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Archived: June 2, 2025 10:13:52 AM
From: [redacted] Représentants [redacted]
Sent: Wed, 29 Jan 2025 12:42:14
To:
Cc: Immigration Representatives / Représentants immigration (IRCC)
Subject: TR: Wage Requirement for Executives/Senior Managers - ICT (Significant Benefit) - REP-2025-0110- Due 10-Feb-25
Importance: Normal
Sensitivity: None

Good day,

[redacted] **Immigration Representatives Mailbox**

Please note that this mailbox is intended for general guidance and does not provide responses to case-specific inquiries but have provided the following information as guidance.. If you have case specific questions about a file, you are encouraged to submit the IRCC Web form.

Please see our response to your question:

Question

Can you confirm if an applicant for an ICT Work Permit under 205(a) [NOT a free trade agreement ICT] must be paid the prevailing wage? Or, is wage simply one of the factors that will be considered by the evaluating officer?

Response
A mandatory wage assessment is not required on work permits issued under the ICT category for managers or executives pursuant to R205(a). Wage remains an important indicator of knowledge, expertise and experience and should be considered as an important factor in an officer's overall assessment, but there is no wage test requirement that must be met for document issuance.

For more information, please consult the following webpages:
Intra-company transferees (ICT) – [R205(a) – C61, C62, C63] – Canadian interests – International Mobility Program - Canada.ca

We hope this information is of assistance. Do not hesitate to reach out again if you required further clarification.

Sincerely,

The Immigration Representatives Mailbox

De :
Envoyé : 13 janvier 2025 11:05
À : Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-Representantsimmigration.[redacted].gc.ca>
Objet : Wage Requirement for Executives/Senior Managers - ICT (Significant Benefit)

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[redacted]

Can you confirm if an applicant for an ICT Work Permit under 205(a) [NOT a free trade agreement ICT] must be paid the prevailing wage? Or, is wage simply one of the factors that will be considered by the evaluating officer?

The IRCC webpage reads as follows (linked here):

"Officers should confirm that the wages are reasonable for the occupation. To prevent wage suppression, wages should not be lower than the prevailing wage for the occupation in the location of work.
Prevailing wage for the specific occupation and region of work is found on the Job Bank Compare wages page.
Additional allowances provided outside of wages are not to be included when assessing if wages meet the prevailing wage. For example, housing or travel allowances."

However, under the senior managers/executives subheading of the same webpage, there is no reference to a mandatory wage floor in the same way as there is under the specialized knowledge subheading.

Thank you.