TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
10 Carden Shared Space*	Not for Profit
360Kids Support Services*	Not for Profit
A Y Alternatives For Youth Hamilton*	Healthcare
A.T.L.A.S. Aeronautik Inc.	High Technology
Abilities Centre*	Arts Entertainment Recreation and Hospitality
Abiona Centre For Infant & Early Mental Health*	Healthcare
ABLE2: Support for People with Disabilities*	Not for Profit
AbleLiving Services Inc*	Healthcare
Aboriginal Legal Services Inc*	Not for Profit
Accelerate Auto Canada*	Not for Profit
Accerta Services Inc*	Business Services
Access Alliance Multicultural Health And Community Services*	Healthcare
Access Better Living Inc*	Healthcare
Access Communications Co-operative	Media and Telecommunications
Access For Parents and Children In Ontario*	Public Administration
Access Independent Living Services*	Healthcare
Accessible Community Counselling And Employment Services (ACCES)*	Public Administration
Accessible Media Inc.	Media and Telecommunications
Acclaim Health And Community Care Services*	Healthcare
Acden Environment Limited Partnership	Transportation and Warehousing
Acden Fleet Limited Partnership	Transportation and Warehousing
Acden Holdings Limited Partnership	Business Services
Achēv*	Public Administration
Across Boundaries*	Healthcare
Addiction Services Central Ontario*	Healthcare
Admiral Insurance Canada	Finance and Insurance
Advantage Energy Ltd.*	Oil and Gas
Aed Foundation Of Ontario*	Not for Profit
Aeromotion Canada	High Technology
Aéroport Régional André-Fortin de Victoriaville CSR3	Transportation and Warehousing
Aerosystems International Inc.	High Technology
Affiliated Services For Children and Youth Inc*	Healthcare
Africa Oil Corp*	Oil and Gas
African Community Services Of Peel*	Not for Profit
Agnico Eagle Mines Limited	Mining
Agricorp*	Public Administration
Agricultural Adaptation Council (AAC)*	Not for Profit
AIC Global Holdings Inc.	Finance and Insurance
AIDS Committee Of Cambridge, Kitchener Waterloo and Area*	Healthcare
AIDS Committee Of Thunder Bay*	Healthcare
Air Canada*	Transportation and Warehousing

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Air Inuit	Transportation and Warehousing
Airbus Atlantic Canada	High Technology
Aircom Avionics Technologies	High Technology
AJW Technique	High Technology
Alamos Gold Inc.*	Mining
Alberici Constructors, Ltd.	Construction
Alberta Blue Cross	Finance and Insurance
Alberta Machine Intelligence Institute	High Technology
Alberta Milk	Not for Profit
Alberta Motor Association	Not for Profit
Alberta Motor Transport Association	Not for Profit
Alberta New Home Warranty Program	Professional Services
Alberta Post-Secondary Application System	Education
Alberta University of the Arts	Education
Alcohol And Gaming Commission Of Ontario*	Public Administration
Alderville First Nation*	Public Administration
Alexandra Hospital*	Healthcare
Alexandra Marine And General Hospital*	Healthcare
Algoma District Services Administration Board*	Public Administration
Algoma Family Services*	Healthcare
Algoma Steel Inc.*	Primary Metals
Algoma University*	Education
Algonquin And Lakeshore Catholic District School Board*	Education
Algonquin College Of Applied Arts and Technology*	Education
Algonquin Opportunity (no 2) Corporation*	Business Services
Algonquin Power Utilities Corp.*	Utilities
Algonquins Of Pikwakanagan First Nation*	Public Administration
Alice Saddy Association*	Public Administration
Alimentation Couche-Tard Inc.*	Retail
All Weather Windows	Industrial Goods
Alliance For South Asian AIDS Prevention*	Healthcare
Allied Properties Real Estate Investment Trust*	Real Estate
Allnorth Consultants Limited	Professional Services
Almonte General Hospital*	Healthcare
Alpha Court Non-profit Housing Corp*	Healthcare
Alpha House*	Healthcare
AlphaPlus Centre*	Education
Alpine Ontario*	Arts Entertainment Recreation and Hospitality
AltaGas Ltd.*	Oil and Gas
Altitude Aerospace	High Technology
Aluminerie Alouette Inc.	Primary Metals

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Alzheimer Society Lanark Leeds Grenville*	Not for Profit
Alzheimer Society Of Brant, Haldimand Norfolk, Hamilton Halton*	Not for Profit
Alzheimer Society Of Chatham-Kent*	Not for Profit
Alzheimer Society Of Dufferin County*	Not for Profit
Alzheimer Society Of Durham Region*	Not for Profit
Alzheimer Society Of Muskoka*	Not for Profit
Alzheimer Society Of Peel*	Not for Profit
Alzheimer Society Of The Niagara Region*	Not for Profit
Alzheimer Society Of Toronto*	Not for Profit
Alzheimer Society Of Windsor and Essex County*	Not for Profit
Alzheimer Society Of York Region*	Not for Profit
Alzheimer Society Southwest Partners*	Not for Profit
Alzheimer Society Waterloo Wellington*	Not for Profit
AMA-Insurance	Finance and Insurance
Amalgamated Dairies Limited	Non Durable Consumer Goods
AMA-Travel	Arts Entertainment Recreation and Hospitality
Ancestral Hands Foundation*	Healthcare
Andlauer Healthcare Group Inc.*	Transportation and Warehousing
Anishinaabe Abinoojii Family Services*	Public Administration
Anova A Future Without Violence*	Public Administration
Aphasia Institute*	Healthcare
Applause Community Development Corporation*	Healthcare
APTUS Treatment Centre*	Public Administration
ARA Robotique	High Technology
ARC Resources Ltd.*	Oil and Gas
Arcadis Canada	Professional Services
Aris Mining Corporation*	Mining
Aritzia*	Retail
Armagh*	Public Administration
Arnprior Braeside McNab Seniors At Home Program Inc*	Healthcare
Arnprior Regional Health*	Healthcare
Art Gallery Of Ontario*	Arts Entertainment Recreation and Hospitality
Artemis Huron*	Public Administration
Aspen Custom Trailers	Industrial Goods
Assiniboine Credit Union	Finance and Insurance
Assisted Living Southwestern Ontario*	Healthcare
Associated Youth Services Of Peel*	Healthcare
Association Of Ontario Midwives*	Not for Profit
Association Of Ontario Road Supervisors*	Not for Profit
Association Of Ontario Snowboarders*	Arts Entertainment Recreation and Hospitality
Association Pour L'integration Sociale D'Ottawa*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
ATCO Group*	Utilities
Atikokan Health and Community Services*	Healthcare
AtkinsRéalis Group Inc.*	Professional Services
Atlantic Lottery Corporation	Arts Entertainment Recreation and Hospitality
ATS Automation*	Industrial Goods
Atura*	Utilities
Aurinia Pharmaceuticals Inc.*	Life Sciences
Autism At Communicare Therapy Inc O/A Act Learning Centre*	Public Administration
Autism Ontario*	Not for Profit
Avenue Ii Community Program Services Thunder Bay Inc*	Public Administration
Avianor Inc	High Technology
Avion-Tech Inc	High Technology
Avjet Holding Inc	Transportation and Warehousing
Avmax Group	Transportation and Warehousing
Avon Maitland District School Board*	Education
B2GOLD CORP.*	Mining
Badger Infrastructure Solutions Ltd.*	Business Services
Ballard Power*	Industrial Goods
Bantrel Co.	Professional Services
Barbra Schlifer Commemorative Clinic (BSCC)*	Not for Profit
BARRICK GOLD CORPORATION*	Mining
Barrie Area Native Advisory Circle*	Not for Profit
Barton Malow Canada Ltd.	Construction
Bausch + Lomb*	Life Sciences
Bausch Health Companies Inc.*	Life Sciences
Baycrest Academy For Research And Education*	Healthcare
Baycrest Corporate Centre For Geriatric Care*	Healthcare
Baycrest Hospital*	Healthcare
Baytex Energy*	Oil and Gas
BC Assessment*	Public Administration
BC Dairy	Not for Profit
BC Energy Regulator*	Public Administration
BC Family Maintenance Agency*	Public Administration
BC Financial Services Authority*	Finance and Insurance
BC Games Society*	Arts Entertainment Recreation and Hospitality
BC Housing Management Commission*	Public Administration
BC Hydro*	Utilities
BC Infrastructure Benefits*	Public Administration
BC Lottery Corporation*	Arts Entertainment Recreation and Hospitality
BC Pavilion Corporation*	Public Administration
BC Railway Company*	Transportation and Warehousing

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
BC Securities Commission*	Public Administration
BC Transit*	Transportation and Warehousing
BC Utilities Commission*	Public Administration
BCE Inc.*	Media and Telecommunications
BCREA	Not for Profit
Beacon Environmental	Professional Services
Beedie	Real Estate
Bell Textron Canada Limité	High Technology
Belleville And Quinte West Community Health Centre*	Healthcare
Belmont House*	Healthcare
Bernadette McCann House For Women Inc*	Public Administration
Bernard Betel Centre For Creative Living*	Arts Entertainment Recreation and Hospitality
Beth Donovan Hospice*	Healthcare
Beth Tikvah Foundation Of Hamilton*	Not for Profit
Bethany Care Society	Healthcare
Bethell Hospice*	Healthcare
Better Living Health And Community Services*	Healthcare
BGC Engineering Inc.	Professional Services
Biidaaban Healing Lodge Inc*	Healthcare
Birchcliff Energy Ltd.*	Oil and Gas
Bird Construction Inc.	Construction
Bitfarms Ltd.*	High Technology
Black & McDonald	Construction
Black Coalition For AIDS Prevention*	Healthcare
Black Creek Community Health Centre*	Healthcare
BlackBerry Ltd.*	High Technology
Blanche River Health*	Healthcare
Blue Door Support Services*	Not for Profit
Bluewater District School Board*	Education
Bluewater Health*	Healthcare
BM Group	Construction
BMO*	Finance and Insurance
Board Of Health For The District Of Algoma Health Unit*	Healthcare
Board of Health for the Grand Erie Health Unit*	Healthcare
Board Of Health For The Northwestern Health Unit*	Healthcare
Board Of Management For The Home For The Aged West Nipissing*	Healthcare
Boardwalk Real Estate Investment Trust*	Real Estate
Bombardier Inc.	High Technology
Bombardier Recreational Products*	Durable Consumer Goods
Boost Child and Youth Advocacy Centre*	Not for Profit
Boralex Inc.*	Utilities

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Bot Construction Group	Construction
Bow Valley College	Education
Boxing Ontario Inc*	Arts Entertainment Recreation and Hospitality
Boyd Group*	Retail
Boys and Girls Club Of Ottawa*	Arts Entertainment Recreation and Hospitality
Boys and Girls Clubs Of Kawartha Lakes*	Arts Entertainment Recreation and Hospitality
Brain Injury Association Of Durham Region*	Healthcare
Brain Injury Services Of Simcoe County*	Healthcare
Brampton-Caledon Community Living*	Public Administration
Branch 133 Legion Village Inc*	Healthcare
Brant Community Healthcare System*	Healthcare
Brant Haldimand Norfolk Catholic District School Board*	Education
Brantwood Residential Development Centre*	Public Administration
Breakaway Community Services*	Healthcare
Bridgenorth Women'S Mentorship & Advocacy Services*	Public Administration
Bridges Community Health Centre*	Healthcare
Bridgewater Bank	Finance and Insurance
Brightshores Health System*	Healthcare
British Columbia Institute of Technology*	Education
British Columbia Public Service Agency*	Public Administration
Brock Community Health Centre*	Healthcare
Brock University*	Education
Brockville and District Assoc For Community Involvement/Special Needs*	Public Administration
Brockville General Hospital*	Healthcare
Brookfield Asset Management Inc.*	Finance and Insurance
Brookfield Corporation*	Finance and Insurance
Brookfield Properties Development LP	Construction
Brookfield Residential Properties Inc.	Construction
Bruce Grey Child And Family Services*	Public Administration
Bruce-Grey Catholic District School Board*	Education
Bruyère Health*	Healthcare
Building Ontario Fund*	Finance and Insurance
Bulimia Anorexia Nervosa Association (o/a BANA)*	Healthcare
Buttcon Limited	Construction
CAA Atlantic	Finance and Insurance
Cabinet Office of Ontario*	Public Administration
CAE Inc	High Technology
Caledon Community Services*	Not for Profit
Caledon Meals On Wheels*	Not for Profit
Calgary Co-operative Association Limited	Retail
Calgary Co-operative Association Limited - Cannabis	Cannabis

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Calgary Economic Development	Public Administration
Calgary Foundation	Not for Profit
Calgary Municipal Land Corporation	Construction
Cambrian College Of Applied Arts and Technology*	Education
Cambridge Memorial Hospital*	Healthcare
Cameco Corporation*	Mining
Camosun College*	Education
Campbellford Memorial Hospital*	Healthcare
Campton Constructors Ltd.	Construction
Canada Diagnostic Centres	Healthcare
Canada Goose*	Durable Consumer Goods
Canada Lands Company Limited	Real Estate
Canada West Garage Doors	Industrial Goods
Canadian AIDS Treatment Information Exchange*	Not for Profit
Canadian Apartment Properties REIT*	Real Estate
Canadian Centre For Victims Of Torture*	Public Administration
Canadian Council Of Muslim Women*	Not for Profit
Canadian Cyber Threat Exchange (CCTX)*	Not for Profit
Canadian Hearing Services/Services canadiens de L'ouïe*	Public Administration
Canadian Imperial Bank of Commerce*	Finance and Insurance
Canadian Institute For Health Info*	Not for Profit
Canadian Marine Careers Foundation*	Not for Profit
Canadian Mental Health Association – Champlain East*	Healthcare
Canadian Mental Health Association – Cochrane Timiskaming Branch*	Healthcare
Canadian Mental Health Association – Durham*	Healthcare
Canadian Mental Health Association – Halton Branch*	Healthcare
Canadian Mental Health Association – Muskoka-Parry Sound Branch*	Healthcare
Canadian Mental Health Association – Niagara Branch*	Healthcare
Canadian Mental Health Association – North Bay and District*	Healthcare
Canadian Mental Health Association – Ontario Division*	Healthcare
Canadian Mental Health Association – Peel Branch*	Healthcare
Canadian Mental Health Association – Sudbury/Manitoulin*	Healthcare
Canadian Mental Health Association – Windsor-Essex County Branch*	Healthcare
Canadian Mental Health Association (Thunder Bay)*	Healthcare
Canadian Mental Health Association Algoma*	Healthcare
Canadian Mental Health Association Brant-Haldimand-Norfolk Branch*	Healthcare
Canadian Mental Health Association- Fort Frances Branch*	Healthcare
Canadian Mental Health Association Grey Bruce*	Healthcare
Canadian Mental Health Association Haliburton Kawartha Pine Ridge Branch*	Healthcare
Canadian Mental Health Association Hastings Prince Edward Addictions and	Healthcare
Canadian Mental Health Association Kenora Branch*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Canadian Mental Health Association Lambton Kent Branch*	Healthcare
Canadian Mental Health Association Ottawa-Carleton Branch*	Healthcare
Canadian Mental Health Association Toronto Branch*	Healthcare
Canadian Mental Health Association Waterloo Wellington Branch*	Healthcare
Canadian Mental Health Association, Thames Valley Addiction & Mental Heal	Healthcare
Canadian Mental Health Association, York Region Branch*	Healthcare
Canadian Mental Health Association-Simcoe County Branch*	Healthcare
Canadian National Railway Co.*	Transportation and Warehousing
Canadian Natural Resources*	Oil and Gas
Canadian Pacific Kansas City Railway	Transportation and Warehousing
Canadian Parents For French Ontario*	Education
Canadian Red Cross Society*	Not for Profit
Canadian Tire Corp*	Retail
Canadian Ukrainian Immigrant Aid Society*	Not for Profit
Canadian Utilities Ltd.*	Utilities
Canadian Western Bank*	Finance and Insurance
Canadore College Of Applied Arts and Technology*	Education
Canes Community Care*	Healthcare
Canopy Growth Corp.*	Cannabis
Canuck Place Children's Hospice	Healthcare
Capilano University*	Education
Capital Power*	Utilities
Capitalize for Kids	Not for Profit
Capstone Copper*	Mining
Cardinal Energy Ltd.*	Oil and Gas
Care Centre For Internationally Educated Nurses*	Education
Career Services Of Brockville*	Public Administration
Carefirst Seniors And Community Services Association*	Healthcare
Carefor Health And Community Services*	Healthcare
Cargojet Inc.*	Transportation and Warehousing
Caritas School Of Life*	Healthcare
Carleton Place And District Memorial Hospital*	Healthcare
Carleton University*	Education
Carpenters' Regional Council*	Not for Profit
Casey House*	Healthcare
Castle Rock Enterprises	Construction
Catholic Children's Aid Society Of Hamilton*	Public Administration
Catholic Children's Aid Society*	Public Administration
Catholic District School Board Of Eastern Ontario*	Education
Catholic Family Services Of Simcoe County*	Healthcare
Catholic Family Services Of Toronto*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Catulpa Community Support Services Inc*	Public Administration
Causeway Work Centre*	Public Administration
CCL Industries Inc.*	Industrial Goods
CDN Controls ULC.	Oil and Gas
Cedar Centre*	Healthcare
Celestica Inc*	High Technology
Cenovus*	Oil and Gas
Centennial College Of Applied Arts and Technology*	Education
Centennial Infant And Child Centre (for Children With Special Needs)*	Education
Central Toronto Youth Services*	Healthcare
Central West Specialized Developmental Services*	Public Administration
Centre De Reeducation Cor Jesu De Timmins Inc*	Healthcare
Centre De Sante Communautaire De L'estrie Ontario*	Healthcare
Centre de santé UNIVI Health Centre*	Healthcare
Centre For Addiction And Mental Health*	Healthcare
Centre For Equitable Library Access*	Education
Centre For Independent Living In Toronto (CILT) Inc*	Public Administration
Centre For Resilience And Social Development (Crsd) (O/A Canadian Friends	Healthcare
Centre Youville Centre Ottawa-Carleton Inc*	Healthcare
Centretown Community Health Centre*	Healthcare
CGI*	Professional Services
Challenger Geomatics Ltd.	Professional Services
Chandos Construction	Construction
Changing Ways (London) Inc*	Not for Profit
Chartwell Retirement Residences*	Healthcare
Chatham-Kent Community Health Centres*	Healthcare
Chatham-Kent Health Alliance*	Healthcare
Cheshire Homes Of London Inc*	Healthcare
Cheshire Supports To Independent Living Inc.*	Healthcare
Child and Community Resources*	Public Administration
Child and Family Services of Grand Erie*	Public Administration
Child Development Institute*	Healthcare
Child Witness Centre Of Waterloo Region*	Not for Profit
Children and Family Services For York Region*	Public Administration
Children First In Essex County*	Healthcare
Children's Aid Society Of Algoma*	Public Administration
Children's Aid Society Of London And Middlesex*	Public Administration
Children's Aid Society Of Ottawa/La Societe De L'Aide A L'Enfance D' Ottawa*	Public Administration
Children's Aid Society Of Oxford County*	Public Administration
Children's Aid Society Of The City Of Guelph and The County Of Wellington*	Public Administration
Children's Aid Society of the District of Thunder Bay*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Children's Aid Society Of The Niagara Region*	Public Administration
Children's Aid Society Of The Region Of Peel*	Public Administration
Children's Aid Society Of The Regional Municipality Of Halton*	Public Administration
Children's Aid Society Of The Regional Municipality Of Waterloo*	Public Administration
Children's Aid Society Of The United Counties Of Stormont Dundas and Gleng	Public Administration
Children's Aid Society Of Toronto*	Public Administration
Children's Centre Thunder Bay*	Healthcare
Children's Community Network*	Public Administration
Children's Hospital Of Eastern Ontario – Ottawa Children's Treatment Centre	Healthcare
Children's Mental Health Of Leeds And Grenville*	Healthcare
Children's Treatment Network Of Simcoe York*	Healthcare
Chimo Youth and Family Services Inc*	Healthcare
Chippewas Of Kettle and Stony Point First Nation*	Public Administration
Choice Properties Real Estate Investment Trust*	Real Estate
Choices*	Public Administration
CIFAR	Not for Profit
CIMS Limited Partnership	Construction
Circle Of Home Care Services (Toronto)*	Healthcare
City Of Barrie*	Public Administration
City Of Belleville*	Public Administration
City Of Brampton*	Public Administration
City Of Brantford*	Public Administration
City Of Brockville*	Public Administration
City Of Burlington*	Public Administration
City of Calgary	Public Administration
City Of Cambridge*	Public Administration
City Of Clarence-Rockland*	Public Administration
City Of Cornwall – Police Services*	Public Administration
City Of Cornwall*	Public Administration
City Of Dryden*	Public Administration
City of Edmonton	Public Administration
City Of Elliot Lake*	Public Administration
City Of Greater Sudbury*	Public Administration
City Of Guelph – Guelph Police Service*	Public Administration
City Of Guelph*	Public Administration
City Of Hamilton*	Public Administration
City Of Kawartha Lakes*	Public Administration
City Of Kenora*	Public Administration
City Of Kingston – Police Services Board*	Public Administration
City Of Kingston*	Public Administration
City Of Kitchener*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
City Of London – London Convention Centre Corporation*	Public Administration
City Of London – London Transit Commission*	Transportation and Warehousing
City Of London – Police Services*	Public Administration
City Of London*	Public Administration
City Of Markham*	Public Administration
City Of Mississauga*	Public Administration
City Of Niagara Falls*	Public Administration
City Of North Bay – Police Services Board*	Public Administration
City Of Orillia*	Public Administration
City Of Oshawa*	Public Administration
City Of Ottawa – Police Services*	Public Administration
City Of Ottawa*	Public Administration
City Of Owen Sound*	Public Administration
City Of Pembroke*	Public Administration
City Of Peterborough*	Public Administration
City Of Pickering*	Public Administration
City Of Port Colborne*	Public Administration
City Of Quinte West*	Public Administration
City of Richmond Hill*	Public Administration
City Of Sarnia*	Public Administration
City Of Sault Ste. Marie*	Public Administration
City Of St Catharines*	Public Administration
City Of St. Thomas*	Public Administration
City Of Stratford*	Public Administration
City Of Temiskaming Shores*	Public Administration
City Of Thorold*	Public Administration
City Of Thunder Bay*	Public Administration
City Of Timmins*	Public Administration
City Of Toronto – Applegrove Community Complex*	Public Administration
City Of Toronto – Board Of Governors Of Exhibition Place*	Public Administration
City Of Toronto – Board Of Mgmt. Of The Toronto Zoo*	Public Administration
City Of Toronto – Central Eglinton Community Centre*	Public Administration
City Of Toronto – Community Centre 55*	Public Administration
City Of Toronto – Eastview Neighbourhood Community Centre*	Public Administration
City Of Toronto – Lakeshore Arena Corporation*	Public Administration
City Of Toronto – Police Service*	Public Administration
City Of Toronto – Public Library Board*	Public Administration
City Of Toronto – Ralph Thornton Community Centre*	Public Administration
City Of Toronto – Swansea Town Hall*	Public Administration
City Of Toronto – Toronto Community Housing Corp.*	Public Administration
City of Toronto – Toronto Seniors Housing Corporation*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
City Of Toronto – Toronto Transit Commission*	Transportation and Warehousing
City Of Toronto – Waterfront Neighbourhood Centre*	Public Administration
City Of Toronto*	Public Administration
City Of Vaughan*	Public Administration
City Of Waterloo*	Public Administration
City Of Welland*	Public Administration
City Of Windsor*	Public Administration
City Of Woodstock*	Public Administration
City of Yellowknife	Public Administration
Civeo Canada Employees LP	Arts Entertainment Recreation and Hospitality
Civiconnect Youth Community Engagement Organization*	Public Administration
Clark Builders	Construction
CLH Developmental Support Services*	Public Administration
Coaches Association Of Ontario*	Not for Profit
Coast Mountain College*	Education
Coast Mountain Hydro	Utilities
Coastal Community Credit Union	Finance and Insurance
Coastal Community Insurance Services	Finance and Insurance
Colas Canada Inc.	Construction
Collège Boréal D'Arts Appliques Et De Technologie*	Education
College Of Carpenters And Allied Trades Inc*	Education
College of LPNs and HCAs of Alberta	Not for Profit
College of New Caledonia*	Education
College of the Rockies*	Education
Colliers International Group Inc.*	Real Estate
Collingwood Crisis Centre*	Public Administration
Collingwood General And Marine Hospital*	Healthcare
Columbia Basin Trust*	Public Administration
Communitech Corporation*	Professional Services
CommunitiCare Health*	Healthcare
Community Addiction Services Of Niagara*	Healthcare
Community Builders Construction*	Construction
Community Care City Of Kawartha Lakes*	Not for Profit
Community Care Concepts Of Woolwich Wellesley and Wilmot*	Not for Profit
Community Care Durham*	Not for Profit
Community Care For Central Hastings*	Not for Profit
Community Care For North Hastings*	Not for Profit
Community Care Northumberland*	Not for Profit
Community Care Peterborough*	Not for Profit
Community Counselling And Resource Centre*	Healthcare
Community Family Services of Ontario*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Community Health Centres of Northumberland*	Healthcare
Community Home Assistance To Seniors*	Healthcare
Community Home Support – Lanark County*	Healthcare
Community Living – North Frontenac*	Public Administration
Community Living Access Support Services*	Public Administration
Community Living Ajax-Pickering and Whitby*	Public Administration
Community Living Algoma*	Public Administration
Community Living and Respite Services Northumberland*	Public Administration
Community Living Association For South Simcoe*	Public Administration
Community Living Atikokan*	Public Administration
Community Living BC*	Public Administration
Community Living Belleville And Area*	Public Administration
Community Living Brant*	Public Administration
Community Living Burlington*	Public Administration
Community Living Cambridge*	Public Administration
Community Living Central York*	Public Administration
Community Living Chatham-kent*	Public Administration
Community Living Dryden-Sioux Lookout*	Public Administration
Community Living Dufferin*	Public Administration
Community Living Dundas County*	Public Administration
Community Living Durham North*	Public Administration
Community Living Essex County*	Public Administration
Community Living Fort Erie*	Public Administration
Community Living Fort Frances And District*	Public Administration
Community Living Georgina*	Public Administration
Community Living Greater Sudbury*	Public Administration
Community Living Grimsby Lincoln and West Lincoln*	Public Administration
Community Living Guelph Wellington*	Public Administration
Community Living Haldimand*	Public Administration
Community Living Hamilton*	Public Administration
Community Living Huntsville*	Public Administration
Community Living Iroquois Falls*	Public Administration
Community Living Kingston And District*	Public Administration
Community Living Lennox and Addington*	Public Administration
Community Living Manitoulin*	Public Administration
Community Living Mattawa*	Public Administration
Community Living Mississauga*	Public Administration
Community Living North Bay*	Public Administration
Community Living North Grenville*	Public Administration
Community Living North Halton*	Public Administration
Community Living North Perth*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Community Living Oakville*	Public Administration
Community Living Ontario*	Public Administration
Community Living Oshawa/Clarington*	Public Administration
Community Living Parry Sound*	Public Administration
Community Living Port Colborne Wainfleet*	Public Administration
Community Living Prince Edward*	Public Administration
Community Living Quinte West*	Public Administration
Community Living Renfrew County South*	Public Administration
Community Living Sarnia-Lambton*	Public Administration
Community Living South Muskoka*	Public Administration
Community Living St Catharines*	Public Administration
Community Living Stratford And Area*	Public Administration
Community Living Temiskaming South*	Public Administration
Community Living Thunder Bay*	Public Administration
Community Living Tillsonburg*	Public Administration
Community Living Timmins*	Public Administration
Community Living Toronto*	Public Administration
Community Living Trent Highlands*	Public Administration
Community Living Upper Ottawa Valley*	Public Administration
Community Living Wallaceburg*	Public Administration
Community Living Welland Pelham*	Public Administration
Community Living Windsor*	Public Administration
Community Living York South*	Public Administration
Community Living-Central Huron*	Public Administration
Community Resource Centre (Killaloe) Inc*	Not for Profit
Community Support Connections-Meals On Wheels and More*	Healthcare
Community Visions And Networking (Quinte)*	Public Administration
Compass Community Health*	Healthcare
Compute Ontario*	High Technology
Computronix (Canada), Ltd.	High Technology
Conestoga College Institute Of Technology and Advanced Learning*	Education
Conexus Credit Union	Finance and Insurance
Confederation College Of Applied Arts and Technology*	Education
Confidence Management Ltd.	Construction
Connect Atlantic Utility Services	Construction
connectFirst Credit Union Ltd.	Finance and Insurance
Connections An Early Years Family Centre Inc*	Education
Connectwell Community Health*	Healthcare
Conseil Des Écoles Publiques De L'est De L'ontario*	Education
Conseil Scolaire Catholique Des Grandes Rivières*	Education
Conseil Scolaire Catholique MonAvenir*	Education

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Conseil Scolaire Catholique Providence*	Education
Conseil Scolaire De District Catholique De L'est Ontarien*	Education
Conseil Scolaire De District Catholique Du Centre-Est De L'Ontario*	Education
Conseil Scolaire Public Du Grand Nord De L'ontario*	Education
Conseil Scolaire Public Du Nord-est De L'ontario*	Education
Conseil Scolaire Viamonde*	Education
Conservation Ontario*	Not for Profit
Constellation Software Inc.*	High Technology
Contact Hamilton For Children's And Developmental Services*	Public Administration
Contact Niagara For Children's and Developmental Services*	Public Administration
Contact North*	Education
Convergint Technologies	Business Services
Cooper Lighting Solutions	Industrial Goods
Corbrook Awakening Abilities*	Public Administration
Cornerstone Family Violence Prevention Centre*	Public Administration
Cornwall Community Hospital*	Healthcare
Costi Immigrant Services*	Public Administration
Couchiching First Nation*	Public Administration
Counselling And Family Service Ottawa*	Healthcare
Counselling Centre Of East Algoma*	Healthcare
Country Roads Community Health Centre*	Healthcare
County Of Brant*	Public Administration
County Of Bruce*	Public Administration
County Of Dufferin*	Public Administration
County Of Elgin*	Public Administration
County Of Essex*	Public Administration
County Of Frontenac*	Public Administration
County Of Grey*	Public Administration
County Of Haliburton*	Public Administration
County Of Hastings*	Public Administration
County Of Huron*	Public Administration
County Of Lambton*	Public Administration
County Of Lanark*	Public Administration
County Of Lennox And Addington*	Public Administration
County Of Middlesex*	Public Administration
County Of Northumberland*	Public Administration
County Of Oxford*	Public Administration
County Of Perth*	Public Administration
County Of Peterborough*	Public Administration
County Of Prince Edward*	Public Administration
County Of Renfrew*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
County Of Simcoe*	Public Administration
County Of Wellington*	Public Administration
Craigwiel Gardens Inc*	Healthcare
Credit Valley Conservation Authority*	Public Administration
Crest Support Services (Meadowcrest) Inc*	Public Administration
CRH Canada Group Inc.	Industrial Goods
Crisis Centre North Bay*	Public Administration
Crisis Homes Inc (o/a Faye Peterson Transition House)*	Public Administration
Cronos Group Inc.*	Cannabis
Crossroads Children's Centre*	Healthcare
CT Real Estate Investment Trust*	Real Estate
CTI Canadian Training Institute*	Education
Cybera	Not for Profit
Dakwakada Capital Investments LP	Business Services
Dale Brain Injury Services Inc*	Healthcare
Data Gathering Service Inc.	Finance and Insurance
Davenport-Perth Neighbourhood And Community Health Centre*	Healthcare
David Smith Youth Treatment Centre*	Healthcare
De Dwa Da Dehs Nye's Aboriginal Health Centre*	Healthcare
Deafblind and Sensory Support Network of Canada*	Public Administration
Deafblind Ontario Services*	Public Administration
Dease Lake Airport	Transportation and Warehousing
Deep River And District Health*	Healthcare
Definity Financial*	Finance and Insurance
Delta Family Resource Centre*	Not for Profit
Demix Agrégats	Mining
Demix Construction	Construction
Dentalcorp*	Healthcare
Destination British Columbia*	Arts Entertainment Recreation and Hospitality
Developmental Services Of Leeds And Grenville*	Public Administration
DIALOG	Professional Services
Dilico Anishinabek Family Care*	Public Administration
Dillon Consulting	Professional Services
District Municipality Of Muskoka*	Public Administration
District Of Cochrane Social Services Administration Board*	Public Administration
District Of Kenora Home For The Aged*	Healthcare
District Of Manitoulin Board*	Healthcare
District Of Nipissing Social Services Administration Board*	Public Administration
District Of Parry Sound Social Services Administration Board*	Public Administration
District Of Sault Ste Marie Social Services Administration Board*	Public Administration
District Of Thunder Bay Social Services Administration Board*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
District Of Timiskaming Social Services Admin Board*	Public Administration
District School Board Of Niagara*	Education
District School Board Ontario North East*	Education
Dixie Bloor Neighbourhood Drop-in Centre*	Not for Profit
Dixon Hall*	Not for Profit
Dnaagdawenmag Binnoojiiyag Child And Family Services*	Public Administration
Dollarama Inc.*	Retail
Dorothy Ley Hospice Inc*	Healthcare
Douglas College*	Education
Dream Industrial REIT*	Real Estate
Dryden Regional Health Centre*	Healthcare
Ducks Unlimited Canada	Not for Profit
Dufferin Aggregates	Mining
Dufferin Child and Family Services*	Public Administration
Dufferin Concrete	Industrial Goods
Dufferin Construction	Construction
Dufferin-Peel Catholic District School Board*	Education
Durham Association for Family Resources and Support*	Public Administration
Durham Catholic District School Board*	Education
Durham Children's Aid Society*	Public Administration
Durham College Of Applied Arts and Technology*	Education
Durham Community Health Centre*	Healthcare
Durham District School Board*	Education
Durham Family Court Clinic*	Healthcare
Dweller Home Services Incorporated	Professional Services
Dyslexia Canada*	Education
East Nipissing District Home For The Aged (o/a Cassellholme)*	Healthcare
East Penn Canada	Non Durable Consumer Goods
Eastern Ontario Health Unit*	Healthcare
Eastern Ontario Regional Laboratory Association (EORLA)*	Healthcare
Eastern Ontario Regional Network Inc*	Media and Telecommunications
Eastern Ontario Training Board*	Public Administration
Ecological Farmers Association Of Ontario*	Not for Profit
Edmonton Community Foundation	Not for Profit
Education Quality and Accountability Office*	Education
EF Tours Canada	Arts Entertainment Recreation and Hospitality
EFRY Hope and Help for Women*	Public Administration
E-L Financial Corporation Ltd.*	Finance and Insurance
Eldorado Gold*	Mining
Electrical Contractors Association Of Ottawa*	Not for Profit
Element Fleet Management Corp.*	Business Services

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Elizabeth Fry Society Of Ottawa*	Not for Profit
Elizabeth Fry Society Simcoe Muskoka*	Not for Profit
Elmira District Community Living*	Public Administration
Elspeth Heyworth Centre For Women*	Public Administration
EMERA INCORPORATED*	Utilities
Emily Carr University of Art + Design*	Education
Empire Company Limited*	Retail
Empire Homes LP	Construction
Employment Planning And Counselling*	Public Administration
Empower Simcoe Services*	Public Administration
Empowered Kids Ontario*	Not for Profit
Enaahtig Healing Lodge and Learning Centre*	Healthcare
Enbridge*	Oil and Gas
Enerflex Ltd.	Oil and Gas
Enerflex Ltd. - Engineered Systems	Industrial Goods
Enerflex Water Solutions	Construction
EQB Inc. (Equitable Bank)*	Finance and Insurance
Equilibrium Consulting Inc.	Professional Services
Equinox Gold*	Mining
Équipement d'essai aérospatial CEL Ltée	High Technology
Erie Shores Healthcare*	Healthcare
Erinoakkids Centre For Treatment And Development*	Healthcare
Ero Copper Corp.*	Mining
Espanola General Hospital*	Healthcare
Estee Lauder Company	Non Durable Consumer Goods
Evergreen*	Not for Profit
EveryMind Mental Health Services*	Healthcare
Exact Air Inc	Transportation and Warehousing
Exo Drone	High Technology
Explore Edmonton	Arts Entertainment Recreation and Hospitality
Extend-a-Family (Kingston)*	Public Administration
Extend-A-Family Waterloo Region*	Public Administration
Fairfax Financial Holdings Limited*	Finance and Insurance
Fairfax India Holdings Corporation*	Finance and Insurance
Fairhaven Home For Senior Citizens*	Healthcare
Fairview Ltd.	Industrial Goods
Fairview Mennonite Homes*	Healthcare
Family And Children's Services Of Frontenac Lennox And Addington*	Public Administration
Family And Children's Services Of Lanark Leeds And Grenville*	Public Administration
Family And Children's Services Of Renfrew County*	Public Administration
Family and Children's Services Of St Thomas And Elgin*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Family Counselling Centre Of Cambridge and North Dumfries*	Healthcare
Family Service Thames Valley*	Public Administration
Family Service Toronto*	Public Administration
Family Services Of Peel*	Public Administration
Family Services Ottawa*	Public Administration
Family Services Perth-Huron*	Public Administration
Family Services Windsor-Essex*	Public Administration
Family Transition Place*	Public Administration
Fanshawe College Of Applied Arts and Technology*	Education
Farm Credit Canada	Finance and Insurance
Fast Track Community Centre For Skills Development and Training*	Education
Federation CJA	Not for Profit
Fernie Youth Services*	Public Administration
FGF Brands	Non Durable Consumer Goods
Filo Corp.*	Mining
Financial Accountability Officer of Ontario*	Public Administration
Financial Services Regulatory Authority of Ontario*	Public Administration
Findhelp Information Services*	Not for Profit
Finishing Trades Institute of Ontario*	Education
Finning International Inc.*	Industrial Goods
Firefly (Physical Emotional Developmental And Community Services)*	Healthcare
First Canadian Insurance Corporation	Finance and Insurance
First Capital REIT*	Real Estate
First Majestic Silver*	Mining
First National Financial*	Finance and Insurance
First Nations Health Authority	Healthcare
First Nations Technical Institute*	Education
First Peoples' Cultural Council*	Public Administration
First Quantum Minerals Ltd.*	Mining
First Robotics Canada*	Education
Firstservice Corporation*	Real Estate
Five Counties Children's Centre*	Healthcare
FlatironDragados Canada	Construction
Flemingdon Health Centre*	Healthcare
Fluor Driver Inc.	Construction
Food Banks Canada	Not for Profit
Forestry Innovation Investment*	Public Administration
Fort Edmonton Management Company	Arts Entertainment Recreation and Hospitality
Fort William First Nation*	Public Administration
Fortis Inc*	Utilities
Fortuna Silver Mines Inc.*	Mining

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Forward House Of London*	Public Administration
Fountain Tire	Retail
Four Counties Addiction Services Team Inc*	Healthcare
Four Counties Health Services*	Healthcare
Foyer Des Pionniers*	Healthcare
Franco-Nevada Corp.*	Mining
Fraser Health Authority*	Healthcare
Fred Victor Centre*	Not for Profit
Freestyle Skiing Ontario*	Arts Entertainment Recreation and Hospitality
Frontenac Youth Services*	Healthcare
FT Synthetics Inc.	Industrial Goods
Futurpreneur Canada*	Finance and Insurance
FWS Industrial Projects Canada Ltd.	Construction
FWS Western Ltd.	Construction
G2 Aviation	High Technology
Ganohkwasra Family Assault Support Services*	Public Administration
Garmin Canada Inc.	High Technology
Gateway Residence Of Niagara Inc*	Healthcare
GATX Corporation	Transportation and Warehousing
Geneva Centre For Autism*	Public Administration
Gensler Canada	Professional Services
George Brown College Of Applied Arts and Technology*	Education
George Hull Centre For Children and Families*	Healthcare
George Weston Ltd.*	Retail
Georgian Bay General Hospital*	Healthcare
Georgian Bay Native Women's Association*	Not for Profit
Georgian College Of Applied Arts and Technology*	Education
GeoVerra	Professional Services
Geraldton District Hospital*	Healthcare
Gerstein Crisis Centre*	Public Administration
GFL Environmental Inc*	Business Services
GGA-Architecture	Professional Services
Gibson Energy*	Oil and Gas
Giishkaandago'Ikwe Health Services*	Healthcare
Gildan Activewear Inc.*	Durable Consumer Goods
Glebe Centre Inc*	Healthcare
Glen Hill Terrace Christian Homes Inc*	Healthcare
Glengarry Inter-Agency Group Inc (GIAG)*	Not for Profit
Glengarry Memorial Hospital*	Healthcare
Global Risk Institute In Financial Services*	Not for Profit
goeasy Ltd.	Finance and Insurance

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Good Companions*	Healthcare
Good Foot Support Services (O/A Good Foot Delivery)*	Transportation and Warehousing
Good Shepherd Centre Hamilton*	Not for Profit
Good Shepherd Non-Profit Homes Inc*	Not for Profit
Good Shepherd Refuge Social Ministries*	Not for Profit
Gordon Food Service	Transportation and Warehousing
Governing Council Of The Salvation Army In Canada*	Public Administration
Government of Alberta	Public Administration
Graham Management Services LP	Construction
Grand Council Treaty 3 Representative Services*	Public Administration
Grand Erie District School Board*	Education
Grand River Community Health Centre*	Healthcare
Grand River Conservation Authority*	Public Administration
Grand River Employment And Training Inc*	Public Administration
Grandview Children's Centre*	Healthcare
Granite Real Estate Investment Trust*	Real Estate
Grassy Narrows First Nation*	Public Administration
Great Western Brewing Company	Non Durable Consumer Goods
Greater Essex County District School Board*	Education
Great-West Lifeco Inc.*	Finance and Insurance
Green Infrastructure Partners Inc.	Construction
Groupe Action Pour L'enfant La Famille Et La Communaute*	Healthcare
Groupe Meloche	High Technology
Grove Park Home For Senior Citizens Inc*	Healthcare
Groves Memorial Community Hospital*	Healthcare
GTA Region Investment Attraction (o/a Toronto Global)*	Public Administration
Guelph Business Enterprise Centre*	Business Services
Guelph General Hospital*	Healthcare
Guelph Independent Living*	Healthcare
Guelph-Wellington Women In Crisis*	Public Administration
Gulf & Fraser Fishermen's Credit Union	Finance and Insurance
Gwekwaadziwin Miikan*	Healthcare
H2Safety Services Inc.	Professional Services
Habitat for Humanity Greater Toronto Area	Not for Profit
Habitat For Humanity Of Northumberland*	Not for Profit
Habitat For Humanity Windsor-Essex Inc*	Not for Profit
Haldimand County*	Public Administration
Haldimand War Memorial Hospital*	Healthcare
Haldimand-Norfolk Resource Education And Counselling Help*	Healthcare
Haliburton Highlands Health Services Corporation*	Healthcare
Haliburton Kawartha Northumberland Peterborough Health Unit*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Halton Alcohol Drug and Gambling Assessment Prevention Treatment – ADAP	Healthcare
Halton Catholic District School Board*	Education
Halton District School Board*	Education
Halton Healthcare Services Corporation*	Healthcare
Halton Industry Education Council*	Education
Halton Multicultural Council*	Not for Profit
Halton Region Conservation Authority*	Public Administration
Halton Women's Place*	Public Administration
Hamilton Child and Family Supports*	Public Administration
Hamilton Halton Brant Regional Tourism Association*	Arts Entertainment Recreation and Hospitality
Hamilton Health Sciences*	Healthcare
Hamilton Program For Schizophrenia Inc*	Healthcare
Hamilton Urban Core Community Health Centre*	Healthcare
Hamilton Wentworth Catholic District School Board*	Education
Hamilton Young Womens Christian Association*	Not for Profit
Hamilton-Wentworth District School Board*	Education
Hands Thefamilyhelpnetwork.ca*	Healthcare
Hanover And District Hospital*	Healthcare
Harbour Door Services	Industrial Goods
Harmony Centre For Community Living*	Public Administration
Harmony Place Support Services*	Public Administration
Harold And Grace Baker Centre*	Healthcare
Hastings And Prince Edward District School Board*	Education
HDR Corporation	Professional Services
Head Injury Rehabilitation Ontario*	Healthcare
Headwater Health Care Centre*	Healthcare
Health And Supportive Care Providers Oversight Authority*	Healthcare
Health Nexus*	Not for Profit
Health Sciences North*	Healthcare
Heather and Little Ltd.	Construction
Hellenic Home For The Aged Inc*	Healthcare
Hello Fresh Canada	Transportation and Warehousing
Helping Hands Orillia*	Healthcare
Heroux-Devtek inc	High Technology
HF Care*	Healthcare
HF Sinclair Corporation	Oil and Gas
Hia Harmony In Action Windsor*	Public Administration
Hiatus House*	Public Administration
Highland Shores Children's Aid Society*	Public Administration
Hillel Lodge Long-Term Care Home of Ottawa*	Healthcare
HIV and AIDS Legal Clinic (Ontario)*	Not for Profit

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Holland Bloorview Kids Rehabilitation Hospital*	Healthcare
Holland Christian Homes Inc*	Healthcare
Holt Renfrew	Retail
Home and Community Support Services Of Grey Bruce*	Healthcare
Home Hardware Stores Limited	Retail
Homes by Avi	Construction
Homeward Family Shelter*	Public Administration
Hopewell Support Services*	Public Administration
Hôpital Montfort*	Healthcare
Hôpital Notre-dame Hospital (Hearst)*	Healthcare
Horticultural Trades Association Inc (o/a Landscape Ontario)*	Not for Profit
Hospice Care Ottawa*	Healthcare
Hospice Huronia*	Healthcare
Hospice Niagara*	Healthcare
Hospice of Mississauga Inc*	Healthcare
Hospice Of Waterloo Region*	Healthcare
Hospice Of Windsor and Essex County Inc*	Healthcare
Hospice Peterborough*	Healthcare
Hospice Simcoe*	Healthcare
Hôtel-Dieu Grace Healthcare*	Healthcare
Houle Electric Limited	Construction
House Of Friendship*	Not for Profit
House Of Sophrosyne*	Healthcare
Hudbay Minerals Inc.*	Mining
Human Rights Legal Support Centre*	Public Administration
Humber College Institute Of Technology and Advanced Learning*	Education
Humber Meadows Long-Term Care Home*	Healthcare
Humber River Health*	Healthcare
Huron Perth Healthcare Alliance*	Healthcare
Huron University College*	Education
Huronia Transition Homes*	Public Administration
Huron-Perth Catholic District School Board*	Education
Huron-Perth Centre For Children And Youth*	Healthcare
Huron-Perth Children's Aid Society*	Public Administration
Huron-Superior Catholic District School Board*	Education
Hydro One*	Utilities
iA Financial Corporation Inc.*	Finance and Insurance
Iamgold Corporation*	Mining
ICES (Institute For Clinical Evaluative Sciences)*	Healthcare
iGaming Ontario*	Public Administration
IGM Financial Inc.*	Finance and Insurance

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Ignite Behaviour Consulting Inc*	Healthcare
IISD Experimental Lakes Area Inc*	Not for Profit
IMAX Corporation*	Arts Entertainment Recreation and Hospitality
Immigrant Women Services Ottawa*	Public Administration
Imperial Oil Limited*	Oil and Gas
Ina Grafton Gage Home Toronto*	Healthcare
InBC Investment Corp*	Finance and Insurance
Inclusion Northumberland*	Public Administration
Independent Electricity System Operator*	Utilities
Independent First Nations Alliance*	Public Administration
Independent Living Centre Of Waterloo Region*	Healthcare
Independent Living Services Of Simcoe County And Area*	Healthcare
Indigenous Advanced Education And Skills Council*	Education
Indigenous Diabetes Health Circle*	Healthcare
Indigenous Institutes Consortium*	Not for Profit
Indigenous Primary Health Care Council*	Not for Profit
Indigenous Sport & Wellness Ontario*	Arts Entertainment Recreation and Hospitality
Indus Community Services*	Not for Profit
Indwell Community Homes*	Not for Profit
Information And Privacy Commissioner of Ontario*	Public Administration
Infrastructure BC*	Public Administration
Infrastructure Health And Safety Association*	Healthcare
Ingersoll Support Services Inc*	Public Administration
Innovate BC*	Public Administration
Innovation Initiatives Ontario North*	Business Services
Innovative Community Support Services*	Public Administration
Inspire Community Support Services*	Public Administration
Institute For Work and Health*	Not for Profit
Insurance Corporation of BC*	Finance and Insurance
Insurance Council of BC*	Finance and Insurance
Intact Financial Corporation*	Finance and Insurance
Integrity Commissioner of Ontario*	Public Administration
Intellectual Property Ontario*	Public Administration
Interior Finishing Systems Training Centre*	Education
Interior Health Authority*	Healthcare
International Petroleum Corporation*	Oil and Gas
International Union Of Operating Engineers*	Not for Profit
Interval House of Hamilton*	Public Administration
Interval House Of Ottawa-Maison Interval D'ottawa*	Public Administration
Interwoven Connections*	Not for Profit
Inuuqatigiit Centre for Inuit Children, Youth and Families*	Not for Profit

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Invasive Species Centre (ISC)*	Not for Profit
Invest Ontario*	Public Administration
Invest Ottawa (2013)*	Public Administration
Ioof Seniors Homes Inc*	Healthcare
Ivanhoe Mines Ltd.*	Mining
J.W. MacIntosh Community Support Services*	Healthcare
Jacobs Canada Inc.	Professional Services
Jacquet Metals	Industrial Goods
James Bay Association For Community Living*	Public Administration
Jean Tweed Treatment Centre*	Healthcare
Jessie's The June Callwood Centre For Young Women*	Public Administration
Jewish Family and Child Service Of Greater Toronto*	Public Administration
Jewish Family Services Of Ottawa*	Not for Profit
Jewish Vocational Service Of Metropolitan Toronto*	Public Administration
John Howard Society Of Durham Region*	Not for Profit
John Howard Society Of Kingston*	Not for Profit
John Howard Society Of London And District*	Not for Profit
John Howard Society Of Ontario*	Not for Profit
John Howard Society Of Ottawa*	Not for Profit
John Howard Society Of Peel-Halton-Dufferin*	Not for Profit
John Howard Society Of Thunder Bay and District*	Not for Profit
John Howard Society Of Toronto*	Not for Profit
John Howard Society Of Waterloo-Wellington*	Not for Profit
John Howard Society Of Windsor And Essex County*	Not for Profit
John Howard Society Of York Region*	Not for Profit
Joseph Brant Hospital*	Healthcare
Justice Institute of British Columbia*	Education
K+S Potash Canada GP	Mining
K92 Mining*	Mining
Kairos Community Resource Centre*	Public Administration
Kal Tire	Retail
Karis Disability Services*	Public Administration
Kawartha Family Court Assessment Mediation Service*	Healthcare
Kawartha Pine Ridge District School Board*	Education
Kawartha-Haliburton Children's Aid Society*	Public Administration
Keewatin-Patricia District School Board*	Education
Kelt Exploration*	Oil and Gas
Kemptville Campus Education And Community Centre*	Education
Kemptville District Hospital*	Healthcare
Kenaidan Contracting Ltd.	Construction
Kenco Canada	Transportation and Warehousing

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Kennedy House*	Public Administration
Kenora Association For Community Living*	Public Administration
Kenora Catholic District School Board*	Education
Kenora Chiefs Advisory Inc*	Healthcare
Kenora District Services Board*	Public Administration
Kenora-Rainy River Districts Child And Family Services*	Public Administration
Kerry's Place Autism Services*	Public Administration
KEYERA*	Oil and Gas
KEYMAY Industries Ltd.	Construction
Kids Help Phone*	Healthcare
Kidsability Centre For Child Development*	Healthcare
Kiewit Canada	Construction
Kiikenomaga Kikenjigewen Employment and Training Services (KKETS) Inc*	Public Administration
Killam Apartment Real Estate Investment Trust*	Real Estate
Kina Gbezhgomi Child And Family Services*	Public Administration
Kinark Child And Family Services*	Public Administration
Kinaxis Inc.*	High Technology
Kindred Credit Union	Finance and Insurance
Kinetic Construction Ltd.	Construction
King's University College*	Education
Kingston Employment And Youth Services Inc (KEYS)*	Public Administration
Kingston Health Sciences Centre*	Healthcare
Kingston Literacy and Skills*	Education
Kinross Gold Corporation	Mining
Knowledge Network*	Media and Telecommunications
KPIC Maintenance Services Inc.	Construction
Kristus Darzs Latvian Home*	Healthcare
Kunuwanimano Child And Family Services*	Public Administration
K-W Habilitation Services*	Public Administration
Kwantlen Polytechnic University*	Education
La Corporation Du Conseil Des Ministres De L'education Canada (CMEC)*	Education
Labrador Iron Ore Royalty Corporation*	Mining
Lafarge Canada Inc.	Industrial Goods
Lake Of The Woods District Hospital*	Healthcare
Lake Ridge Community Support Srvc*	Healthcare
Lake Simcoe Region Conservation Authority*	Public Administration
Lakehead District School Board*	Education
Lakehead Region Conservation Authority*	Public Administration
Lakehead University*	Education
Lakeland Credit Union	Finance and Insurance
Lakeridge Health*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Lakeshore Area Multi-services Project Inc (LAMP)*	Healthcare
Lambton College Of Applied Arts and Technology*	Education
Lambton County Developmental Services*	Public Administration
Lambton Kent District School Board*	Education
Lanark County Interval House*	Public Administration
Lanark Leeds And Grenville Addictions And Mental Health*	Healthcare
Langara College*	Education
Lansdowne Children's Centre*	Healthcare
L'Arche Hamilton*	Not for Profit
Lassonde Industries Inc.*	Non Durable Consumer Goods
Laubach Literacy Ontario*	Education
Laurencrest Youth Services Inc*	Public Administration
Laurentian University Of Sudbury*	Education
Laurentis Energy Partners*	Utilities
Law Enforcement Complaints Agency*	Public Administration
Law Society of Alberta	Not for Profit
LAWPRO	Finance and Insurance
Le Cap : Centre d'appui et de prévention*	Healthcare
League Inc.	High Technology
Learning Disabilities Assoc Of Toronto Districts*	Not for Profit
Learning Enrichment Foundation*	Not for Profit
Ledcor Construction Limited	Construction
Leeds and Grenville Interval House*	Public Administration
Legal Aid BC*	Public Administration
Legal Aid Ontario*	Public Administration
Legislative Assembly of Ontario*	Public Administration
Lennox And Addington County General Hospital*	Healthcare
Les Levés Aéroscan Inc	High Technology
Levio conseils inc.	Professional Services
Lieutenant Governor of Ontario*	Public Administration
Lightspeed Commerce Inc*	High Technology
Limestone District School Board*	Education
Linamar Corp.*	Industrial Goods
Linck Child, Youth and Family Supports*	Public Administration
Links2care*	Healthcare
Liquor Control Board Of Ontario*	Retail
Listowel Memorial Hospital*	Healthcare
LNG Canada Development Inc.	Oil and Gas
Loblaw Companies Limited*	Retail
Local 837 Nursing Home (Hamilton) Corp*	Healthcare
Loft Community Services*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
London Community Small Business Centre Inc*	Business Services
London District Catholic School Board*	Education
London Family Court Clinic Inc*	Healthcare
London Health Sciences Centre*	Healthcare
London Intercommunity Health Centre*	Healthcare
Loop Drilling Ltd.	Construction
Lortie Aviation Inc	High Technology
Loyalist College Of Applied Arts and Technology*	Education
Loyalist Township*	Public Administration
LUCID Vision Labs, Inc.	High Technology
Lululemon Athletica Inc.*	Durable Consumer Goods
Lumenus Community Services*	Public Administration
Lumine Group*	High Technology
Lundin Gold Inc.*	Mining
Lundin Mining Corp.*	Mining
Lutheran Community Care Centre Of Thunder Bay*	Public Administration
Lutheran Homes Kitchener-Waterloo*	Healthcare
Lutherwood*	Healthcare
Luxia Innovation	High Technology
M1 Composites Technologie	High Technology
Mac Skylights	Industrial Goods
MacEwan University	Education
MacKay Manor Inc*	Healthcare
MacKenzie Health*	Healthcare
Madame Vanier Children's Services*	Healthcare
Madawaska Valley Association For Community Living*	Public Administration
Madison Community Services*	Healthcare
Magna International Inc.*	Industrial Goods
Mainstream Services*	Public Administration
Maison Baldwin House*	Public Administration
Maison D'amitie*	Public Administration
Malvern Family Resource Centre*	Not for Profit
Manitoba Blue Cross	Finance and Insurance
Manitoulin Family Resources Inc*	Public Administration
Manitoulin Health Centre*	Healthcare
Manitoulin-Sudbury District Services Board*	Public Administration
Manulife Financial*	Finance and Insurance
Maple Leaf Foods Inc.*	Non Durable Consumer Goods
March Of Dimes Canada*	Not for Profit
Margaret's Housing and Community Support Services Inc.*	Healthcare
Markhaven Incorporated*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
MaRS Discovery District*	Professional Services
Marten Falls First Nation*	Public Administration
Mary Berglund Community Health Centre Hub*	Healthcare
Mary Centre*	Public Administration
Maryvale*	Healthcare
Matawa First Nations Management*	Public Administration
Mathematics Of Information Technology And Complex Systems (MITACS) Inc*	Not for Profit
Matheson / Iroquois Falls / Cochrane Group Of Health Services*	Healthcare
Mattamy Homes Limited	Construction
Mattawa General Hospital*	Healthcare
Max Ottawa Community Health*	Healthcare
Maxville Manor*	Healthcare
Mayfair Diagnostics	Healthcare
McMaster University*	Education
McMichael Canadian Art Collection*	Arts Entertainment Recreation and Hospitality
MDA*	High Technology
Meals on Wheels (Ottawa)*	Not for Profit
Mecachrome Canada Inc	High Technology
Mediasmarts Habilomédias*	Education
Medical Innovation Xchange*	Business Services
MEG Energy*	Oil and Gas
Mennonite New Life Centre Of Toronto*	Not for Profit
Mental Health Connections*	Healthcare
Mental Health Program Services*	Healthcare
Merrymount Children's Centre*	Healthcare
Meta Centre*	Public Administration
Meta Vocational Services Inc*	Business Services
Methanex Corporation*	Chemical
Metis Nation Of Ontario Secretariat*	Public Administration
Metis Voyageur Development Fund Inc*	Finance and Insurance
Metro Inc.*	Retail
Metro Labour Education Centre*	Education
Metro Supply Chain Group	Transportation and Warehousing
Metro Toronto Movement For Literacy*	Education
Metrolinx*	Transportation and Warehousing
Metropolitan Toronto Convention Centre Corporation*	Arts Entertainment Recreation and Hospitality
Michael Green Architecture	Professional Services
Michels Canada International	Construction
Middlesex Community Living*	Public Administration
Midwest Surveys	Professional Services
Mill Creek Sand & Gravel (1980) Ltd.	Mining

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Millennium Insurance Corporation	Finance and Insurance
Mills Community Support Corporation Inc*	Public Administration
Minwaashin Lodge – Indigenous Women's Support Centre*	Public Administration
Mirabel Héli Support Inc	High Technology
Mission Services Of Hamilton Inc*	Public Administration
Mission Services Of London*	Public Administration
Mississauga First Nation*	Public Administration
Mississauga Integrated Care Centre*	Healthcare
Mississauga Italian Canadian Benevolent Association*	Healthcare
Miziwe Biik Development Corporation*	Finance and Insurance
MNP LLP	Professional Services
Mobile Climate Control	Industrial Goods
Mohawk College Of Applied Arts and Technology*	Education
Momiji Health Care Society*	Healthcare
Mon Sheong Foundation*	Healthcare
Montage Support Services*	Public Administration
Mood Disorders Association Of Ontario And Toronto*	Healthcare
Moose Hide Campaign Development Society*	Not for Profit
Moosonee District School Area Board*	Education
Mouvement Desjardins	Finance and Insurance
Moyo Health and Community Services*	Healthcare
Multilingual Community Interpreter Services (MCIS)*	Professional Services
Multiplex Construction Canada Ltd.	Construction
Municipal Finance Officers Association*	Not for Profit
Municipal Property Assessment Corporation	Public Administration
Municipality Of Arran-Elderslie*	Public Administration
Municipality Of Bayham*	Public Administration
Municipality Of Bluewater*	Public Administration
Municipality Of Brighton*	Public Administration
Municipality Of Brockton*	Public Administration
Municipality Of Central Elgin*	Public Administration
Municipality Of Centre Hastings*	Public Administration
Municipality Of Chatham-Kent*	Public Administration
Municipality Of Clarington*	Public Administration
Municipality Of Dysart Et Al*	Public Administration
Municipality Of French River*	Public Administration
Municipality Of Greenstone*	Public Administration
Municipality Of Grey Highlands*	Public Administration
Municipality Of Huron East*	Public Administration
Municipality Of Kincardine*	Public Administration
Municipality Of Lambton Shores*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Municipality Of Leamington*	Public Administration
Municipality Of Magnetawan*	Public Administration
Municipality Of Marmora And Lake*	Public Administration
Municipality Of McDougall*	Public Administration
Municipality Of Meaford*	Public Administration
Municipality Of Middlesex Centre*	Public Administration
Municipality Of Mississippi Mills*	Public Administration
Municipality Of North Grenville*	Public Administration
Municipality Of North Middlesex*	Public Administration
Municipality Of North Perth*	Public Administration
Municipality Of Northern Bruce Peninsula*	Public Administration
Municipality Of Oliver Paipoonge*	Public Administration
Municipality Of Port Hope*	Public Administration
Municipality Of Red Lake*	Public Administration
Municipality Of Sioux Lookout*	Public Administration
Municipality Of South Bruce*	Public Administration
Municipality Of South Dundas*	Public Administration
Municipality Of South Huron*	Public Administration
Municipality Of Southwest Middlesex*	Public Administration
Municipality Of Thames Centre*	Public Administration
Municipality Of Trent Hills*	Public Administration
Municipality Of Trent Lakes*	Public Administration
Municipality Of West Elgin*	Public Administration
Municipality Of West Grey*	Public Administration
Municipality Of West Nipissing*	Public Administration
Municipality Of West Perth*	Public Administration
Muskoka Algonquin Healthcare*	Healthcare
Muskoka Women's Advocacy Group*	Public Administration
Muskoka/Parry Sound Coordinated Sexual Assault Services*	Public Administration
My Neighbourhood Services*	Not for Profit
Naicatchewenin First Nation*	Public Administration
NAIT	Education
Nan Corporate Services*	Not for Profit
National Bank of Canada*	Finance and Insurance
Native Canadian Centre Of Toronto*	Not for Profit
Native Child And Family Services Of Toronto*	Public Administration
Native Women's Resource Centre Of Toronto*	Public Administration
Nature Conservancy Of Canada*	Not for Profit
Nawiinginokiima Forest Management Corporation*	Forestry
Ne Chee Friendship Centre*	Not for Profit
Near North District School Board*	Education

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Neighbourhood Group Community Services*	Public Administration
Neighbours Community Homes*	Healthcare
Nelson Kraft & Associates	Business Services
Nétur Inc	High Technology
New Beginnings (Essex County)*	Public Administration
New Brunswick Financial and Consumer Services Commission	Public Administration
New Gold*	Mining
New Haven Learning Centre For Children*	Public Administration
New Home Warranty Insurance (Canada) Corporation	Finance and Insurance
New Leaf Living and Learning Together Inc*	Public Administration
New Path Youth and Family Counselling Services Of Simcoe County*	Healthcare
New Visions Toronto*	Public Administration
Newcomer Women's Services Toronto*	Public Administration
NexGen Energy Ltd.*	Mining
Nia Centre For The Arts*	Arts Entertainment Recreation and Hospitality
Niagara Catholic District School Board*	Education
Niagara Children's Centre*	Healthcare
Niagara College Of Applied Arts and Technology*	Education
Niagara Falls Community Health Centre Inc*	Healthcare
Niagara Health System*	Healthcare
Niagara Parks Commission*	Arts Entertainment Recreation and Hospitality
Niagara Transit Commission*	Transportation and Warehousing
Nicola Valley Institute of Technology*	Education
Niijaansinaanik Child And Family Services*	Public Administration
Nipigon District Memorial Hospital*	Healthcare
Nipissing University*	Education
Nipissing-Parry Sound Catholic District School Board*	Education
Nisbet Lodge*	Healthcare
Nishnawbe Aski Police Services*	Public Administration
Nishnawbe-Aski Legal Services Corporation*	Not for Profit
Noetic Engineering (2008) Inc.	Professional Services
Nog-da-win-da-min Family And Community Services*	Public Administration
Nokiiwin Tribal Council Inc*	Public Administration
Nolinor Aviation	Transportation and Warehousing
Norfolk Association For Community Living*	Public Administration
Norfolk County*	Public Administration
Norfolk General Hospital*	Healthcare
NorLand Limited	Construction
North American Construction Group Ltd.	Oil and Gas
North Bay Parry Sound District Health Unit*	Healthcare
North Bay Regional Health Centre*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
North Eastern Ontario Family And Children's Services*	Public Administration
North Island College*	Education
North Lambton Community Health Centre*	Healthcare
North Of Superior Healthcare Group*	Healthcare
North Of Superior Programs*	Healthcare
North Shore Health Network*	Healthcare
North Simcoe Muskoka Hospice Palliative Care Network*	Healthcare
North Spirit Lake First Nation*	Public Administration
North Wellington Health Care Corp*	Healthcare
North York General Hospital*	Healthcare
North York Women's Shelter Inc*	Public Administration
Northeastern Catholic District School Board*	Education
Northeastern Public Health*	Healthcare
Northerm Windows and Doors	Industrial Goods
Northern College Of Applied Arts and Technology*	Education
Northern Health Authority*	Healthcare
Northern Lights College*	Education
Northern Linkage Community Housing & Support Service*	Healthcare
Northern Ontario Heritage Fund Corporation*	Public Administration
Northern Ontario Regional Tourism Organization (RTO) 13*	Arts Entertainment Recreation and Hospitality
Northern Ontario Research, Development, Ideas And Knowledge Institute (O/	Not for Profit
Northern Ontario School Of Medicine*	Education
Northland Power Inc.*	Utilities
Northumberland Hills Hospital*	Healthcare
Northview Residential REIT	Real Estate
Northwest Catholic District School Board*	Education
Northwestern Ontario Metis Child & Family Services*	Public Administration
Norwest Community Health Centre*	Healthcare
Npower Canada*	Education
Nucleus Independent Living*	Healthcare
Nutrien Ltd.*	Chemical
NuVista Energy Ltd*	Oil and Gas
O.N. Site Construction Inc.	Construction
Oak Valley Health*	Healthcare
Oakville Senior Citizens Residence*	Healthcare
Occupational Health Clinics For Ontario Workers Inc*	Healthcare
Oceana Gold*	Mining
Office Of The Auditor General of Ontario*	Public Administration
Office Of The Chief Electoral Officer of Ontario*	Public Administration
Office of the Employer Adviser*	Public Administration
Office Of The Premier of Ontario*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Office of the Worker Adviser*	Public Administration
Okanagan College*	Education
Olde Forge Community Resource Centre*	Healthcare
Older Adult Centres Association Of Ontario (OACAO)*	Not for Profit
Ombudsman Ontario*	Public Administration
One Bowl Housing Corporation*	Construction
One Care Home And Community Support Services*	Healthcare
One Kids Place Children's Medical Treatment Centre Of North East Ontario*	Healthcare
Onex Corp.*	Finance and Insurance
Ongwanada Hospital*	Healthcare
Ontario 211 Services Corporation*	Public Administration
Ontario Aboriginal HIV/AIDS Strategy*	Healthcare
Ontario Aboriginal Housing Support Services Corporation*	Public Administration
Ontario Agency For Health Protection And Promotion*	Healthcare
Ontario AIDS Network*	Not for Profit
Ontario Artistic Swimming*	Arts Entertainment Recreation and Hospitality
Ontario Arts Council*	Public Administration
Ontario Association For Family Mediation*	Not for Profit
Ontario Association Of Chiefs Of Police (OACP)*	Not for Profit
Ontario Association Of Children's Aid Societies (OACAS)*	Not for Profit
Ontario Association Of Residents' Councils*	Not for Profit
Ontario Brain Institute*	Not for Profit
Ontario Cannabis Retail Corporation*	Retail
Ontario Catholic School Trustees' Association*	Not for Profit
Ontario Centre of Innovation*	Public Administration
Ontario Clean Water Agency*	Utilities
Ontario College Of Art And Design University*	Education
Ontario Colleges Library Service (OCLS)*	Education
Ontario Council On Articulation And Transfer (ONCAT)*	Education
Ontario Cultural Attractions Fund*	Finance and Insurance
Ontario Culture Days*	Arts Entertainment Recreation and Hospitality
Ontario Educational Communications Authority (TV Ontario)*	Media and Telecommunications
Ontario Energy Board*	Public Administration
Ontario Federation Of Indigenous Friendship Centres (OFIFC)*	Not for Profit
Ontario Federation Of School Athletic Associations*	Arts Entertainment Recreation and Hospitality
Ontario Financing Authority*	Finance and Insurance
Ontario Finnish Resthome Association*	Healthcare
Ontario Food Terminal Board*	Transportation and Warehousing
Ontario Genomics Institute*	Not for Profit
Ontario Health atHome*	Healthcare
Ontario Health*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Ontario Heritage Trust*	Public Administration
Ontario HIV Treatment Network*	Not for Profit
Ontario Home Builders Association*	Not for Profit
Ontario Hospital Association	Not for Profit
Ontario Human Rights Commission*	Public Administration
Ontario Independent Meat Processors Association*	Not for Profit
Ontario Infrastructure And Lands Corporation (Infrastructure Ontario)*	Public Administration
Ontario Institute For Cancer Research*	Life Sciences
Ontario Land Tribunal*	Public Administration
Ontario Land Trust Alliance Inc*	Not for Profit
Ontario Library Service*	Education
Ontario Lottery And Gaming Corporation*	Arts Entertainment Recreation and Hospitality
Ontario Lung Association*	Not for Profit
Ontario Media Development Corporation*	Public Administration
Ontario Medical Association	Not for Profit
Ontario Ministry for Seniors and Accessibility*	Public Administration
Ontario Ministry of Agriculture, Food and Agribusiness*	Public Administration
Ontario Ministry of Children, Community and Social Services*	Public Administration
Ontario Ministry of Citizenship and Multiculturalism*	Public Administration
Ontario Ministry of Colleges, Universities, Research Excellence and Security*	Public Administration
Ontario Ministry of Economic Development, Job Creation and Trade*	Public Administration
Ontario Ministry of Education*	Public Administration
Ontario Ministry of Emergency Preparedness and Response*	Public Administration
Ontario Ministry of Energy and Mines*	Public Administration
Ontario Ministry of Finance*	Public Administration
Ontario Ministry of Francophone Affairs*	Public Administration
Ontario Ministry of Health*	Public Administration
Ontario Ministry of Indigenous Affairs and First Nations Economic Reconciliat	Public Administration
Ontario Ministry of Infrastructure*	Public Administration
Ontario Ministry of Labour, Immigration, Training and Skills Development*	Public Administration
Ontario Ministry of Long-Term Care*	Public Administration
Ontario Ministry of Municipal Affairs and Housing*	Public Administration
Ontario Ministry of Natural Resources*	Public Administration
Ontario Ministry of Northern Economic Development and Growth*	Public Administration
Ontario Ministry of Public and Business Service Delivery and Procurement*	Public Administration
Ontario Ministry of Rural Affairs*	Public Administration
Ontario Ministry of Sport*	Public Administration
Ontario Ministry of the Attorney General*	Public Administration
Ontario Ministry of the Environment, Conservation and Parks*	Public Administration
Ontario Ministry of the Solicitor General*	Public Administration
Ontario Ministry of Tourism, Culture and Gaming*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Ontario Ministry of Transportation*	Public Administration
Ontario Native Welfare Administrator's Association*	Not for Profit
Ontario Northland Transportation Commission*	Transportation and Warehousing
Ontario One Call*	Business Services
Ontario Online Learning Consortium*	Education
Ontario Power Generation*	Utilities
Ontario Provincial Police*	Public Administration
Ontario Public School Boards Association*	Not for Profit
Ontario Public Service Pension Board (Ontario Pension Board)*	Finance and Insurance
Ontario Real Estate Association	Not for Profit
Ontario Sailing Association*	Arts Entertainment Recreation and Hospitality
Ontario Science Centre*	Arts Entertainment Recreation and Hospitality
Ontario Securities Commission*	Finance and Insurance
Ontario Shores Centre For Mental Health Sciences*	Healthcare
Ontario Society For Crippled Children (Easter Seals Ont)*	Not for Profit
Ontario Soil and Crop Improvement Association*	Not for Profit
Ontario Tech University*	Education
Ontario Tourism Marketing Partnership Corporation*	Public Administration
Ontario Trillium Foundation*	Public Administration
Ontario's Highlands Tourism Organization*	Arts Entertainment Recreation and Hospitality
Open Hxouse Inc*	Business Services
Open Text Corp*	High Technology
Operation Springboard*	Public Administration
Opportunity For Advancement*	Not for Profit
Options Northwest Personal Support Services*	Public Administration
Orillia Soldiers Memorial Hospital*	Healthcare
Orla Mining Ltd*	Mining
ORNGE*	Transportation and Warehousing
Osgoode Care Centre*	Healthcare
Oshawa Senior Citizens Centre*	Arts Entertainment Recreation and Hospitality
Osisko Gold Royalties Ltd.*	Mining
Osisko Mining*	Mining
Osteoporosis Canada*	Not for Profit
Ottawa Carleton Lifeskills Inc*	Public Administration
Ottawa Catholic School Board*	Education
Ottawa Community Housing Corporation*	Public Administration
Ottawa Convention Centre Corporation*	Arts Entertainment Recreation and Hospitality
Ottawa Foyers Partage*	Public Administration
Ottawa Hospital Research Institute*	Healthcare
Ottawa Network For Education*	Education
Ottawa Rape Crisis Centre*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Ottawa Salus Corp*	Healthcare
Ottawa Victim Services*	Public Administration
Ottawa West Community Support*	Healthcare
Ottawa Young Men's and Young Women's Christian Assoc*	Not for Profit
Ottawa-Carleton District School Board*	Education
Ottawa-Hull Building Trades Council Members Assistance Program (O/A Builc	Healthcare
Outiltech Rive-Nord	Industrial Goods
Owen Sound Transportation Company*	Transportation and Warehousing
Oxford County Community Health Centre*	Healthcare
Oxford Elgin St. Thomas Health Unit*	Healthcare
Paawidigong First Nations Forum*	Healthcare
Pace Independent Living*	Healthcare
Pan American Silver Corp.*	Mining
Paramount Resources Ltd.*	Oil and Gas
Parent Preschool Resource Centre Of The National Capital Region Inc*	Not for Profit
Parents Of Black Children Canada*	Not for Profit
Parkdale Activity – Recreation Centre*	Healthcare
Parkdale Queen West Community Health Centre*	Healthcare
Parkland Corporation*	Retail
Parkland County	Public Administration
Participation House – Brantford*	Healthcare
Participation House Project (Durham Region) Inc*	Public Administration
Participation House Toronto*	Healthcare
Participation Lodge-Grey Bruce*	Public Administration
Partners Community Health*	Healthcare
Partners In Employment (Perth County)*	Business Services
Pascan Aviation	Transportation and Warehousing
Pathstone Mental Health*	Healthcare
Pathways Health Centre For Children*	Healthcare
Pathways To Education Canada*	Not for Profit
Pathways To Independence*	Public Administration
Payukotayno James and Hudson Bay Family Services*	Public Administration
PCL Construction Inc.	Construction
Peace Hills General Insurance Company	Finance and Insurance
Peaskie Minerals Inc.	Mining
Peel Cheshire Homes (Brampton) Inc.*	Healthcare
Peel District School Board*	Education
Peel Halton Workforce Development Group*	Public Administration
Peel Senior Link*	Healthcare
Pembina Pipeline Corp.*	Oil and Gas
Pembroke Regional Hospital*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Penetanguishene Protestant Separate School Board*	Education
Pennock Acheson Nilesen Devaney	Professional Services
Penske Truck Leasing	Transportation and Warehousing
People Advocating For Change Through Empowerment Inc*	Healthcare
People In Transition (Alliston) Inc*	Public Administration
Perimeter Institute For Theoretical Physics*	Not for Profit
Perley and Rideau Veterans' Health Centre*	Healthcare
Perth And Smiths Falls District Hospital*	Healthcare
Pet Valu Canada Inc*	Retail
Peterborough Community Health Centre*	Healthcare
Peterborough Regional Health Centre*	Healthcare
Peterborough Victoria Northumberland And Clarington Catholic District Scho	Education
Peterborough Youth Services*	Healthcare
Philip Aziz Centre For Hospice Care*	Healthcare
Pic Mobert First Nation*	Public Administration
Pikangikum First Nation*	Public Administration
Pilot Place Society*	Healthcare
Plan International Canada	Not for Profit
Planned Parenthood Toronto*	Healthcare
Point In Time Centre For Children Youth And Parents*	Healthcare
Police Association of Ontario*	Not for Profit
Pomerleau Inc.	Construction
Power Corp. of Canada*	Finance and Insurance
PowerON Energy Solutions*	Construction
PrairieSky Royalty Ltd.*	Oil and Gas
Pratt & Whitney Canada	High Technology
Precedent Land Company LP	Real Estate
Precise Drilling Components Ltd.	Industrial Goods
Precision Drilling Corporation*	Oil and Gas
Premium Brands Holdings Corporation*	Non Durable Consumer Goods
Primary Engineering and Construction Corporation	Construction
PrimeFab Ltd.	Construction
Primeline Windows and Doors Inc.	Construction
Prince Edward County Community Care For Seniors Association*	Healthcare
Prince Edward Learning Centre*	Education
Prisoners With HIV/AIDS Support Action Network*	Healthcare
Professional Home Builders Institute	Education
Progress Place Rehabilitation Centre (Metropolitan Toronto) Inc*	Healthcare
Providence Care Centre*	Healthcare
Providence Health Care Society*	Healthcare
Provincial Health Services Authority*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Psychiatric Survivors Of Ottawa-Carleton*	Healthcare
PTP-Adult Learning And Employment Programs*	Education
PTW Energy Services	Construction
Public Services Health and Safety Association*	Education
Qualico	Real Estate
Quantum Valley Ideas Laboratories*	Not for Profit
Quebecor Inc.*	Media and Telecommunications
Queen's University*	Education
Queensway Carleton Hospital*	Healthcare
Quest Community Health Centre*	Healthcare
Quickstart Early Years Partnership Inc*	Public Administration
Quinte Conservation Authority*	Public Administration
Quinte Health*	Healthcare
Rainbow District School Board*	Education
Rainy River District School Board*	Education
Rainy River District Social Services Admin Board*	Public Administration
RBC*	Finance and Insurance
Recochem Inc.	Non Durable Consumer Goods
Reconnect Health Services*	Healthcare
Red Lake Margaret Cochenour Memorial Hospital*	Healthcare
Reel Canada*	Education
Reena*	Public Administration
REFLEXION – Wellness Services Inc.*	Healthcare
Regent Park Community Health Centre*	Healthcare
Regina Gardens*	Healthcare
Region 9 Regional Tourism Organization*	Arts Entertainment Recreation and Hospitality
Regional Geriatric Program of Toronto*	Healthcare
Regional HIV/AIDS Connection*	Healthcare
Regional Municipality Of Durham*	Public Administration
Regional Municipality Of Halton*	Public Administration
Regional Municipality Of Niagara – Niagara Reg. Police*	Public Administration
Regional Municipality Of Niagara*	Public Administration
Regional Municipality Of Peel Police Services*	Public Administration
Regional Municipality Of Peel*	Public Administration
Regional Municipality Of Waterloo – Police*	Public Administration
Regional Municipality Of Waterloo*	Public Administration
Regional Municipality Of York – York Region Rapid Transit Corporation*	Transportation and Warehousing
Regional Municipality Of York Police Services*	Public Administration
Regional Municipality Of York*	Public Administration
Regional Tourism Organization 7*	Arts Entertainment Recreation and Hospitality
Regional Tourism Organization 8*	Arts Entertainment Recreation and Hospitality

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Regional Tourism Organization Four Inc*	Arts Entertainment Recreation and Hospitality
Registered Nurses Association Of Ontario*	Not for Profit
Registered Practical Nurses Association Of Ontario*	Not for Profit
Religious Hospitallers Of St Joseph Of The Hotel Dieu Of St Catharines*	Healthcare
Renfrew County Catholic District School Board*	Education
Renfrew County District School Board*	Education
Renfrew County Youth Services*	Healthcare
Renfrew Victoria Hospital*	Healthcare
Research St Joseph'S – Hamilton (O/A The Research Institute Of St. Joe'S Han	Healthcare
Resolve Counselling Services Canada*	Healthcare
Resources For Exceptional Children And Youth -Durham Region*	Public Administration
Responsible Gambling Council (Ontario)*	Not for Profit
Restaurant Brands International Inc.*	Arts Entertainment Recreation and Hospitality
Rexdale Community Health Centre*	Healthcare
Richview Community Care Services Corporation*	Healthcare
Rideau Community Health Services*	Healthcare
Right To Play International*	Not for Profit
Riocan Real Estate Investment Trust*	Real Estate
Rise Air	Transportation and Warehousing
Ritchie Bros. Auctioneers Inc.*	Retail
Ritz Lutheran Villa*	Healthcare
Riverside Health Care Facilities Inc.*	Healthcare
RMA Insurance	Finance and Insurance
Roberts / Smart Centre*	Healthcare
Roger Neilson Children's Hospice*	Healthcare
Rogers Communications Inc.*	Media and Telecommunications
ROGII Canada	High Technology
Rohit Group	Construction
Roots Of Empathy*	Education
Rosalie Hall*	Healthcare
Ross Memorial Hospital*	Healthcare
Royal BC Museum*	Arts Entertainment Recreation and Hospitality
Royal Botanical Gardens*	Arts Entertainment Recreation and Hospitality
Royal Life Saving Society Canada Ontario Branch*	Education
Royal Ontario Museum*	Arts Entertainment Recreation and Hospitality
Royal Ottawa Health Care Group*	Healthcare
Royal Roads University*	Education
Royal Victoria Regional Health Centre*	Healthcare
Runnymede Healthcare Centre*	Healthcare
Rural Municipalities of Alberta	Not for Profit
Rural Ontario Institute*	Education

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Russel Metals Inc*	Industrial Goods
Ryder System, Inc.	Transportation and Warehousing
Rygiel Supports For Community Living*	Public Administration
S.i. Systems	Business Services
Safehope Home*	Public Administration
Safran Helicopter Engines Inc	High Technology
Sagamok Anishnawbek First Nation*	Public Administration
Saint Paul University*	Education
SAIT	Education
Sandgate Women's Shelter of York Region Inc.*	Public Administration
Sandstorm Gold Royalties*	Mining
Sandy Hill Community Health Centre*	Healthcare
Santé Manitouwadge Health*	Education
Saputo Inc.*	Non Durable Consumer Goods
Sarnia-Lambton Children's Aid Society*	Public Administration
Sarnia-Lambton"Rebound"- A Program For Youth*	Not for Profit
Saskatchewan Association of Rehabilitation Centres	Not for Profit
Saskatchewan Government Insurance	Finance and Insurance
Sault Area Hospital*	Healthcare
Sault College Of Applied Arts and Technology*	Education
Sault Community Information And Career Centre*	Business Services
Sault Ste Marie Police Services*	Public Administration
Sault Ste. Marie and District Group Health Association*	Healthcare
Scarborough Centre For Healthy Communities*	Healthcare
Scarborough Health Network*	Healthcare
Schlegel-UW Research Institute For Aging Foundation*	Not for Profit
Science North*	Arts Entertainment Recreation and Hospitality
Scotiabank*	Finance and Insurance
Scott Builders Inc.	Construction
Seabridge Gold*	Mining
Secure Energy Services Inc*	Business Services
Sedna Women's Shelter and Support Services Inc*	Public Administration
Selkirk College*	Education
Seneca College Of Applied Arts and Technology*	Education
Senior Persons Living Connected*	Healthcare
Senior Support Services-Lanark, Leeds and Grenville*	Healthcare
Sensenbrenner Hospital*	Healthcare
SEP Metrologie	Industrial Goods
Serenity House Inc*	Healthcare
Service Coordination For Persons With Special Needs*	Public Administration
Services And Housing In The Province (SHIP)*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Seven Generations Education Institute*	Education
Sex Information And Education Council Of Canada*	Education
Sexual Assault and Violence Intervention Services Of Halton*	Public Administration
Sexual Assault Crisis Centre Of Essex County Inc*	Public Administration
Sexual Assault Support Centre Of Waterloo Region*	Public Administration
Shalom Village Long-Term Care*	Healthcare
Shannex Incorporated	Healthcare
Shepherd Village Inc*	Healthcare
Sherbourne Health Centre*	Healthcare
Sheridan College Institute Of Technology and Advanced Learning*	Education
Sherwood Park Manor*	Healthcare
Shkagamik-Kwe Health Centre*	Healthcare
Shkoday Abinojiiwak Obimiwedoon*	Education
Shopify Inc.*	High Technology
SickKids Centre For Community Mental Health*	Healthcare
Sigma Lithium Corp.*	Mining
Signify Canada Ltd.	Industrial Goods
Silent Voice Canada Inc*	Not for Profit
Silvercrest Metals Inc.*	Mining
Simcoe County District School Board*	Education
Simcoe Muskoka Catholic District School Board*	Education
Simcoe Muskoka Child, Youth And Family Services*	Public Administration
Simon Fraser University*	Education
Sinai Health System*	Healthcare
Sioux Lookout Friendship Accord*	Public Administration
Sioux Lookout Meno Ya Win Health Centre*	Healthcare
Sioux-Hudson Literacy Council*	Education
Sir Sandford Fleming Of Applied Arts and Technology*	Education
Sistering – A Woman's Place*	Public Administration
Skilled Trades BC*	Public Administration
Skilled Trades Ontario*	Public Administration
Skills Canada Ontario*	Education
Skills For Change Of Metro Toronto*	Public Administration
Slovenian Linden Foundation*	Healthcare
SmartCentres Real Estate Investment Trust*	Real Estate
SMS Equipment Inc.	Industrial Goods
Soar Community Services*	Public Administration
Social Service Bureau Of Sarnia – Lambton Incorporated*	Healthcare
Sofina Foods Inc.	Non Durable Consumer Goods
Softchoice Corporation*	High Technology
Sogeclair Canada	High Technology

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
South Bow Corporation*	Oil and Gas
South Bruce Grey Health Centre*	Healthcare
South Essex Community Council*	Not for Profit
South Georgian Bay Community Health Centres*	Healthcare
South Huron Hospital*	Healthcare
South-East Grey Community Health Centre*	Healthcare
South-East Grey Support Services*	Public Administration
South-East Ottawa Community Services*	Healthcare
Southlake Health*	Healthcare
Southwest Ontario Aboriginal Health Access Centre (SOAHAC)*	Healthcare
Southwest Ontario Tourism Corporation*	Arts Entertainment Recreation and Hospitality
Southwestern Integrated Fibre Technology Inc*	Public Administration
Speech And Stuttering Institute*	Healthcare
Spin Master Corp.*	Durable Consumer Goods
Spinal Cord Injury Ontario*	Not for Profit
Sprint Senior People's Resources In North Toronto*	Healthcare
Sprott Inc.*	Finance and Insurance
SSR Mining Inc.*	Mining
St Alban's Boys' And Girls' Club*	Arts Entertainment Recreation and Hospitality
St Clair Child and Youth Services*	Healthcare
St Clair College Of Applied Arts and Technology*	Education
St John Council For Ontario*	Education
St Joseph's – Hospice Of London*	Healthcare
St Joseph's At Fleming*	Healthcare
St Joseph's Health Care Dundas*	Healthcare
St Joseph's Health Centre of Sudbury*	Healthcare
St Joseph's Home Care*	Healthcare
St Joseph's Lifecare Centre*	Healthcare
St Jude Community Homes*	Healthcare
St Lawrence College Of Applied Arts and Technology*	Education
St Lawrence Youth Association*	Public Administration
St Leonard's Society Of London*	Not for Profit
St Matthew's Bracondale House*	Healthcare
St Matthew's Harmony House*	Public Administration
St Patrick's Home Of Ottawa*	Healthcare
St. Clair Catholic District School Board*	Education
St. Francis Advocates For The Autistic and Developmentally Disabled (Sarnia)	Public Administration
St. Francis Memorial Hospital*	Healthcare
St. Jerome's University*	Education
St. Joseph's Care Group*	Healthcare
St. Joseph's General Hospital*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
St. Joseph's Health Care London*	Healthcare
St. Joseph's Health Centre Guelph*	Healthcare
St. Joseph's Healthcare Hamilton*	Healthcare
St. Lawrence Parks Commission*	Arts Entertainment Recreation and Hospitality
St. Peter's Seminary*	Education
St. Thomas Elgin General Hospital*	Healthcare
Stantec Inc.*	Professional Services
Staples Canada ULC	Retail
Starlink Aviation	Transportation and Warehousing
Stawowski McGill	Professional Services
Steinbach Credit Union	Finance and Insurance
Stelco Holdings Inc.*	Primary Metals
Stella-Jones Inc.*	Industrial Goods
Stevenson Memorial Hospital*	Healthcare
Stk’emlupsemc te Secwepemc Nation	Public Administration
Stollery Children's Hospital Foundation	Not for Profit
Stonegate Community Association*	Healthcare
Strathcona Resources Ltd.*	Oil and Gas
Strathroy Middlesex General Hospital*	Healthcare
Street Haven At The Crossroads*	Public Administration
Street Health Community Nursing Foundation*	Healthcare
Strides Toronto Support Services*	Healthcare
Sudbury And Area Victim Services*	Public Administration
Sudbury Better Beginnings Better Futures Assoc*	Not for Profit
Sudbury Catholic District School Board*	Education
Sudbury Developmental Services*	Public Administration
Sudbury Finnishrest Home Society Inc*	Healthcare
Sudbury Young Women's Christian Association*	Not for Profit
Summit Housing and Outreach Programs*	Healthcare
Sun Life Financial Inc.*	Finance and Insurance
Sunbeam Community & Developmental Services*	Public Administration
Suncor*	Oil and Gas
Sunnybrook Health Sciences Centre*	Healthcare
Sunnybrook Research Institute*	Healthcare
Superior Greenstone Association For Community Living*	Public Administration
Superior North Catholic District School Board*	Education
Superior Plus Corp*	Oil and Gas
Superior-Greenstone District School Board*	Education
Supply Ontario*	Public Administration
Support House*	Healthcare
Support Ontario Youth*	Education

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Supported Training and Rehabilitation In Diverse Environments (STRIDE)*	Business Services
Surex Community Services*	Public Administration
Surrey Place*	Healthcare
Taghleef Industries Canada Inc.	Industrial Goods
Tahltan Nation Development Corporation	Business Services
Tamarack Valley Energy Ltd.*	Oil and Gas
Tamir Foundation*	Public Administration
Tayside Community Residential and Support Options*	Public Administration
TC Energy*	Oil and Gas
TD Bank*	Finance and Insurance
Team Rubicon Canada*	Not for Profit
Teck Resources*	Mining
Telus Corporation*	Media and Telecommunications
Temiskaming Hospital*	Healthcare
Temiskaming Native Women's Support Group*	Public Administration
Teresa Group Child and Family Aid*	Healthcare
TFI International Inc*	Transportation and Warehousing
Thames Valley Children's Centre*	Healthcare
Thames Valley District School Board*	Education
The AIDS Network*	Healthcare
The Ajax-Pickering Women's Centre Inc*	Public Administration
The Brenda Strafford Foundation Ltd.	Healthcare
The Canadian Academy Of Recording Arts And Sciences (Caras)*	Arts Entertainment Recreation and Hospitality
The Career Foundation*	Business Services
The Cedarbrook Society*	Healthcare
The ClearWater Futures Foundation*	Not for Profit
The Corporation of the City of North Bay*	Public Administration
The Country Day School	Education
The Descartes Systems Group Inc*	High Technology
The Elizabeth Fry Society, Toronto Branch*	Not for Profit
The Good Samaritan Society	Healthcare
The Grand Theatre*	Arts Entertainment Recreation and Hospitality
The Home Depot Canada	Retail
The Hospital For Sick Children*	Healthcare
The Michener Institute Of Education At UHN*	Education
The Miller Group	Construction
The Nation Municipality*	Public Administration
The Niagara District Homes Committee for the Physically Disabled*	Healthcare
The North Bay Mattawa Conservation Authority*	Public Administration
The North West Company Inc.*	Retail
The Oaks Revitalization Association*	Not for Profit

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
The Ontario French Language Educational Communications Authority*	Media and Telecommunications
The Oshawa Young Women's Christian Association*	Not for Profit
The Ottawa Hospital*	Healthcare
The Ottawa Rotary Home*	Healthcare
The Redwood Shelter*	Public Administration
The Religious Hospitallers Of St. Joseph Of Cornwall, Ontario*	Healthcare
The Salvation Army Toronto Grace Health Centre*	Healthcare
The St Christopher House*	Not for Profit
The University Of Ottawa Heart Institute*	Healthcare
The Wexford Residence Inc*	Healthcare
Thermal Systems KWC Ltd.	Construction
Thompson Rivers University*	Education
Thomson Reuters Corp.*	Media and Telecommunications
Three Oaks Foundation*	Public Administration
Thresholds Homes And Supports Inc*	Healthcare
Thrive Child Development Centre*	Healthcare
Thrive Counselling Services Halton Inc*	Healthcare
Thunder Bay Catholic District School Board*	Education
Thunder Bay District Health Unit*	Healthcare
Thunder Bay Regional Health Sciences Centre*	Healthcare
Thunder Woman Healing Lodge Society*	Public Administration
Tikinagan Child And Family Services*	Public Administration
Tillsonburg and District Multi-Service Centre*	Not for Profit
Tillsonburg District Memorial Hospital*	Healthcare
Timmins And District Hospital*	Healthcare
Timmins Family Counselling Centre Inc*	Healthcare
TMC The Metals Company*	Mining
TMX Group Limited*	Finance and Insurance
Tokio Marine Canada Ltd.	Finance and Insurance
Topaz Energy Corp.*	Oil and Gas
Toromont Industries Ltd*	Industrial Goods
Toronto & Region Conservation Authority	Not for Profit
Toronto Bail Program*	Public Administration
Toronto Business Development Centre*	Business Services
Toronto Catholic District School Board*	Education
Toronto Centre For Community Learning and Development*	Education
Toronto Community Benefits Network*	Not for Profit
Toronto District School Board*	Education
Toronto East General Hospital*	Healthcare
Toronto Festival Of Arts Culture And Creativity*	Arts Entertainment Recreation and Hospitality
Toronto Foundation For Student Success*	Not for Profit

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Toronto Ironworkers Training and Rehabilitation Centre*	Education
Toronto Kiwanis Boys And Girls Club*	Arts Entertainment Recreation and Hospitality
Toronto Lifetime Networks (o/a Partners For Planning)*	Public Administration
Toronto Metropolitan University*	Education
Toronto People With AIDS Foundation*	Healthcare
Toronto Waterfront Revitalization Corporation*	Public Administration
Toronto Zoo	Arts Entertainment Recreation and Hospitality
Total Communication Environment*	Public Administration
Tourism Calgary	Not for Profit
Tourism Partnership Of Niagara*	Arts Entertainment Recreation and Hospitality
Tourmaline Oil Corp.*	Oil and Gas
Town Of Ajax*	Public Administration
Town Of Amherstburg*	Public Administration
Town Of Arnprior*	Public Administration
Town Of Atikokan*	Public Administration
Town Of Aurora*	Public Administration
Town Of Aylmer*	Public Administration
Town Of Blind River*	Public Administration
Town Of Bracebridge*	Public Administration
Town Of Bradford West Gwillimbury*	Public Administration
Town Of Caledon*	Public Administration
Town Of Carleton Place*	Public Administration
Town Of Cobourg*	Public Administration
Town Of Cochrane*	Public Administration
Town Of Collingwood*	Public Administration
Town Of Deep River*	Public Administration
Town Of East Gwillimbury*	Public Administration
Town Of Erin*	Public Administration
Town Of Espanola*	Public Administration
Town Of Essex*	Public Administration
Town Of Fort Erie*	Public Administration
Town Of Fort Frances*	Public Administration
Town Of Gananoque*	Public Administration
Town Of Georgina*	Public Administration
Town Of Goderich*	Public Administration
Town Of Grand Valley*	Public Administration
Town Of Gravenhurst*	Public Administration
Town Of Greater Napanee*	Public Administration
Town Of Grimsby*	Public Administration
Town Of Halton Hills*	Public Administration
Town Of Hanover*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Town Of Hawkesbury*	Public Administration
Town Of Hearst*	Public Administration
Town Of Huntsville*	Public Administration
Town Of Ingersoll*	Public Administration
Town Of Innisfil*	Public Administration
Town Of Iroquois Falls*	Public Administration
Town Of Kapuskasing*	Public Administration
Town Of Kingsville*	Public Administration
Town Of Kirkland Lake*	Public Administration
Town Of Lakeshore*	Public Administration
Town Of Lasalle*	Public Administration
Town Of Lincoln*	Public Administration
Town Of Midland*	Public Administration
Town Of Milton*	Public Administration
Town Of Minto*	Public Administration
Town Of Mono*	Public Administration
Town Of New Tecumseth*	Public Administration
Town Of Newmarket*	Public Administration
Town Of Niagara-on-the-lake*	Public Administration
Town Of Northeastern Manitoulin And The Islands*	Public Administration
Town Of Oakville – Oakville Public Library*	Public Administration
Town Of Oakville*	Public Administration
Town Of Orangeville*	Public Administration
Town Of Parry Sound*	Public Administration
Town Of Pelham*	Public Administration
Town Of Penetanguishene*	Public Administration
Town Of Perth*	Public Administration
Town Of Petawawa*	Public Administration
Town Of Petrolia*	Public Administration
Town Of Plympton–Wyoming*	Public Administration
Town Of Renfrew*	Public Administration
Town Of Saugeen Shores*	Public Administration
Town Of Shelburne*	Public Administration
Town Of Smiths Falls*	Public Administration
Town Of South Bruce Peninsula*	Public Administration
Town Of St. Marys*	Public Administration
Town Of Tecumseh*	Public Administration
Town Of The Blue Mountains*	Public Administration
Town Of Tillsonburg*	Public Administration
Town Of Wasaga Beach*	Public Administration
Town Of Whitby*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Town Of Whitchurch-Stouffville*	Public Administration
Township Of Adelaide Metcalfe*	Public Administration
Township Of Adjala-Tosorontio*	Public Administration
Township Of Admaston/Bromley*	Public Administration
Township Of Algonquin Highlands*	Public Administration
Township Of Ashfield-Colborne-Wawanosh*	Public Administration
Township Of Assiginack*	Public Administration
Township Of Augusta*	Public Administration
Township Of Black River-Matheson*	Public Administration
Township Of Blandford-Blenheim*	Public Administration
Township Of Brock*	Public Administration
Township Of Cavan Monaghan*	Public Administration
Township Of Centre Wellington*	Public Administration
Township Of Champlain*	Public Administration
Township Of Chapleau*	Public Administration
Township Of Clearview*	Public Administration
Township Of Douro-Dummer*	Public Administration
Township Of Drummond–North Elmsley*	Public Administration
Township Of East Garafraxa*	Public Administration
Township Of East Zorra-Tavistock*	Public Administration
Township Of Edwardsburgh/Cardinal*	Public Administration
Township Of Elizabethtown-Kitley*	Public Administration
Township Of Essa*	Public Administration
Township Of Frontenac Islands*	Public Administration
Township Of Georgian Bay*	Public Administration
Township Of Georgian Bluffs*	Public Administration
Township Of Greater Madawaska*	Public Administration
Township Of Guelph/Eramosa*	Public Administration
Township Of Hamilton*	Public Administration
Township Of Huron-Kinloss*	Public Administration
Township Of Ignace*	Public Administration
Township Of Killaloe, Hagarty And Richards*	Public Administration
Township Of King*	Public Administration
Township Of Lake Of Bays*	Public Administration
Township Of Lanark Highlands*	Public Administration
Township Of Leeds And The Thousand Islands*	Public Administration
Township Of Malahide*	Public Administration
Township Of Mapleton*	Public Administration
Township Of McNab/Braeside*	Public Administration
Township Of Minden Hills*	Public Administration
Township Of Mulmur*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Township Of Muskoka Lakes*	Public Administration
Township Of Nipigon*	Public Administration
Township Of North Dumfries*	Public Administration
Township Of North Dundas*	Public Administration
Township Of North Frontenac*	Public Administration
Township Of North Glengarry*	Public Administration
Township Of North Huron*	Public Administration
Township Of North Kawartha*	Public Administration
Township Of Norwich*	Public Administration
Township Of Oro-Medonte*	Public Administration
Township Of Otonabee–South Monaghan*	Public Administration
Township Of Perth East*	Public Administration
Township Of Perth South*	Public Administration
Township Of Puslinch*	Public Administration
Township Of Ramara*	Public Administration
Township Of Red Rock*	Public Administration
Township Of Rideau Lakes*	Public Administration
Township Of Russell*	Public Administration
Township Of Scugog*	Public Administration
Township Of Seguin*	Public Administration
Township Of Selwyn*	Public Administration
Township Of Severn*	Public Administration
Township Of Sioux Narrows-Nestor Falls*	Public Administration
Township Of South Frontenac*	Public Administration
Township Of South Glengarry*	Public Administration
Township Of South Stormont*	Public Administration
Township Of Southgate*	Public Administration
Township Of South-West Oxford*	Public Administration
Township Of Southwold*	Public Administration
Township Of Springwater*	Public Administration
Township Of St. Clair*	Public Administration
Township Of Stirling-Rawdon*	Public Administration
Township Of Stone Mills*	Public Administration
Township Of Strathroy-Caradoc*	Public Administration
Township Of Tay*	Public Administration
Township Of The Archipelago*	Public Administration
Township Of Tiny*	Public Administration
Township Of Tyendinaga*	Public Administration
Township Of Uxbridge*	Public Administration
Township Of Wainfleet*	Public Administration
Township Of Warwick*	Public Administration

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Township Of Wellesley*	Public Administration
Township Of Wellington North*	Public Administration
Township Of West Lincoln*	Public Administration
Township Of Whitewater Region*	Public Administration
Township Of Wilmot*	Public Administration
Township Of Woolwich*	Public Administration
Township Of Zorra*	Public Administration
Trans Mountain Corporation	Oil and Gas
TransAlta Corporation	Utilities
Transcontinental Inc.*	Industrial Goods
Transportation Investment Corporation*	Transportation and Warehousing
Traverse Independence Not For Profit*	Healthcare
Treasury Board of Canada Secretariat	Public Administration
Treasury Board of Ontario Secretariat*	Public Administration
Trent University*	Education
Tribunals Ontario*	Public Administration
Trican Well Service Ltd.*	Oil and Gas
Tri-County Mennonite Homes*	Healthcare
Trillium Health Partners*	Healthcare
Trillium Lakelands District School Board*	Education
Trinity College*	Education
Triple Flag Precious Metals Corp.*	Finance and Insurance
Trisura Group Ltd.*	Finance and Insurance
Triumph Group of Companies	Construction
Tungasuvvingat Inuit*	Not for Profit
Turner Construction Company	Construction
Turning Point Youth Services*	Healthcare
Unemployed Help Centre Of Windsor*	Public Administration
Union Of Ontario Indians*	Public Administration
Unionville Home Society*	Healthcare
Unison Health and Community Services*	Healthcare
Unite Here Local 75*	Not for Profit
United Counties Of Leeds And Grenville*	Public Administration
United Counties Of Prescott And Russell*	Public Administration
United Counties Of Stormont, Dundas And Glengarry*	Public Administration
United For Literacy*	Education
United Mennonite Home For The Aged*	Healthcare
Unity Health Toronto*	Healthcare
Université De Hearst*	Education
Université de l'Ontario français*	Education
University Health Network*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
University Hospital Foundation	Not for Profit
University of British Columbia*	Education
University Of Guelph*	Education
University of Northern BC*	Education
University Of Ottawa*	Education
University Of St. Michael's College*	Education
University of the Fraser Valley*	Education
University Of Toronto*	Education
University of Victoria*	Education
University Of Waterloo*	Education
University Of Western Ontario*	Education
University Of Windsor*	Education
Upper Canada District School Board*	Education
Upper Canada Leger Centre For Education And Training*	Education
Upper Grand District School Board*	Education
Upper Thames River Conservation Authority*	Public Administration
Upstream Ottawa Community Mental Health Support*	Healthcare
Urban Systems Ltd.	Professional Services
Valoris for Children And Adults Of Prescott Russell*	Public Administration
Vancouver Coastal Health Authority*	Healthcare
Vancouver Community College*	Education
Vancouver Island Health Authority*	Healthcare
Vancouver Island University*	Education
Vanier Community Service Centre*	Not for Profit
Variety Village*	Arts Entertainment Recreation and Hospitality
Vaughan Community Health Centre Corporation*	Healthcare
Vector Institute*	High Technology
Venture Ontario*	Finance and Insurance
Venturelab Innovation Centre*	High Technology
Veolia North America	Business Services
Veren Inc.*	Oil and Gas
Vermilion Energy*	Oil and Gas
VHA Health and Home Support*	Healthcare
Vibrant Community Health*	Healthcare
Victim Assistance Services Of Oxford County*	Public Administration
Victim Services Haldimand Norfolk New Credit*	Public Administration
Victim Services Of Peel*	Public Administration
Victim Services Of Stormont Dundas Glengarry And Akwesasne*	Public Administration
Victim Services Of York Region Incorporated*	Public Administration
Victoria University*	Education
Villa Colombo Homes For The Aged*	Healthcare

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Villa Leonardo Gambin*	Healthcare
Village Of Burk's Falls*	Public Administration
Village Of Merrickville–Wolford*	Public Administration
Village Of Point Edward*	Public Administration
Vineland Research and Innovation Centre*	Not for Profit
Violence Against Women Services Elgin County*	Public Administration
Vision Loss Rehabilitation Canada*	Healthcare
Vista Centre Brain Injury Services*	Healthcare
Vita Community Living Services Of Toronto Inc*	Public Administration
Vitanova Foundation*	Healthcare
Viterra Canada Inc.	Transportation and Warehousing
Volant Products Inc.	Oil and Gas
Volker Stevin Canada	Construction
Volunteer Centre Of Toronto*	Not for Profit
Waasegiizhig Nanaandawe'iyewigamig*	Healthcare
Wales McLelland Construction	Construction
Walker Industries Holdings Limited	Construction
Walmart Canada Corp	Retail
Warden Woods Community Centre*	Not for Profit
Waterloo Catholic District School Board*	Education
Waterloo Region District School Board*	Education
Waterloo Region Economic Development Corporation*	Public Administration
Waterloo Region Nurse Pracititioner Led Clinic*	Healthcare
Waterloo Regional Health Network*	Healthcare
Waypoint Centre For Mental Health Care*	Healthcare
Weeneebayko Area Health Authority*	Healthcare
Welland Heritage Council and Multicultural Centre*	Not for Profit
Welland Public Library Board*	Public Administration
Wellington Catholic District School Board*	Education
Wellington-Dufferin-Guelph Health Unit*	Healthcare
Wellkin-Child and Youth Mental Wellness*	Healthcare
Wendat Community Programs*	Healthcare
Wesdome Gold Mines Ltd.*	Mining
Wesley Urban Ministries Inc*	Not for Profit
West Elgin Community Health Centre*	Healthcare
West Fraser Timber Co. Ltd.*	Forestry
West Haldimand General Hospital*	Healthcare
West Nipissing Community Health Centre (CSCNO-WNCHC)*	Healthcare
West Nipissing General Hospital*	Healthcare
West Parry Sound Health Centre*	Healthcare
Western Financial Group	Finance and Insurance

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Western Ottawa Community Resource Centre*	Healthcare
Westland Insurance	Finance and Insurance
Westover Treatment Centre*	Healthcare
Wesway Inc*	Healthcare
Weyburn Credit Union	Finance and Insurance
Wheaton Precious Metals Corp.*	Mining
Whitecap Resources Inc.*	Oil and Gas
Whitson Contracting Ltd.	Construction
Wiigwas Elder And Senior Care*	Healthcare
Wilder Institute / Calgary Zoo	Not for Profit
Wildlife Preservation Canada*	Not for Profit
Wilfrid Laurier University*	Education
William Osler Health System*	Healthcare
William W Creighton Youth Services*	Public Administration
Willowbridge Community Services Inc.*	Healthcare
Willowdale Asset Management Inc.	Real Estate
Winchester District Memorial Hospital*	Healthcare
Windsor Essex Community Health Centre*	Healthcare
Windsor Regional Hospital*	Healthcare
Windsor-Essex Catholic District School Board*	Education
Windsor-Essex Children's Aid Society*	Public Administration
Windsor-Essex County Health Unit*	Healthcare
Wine Marketing Association Of Ontario*	Not for Profit
Wingham And District Hospital*	Healthcare
Winpak Ltd.*	Industrial Goods
Women and Children's Shelter (Barrie)*	Public Administration
Women's Centre (Grey and Bruce) Inc*	Public Administration
Women's Centre Of York Region*	Public Administration
Women's College Hospital*	Healthcare
Women's Enterprise Skills Training Of Windsor Inc*	Public Administration
Women's Habitat Of Etobicoke*	Public Administration
Women's Health In Womens Hands*	Public Administration
Women's Hostels Incorporated*	Public Administration
Women's House Serving Bruce And Grey*	Public Administration
Women's Place Of South Niagara Inc*	Public Administration
Women's Place St Catharines and District Inc*	Public Administration
Women's Resources Of Kawartha Lakes*	Public Administration
Woodgreen Community Services*	Not for Profit
Woodgreen Red Door Family Shelter*	Public Administration
Woodstock Hospital*	Healthcare
Woodtone	Industrial Goods

TELUS Health

2026 Canadian Salary Survey Participant List

Organization Name	Industry
Woodview Mental Health And Autism Services*	Public Administration
Workers' Compensation Board - Alberta	Finance and Insurance
Workers Health and Safety Centre*	Education
Working For Change*	Not for Profit
Workplace Safety & Insurance Board	Finance and Insurance
Workplace Safety And Insurance Appeals Tribunal*	Public Administration
Workplace Safety and Prevention Services*	Business Services
Workplace Safety North*	Business Services
WorkSafeBC*	Finance and Insurance
Worley	Professional Services
WSP Global*	Professional Services
Xenon Pharmaceuticals Inc.*	Life Sciences
Yee Hong Centre For Geriatric Care*	Healthcare
YMCA Calgary	Arts Entertainment Recreation and Hospitality
YMCA Of Greater Toronto*	Arts Entertainment Recreation and Hospitality
YMCA Of Hamilton/Burlington/Brantford*	Arts Entertainment Recreation and Hospitality
YMCA Of Simcoe/Muskoka*	Arts Entertainment Recreation and Hospitality
YMCA Of Southwestern Ontario*	Arts Entertainment Recreation and Hospitality
YMCA Of Three Rivers (Midwestern Ontario)*	Arts Entertainment Recreation and Hospitality
York Catholic District School Board*	Education
York Hills Centre For Children Youth And Families*	Healthcare
York Region District School Board*	Education
York University*	Education
Yor-Sup-Net Support Service Network*	Public Administration
Youth Employment Services (YES)*	Business Services
Youth Habilitation Quinte Inc*	Public Administration
Youth Resources Niagara*	Public Administration
Youthdale Treatment Centres*	Healthcare
Youturn Youth Support Services*	Public Administration
Y's Owl MacLure Cooperative Centre Inc*	Public Administration
YWCA Peterborough Haliburton*	Arts Entertainment Recreation and Hospitality
YWCA Toronto*	Arts Entertainment Recreation and Hospitality
Zone 6 Regional Tourism Organization*	Arts Entertainment Recreation and Hospitality

* data taken from publicly available sources