industrial engineering	58 304	79 845	101 959
196	2231	Civil engineering technologists and technicians	65 849	82 632	97 209
197	2232	Mechanical engineering technologists and technicians	59 186	79 803	102 443
198	2233	Industrial engineering and manufacturing technologists and technicians	51 601	67 976	89 418
199	2234	Construction estimators	58 077	83 380	112 245
200	224	Technical occupations in electronics and electrical engineering	48 760	69 008	91 155
201	2241	Electrical and electronics engineering technologists and technicians	55 245	77 635	98 019
202	2242	Electronic service technicians (household and business equipment)	42 112	59 599	77 164
203	2243	Industrial instrument technicians and mechanics	86 779	112 830	140 485
204	2244	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	72 006	86 962	105 714
205	225	Technical occupations in architecture, drafting, surveying, geomatics and meteorology	52 523	69 075	85 976
206	2251	Architectural technologists and technicians	53 484	66 263	82 814
207	2252	Industrial designers	53 190	71 427	100 501
208	2253	Drafting technologists and technicians	49 235	66 513	83 050
209	2254	Land survey technologists and technicians	52 668	70 907	89 751
210	2255	Technical occupations in geomatics and meteorology	62 009	73 691	86 440
211	226	Other technical inspectors and regulatory officers	64 005	82 543	102 802

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
212	2261	Non-destructive testers and inspection technicians	53 872	86 649	107 506
213	2262	Engineering inspectors and regulatory officers	86 455	98 021	116 439
214	2263	Inspectors in public and environmental health and occupational health and safety	63 782	80 796	103 562
215	2264	Construction inspectors	61 066	80 025	95 466
216	227	Transportation officers and controllers	79 867	113 394	156 600
217	2271	Air pilots, flight engineers and flying instructors	77 491	124 040	185 606
218	2272	Air traffic controllers and related occupations	88 984	116 763	195 664
219	2273	Deck officers, water transport	71 282	101 454	129 301
220	2274	Engineer officers, water transport	88 323	106 132	135 625
221	2275	Railway traffic controllers and marine traffic regulators	100 064	110 675	121 551
222	228	Technical occupations in computer and information systems	52 265	69 280	88 138
223	2281	Computer network technicians	54 848	72 555	91 808
224	2282	User support technicians	49 172	64 837	82 100
225	2283	Information systems testing technicians	55 200	74 523	91 811
226	<b>3</b>	<b>Health occupations</b>	45 538	65 438	91 328
227	<b>30</b>	<b>Professional occupations in nursing</b>	73 741	91 255	102 188
228	301	Professional occupations in nursing	73 741	91 255	102 188
229	3011	Nursing coordinators and supervisors	76 665	97 790	104 948
230	3012	Registered nurses and registered psychiatric nurses	73 621	90 883	101 821
231	<b>31</b>	<b>Professional occupations in health (except nursing)</b>	68 410	93 591	129 448
232	311	Physicians, dentists and veterinarians	72 012	113 547	174 772
233	3111	Specialist physicians	83 640	143 069	241 929
234	3112	General practitioners and family physicians	69 891	102 519	165 870

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
235	3113	Dentists	64 070	117 569	160 021
236	3114	Veterinarians	64 766	96 388	127 925
237	312	Optometrists, chiropractors and other health diagnosing and treating professionals	42 243	83 039	113 702
238	3121	Optometrists	34 247	85 413	118 117
239	3122	Chiropractors	31 374	58 075	92 787
240	3124	Allied primary health practitioners	84 404	110 733	122 493
241	3125	Other professional occupations in health diagnosing and treating	35 357	60 607	106 905
242	313	Pharmacists, dietitians and nutritionists	83 480	106 515	124 405
243	3131	Pharmacists	99 236	112 391	129 242
244	3132	Dietitians and nutritionists	47 504	68 923	85 818
245	314	Therapy and assessment professionals	55 305	79 905	91 324
246	3141	Audiologists and speech-language pathologists	74 565	86 703	96 159
247	3142	Physiotherapists	60 266	83 374	94 064
248	3143	Occupational therapists	74 810	86 365	91 679
249	3144	Other professional occupations in therapy and assessment	35 999	48 936	65 705
250	<b>32</b>	<b>Technical occupations in health</b>	41 283	55 552	72 170
251	321	Medical technologists and technicians (except dental health)	41 005	54 078	74 166
252	3211	Medical laboratory technologists	65 710	74 443	81 812
253	3212	Medical laboratory technicians and pathologists' assistants	43 864	49 611	57 207
254	3213	Animal health technologists and veterinary technicians	28 929	37 044	46 010
255	3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	67 309	78 887	86 466
256	3215	Medical radiation technologists	64 573	74 958	84 903
257	3216	Medical sonographers	71 735	79 234	92 486

# INCOME REPLACEMENT AND RETIREMENT BENEFITS AND BENEFITS FOR STUDENTS AND MINORS REGULATION

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
258	3217	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	54 117	62 886	69 913
259	3219	Other medical technologists and technicians (except dental health)	35 280	44 871	55 042
260	322	Technical occupations in dental health care	50 910	66 602	78 122
261	3221	Denturists	28 037	55 447	86 584
262	3222	Dental hygienists and dental therapists	60 892	71 926	80 075
263	3223	Dental technologists, technicians and laboratory assistants	36 593	51 947	65 752
264	323	Other technical occupations in health care	40 073	54 590	66 030
265	3231	Opticians	32 891	45 604	59 554
266	3232	Practitioners of natural healing	12 804	25 646	40 913
267	3233	Licensed practical nurses	48 607	57 749	64 119
268	3234	Paramedical occupations	48 303	67 307	87 844
269	3236	Massage therapists	28 471	49 032	63 170
270	3237	Other technical occupations in therapy and assessment	34 417	47 240	56 926
271	<b>34</b>	<b>Assisting occupations in support of health services</b>	37 358	45 948	53 244
272	341	Assisting occupations in support of health services	37 358	45 948	53 244
273	3411	Dental assistants	40 124	46 678	54 260
274	3413	Nurse aides, orderlies and patient service associates	37 148	45 864	53 398
275	3414	Other assisting occupations in support of health services	36 110	45 042	51 416
276	<b>4</b>	<b>Occupations in education, law and social, community and government services</b>	46 342	73 958	98 919
277	<b>40</b>	<b>Professional occupations in education services</b>	60 252	84 206	96 713

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
278	401	University professors and post-secondary assistants	48 239	96 920	131 216
279	4011	University professors and lecturers	86 127	111 807	148 825
280	4012	Post-secondary teaching and research assistants	9 156	38 368	62 334
281	402	College and other vocational instructors	60 615	91 714	103 338
282	4021	College and other vocational instructors	60 615	91 714	103 338
283	403	Secondary and elementary school teachers and educational counsellors	62 432	81 916	93 857
284	4031	Secondary school teachers	68 625	87 586	96 023
285	4032	Elementary school and kindergarten teachers	60 988	78 479	91 130
286	4033	Educational counsellors	50 539	66 631	88 207
287	<b>41</b>	<b>Professional occupations in law and social, community and government services</b>	55 065	78 023	106 933
288	411	Judges, lawyers and Quebec notaries	81 191	134 987	193 231
289	4111	Judges	286 841	299 017	354 131
290	4112	Lawyers and Quebec notaries	80 094	132 449	186 976
291	415	Social and community service professionals	50 493	67 791	83 934
292	4151	Psychologists	48 111	82 332	106 523
293	4152	Social workers	58 975	76 688	87 233
294	4153	Family, marriage and other related counsellors	47 068	63 404	82 123
295	4154	Professional occupations in religion	44 735	62 014	79 574
296	4155	Probation and parole officers and related occupations	67 636	81 755	90 075
297	4156	Employment counsellors	47 565	57 462	62 722
298	416	Policy and program researchers, consultants and officers	54 229	76 081	100 433

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
299	4161	Natural and applied science policy researchers, consultants and program officers	68 658	89 046	113 554
300	4162	Economists and economic policy researchers and analysts	71 970	92 744	116 325
301	4163	Business development officers and marketing researchers and consultants	48 123	71 408	103 662
302	4164	Social policy researchers, consultants and program officers	50 712	70 150	91 934
303	4165	Health policy researchers, consultants and program officers	57 919	78 034	101 745
304	4166	Education policy researchers, consultants and program officers	49 613	68 431	91 416
305	4167	Recreation, sports and fitness policy researchers, consultants and program officers	47 590	62 753	77 101
306	4168	Program officers unique to government	64 924	81 376	107 134
307	4169	Other professional occupations in social science, n.e.c.	59 786	74 444	98 757
308	<b>42</b>	<b>Paraprofessional occupations in legal, social, community and education services</b>	32 671	43 523	56 888
309	421	Paraprofessional occupations in legal, social, community and education services	32 671	43 523	56 888
310	4211	Paralegal and related occupations	51 089	64 227	77 361
311	4212	Social and community service workers	37 903	46 857	57 512
312	4214	Early childhood educators and assistants	24 362	34 811	42 278
313	4215	Instructors of persons with disabilities	32 543	42 743	57 572
314	4216	Other instructors	21 129	42 868	65 075
315	4217	Other religious occupations	13 427	31 193	50 250
316	<b>43</b>	<b>Occupations in front-line public protection services</b>	99 262	123 668	143 394
317	431	Occupations in front-line public protection services	99 262	123 668	143 394
318	4311	Police officers (except commissioned)	113 609	129 113	146 709

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
319	4312	Firefighters	113 429	134 586	153 670
320	4313	Non-commissioned ranks of the Canadian Armed Forces	80 278	91 843	106 512
321	<b>44</b>	<b>Care providers and educational, legal and public protection support occupations</b>	27 075	43 364	70 919
322	441	Home care providers and educational support occupations	23 450	35 513	49 135
323	4411	Home child care providers	14 148	26 049	33 870
324	4412	Home support workers, housekeepers and related occupations	29 621	42 971	53 599
325	4413	Elementary and secondary school teacher assistants	34 730	43 846	56 975
326	442	Legal and public protection support occupations	73 159	84 765	100 539
327	4421	Sheriffs and bailiffs	71 340	79 474	89 611
328	4422	Correctional service officers	77 880	89 215	103 981
329	4423	By-law enforcement and other regulatory officers, n.e.c.	68 481	79 208	92 959
330	<b>5</b>	<b>Occupations in art, culture, recreation and sport</b>	29 448	53 764	81 372
331	<b>51</b>	<b>Professional occupations in art and culture</b>	22 083	50 468	78 503
332	511	Librarians, archivists, conservators and curators	63 494	77 655	92 199
333	5111	Librarians	66 526	78 558	95 093
334	5112	Conservators and curators	39 783	64 976	87 929
335	5113	Archivists	54 056	78 300	92 083
336	512	Writing, translating and related communications professionals	30 189	53 320	78 022
337	5121	Authors and writers	19 480	47 768	78 399
338	5122	Editors	34 382	57 725	77 353
339	5123	Journalists	41 058	60 323	81 014
340	5125	Translators, terminologists and interpreters	23 688	50 633	75 246

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
341	513	Creative and performing artists	15 178	35 347	69 438
342	5131	Producers, directors, choreographers and related occupations	30 804	58 653	87 665
343	5132	Conductors, composers and arrangers	21 090	34 124	68 634
344	5133	Musicians and singers	12 261	21 177	34 329
345	5134	Dancers	10 979	25 497	48 493
346	5135	Actors and comedians	11 002	22 004	54 686
347	5136	Painters, sculptors and other visual artists	6 489	25 532	63 966
348	<b>52</b>	<b>Technical occupations in art, culture, recreation and sport</b>	32 925	55 371	81 456
349	521	Technical occupations in libraries, public archives, museums and art galleries	43 044	56 598	67 734
350	5211	Library and public archive technicians	54 304	60 748	70 625
351	5212	Technical occupations related to museums and art galleries	25 750	42 929	56 676
352	522	Photographers, graphic arts technicians and technical and coordinating occupations in motion pictures, broadcasting and the performing arts	35 625	63 885	98 826
353	5221	Photographers	15 323	33 605	55 124
354	5222	Film and video camera operators	31 178	64 196	88 929
355	5223	Graphic arts technicians	60 828	86 103	125 654
356	5224	Broadcast technicians	56 619	73 068	92 234
357	5225	Audio and video recording technicians	49 211	73 771	120 136
358	5226	Other technical and coordinating occupations in motion pictures, broadcasting and the performing arts	44 405	73 018	109 913
359	5227	Support occupations in motion pictures, broadcasting, photography and the performing arts	32 923	56 530	94 054
360	523	Announcers and other performers, n.e.c.	30 154	55 716	85 353
361	5231	Announcers and other broadcasters	44 013	59 388	97 523
362	5232	Other performers, n.e.c.	23 886	45 291	71 423



**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
363	524	Creative designers and craftspersons	34 944	57 651	82 586
364	5241	Graphic designers and illustrators	39 914	62 401	87 396
365	5242	Interior designers and interior decorators	37 638	58 466	82 459
366	5243	Theatre, fashion, exhibit and other creative designers	35 486	54 904	81 423
367	5244	Artisans and craftspersons	12 159	28 734	50 579
368	5245	Patternmakers – textile, leather and fur products	-	78 214	-
369	525	Athletes, coaches, referees and related occupations	25 966	43 965	62 678
370	5251	Athletes	-	-	-
371	5252	Coaches	35 939	56 754	85 490
372	5253	Sports officials and referees	-	-	-
373	5254	Program leaders and instructors in recreation, sport and fitness	24 766	42 014	59 276
374	<b>6</b>	<b>Sales and service occupations</b>	27 222	41 098	60 519
375	<b>62</b>	<b>Retail sales supervisors and specialized sales occupations</b>	38 226	57 444	88 575
376	621	Retail sales supervisors	32 501	44 885	58 132
377	6211	Retail sales supervisors	32 501	44 885	58 132
378	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	49 826	75 285	114 259
379	6221	Technical sales specialists – wholesale trade	57 671	85 272	126 033
380	6222	Retail and wholesale buyers	33 655	51 089	73 716
381	623	Insurance, real estate and financial sales occupations	37 056	56 629	85 845
382	6231	Insurance agents and brokers	40 291	54 459	76 764
383	6232	Real estate agents and salespersons	23 634	53 331	95 053
384	6235	Financial sales representatives	47 591	60 095	82 719
385	<b>63</b>	<b>Service supervisors and specialized service occupations</b>	25 815	36 654	51 629
386	631	Service supervisors	30 667	44 191	60 963

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
387	6311	Food service supervisors	25 231	32 016	41 569
388	6312	Executive housekeepers	39 380	50 180	58 955
389	6313	Accommodation, travel, tourism and related services supervisors	42 852	53 402	64 638
390	6314	Customer and information services supervisors	53 898	64 658	83 336
391	6315	Cleaning supervisors	36 387	50 807	64 431
392	6316	Other services supervisors	38 636	52 203	72 188
393	632	Chefs and cooks	26 318	35 921	48 755
394	6321	Chefs	30 517	42 109	56 850
395	6322	Cooks	24 643	33 192	43 609
396	633	Butchers and bakers	28 577	41 433	56 144
397	6331	Butchers, meat cutters and fishmongers – retail and wholesale	34 386	50 330	62 708
398	6332	Bakers	27 322	37 689	51 042
399	634	Specialized occupations in personal and customer services	19 757	31 330	44 964
400	6341	Hairstylists and barbers	18 660	28 319	40 688
401	6342	Tailors, dressmakers, furriers and milliners	22 710	33 470	43 739
402	6343	Shoe repairers and shoemakers	10 654	31 946	43 869
403	6344	Jewellers, jewellery and watch repairers and related occupations	16 733	31 121	49 175
404	6345	Upholsterers	30 883	46 894	64 390
405	6346	Funeral directors and embalmers	53 598	62 292	77 472
406	<b>64</b>	<b>Sales representatives and salespersons – wholesale and retail trade</b>	28 590	44 780	69 549
407	641	Sales and account representatives – wholesale trade (non-technical)	45 203	67 980	99 627
408	6411	Sales and account representatives – wholesale trade (non-technical)	45 203	67 980	99 627
409	642	Retail salespersons	26 584	39 743	60 168
410	6421	Retail salespersons	26 584	39 743	60 168

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
411	65	<b>Service representatives and other customer and personal services occupations</b>	25 689	39 279	55 601
412	651	Occupations in food and beverage service	17 439	23 000	31 230
413	6511	Maîtres d'hôtel and hosts	17 257	21 316	30 658
414	6512	Bartenders	18 466	24 623	33 574
415	6513	Food and beverage servers	17 214	22 766	30 676
416	652	Occupations in travel and accommodation	33 100	45 770	62 108
417	6521	Travel counsellors	31 127	44 723	56 733
418	6522	Pursers and flight attendants	48 814	64 897	74 328
419	6523	Airline ticket and service agents	36 904	53 816	69 505
420	6524	Ground and water transport ticket agents, cargo service representatives and related clerks	38 721	56 710	63 102
421	6525	Hotel front desk clerks	30 204	38 295	49 196
422	653	Tourism and amusement services occupations	32 013	43 431	56 181
423	6531	Tour and travel guides	21 796	31 584	45 098
424	6532	Outdoor sport and recreational guides	28 554	42 885	59 898
425	6533	Casino occupations	33 823	44 266	56 477
426	654	Security guards and related security service occupations	32 035	40 827	58 663
427	6541	Security guards and related security service occupations	32 035	40 827	58 663
428	655	Customer and information services representatives	37 983	49 582	62 955
429	6551	Customer services representatives – financial institutions	36 646	45 650	55 637
430	6552	Other customer and information services representatives	38 773	51 413	64 628
431	656	Other occupations in personal service	16 995	27 442	39 040
432	6561	Image, social and other personal consultants	9 143	28 864	43 049

# INCOME REPLACEMENT AND RETIREMENT BENEFITS AND BENEFITS FOR STUDENTS AND MINORS REGULATION

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
433	6562	Estheticians, electrologists and related occupations	18 194	27 859	40 199
434	6563	Pet groomers and animal care workers	14 951	25 235	35 891
435	6564	Other personal service occupations	11 774	23 872	40 592
436	<b>66</b>	<b>Sales support occupations</b>	24 720	32 563	48 444
437	661	Cashiers	23 279	30 161	42 149
438	6611	Cashiers	23 279	30 161	42 149
439	662	Other sales support and related occupations	26 324	35 851	53 572
440	6621	Service station attendants	22 958	29 939	42 056
441	6622	Store shelf stockers, clerks and order fillers	27 055	36 282	53 124
442	6623	Other sales related occupations	19 148	42 242	63 857
443	<b>67</b>	<b>Service support and other service occupations, n.e.c.</b>	25 802	37 447	52 036
444	671	Food counter attendants, kitchen helpers and related support occupations	21 573	28 870	38 759
445	6711	Food counter attendants, kitchen helpers and related support occupations	21 573	28 870	38 759
446	672	Support occupations in accommodation, travel and amusement services	32 514	49 430	70 142
447	6721	Support occupations in accommodation, travel and facilities set-up services	39 104	50 257	69 041
448	6722	Operators and attendants in amusement, recreation and sport	31 102	49 394	70 304
449	673	Cleaners	28 947	41 980	55 810
450	6731	Light duty cleaners	24 872	35 174	45 694
451	6732	Specialized cleaners	25 484	35 236	48 754
452	6733	Janitors, caretakers and building superintendents	34 534	49 933	63 301
453	674	Other service support and related occupations, n.e.c.	27 827	37 709	47 039
454	6741	Dry cleaning, laundry and related occupations	28 240	38 344	46 236

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
455	6742	Other service support occupations, n.e.c.	27 697	37 619	53 194
456	<b>7</b>	<b>Trades, transport and equipment operators and related occupations</b>	41 487	64 401	87 866
457	<b>72</b>	<b>Industrial, electrical and construction trades</b>	41 409	64 099	88 031
458	720	Contractors and supervisors, industrial, electrical and construction trades and related workers	46 992	73 845	99 579
459	7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	73 679	91 797	111 787
460	7202	Contractors and supervisors, electrical trades and telecommunications occupations	67 170	93 626	124 109
461	7203	Contractors and supervisors, pipefitting trades	62 150	84 909	101 284
462	7204	Contractors and supervisors, carpentry trades	38 064	60 312	85 700
463	7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	39 916	63 019	89 855
464	723	Machining, metal forming, shaping and erecting trades	51 398	70 974	89 837
465	7231	Machinists and machining and tooling inspectors	55 246	74 520	89 602
466	7232	Tool and die makers	53 412	67 297	81 169
467	7233	Sheet metal workers	48 382	71 043	90 177
468	7234	Boilermakers	69 134	85 495	111 524
469	7235	Structural metal and platework fabricators and fitters	53 291	74 002	88 000
470	7236	Ironworkers	45 397	65 848	93 884
471	7237	Welders and related machine operators	50 555	68 851	90 339
472	724	Electrical trades and electrical power line and telecommunications workers	57 708	82 841	109 063

# INCOME REPLACEMENT AND RETIREMENT BENEFITS AND BENEFITS FOR STUDENTS AND MINORS REGULATION

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
473	7241	Electricians (except industrial and power system)	43 606	68 880	90 156
474	7242	Industrial electricians	86 832	105 208	128 175
475	7243	Power system electricians	97 755	117 264	135 392
476	7244	Electrical power line and cable workers	114 818	158 875	186 711
477	7245	Telecommunications line and cable workers	72 715	90 780	112 741
478	7246	Telecommunications installation and repair workers	63 045	84 015	99 337
479	7247	Cable television service and maintenance technicians	66 231	91 025	100 636
480	725	Plumbers, pipefitters and gas fitters	43 296	65 439	86 129
481	7251	Plumbers	40 645	61 283	78 704
482	7252	Steamfitters, pipefitters and sprinkler system installers	54 174	83 822	103 430
483	7253	Gas fitters	47 504	70 475	103 186
484	727	Carpenters and cabinetmakers	34 751	52 285	69 408
485	7271	Carpenters	34 908	52 392	70 249
486	7272	Cabinetmakers	33 702	51 638	64 746
487	728	Masonry and plastering trades	29 047	47 049	66 838
488	7281	Bricklayers	33 196	52 743	73 410
489	7282	Concrete finishers	42 802	61 535	77 615
490	7283	Tilesetters	21 681	38 443	56 306
491	7284	Plasterers, drywall installers and finishers and lathers	27 801	43 795	61 468
492	729	Other construction trades	29 776	48 866	67 267
493	7291	Roofers and shinglers	37 046	50 402	67 546
494	7292	Glaziers	40 603	58 475	76 536
495	7293	Insulators	41 738	61 627	83 782
496	7294	Painters and decorators (except interior decorators)	23 445	43 298	61 085
497	7295	Floor covering installers	26 052	42 147	61 621
498	73	<b>Maintenance and equipment operation trades</b>	55 589	80 662	106 039

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
499	730	Contractors and supervisors, maintenance trades and heavy equipment and transport operators	64 064	89 940	116 996
500	7301	Contractors and supervisors, mechanic trades	69 288	96 377	123 961
501	7302	Contractors and supervisors, heavy equipment operator crews	65 456	90 215	117 939
502	7303	Supervisors, printing and related occupations	41 460	62 920	80 571
503	7304	Supervisors, railway transport operations	96 016	107 217	128 668
504	7305	Supervisors, motor transport and other ground transit operators	58 196	79 828	105 314
505	731	Machinery and transportation equipment mechanics (except motor vehicles)	72 174	94 122	120 952
506	7311	Construction millwrights and industrial mechanics	78 568	99 974	123 737
507	7312	Heavy-duty equipment mechanics	69 894	93 285	125 408
508	7313	Heating, refrigeration and air conditioning mechanics	57 026	84 158	113 579
509	7314	Railway carperson	80 834	88 732	99 154
510	7315	Aircraft mechanics and aircraft inspectors	67 841	87 061	103 585
511	7316	Machine fitters	58 788	75 737	92 969
512	7318	Elevator constructors and mechanics	92 154	126 104	145 575
513	732	Automotive service technicians	45 565	66 885	87 962
514	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	45 964	67 813	88 829
515	7322	Motor vehicle body repairers	44 682	63 638	83 971
516	733	Other mechanics and related repairers	42 823	61 410	83 999
517	7331	Oil and solid fuel heating mechanics	-	57 748	-
518	7332	Appliance servicers and repairers	33 065	52 435	79 127
519	7333	Electrical mechanics	68 970	96 183	115 138

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
520	7334	Motorcycle, all-terrain vehicle and other related mechanics	42 869	62 680	82 312
521	7335	Other small engine and small equipment repairers	44 653	60 127	72 527
522	736	Train crew operating occupations	83 929	105 073	131 338
523	7361	Railway and yard locomotive engineers	95 749	118 705	144 117
524	7362	Railway conductors and brakeperson	75 859	92 867	115 392
525	737	Crane operators, drillers and blasters	63 524	86 674	119 060
526	7371	Crane operators	60 988	86 984	122 518
527	7372	Drillers and blasters – surface mining, quarrying and construction	69 106	89 154	109 157
528	7373	Water well drillers	-	72 319	-
529	738	Printing press operators and other trades and related occupations, n.e.c.	47 676	66 875	89 344
530	7381	Printing press operators	44 922	60 783	75 211
531	7384	Other trades and related occupations, n.e.c.	53 018	70 525	96 525
532	<b>74</b>	<b>Other installers, repairers and servicers and material handlers</b>	36 608	52 643	73 465
533	744	Other installers, repairers and servicers	34 704	50 120	68 917
534	7441	Residential and commercial installers and servicers	32 913	47 094	64 977
535	7442	Waterworks and gas maintenance workers	62 610	73 085	91 134
536	7444	Pest controllers and fumigators	41 457	55 669	72 101
537	7445	Other repairers and servicers	34 277	47 892	68 914
538	745	Longshore workers and material handlers	37 153	53 732	75 640
539	7451	Longshore workers	89 564	122 118	152 175
540	7452	Material handlers	35 906	50 434	68 254
541	<b>75</b>	<b>Transport and heavy equipment operation and related maintenance occupations</b>	38 692	61 593	80 967



**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
542	751	Motor vehicle and transit drivers	35 836	58 321	77 712
543	7511	Transport truck drivers	43 423	63 726	83 117
544	7512	Bus drivers, subway operators and other transit operators	55 169	68 459	77 767
545	7513	Taxi and limousine drivers and chauffeurs	16 579	24 416	35 169
546	7514	Delivery and courier service drivers	27 593	41 051	61 571
547	752	Heavy equipment operators	59 234	76 569	99 225
548	7521	Heavy equipment operators (except crane)	60 517	80 576	105 034
549	7522	Public works maintenance equipment operators and related workers	56 068	69 281	80 623
550	753	Other transport equipment operators and related maintenance workers	40 554	59 706	76 438
551	7531	Railway yard and track maintenance workers	69 856	85 406	102 567
552	7532	Water transport deck and engine room crew	61 987	69 255	80 148
553	7533	Boat and cable ferry operators and related occupations	48 104	62 581	79 460
554	7534	Air transport ramp attendants	32 820	48 016	60 749
555	7535	Other automotive mechanical installers and servicers	33 836	46 361	66 509
556	<b>76</b>	<b>Trades helpers, construction labourers and related occupations</b>	28 817	47 218	66 671
557	761	Trades helpers and labourers	27 080	43 748	63 374
558	7611	Construction trades helpers and labourers	26 868	43 541	63 066
559	7612	Other trades helpers and labourers	31 725	49 579	75 610
560	762	Public works and other labourers, n.e.c.	49 912	64 453	73 231
561	7621	Public works and maintenance labourers	51 287	64 508	72 493
562	7622	Railway and motor transport labourers	40 459	62 113	77 220

# INCOME REPLACEMENT AND RETIREMENT BENEFITS AND BENEFITS FOR STUDENTS AND MINORS REGULATION

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
563	8	<b>Natural resources, agriculture and related production occupations</b>	30 574	55 226	88 584
564	82	<b>Supervisors and technical occupations in natural resources, agriculture and related production</b>	44 548	79 021	116 885
565	821	Supervisors, logging and forestry	61 914	104 353	126 126
566	8211	Supervisors, logging and forestry	61 914	104 353	126 126
567	822	Contractors and supervisors, mining, oil and gas	86 234	135 944	172 817
568	8221	Supervisors, mining and quarrying	96 408	153 386	177 354
569	8222	Contractors and supervisors, oil and gas drilling and services	71 661	123 578	162 780
570	823	Underground miners, oil and gas drillers and related occupations	79 639	110 891	133 113
571	8231	Underground production and development miners	90 410	117 489	133 568
572	8232	Oil and gas well drillers, servicers, testers and related workers	65 475	95 272	127 663
573	824	Logging machinery operators	69 596	90 358	110 767
574	8241	Logging machinery operators	69 596	90 358	110 767
575	825	Contractors and supervisors, agriculture, horticulture and related operations and services	25 277	48 683	72 978
576	8252	Agricultural service contractors, farm supervisors and specialized livestock workers	18 221	41 265	66 629
577	8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	31 111	50 567	74 937
578	826	Fishing vessel masters and fishers	16 846	28 933	69 014
579	8261	Fishing masters and officers	-	69 059	-
580	8262	Fishers	12 653	26 091	65 693
581	84	<b>Workers in natural resources, agriculture and related production</b>	23 667	42 505	69 097

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
582	841	Mine service workers and operators in oil and gas drilling	85 493	110 315	136 476
583	8411	Underground mine service and support workers	87 878	108 492	118 506
584	8412	Oil and gas well drilling and related workers and services operators	85 400	120 921	141 266
585	842	Logging and forestry workers	39 827	72 375	100 470
586	8421	Chain saw and skidder operators	37 000	70 372	99 842
587	8422	Silviculture and forestry workers	46 512	74 432	101 872
588	843	Agriculture and horticulture workers	19 485	35 890	53 872
589	8431	General farm workers	17 581	38 007	56 654
590	8432	Nursery and greenhouse workers	23 612	30 571	44 973
591	844	Other workers in fishing and trapping and hunting occupations	35 387	57 735	67 618
592	8441	Fishing vessel deckhands	-	57 886	-
593	8442	Trappers and hunters	-	-	-
594	<b>86</b>	<b>Harvesting, landscaping and natural resources labourers</b>	24 757	41 514	61 485
595	861	Harvesting, landscaping and natural resources labourers	24 757	41 514	61 485
596	8611	Harvesting labourers	12 538	20 472	32 000
597	8612	Landscaping and grounds maintenance labourers	24 674	39 164	57 922
598	8613	Aquaculture and marine harvest labourers	28 681	39 072	55 136
599	8614	Mine labourers	55 498	85 423	101 820
600	8615	Oil and gas drilling, servicing and related labourers	42 162	64 369	78 912
601	8616	Logging and forestry labourers	45 888	65 394	85 691
602	<b>9</b>	<b>Occupations in manufacturing and utilities</b>	40 453	60 915	88 035
603	<b>92</b>	<b>Processing, manufacturing and utilities supervisors and central control operators</b>	70 715	96 828	127 543

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
604	921	Supervisors, processing and manufacturing occupations	65 142	93 723	123 119
605	9211	Supervisors, mineral and metal processing	77 346	98 524	126 056
606	9212	Supervisors, petroleum, gas and chemical processing and utilities	77 060	102 651	141 165
607	9213	Supervisors, food and beverage processing	53 016	70 384	89 362
608	9214	Supervisors, plastic and rubber products manufacturing	53 016	63 604	76 760
609	9215	Supervisors, forest products processing	87 006	112 869	130 764
610	9217	Supervisors, textile, fabric, fur and leather products processing and manufacturing	44 705	70 538	97 522
611	922	Supervisors, assembly and fabrication	56 496	75 398	97 346
612	9221	Supervisors, motor vehicle assembling	-	82 437	-
613	9222	Supervisors, electronics manufacturing	60 654	81 953	102 698
614	9223	Supervisors, electrical products manufacturing	-	97 505	-
615	9224	Supervisors, furniture and fixtures manufacturing	48 826	65 336	77 768
616	9226	Supervisors, other mechanical and metal products manufacturing	62 786	86 469	101 920
617	9227	Supervisors, other products manufacturing and assembly	47 355	71 078	94 427
618	923	Central control and process operators in processing and manufacturing	94 550	123 837	156 531
619	9231	Central control and process operators, mineral and metal processing	90 897	111 499	128 465
620	9232	Central control and process operators, petroleum, gas and chemical processing	101 607	148 724	193 382
621	9235	Pulping, papermaking and coating control operators	88 992	106 099	127 326

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
622	924	Utilities equipment operators and controllers	75 947	97 124	127 062
623	9241	Power engineers and power systems operators	81 628	108 685	136 929
624	9243	Water and waste treatment plant operators	64 087	82 737	96 546
625	<b>94</b>	<b>Processing and manufacturing machine operators and related production workers</b>	38 115	56 133	79 346
626	941	Machine operators and related workers in mineral and metal products processing and manufacturing	42 821	57 706	79 561
627	9411	Machine operators, mineral and metal processing	65 930	93 091	117 665
628	9412	Foundry workers	54 113	80 357	104 225
629	9413	Glass forming and finishing machine operators and glass cutters	30 724	40 564	51 792
630	9414	Concrete, clay and stone forming operators	36 958	49 441	62 434
631	9415	Inspectors and testers, mineral and metal processing	43 791	64 042	69 629
632	9416	Metalworking and forging machine operators	44 412	59 030	74 814
633	9417	Machining tool operators	41 265	56 067	76 143
634	9418	Other metal products machine operators	43 497	59 296	75 031
635	942	Machine operators and related workers in chemical, plastic and rubber processing	36 754	51 578	67 305
636	9421	Chemical plant machine operators	33 314	43 278	68 828
637	9422	Plastics processing machine operators	37 558	48 293	66 053
638	9423	Rubber processing machine operators and related workers	45 679	59 526	68 168
639	943	Machine operators and related workers in pulp and paper production and wood processing and manufacturing	53 136	74 805	92 568
640	9431	Sawmill machine operators	54 081	74 640	89 410

# INCOME REPLACEMENT AND RETIREMENT BENEFITS AND BENEFITS FOR STUDENTS AND MINORS REGULATION

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
641	9432	Pulp mill machine operators	83 004	103 724	124 509
642	9433	Papermaking and finishing machine operators	68 766	89 079	108 315
643	9434	Other wood processing machine operators	52 230	75 546	89 344
644	9435	Paper converting machine operators	38 474	58 873	74 611
645	9436	Lumber graders and other wood processing inspectors and graders	59 003	75 227	90 176
646	9437	Woodworking machine operators	35 543	49 811	70 536
647	944	Machine operators and related workers in textile, fabric, fur and leather products processing and manufacturing	24 739	34 287	44 709
648	9441	Textile fibre and yarn, hide and pelt processing machine operators and workers	26 463	34 723	64 762
649	9442	Weavers, knitters and other fabric making occupations	18 838	30 981	38 413
650	9445	Fabric, fur and leather cutters	-	43 117	-
651	9446	Industrial sewing machine operators	24 736	34 278	43 411
652	9447	Inspectors and graders, textile, fabric, fur and leather products manufacturing	27 857	36 040	47 962
653	946	Machine operators and related workers in food, beverage and associated products processing	34 683	48 580	65 888
654	9461	Process control and machine operators, food and beverage processing	35 024	50 217	71 994
655	9462	Industrial butchers and meat cutters, poultry preparers and related workers	37 901	49 600	65 705
656	9463	Fish and seafood plant workers	29 092	35 715	47 040
657	9465	Testers and graders, food and beverage processing	37 615	52 255	75 908
658	947	Printing equipment operators and related occupations	35 465	46 428	63 050
659	9471	Plateless printing equipment operators	35 156	46 420	60 772

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
660	9472	Camera, platemaking and other prepress occupations	40 242	51 023	64 913
661	9473	Binding and finishing machine operators	33 649	42 619	63 371
662	9474	Photographic and film processors	30 621	43 076	57 046
663	<b>95</b>	<b>Assemblers in manufacturing</b>	35 852	48 318	64 739
664	952	Mechanical, electrical and electronics assemblers	37 977	49 521	69 270
665	9521	Aircraft assemblers and aircraft assembly inspectors	65 361	74 509	95 464
666	9522	Motor vehicle assemblers, inspectors and testers	37 994	48 468	68 423
667	9523	Electronics assemblers, fabricators, inspectors and testers	35 205	45 372	56 980
668	9524	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	34 961	47 112	77 753
669	9525	Assemblers, fabricators and inspectors, industrial electrical motors and transformers	38 176	50 039	74 276
670	9526	Mechanical assemblers and inspectors	43 439	58 978	75 452
671	9527	Machine operators and inspectors, electrical apparatus manufacturing	37 434	49 051	56 338
672	953	Other assembly and related occupations	34 752	47 474	63 086
673	9531	Boat assemblers and inspectors	43 190	57 603	85 428
674	9532	Furniture and fixture assemblers and inspectors	29 889	41 057	51 369
675	9533	Other wood products assemblers and inspectors	38 273	51 943	67 263
676	9534	Furniture finishers and refinishers	32 015	42 412	54 626
677	9535	Plastic products assemblers, finishers and inspectors	32 629	45 775	57 619
678	9536	Industrial painters, coaters and metal finishing process operators	42 367	56 695	79 387

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Classes of Employment	Column 4 GYEI		
			Level 1 (\$)	Level 2 (\$)	Level 3 (\$)
679	9537	Other products assemblers, finishers and inspectors	32 928	43 634	56 859
680	<b>96</b>	<b>Labourers in processing, manufacturing and utilities</b>	32 361	46 759	69 401
681	961	Labourers in processing, manufacturing and utilities	32 361	46 759	69 401
682	9611	Labourers in mineral and metal processing	38 582	60 120	83 712
683	9612	Labourers in metal fabrication	34 764	52 596	68 887
684	9613	Labourers in chemical products processing and utilities	32 283	47 467	69 700
685	9614	Labourers in wood, pulp and paper processing	50 014	71 770	86 884
686	9615	Labourers in rubber and plastic products manufacturing	35 102	45 110	59 079
687	9616	Labourers in textile processing	27 820	41 356	46 131
688	9617	Labourers in food and beverage processing	30 149	41 131	54 615
689	9618	Labourers in fish and seafood processing	29 331	32 790	39 884
690	9619	Other labourers in processing, manufacturing and utilities	29 327	39 231	55 134

**Table 2 – Average Hours Worked (BC)**  
**Average Hours Worked by Occupational Classification**

Column 1 Item	Column 2 NOC Code	Column 3 Occupations	Column 4 Average Hours Worked
1	<b>0</b>	<b>Management occupations</b>	39.9
2	<b>00</b>	<b>Senior management occupations</b>	39.8
3	01 - 05	Specialized middle management occupations	39.0
4	06	Middle management occupations in retail and wholesale trade and customer services	40.0



**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Occupations	Column 4 Average Hours Worked
5	07 - 09	Middle management occupations in trades, transportation, production and utilities	40.5
6	1	<b>Business, finance and administration occupations</b>	34.4
7	11	Professional occupations in business and finance	36.7
8	12	Administrative and financial supervisors and administrative occupations	35.2
9	13	Finance, insurance and related business administrative occupations	29.3
10	14	Office support occupations	32.1
11	15	Distribution, tracking and scheduling coordination occupations	36.3
12	2	<b>Natural and applied sciences and related occupations</b>	38.1
13	21	Professional occupations in natural and applied sciences	38.4
14	22	Technical occupations related to natural and applied sciences	37.8
15	3	<b>Health occupations</b>	34.1
16	30	Professional occupations in nursing	33.9
17	31	Professional occupations in health (except nursing)	37.9
18	32	Technical occupations in health	32.6
19	34	Assisting occupations in support of health services	32.6
20	4	<b>Occupations in education, law and social, community and government services</b>	33.1
21	40	Professional occupations in education services	32.9
22	41	Professional occupations in law and social, community and government services	35.0
23	42	Paraprofessional occupations in legal, social, community and education services	31.1
24	43	Occupations in front-line public protection services	40.7
25	44	Care providers and educational, legal and public protection support occupations	30.1

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**  
Schedule

Column 1 Item	Column 2 NOC Code	Column 3 Occupations	Column 4 Average Hours Worked
26	<b>5</b>	<b>Occupations in art, culture, recreation and sport</b>	31.0
27	51	Professional occupations in art and culture	30.3
28	52	Technical occupations in art, culture, recreation and sport	31.4
29	<b>6</b>	<b>Sales and service occupations</b>	31.0
30	62	Retail sales supervisors and specialized sales occupations	38.1
31	63	Service supervisors and specialized service occupations	34.0
32	64	Sales representatives and salespersons – wholesale and retail trade	31.6
33	65	Service representatives and other customer and personal services occupations	30.2
34	66	Sales support occupations	25.9
35	67	Service support and other service occupations, n.e.c.	27.2
36	<b>7</b>	<b>Trades, transport and equipment operators and related occupations</b>	40.0
37	72	Industrial, electrical and construction trades	39.9
38	73	Maintenance and equipment operation trades	41.7
39	74	Other installers, repairers and servicers and material handlers	36.6
40	75	Transport and heavy equipment operation and related maintenance occupations	41.1
41	76	Trades helpers, construction labourers and related occupations	36.3
42	<b>8</b>	<b>Natural resources, agriculture and related production occupations</b>	40.0
43	82	Supervisors and technical occupations in natural resources, agriculture and related production	46.2
44	84	Workers in natural resources, agriculture and related production	37.6
45	86	Harvesting, landscaping and natural resources labourers	33.3

**INCOME REPLACEMENT AND RETIREMENT BENEFITS AND  
BENEFITS FOR STUDENTS AND MINORS REGULATION**

## Schedule

Column 1 <b>Item</b>	Column 2 <b>NOC Code</b>	Column 3 <b>Occupations</b>	Column 4 <b>Average Hours Worked</b>
46	<b>9</b>	<b>Occupations in manufacturing and utilities</b>	39.2
47	92	Processing, manufacturing and utilities supervisors and central control operators	41.8
48	94	Processing and manufacturing machine operators and related production workers	38.3
49	95	Assemblers in manufacturing	38.3
50	96	Labourers in processing, manufacturing and utilities	37.4

Copyright © 2022, Province of British Columbia