



TABLE OF RECOMMENDED SALARIES (2023)

The following levels have been established for educational qualifications (these are specific combinations to illustrate the levels; equivalent diplomas and certificates should be treated appropriately):

Level	Qualification
1	no diplomas
2	conservatory diploma (e.g. ARCT) <i>or</i> CRCCO
3	bachelor's degree <i>or</i> ARCCO
4	bachelor's degree with ARCCO <i>or</i> master's degree <i>or</i> FRCCO
5	master's degree with ARCCO <i>or</i> bachelor's degree with FRCCO
6	master's degree with FRCCO <i>or</i> doctorate
7	doctorates with FRCCO

When determining the proper level, the following adjustments should be made:

- for CHM diploma, or the Professional Diploma in Choral Conducting (Ch.RCCO), add one level
- for years of related experience: 10-15 years add one level; 16-20 years add 2 levels; 21-25 years add 3 levels; 26-30 years add 4 levels; over 30 years add 5 levels.

This salary table lists base salary only with no benefits. It reflects reasonable wages for an average Canadian city (e.g. Winnipeg). In large metropolitan areas (e.g. Toronto, Vancouver) with high cost of living the amounts should be increased. Adjustments upward should be made for self-employed musicians since they must cover both portions of CPP and are not entitled to benefits. Salaries are annual and are for the year 2023. Subsequent years should be adjusted according to increases in the cost of living.

Weddings and Funerals: Congregations are encouraged to make certain that fees for weddings and funerals reflect not only the service time but also the planning and preparation. This usually includes choosing appropriate music, musical preparation, email and/or telephone communications, and meeting with clergy and involved families. Fees reflect the experience of the organist, the area's cost of living (see above), and complexity of service possible involving soloists and extra instrumentalists. Minimum rates for weddings should start at somewhere between \$150 to \$300 and increase according to the complexities of the service and the demands on the organist. Similarly, minimum rates for wedding rehearsals start at somewhere between \$50 and \$100 and increase depending on the length of time demanded of the organist (such as rehearsals with soloists or instrumentalists). A minimum for funerals should similarly begin at \$100 to \$250.

Hours Per Wk	Level									
	1	2	3	4	5	6	7	8	9	10
6	7,394	8,553	9,423	10,585	11,599	12,467	13,484	14,498	15,513	16,383
7	8,626	9,979	10,994	12,349	13,532	14,545	15,731	16,914	18,098	19,114
8	9,859	11,405	12,564	14,113	15,465	16,623	17,978	19,330	20,684	21,844
9	11,091	12,830	14,135	15,877	17,399	18,701	20,225	21,747	23,269	24,575
10	12,324	14,256	15,705	17,642	19,332	20,778	22,473	24,163	25,854	27,305
11	13,556	15,681	17,276	19,406	21,265	22,856	24,720	26,579	28,440	30,036
12	14,788	17,107	18,846	21,170	23,198	24,934	26,967	28,996	31,025	32,766
13	16,021	18,532	20,417	22,934	25,131	27,012	29,215	31,412	33,611	35,497
14	17,253	19,958	21,987	24,698	27,064	29,090	31,462	33,828	36,196	38,227
15	18,485	21,384	23,558	26,462	28,998	31,168	33,709	36,244	38,782	40,958
16	19,718	22,809	25,128	28,226	30,931	33,246	35,956	38,661	41,367	43,689
17	20,950	24,235	26,699	29,991	32,864	35,323	38,204	41,077	43,953	46,419
18	22,182	25,660	28,269	31,755	34,797	37,401	40,451	43,493	46,538	49,150
19	23,415	27,086	29,840	33,519	36,730	39,479	42,698	45,910	49,123	51,880
20	24,647	28,511	31,410	35,283	38,663	41,557	44,946	48,326	51,709	54,611
21	25,879	29,937	32,981	37,047	40,597	43,635	47,193	50,742	54,294	57,341
22	27,112	31,363	34,551	38,811	42,530	45,713	49,440	53,158	56,880	60,072
23	28,344	32,788	36,122	40,576	44,463	47,790	51,687	55,575	59,465	62,802
24	29,576	34,214	37,693	42,340	46,396	49,868	53,935	57,991	62,051	65,533
25	30,809	35,639	39,263	44,104	48,329	51,946	56,182	60,407	64,636	68,263
26	32,041	37,065	40,834	45,868	50,262	54,024	58,429	62,824	67,222	70,994
27	33,273	38,490	42,404	47,632	52,196	56,102	60,676	65,240	69,807	73,724
28	34,506	39,916	43,975	49,396	54,129	58,180	62,924	67,656	72,392	76,455
29	35,738	41,342	45,545	51,160	56,062	60,258	65,171	70,072	74,978	79,185
30	36,971	42,767	47,116	52,925	57,995	62,335	67,418	72,489	77,563	81,916
>30	45,285	50,912	56,542	62,173	68,045	73,676	79,302	84,935	90,566	94,728