Global Energy Trading Salary Report

Front Office & Front Office Support 2026

HC GROUP
TALENT INTELLIGENCE

Contents

HC GROUP
TALENT INTELLIGENCE

Delivering sector specific talent intelligence that transforms data into actionable outcomes.

The international energy & commodity trading markets represent a fast-moving and increasingly competitive business landscape, with market participants required to constantly evaluate their business operations to secure competitive advantage and operational excellence.

Operating as an independent business unit within HC Group, HC Talent Intelligence blends our core expertise in Search with cutting-edge data analytics and insight across all levels of workforce planning, organisational design, compensation and strategic hiring.

Ultimately, HC Talent Intelligence is transforming how organisations leverage talent data to gain a competitive edge.

Our Services

Our services empower clients with actionable intelligence through a suite of offerings:

- **Compensation Data & Advisory**
- **Organisational Capability Analysis**
- **Competitive Analysis**
- **Talent Pipelining & Succession Planning**
- **Talent Analytics & Assessment**

Report Introduction

This report provides comprehensive benchmarking and compensation trends across core front office positions in global commodity trading.

Covering 300+ roles, it analyses salary outcomes from the last financial year across Trading, Origination, Analytics, Operations and Chartering. The report explores year-on-year bonus comparisons, market outlook and the evolution of attraction and retention strategies for front office roles.

Bonus ranges have been excluded due to the wide variation in incentive structures across organisations, where differing funding mechanisms and hybrid pool participation make like-for-like comparison impractical.

For companies seeking insight into variable pay, deferrals, and incentive design, HC Group provides tailored advisory support.

Designed for Human Resources leaders, functional heads, and senior executives, this report offers critical market intelligence to inform compensation decisions and workforce planning in an increasingly competitive and data-driven landscape.

ENSURING DATA INTEGRITY & TRANSPARENCY

At HC Group, we recognise that accurate and reliable compensation data is essential to maintaining the trust of our clients and ensuring the integrity of our market insights. This report is built upon rigorous data collection and verification processes, ensuring that the insights presented reflect verifiable compensation trends within the industry.

All compensation data is managed by HC Group's **Talent Intelligence Team**, a dedicated unit responsible for overseeing data collection, verification, and reporting. This team operates independently from our executive search business, ensuring a clear separation between market intelligence and recruitment activities. By maintaining this distinction, we eliminate any potential conflicts of interest and provide an objective, data-driven view of market compensation trends.

Our data is sourced and maintained within our Customer Relationship Management (CRM) system, where we uphold strict standards for accuracy and integrity. Every effort is made to ensure that all data entered is truthful, consistent, and reflective of real market conditions. To safeguard this, we have clear internal policies that prohibit the fabrication, exaggeration, or manipulation of compensation figures. Any discrepancies identified are promptly reviewed and corrected. Additionally, strict confidentiality measures ensure that compensation data is shared only within authorised internal and client reporting structures.

As part of our commitment to transparency, we continuously monitor and audit our data to uphold the highest standards of accuracy. We believe that by maintaining these principles, we provide our clients with the most reliable compensation insights, helping them make informed talent and compensation decisions in an evolving market.

Foreword

When we published our first Salary Report in 2025, it was clear the market was already shifting. This year's report is our second annual edition, capturing an industry that feels both familiar and completely different at the same time.

Familiar, because the fundamentals of trading haven't changed: performance still matters, risk still matters, and the best people still get paid well. Different, because the way firms are translating performance into compensation has become far more nuanced, and in many cases, far more selective.

One of the biggest changes in this year's edition is scope. The commercial engine of a trading platform stretches well beyond front office, and in today's environment, roles like chartering, operations and analytics can be just as critical to profitability as the risk-taking itself. So this year, we've expanded the report to reflect the broader trading ecosystem and the pay dynamics shaping it.

What's also become harder, and more interesting, is how difficult it is to generalise. In theory, compensation should be explainable by product, by region, or by platform type. In practice, the market has become much less predictable. Outcomes are increasingly driven by mandate design, structural advantage, governance frameworks, and how firms manage bonus pools at a central level. Two people can have the same job title, trade the same product, and still experience completely different compensation outcomes depending on where they sit and how their seat is structured.

There are still some clear patterns. Compensation across commodity markets is becoming more selective, more performance-linked, and more capital-aware. Firms are rewarding sustainable P&L generation, while placing tighter controls on fixed cost and downside risk. The super-cycle years created a world where strong conditions lifted almost everyone. 2025 has been a reminder that this is no longer the case.

The talent market has shifted accordingly. Hiring hasn't stopped, but the tone has changed. Negotiation outcomes are more disciplined, guarantees are more selectively deployed, and firms are far more deliberate about where they stretch. At an aggregate level, the market has moved from being broadly candidate-led to more employer-led, without eliminating competition for top performers and scarce capability.

In many ways, the constraint in today's market is no longer opportunity or volatility. It is the availability of capital-efficient, risk-literate, and system-enabled talent that can convert volatility into sustainable earnings. This is where we continue to see premium outcomes hold firm, particularly in seats tied to optimisation, analytics, structured commercial capability, and asset-backed platforms where performance is repeatable.

The purpose of this report is not to force a simple narrative onto a complex market. It is to reflect what we are seeing across regions and commodities as 2026 gets underway, where compensation remains resilient, where it is under pressure, and where firms are still willing to stretch.

Mimi Chahal
Head of HC Talent Intelligence

2026 Compensation Trends

2025 was a transitional year for global energy trading as markets continued to normalize after the 2021-23 super-cycle.

Compensation trends accordingly, as we begin 2026, show some flat year-over-year cash bonus outlooks, muted bonus and higher guaranteed pay. Many companies are more selective in bonus pools, emphasizing performance and retention. Talent demand remains strong in commodities and digital, and compensation increasingly reflects market volatility, capital discipline, and differentiated risk-taking across value creation, trading, and technology roles.

Key Takeaways

Most companies have maintained base pay, but variable pay, particularly cash bonuses, remains under pressure. Deferred and long-term incentives are being used more selectively to preserve cash and reward sustainable performance.

Retaining talent is increasingly a commercial priority, not just a cost issue. Firms are using pay, flexibility, and development to protect critical capabilities and institutional knowledge.

Broadcast compensation is increasingly tied to risk-adjusted performance, specialized skill scarcity, and long-term value creation. Flat headline numbers mask meaningful differentiation underneath.

Talent is in high demand in commodities, digital, quant, and technology roles, with pressure concentrated in specialists who can scale performance without adding headcount.

The AI and knowledge capital trade is shifting from pure productivity toward capability, resilience, and risk management. Firms are investing in capabilities that reduce dependence on scarce talent.

Compensation outcomes increasingly reward ownership, judgment, and the ability to operate in ambiguity. Firms are rewarding people who can make decisions in complex, high-stakes environments.

Orthodoxy: Analytical Strategy Economics and Finance, **Mr. Ernst Ernst** Complex Adaptive Systems and Networks, Complexity Economics, Agent-Based Modeling, Network Theory, Evolutionary Game Theory, Behavioral Economics, Neuroeconomics, Complex Systems Theory, Big Data Analytics, Machine Learning, Artificial Intelligence, Quantum Computing, Blockchain Technology, Decentralized Finance, Cryptocurrencies, Smart Contracts, Tokenization, Digital Currencies, Central Bank Digital Currencies, Fintech, Regtech, Insurtech

Tristan Brown

CEO | Consultancy

Tristan Consulting was a mid-sized IT Consultancy firm with a reputation for quality and competitive margins. Tristan had been in the sector for 15 years.

> "We had a clear vision and service strategy, excellent staff, and a loyal customer base. But we were stuck. Revenue was flat, margins were under pressure, and we had no clear plan to change that. I was worried we would lose our competitive edge and our best people."

> "There is a clear shift from a model where hours equal revenue to one where value, efficiency, and outcomes matter. Firms that can't make that transition will struggle."

> "Research is vital for understanding competitors and spotting shifts that may impact trading and sustainability."

> "The market has shifted dramatically. Customers now expect a different level of service, with more transparency and faster turnaround times."

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[illegible]

[illegible]

[illegible]

Global Trading Hubs: Talent Scarcity, Compensation Drivers & Pay Benchmarks

Trading desks in London, Singapore, New York and Hong Kong are competing for the same pool of quantitative researchers, algorithm developers, and market-savvy traders. Salaries in these hubs have risen faster than inflation for three consecutive years, and the gap between what firms in different regions pay for equivalent roles is now wide enough to shape where firms open new desks and where they struggle to hire. This report maps the current salary landscape across the four major trading hubs, identifies the skills driving premium pay, and flags the roles where supply is most constrained.

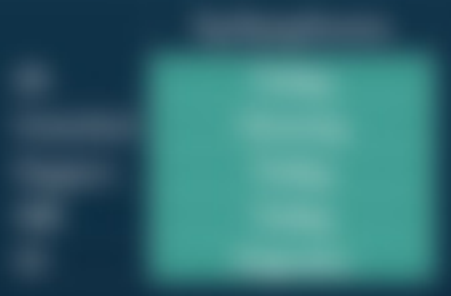
Median base + total compensation for senior quant trader, by hub, 2024 (illustrative, in local currency, thousands)

Compensation is not uniform across roles within a hub. Algorithm development and low-latency systems roles command a premium over discretionary trading roles in every hub, and the gap is widest in Singapore, where demand from regional funds and family offices has pushed quant salaries higher than the local market would suggest on its own.

Hiring difficulty is not a function of salary alone. Firms in London report the longest vacancy periods for senior quant researchers, while Singapore's hiring cycle is shorter but the talent pool is smaller and more competitive per open role. Hong Kong sits between the two, with a deep but increasingly contested pool of mid-level quants.

Skills with the most pay premium across roles and hubs

Total hours lost to talent shortage, by sector



Skills that command the highest premium across all four hubs are low-latency systems and algorithm development. Roles that combine quantitative research with production engineering sit at the top of every salary band in every hub. Pure discretionary trading roles pay well but show the widest gap between top and median compensation, reflecting how much of their value is tied to individual performance rather than transferable skills.

Median base salary, senior quant trader

Hub	Median base
UK	[illegible]
US	[illegible]
Europe	[illegible]
HK	[illegible]
Singapore	[illegible]

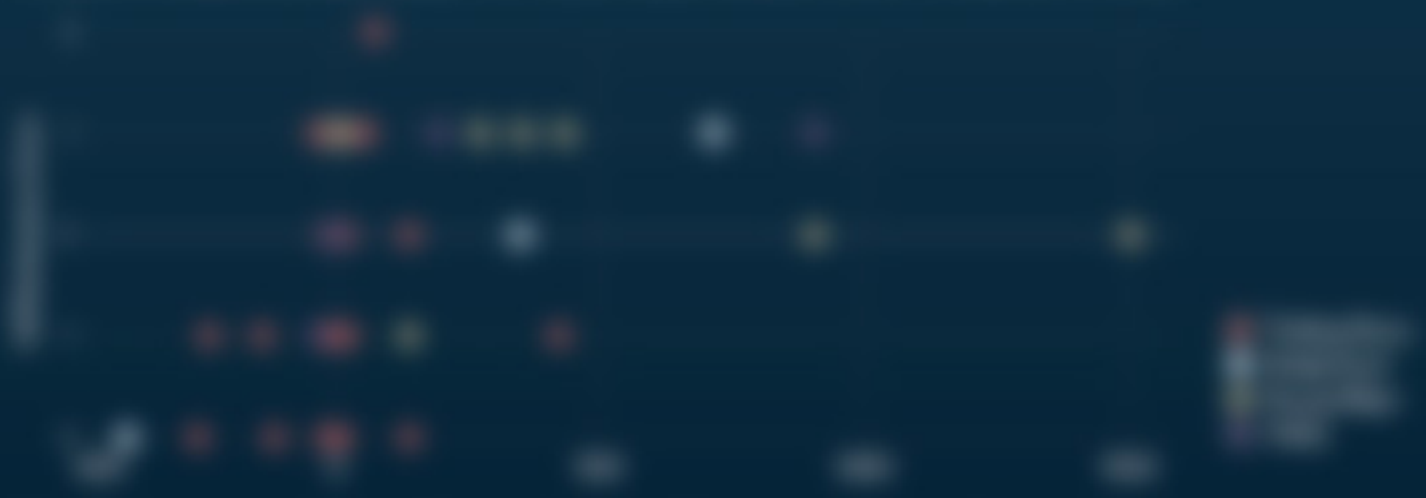
2025 Trading Performance & Broker Distributions

[illegible]

Figure 4.1 Monthly Trading Volume by Broker Type, 2025

[illegible]

Figure 4.2 Average Slippage by Broker Type and Trade Size, 2025



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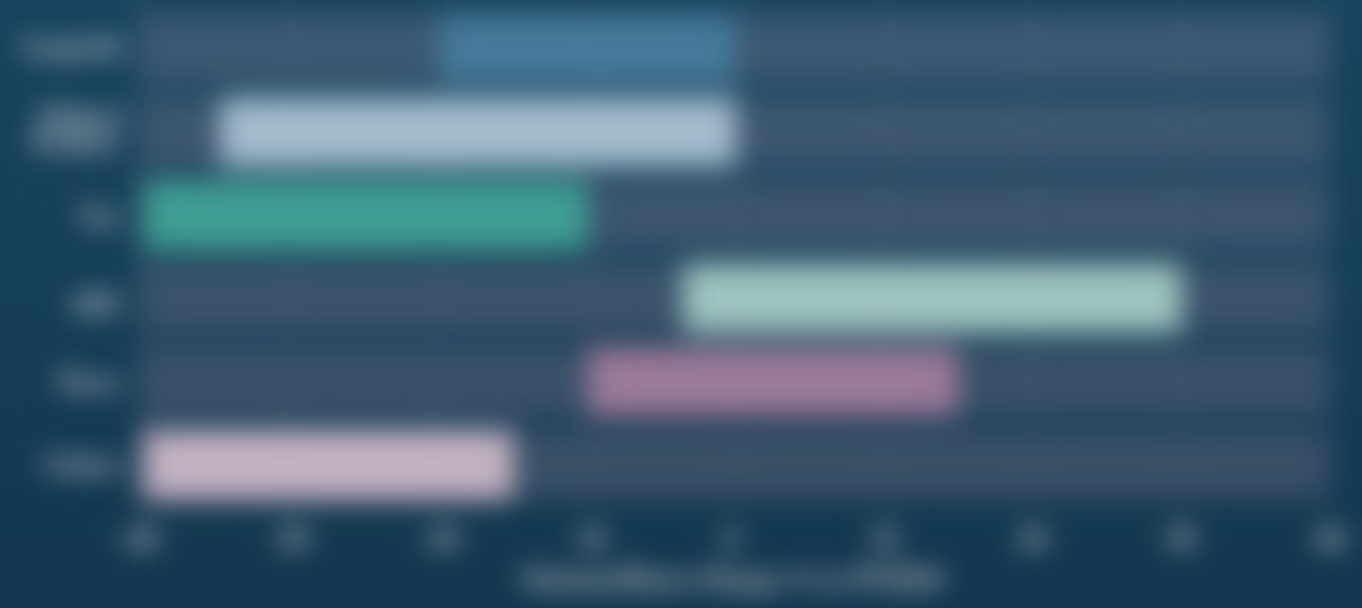
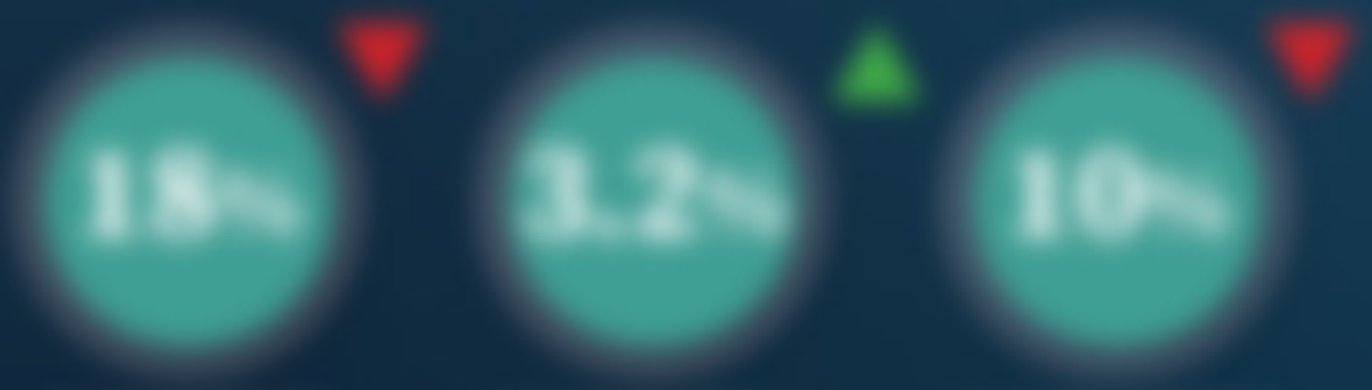
Lifting capacity chart for a 10-tonne overhead crane



Crane A	[illegible]
Crane B	[illegible]
Crane C	[illegible]
Crane D	[illegible]
Crane E	[illegible]
Crane F	[illegible]

Compensation Structures & Seat Economics

[illegible]



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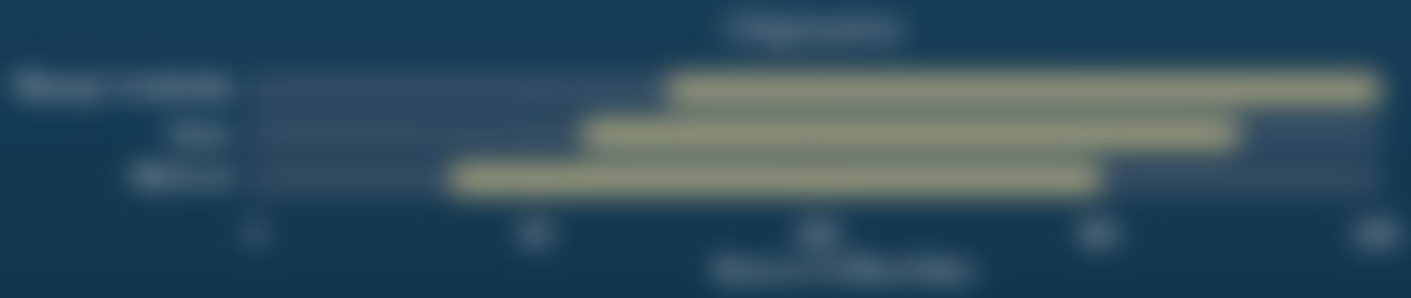
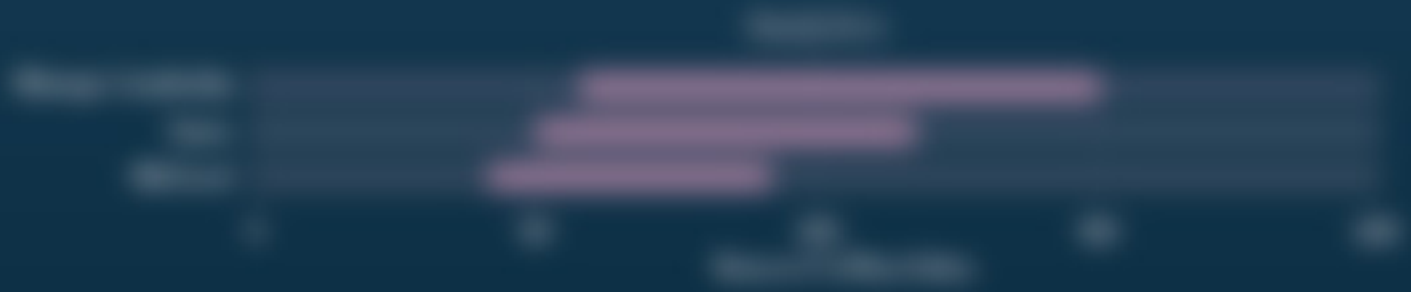
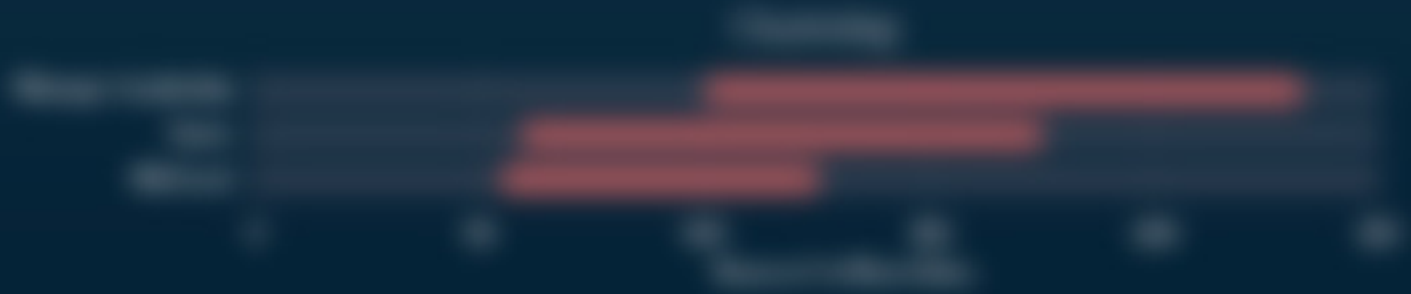
Adjusted cardiovascular benefit of regular aerobic exercise








Crude &
Refined
Products

Crude & Refined Products

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Key Takeaways

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[illegible]

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[illegible]
[illegible]
[illegible]

Base Salaries:
Crude & Refined Products

Base Salaries: Crude & Refined Products

		Base Salary Level		
		[illegible]	[illegible]	[illegible]
[illegible]	[illegible] Crude Oil Trading	[illegible]	[illegible]	[illegible]
	[illegible] Crude Trader	**[illegible]**	**[illegible]**	**[illegible]**
	Crude Trader	[illegible]	[illegible]	[illegible]
	Senior Crude Trader	**[illegible]**	**[illegible]**	**[illegible]**
[illegible]	[illegible] Refined Products Trading	[illegible]	[illegible]	[illegible]
	Senior Refined Products Trader	**[illegible]**	**[illegible]**	**[illegible]**
	Refined Products Trader	[illegible]	[illegible]	[illegible]
	Senior Refined Products Trader	**[illegible]**	**[illegible]**	**[illegible]**
[illegible]	[illegible] Oil Marketing	[illegible]	[illegible]	[illegible]
	Senior Oil Marketer	**[illegible]**	**[illegible]**	**[illegible]**
	Oil Marketer	[illegible]	[illegible]	[illegible]
	Senior Oil Marketer	**[illegible]**	**[illegible]**	**[illegible]**
[illegible]	[illegible] Oil Trading	[illegible]	[illegible]	[illegible]
	Oil Trader	**[illegible]**	**[illegible]**	**[illegible]**
	[illegible] Oil Fragmentation	[illegible]	[illegible]	[illegible]
	Senior Oil Fragmentation	**[illegible]**	**[illegible]**	**[illegible]**
	Oil Fragmentation	[illegible]	[illegible]	[illegible]
	Senior Oil Fragmentation	**[illegible]**	**[illegible]**	**[illegible]**
[illegible]	[illegible] Offshore Trading	[illegible]	[illegible]	[illegible]
	Offshore Trader	**[illegible]**	**[illegible]**	**[illegible]**
	Senior Offshore Trader	[illegible]	[illegible]	[illegible]
	Senior Trader	**[illegible]**	**[illegible]**	**[illegible]**

Base Salaries:
Crude & Refined Products

Gas & LNG

Gas & LNG

Key Challenges

Gas supply and demand balance
Balancing supply and demand across seasons, regions and markets, while managing volatile prices, storage constraints, and long-term contracts.

Market volatility and price risk
Managing exposure to price volatility across spot markets, hubs and long-term contracts, while ensuring stable supply and protecting margins.

Infrastructure and logistics constraints
Managing pipeline capacity, LNG terminals, storage and transportation networks to ensure reliable delivery and avoid bottlenecks.

The gas & LNG sector is at the intersection of energy security, decarbonisation and market volatility. Gas plays a critical role in balancing renewable energy systems and ensuring reliable supply during periods of low wind and solar generation. At the same time, the sector faces increasing pressure to reduce emissions, manage methane leakage, and integrate with hydrogen and other low-carbon fuels. Companies must navigate complex market structures, long-term contracts, and infrastructure constraints while maintaining competitiveness and meeting regulatory requirements.

Decarbonisation and methane management
Gas is the most carbon-intensive fossil fuel in terms of CO2 per unit of energy, and methane leakage from production, transmission and distribution is a major concern. Companies must measure, report and reduce methane emissions while maintaining supply reliability. This requires investment in monitoring technology, leak detection and repair programmes, and process improvements across the value chain.

Market volatility and price risk
Gas prices are highly volatile, driven by weather, geopolitical events, supply disruptions and market structure. Companies must manage price risk through hedging, long-term contracts, and portfolio diversification while ensuring supply security and protecting margins.

Infrastructure and logistics constraints
Pipeline capacity, LNG terminals, storage facilities and transportation networks are critical to delivering gas to markets. Bottlenecks, maintenance and capacity constraints can limit supply and create price spikes. Long-term infrastructure investment is required to maintain reliability and support market growth.

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Base Salaries: Gas & LNG

	Salary Benchmarks		
	[illegible]	[illegible]	[illegible]
Upstream	Chief Pump Jack Fixer	[illegible]	[illegible]
	Senior Pump Jack Fixer	[illegible]	[illegible]
	Pump Jack Fixer	[illegible]	[illegible]
	Junior Pump Jack Fixer	[illegible]	[illegible]
	Chief Pump Jack Welder	[illegible]	[illegible]
	Senior Pump Jack Welder	[illegible]	[illegible]
	Pump Jack Welder	[illegible]	[illegible]
	Junior Pump Jack Welder	[illegible]	[illegible]
Midstream	Chief Pump Jack Operator	[illegible]	[illegible]
	Senior Pump Jack Operator	[illegible]	[illegible]
	Pump Jack Operator	[illegible]	[illegible]
	Junior Pump Jack Operator	[illegible]	[illegible]
Downstream	Chief Pump Jack Processing	[illegible]	[illegible]
	Senior Pump Jack Processing	[illegible]	[illegible]
	Pump Jack Processing	[illegible]	[illegible]
	Junior Pump Jack Processing	[illegible]	[illegible]
Petrochemicals	Chief Pump Jack Fragmenter	[illegible]	[illegible]
	Senior Pump Jack Fragmenter	[illegible]	[illegible]
	Pump Jack Fragmenter	[illegible]	[illegible]
	Junior Pump Jack Fragmenter	[illegible]	[illegible]
	Chief Pump Jack Fragmenter	[illegible]	[illegible]
	Senior Pump Jack Fragmenter	[illegible]	[illegible]
	Pump Jack Fragmenter	[illegible]	[illegible]
	Junior Pump Jack Fragmenter	[illegible]	[illegible]
Renewables	Chief Pump Jack Wave Analyst	[illegible]	[illegible]
	Senior Pump Jack Wave Analyst	[illegible]	[illegible]
	Pump Jack Wave Analyst	[illegible]	[illegible]
	Junior Pump Jack Wave Analyst	[illegible]	[illegible]

Base Salaries:
Gas & LNG

Base Salaries: Gas & LNG

		Salaries (Local Currency)		
		Lower Quartile	Median	Upper Quartile
Upstream	Upstream Oil Facility	[illegible]	[illegible]	[illegible]
	Upstream Oil Facility	**[illegible]**	**[illegible]**	**[illegible]**
	LNG Plant	[illegible]	[illegible]	[illegible]
	Upstream LNG Plant	**[illegible]**	**[illegible]**	**[illegible]**
Midstream	Upstream LNG Pipeline	[illegible]	[illegible]	[illegible]
	Upstream LNG Pipeline	**[illegible]**	**[illegible]**	**[illegible]**
	LNG Terminal	[illegible]	[illegible]	[illegible]
	Upstream LNG Terminal	**[illegible]**	**[illegible]**	**[illegible]**
Downstream	Downstream LNG Terminal	[illegible]	[illegible]	[illegible]
	Downstream LNG Terminal	**[illegible]**	**[illegible]**	**[illegible]**
	Downstream LNG Pipeline	[illegible]	[illegible]	[illegible]
	Downstream LNG Pipeline	**[illegible]**	**[illegible]**	**[illegible]**
	LNG Tanker	[illegible]	[illegible]	[illegible]
	Downstream LNG Tanker	**[illegible]**	**[illegible]**	**[illegible]**
Other Roles	Downstream LNG Plant Operator	[illegible]	[illegible]	[illegible]
	Downstream LNG Plant Operator	**[illegible]**	**[illegible]**	**[illegible]**
	Downstream LNG Plant Manager	[illegible]	[illegible]	[illegible]
	Downstream LNG Plant Manager	**[illegible]**	**[illegible]**	**[illegible]**

Power & Carbon

Power & Carbon

Key Takeaways

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[illegible]
[illegible]

Base Salaries: Power & Carbon

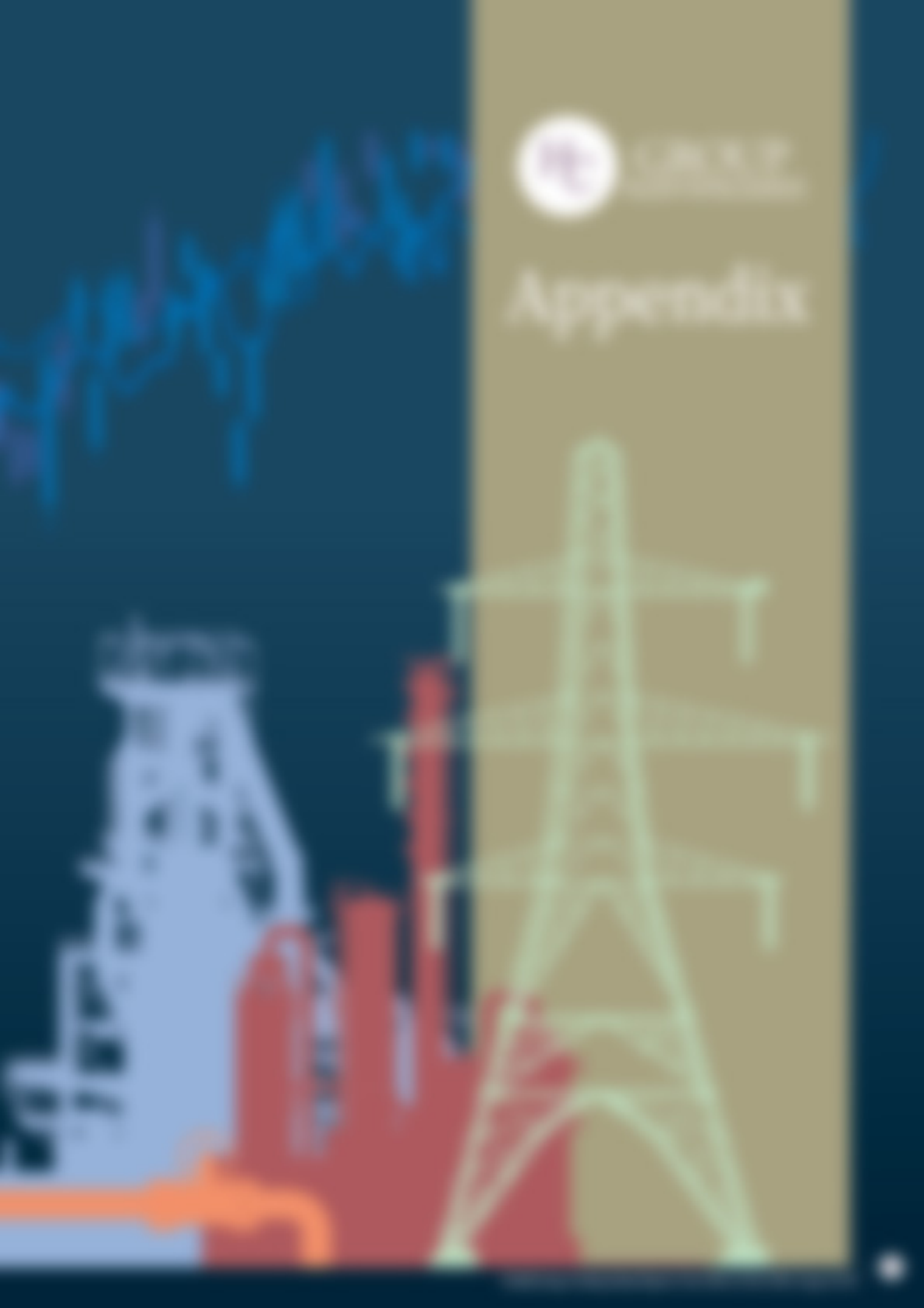
		Salary Ranges			
		Low	Median	High	Median
Power	Downstream Power Trading	[illegible]	[illegible]	[illegible]	[illegible]
	Upstream Power Trading	[illegible]	[illegible]	[illegible]	[illegible]
	Power Trader	[illegible]	[illegible]	[illegible]	[illegible]
	Junior Power Trader	[illegible]	[illegible]	[illegible]	[illegible]
	Downstream Carbon Trading	[illegible]	[illegible]	[illegible]	[illegible]
	Senior Carbon Trader	[illegible]	[illegible]	[illegible]	[illegible]
	Carbon Trader	[illegible]	[illegible]	[illegible]	[illegible]
	Junior Carbon Trader	[illegible]	[illegible]	[illegible]	[illegible]
Power Operations	Senior Power Operator	[illegible]	[illegible]	[illegible]	[illegible]
	Power Operator	[illegible]	[illegible]	[illegible]	[illegible]
	Power Operator	[illegible]	[illegible]	[illegible]	[illegible]
	Senior Power Dispatcher	[illegible]	[illegible]	[illegible]	[illegible]
	Power Dispatcher	[illegible]	[illegible]	[illegible]	[illegible]
	Power Dispatcher	[illegible]	[illegible]	[illegible]	[illegible]
	Senior Carbon Dispatcher	[illegible]	[illegible]	[illegible]	[illegible]
	Carbon Dispatcher	[illegible]	[illegible]	[illegible]	[illegible]
	Carbon Dispatcher	[illegible]	[illegible]	[illegible]	[illegible]
	Senior Power Analyst	[illegible]	[illegible]	[illegible]	[illegible]
	Power Analyst	[illegible]	[illegible]	[illegible]	[illegible]
	Power Analyst	[illegible]	[illegible]	[illegible]	[illegible]
	Junior Power Analyst	[illegible]	[illegible]	[illegible]	[illegible]
	Senior Power Analyst	[illegible]	[illegible]	[illegible]	[illegible]
	Power Analyst	[illegible]	[illegible]	[illegible]	[illegible]
	Junior Power Analyst	[illegible]	[illegible]	[illegible]	[illegible]
	Senior Carbon Analyst	[illegible]	[illegible]	[illegible]	[illegible]
	Carbon Analyst	[illegible]	[illegible]	[illegible]	[illegible]

Base Salaries: Power & Carbon

		Year-to-Date (YTD)		
		[illegible]	[illegible]	[illegible]
[illegible]	Downstream Power Trading	[illegible]	[illegible]	[illegible]
	Senior Power Trading	[illegible]	[illegible]	[illegible]
	Power Trading	[illegible]	[illegible]	[illegible]
	Junior Power Trading	[illegible]	[illegible]	[illegible]
	Downstream Carbon Trading	[illegible]	[illegible]	[illegible]
	Senior Carbon Trading	[illegible]	[illegible]	[illegible]
	Carbon Trading	[illegible]	[illegible]	[illegible]
	Junior Carbon Trading	[illegible]	[illegible]	[illegible]
[illegible]	Power Origination Specialists	[illegible]	[illegible]	[illegible]
	Senior Power Specialists	[illegible]	[illegible]	[illegible]
	Power Specialists	[illegible]	[illegible]	[illegible]
[illegible]	Power Origination Engineering	[illegible]	[illegible]	[illegible]
	Senior Power Engineering	[illegible]	[illegible]	[illegible]
	Power Engineering	[illegible]	[illegible]	[illegible]
	Power Carbon Engineering	[illegible]	[illegible]	[illegible]
	Senior Carbon Engineering	[illegible]	[illegible]	[illegible]
	Carbon Engineering	[illegible]	[illegible]	[illegible]
[illegible]	Power Origination Analytics	[illegible]	[illegible]	[illegible]
	Senior Power Analytics	[illegible]	[illegible]	[illegible]
	Power Analytics	[illegible]	[illegible]	[illegible]
	Power Carbon Analytics	[illegible]	[illegible]	[illegible]
	Senior Carbon Analytics	[illegible]	[illegible]	[illegible]
	Carbon Analytics	[illegible]	[illegible]	[illegible]

Base Salaries: Power & Carbon

		[illegible]			
		[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	Downstream Power Trading	[illegible]	[illegible]	[illegible]
	Trader Power Trading	[illegible]	[illegible]	[illegible]
	Power Trading	[illegible]	[illegible]	[illegible]
	Senior Power Trading	[illegible]	[illegible]	[illegible]
	Downstream Carbon Trading	[illegible]	[illegible]	[illegible]
	Trader Carbon Trading	[illegible]	[illegible]	[illegible]
	Carbon Trading	[illegible]	[illegible]	[illegible]
	Senior Carbon Trading	[illegible]	[illegible]	[illegible]
[illegible]	Power Origination Specialist	[illegible]	[illegible]	[illegible]
	Trader Power Origination	[illegible]	[illegible]	[illegible]
	Power Origination	[illegible]	[illegible]	[illegible]
	Senior Power Origination	[illegible]	[illegible]	[illegible]
	Power Origination	[illegible]	[illegible]	[illegible]
	Senior Carbon Origination	[illegible]	[illegible]	[illegible]
	Trader Carbon Origination	[illegible]	[illegible]	[illegible]
	Carbon Origination	[illegible]	[illegible]	[illegible]
	Senior Power Analytics	[illegible]	[illegible]	[illegible]
	Trader Power Market Analyst	[illegible]	[illegible]	[illegible]
	Power Market Analyst	[illegible]	[illegible]	[illegible]
[illegible]	Trader Power Analyst	[illegible]	[illegible]	[illegible]
	Power Analyst	[illegible]	[illegible]	[illegible]
	Senior Carbon Analytics	[illegible]	[illegible]	[illegible]
	Trader Carbon Market Analyst	[illegible]	[illegible]	[illegible]
	Carbon Market Analyst	[illegible]	[illegible]	[illegible]


GRUP
Appendix

Methodology: Data Collection

[illegible]

[illegible]

[illegible]

[illegible]

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]

[illegible]

[illegible]

1. [illegible]
2. [illegible]
3. [illegible]

[illegible]

[illegible]

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]

[illegible]

[illegible]

1. [illegible]
2. [illegible]
3. [illegible]

[illegible]

[illegible]

1. **[illegible]**: [illegible]
2. **[illegible]**: [illegible]
3. **[illegible]**: [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Methodology: Data Definitions

The measures in this section are based on the Health Care Access Survey (HCAS) conducted by the Canadian Institute for Health Information (CIHI). The HCAS is a survey that collects information on the experiences of people with disabilities and people without disabilities in accessing healthcare services. The survey was administered to a sample of people with disabilities and people without disabilities who were aged 15 years and older, living in the ten provinces, and who had visited a healthcare provider in the past 12 months.

Data were collected from three sources: a telephone survey, an online survey, and a paper survey. The survey questions focused on the experiences of people with disabilities in accessing healthcare services, including barriers they faced, and the impact of those barriers on their health and well-being. The survey also collected information on the demographic characteristics of respondents, such as age, gender, and income.

Since the Health Care Access Survey was conducted in 2019, it provides a baseline for understanding the current state of healthcare access for people with disabilities. The survey results will be used to inform the development of policies and programs aimed at improving healthcare access for people with disabilities, and to monitor progress over time.

Indicator	Description	Source: HCAS Survey Question
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

Job Family Definitions

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Indication Explanation

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Data Definitions
Company Type Definitions

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

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