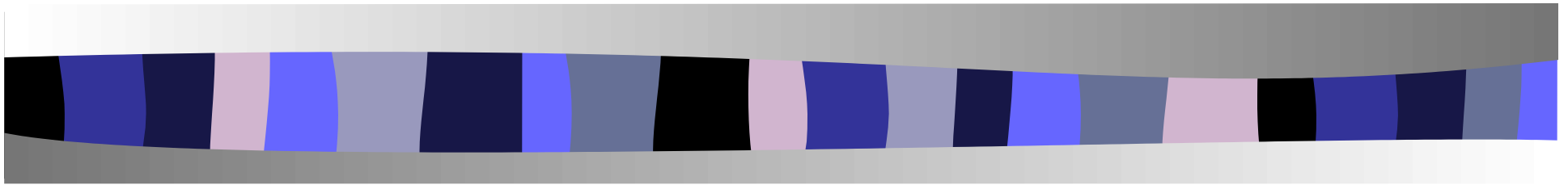


Alberta AIHA Local Section



Industrial Hygiene
Salary Survey
1999



Introduction

- n The Alberta AIHA Salary Survey was based upon a similar exercise completed for the BC AIHA Section by the University of British Columbia (thanks to Dr. Robert Lockhart and his associates at the Occupational Hygiene Program for the use of the form)
- n A Survey Form and response envelope was sent to all 196 members of the Alberta AIHA Local Section with the October 1999 issue of the newsletter.
- n Fifty-three responses were received giving a response rate of 27%.
- n The results of the 1999 B.C. Survey have also been reported for comparison. The B.C. Survey was based on the analysis of 73 responses and a response rate of 39%.

Figure 1: Geographic Distribution of Alberta Survey Respondents

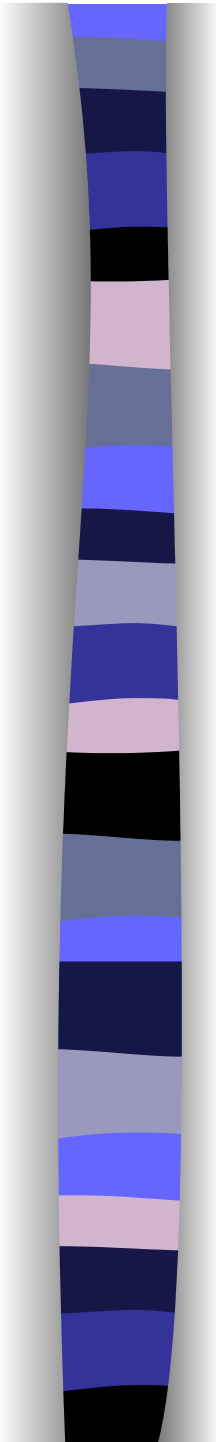
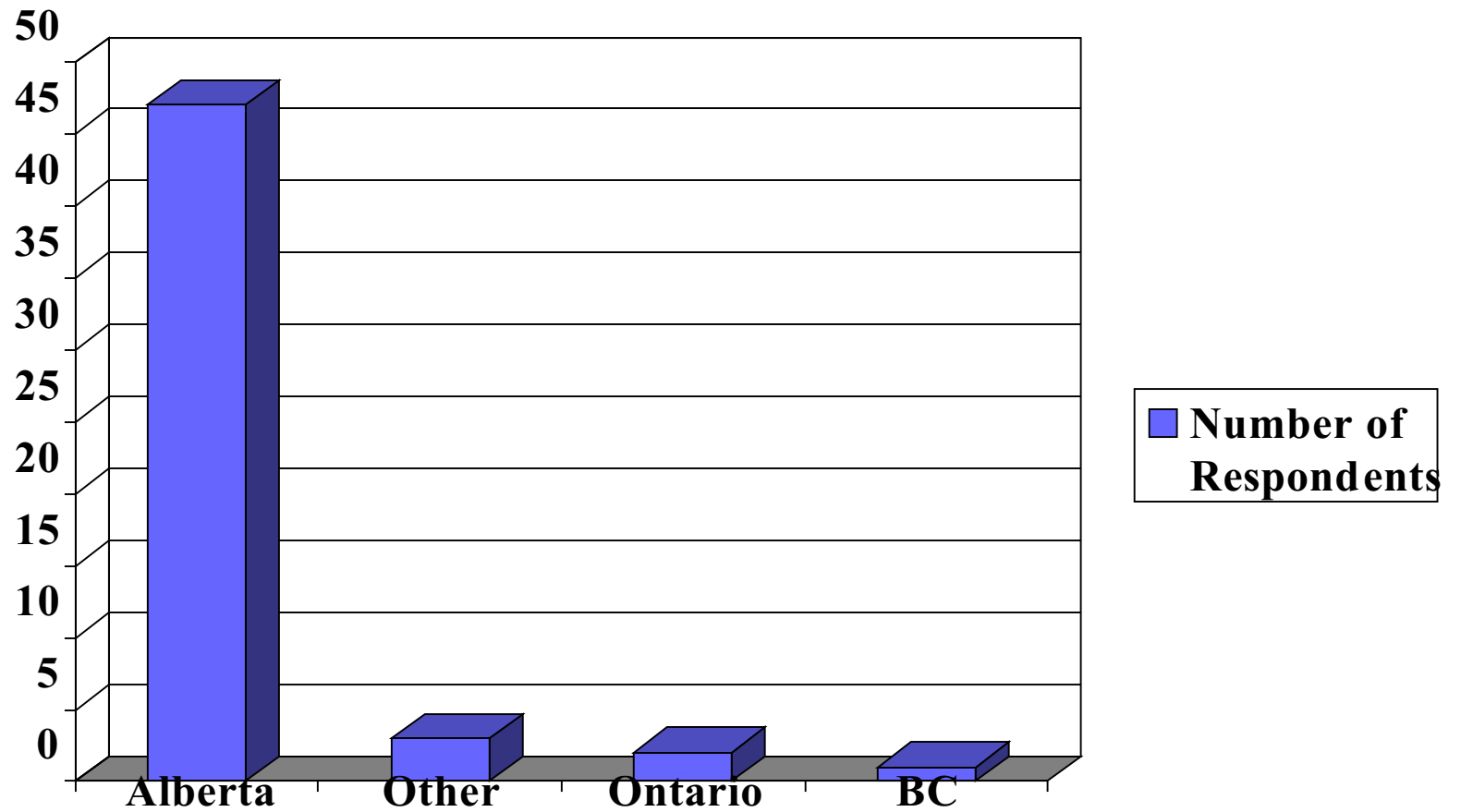


Figure 2a: Employment Category Identified by Alberta Respondents

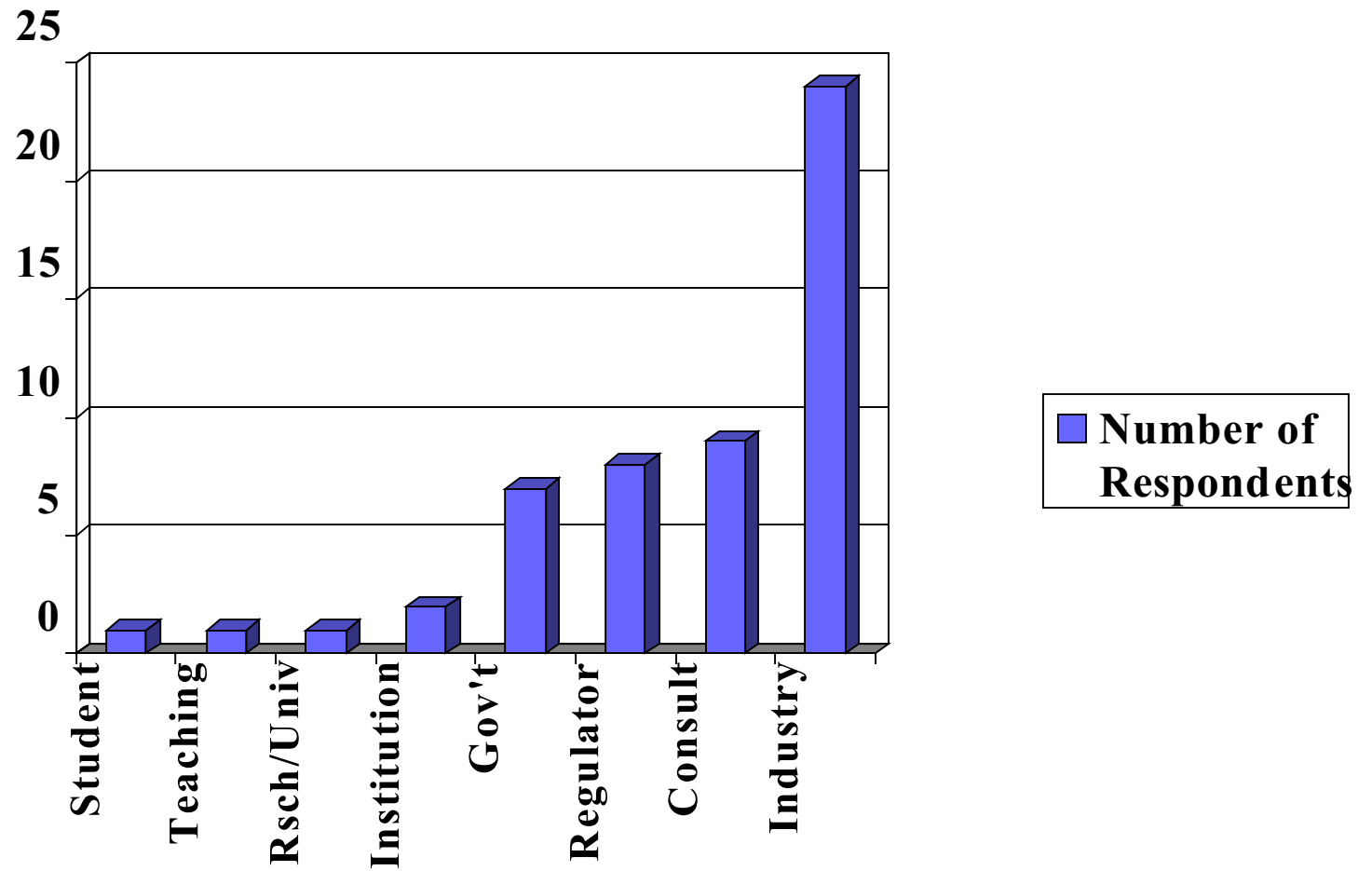


Figure 2b: Employment Category Identified by B.C. Respondents

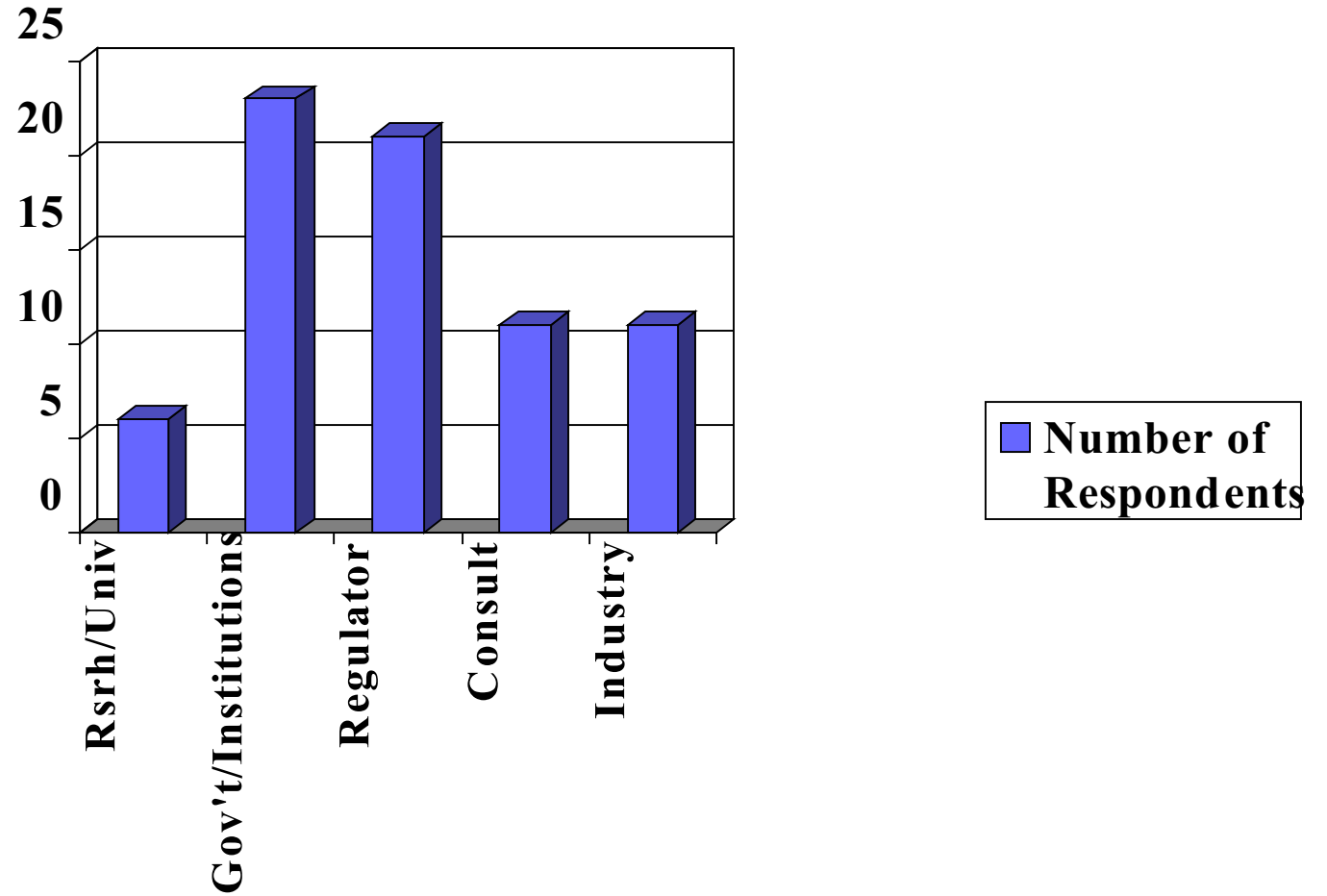


Figure 3a: Education Level Identified by Alberta Respondents

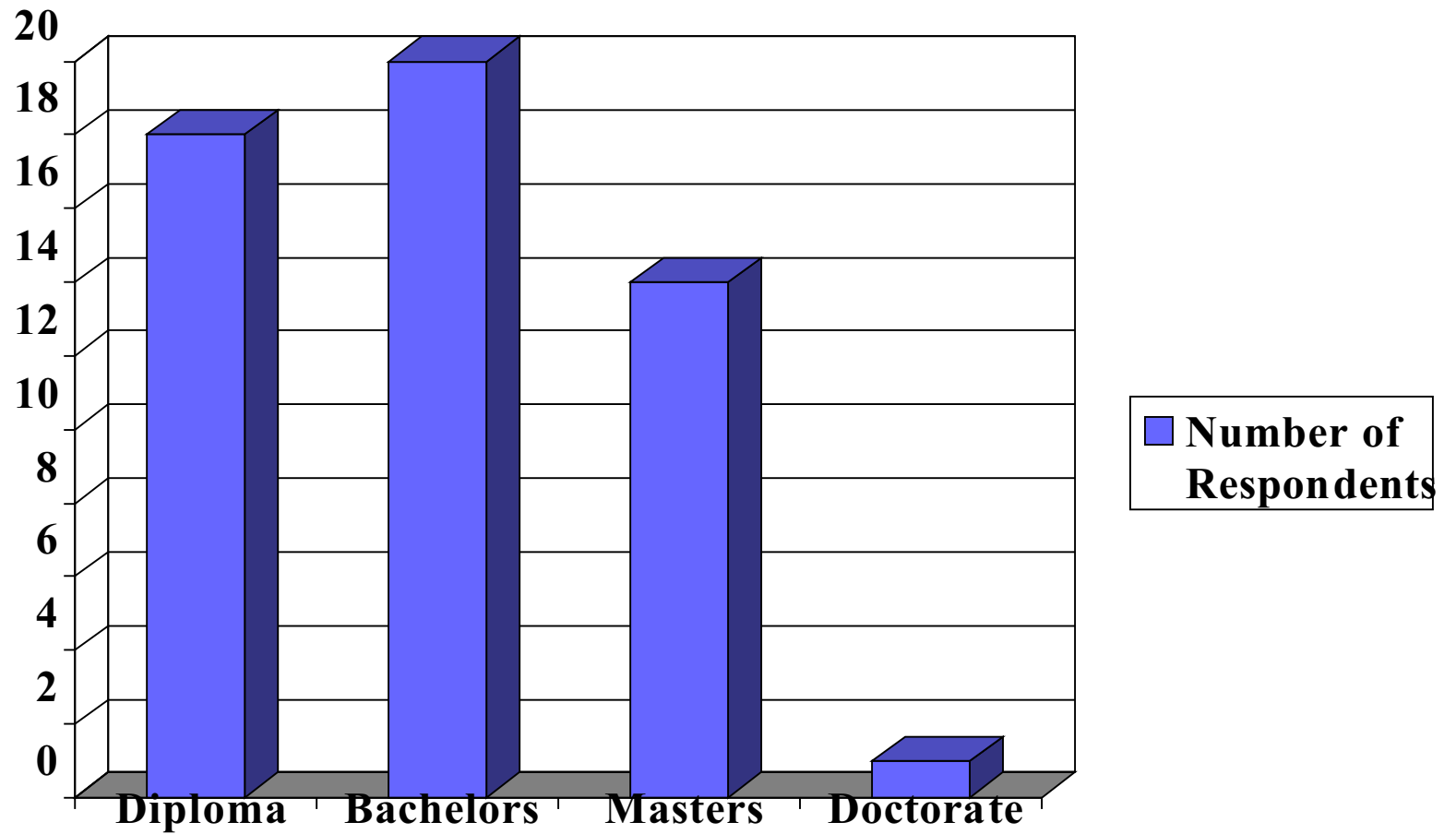


Figure 3b: Education Level Identified by B.C. Respondents

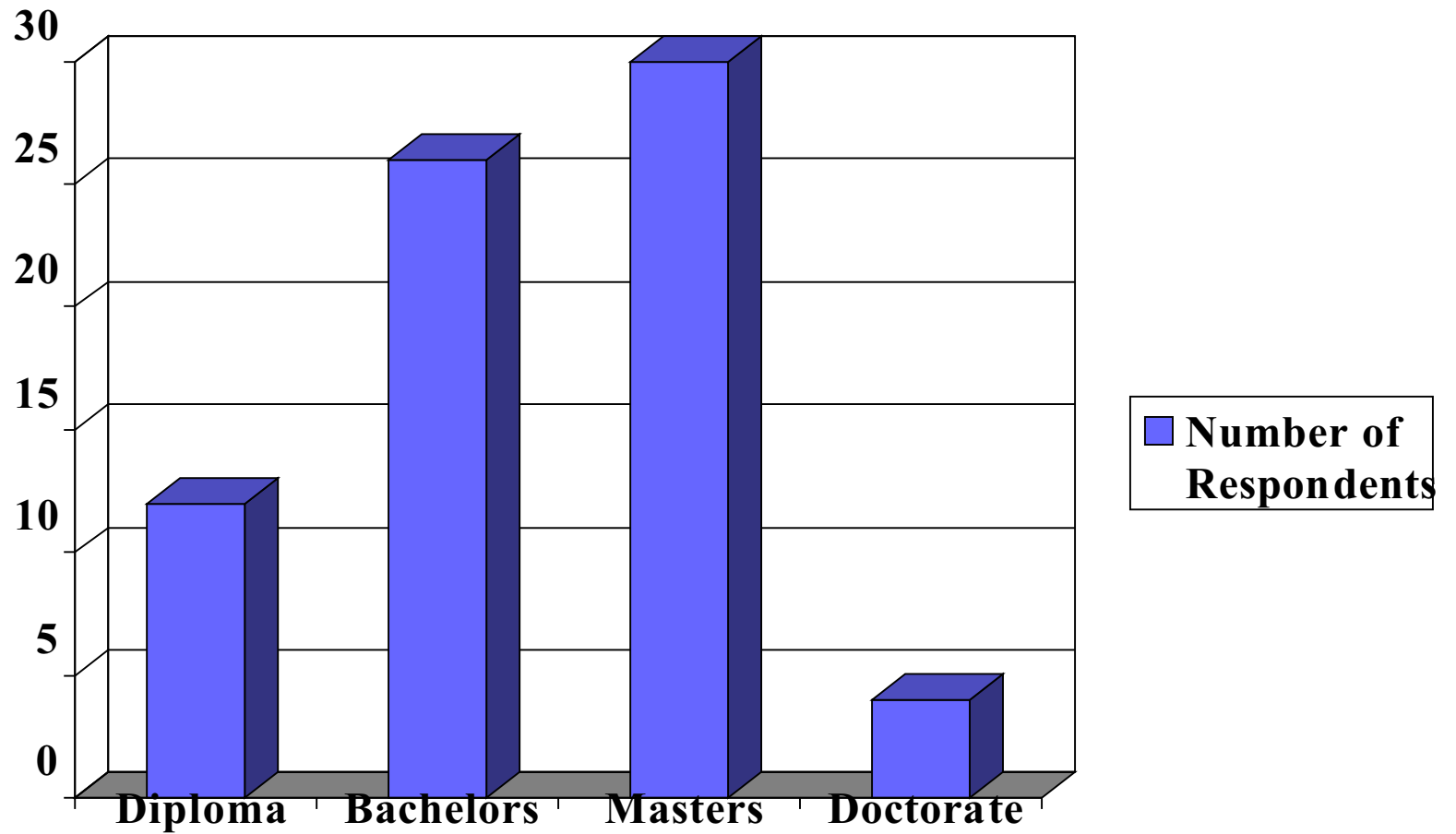


Figure 4a: Certification Level Identified by Alberta Respondents

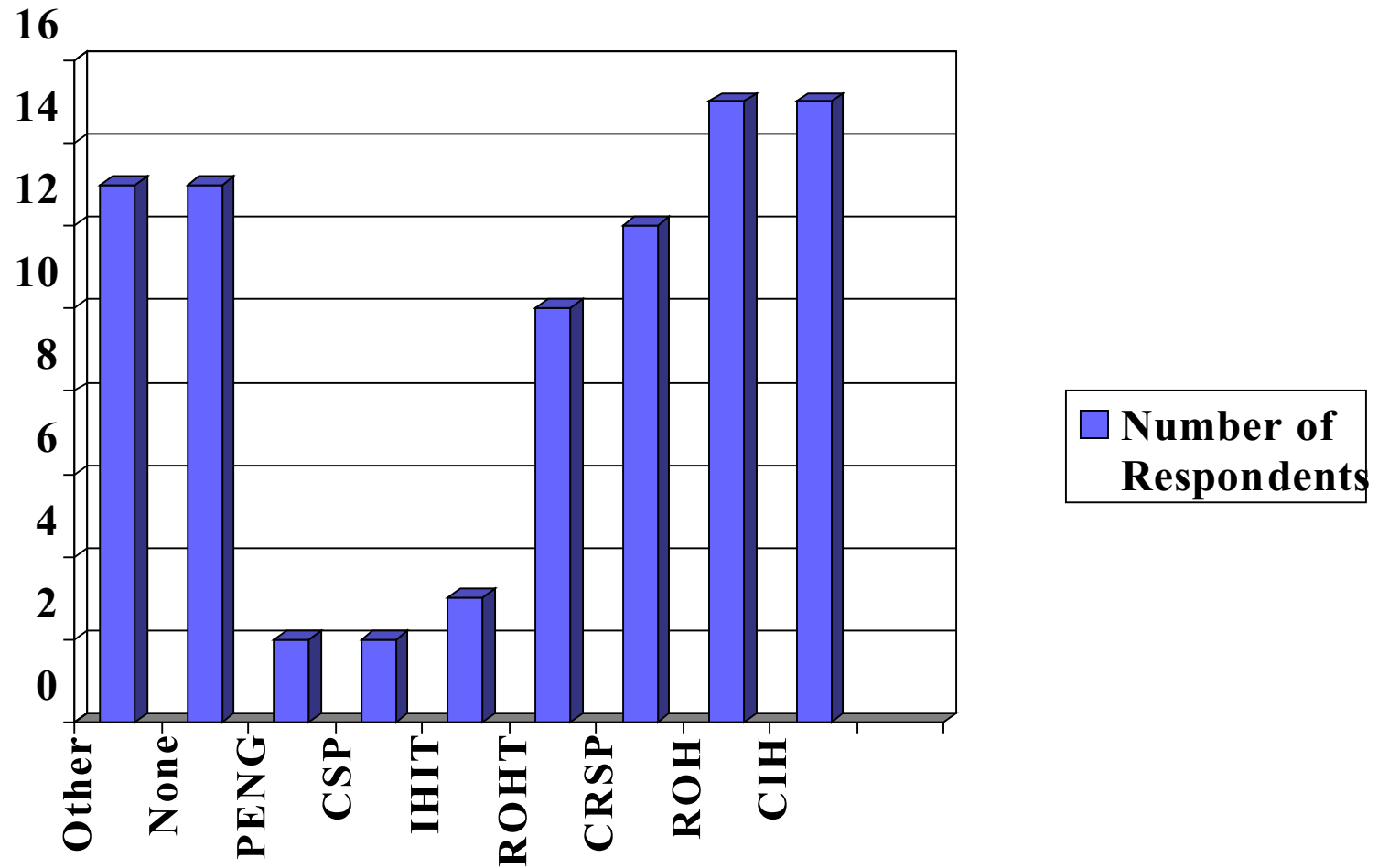


Figure 4b: Certification Level Identified by B.C. Respondents

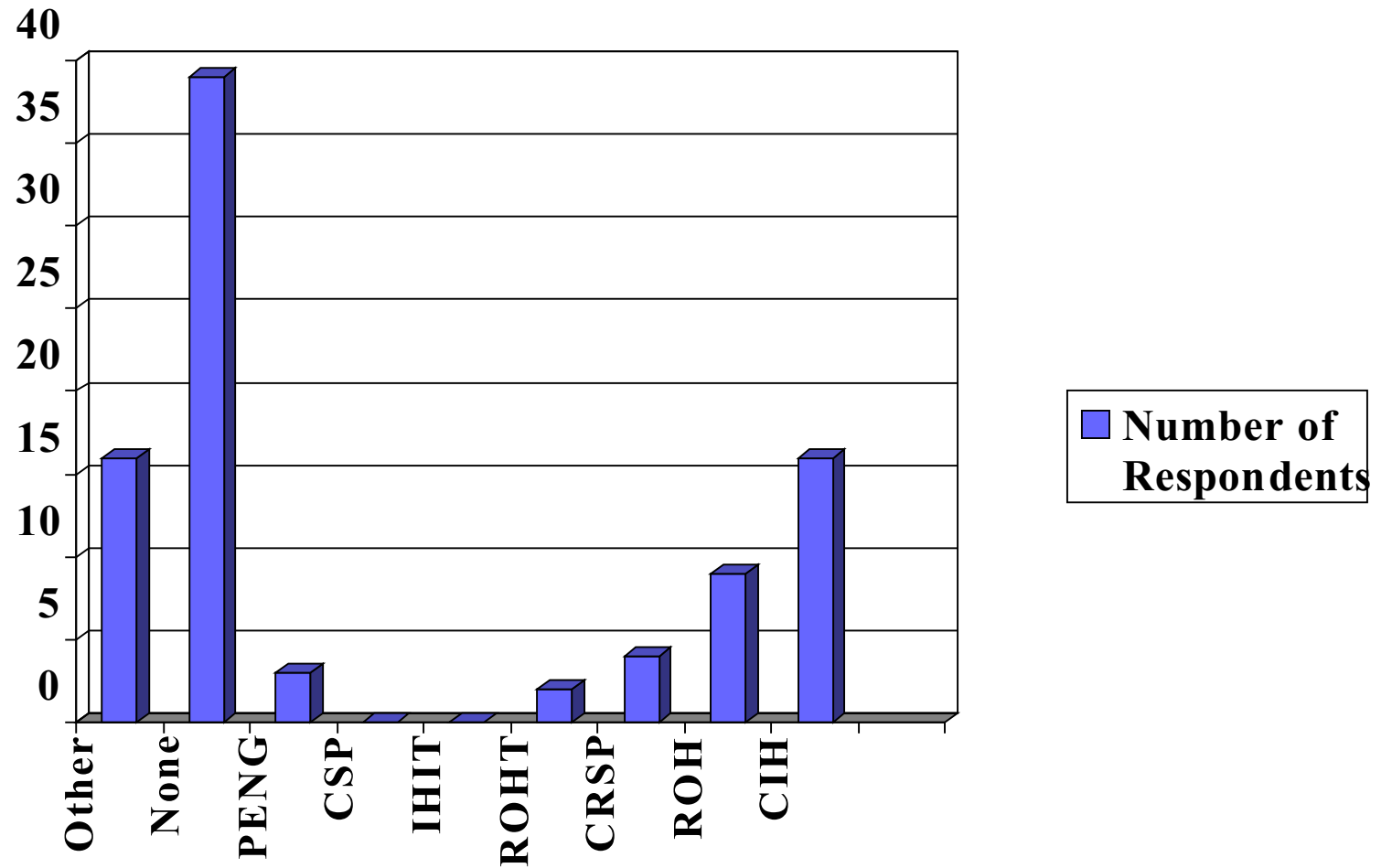


Figure 5a: Education Specialty Identified by Alberta Respondents

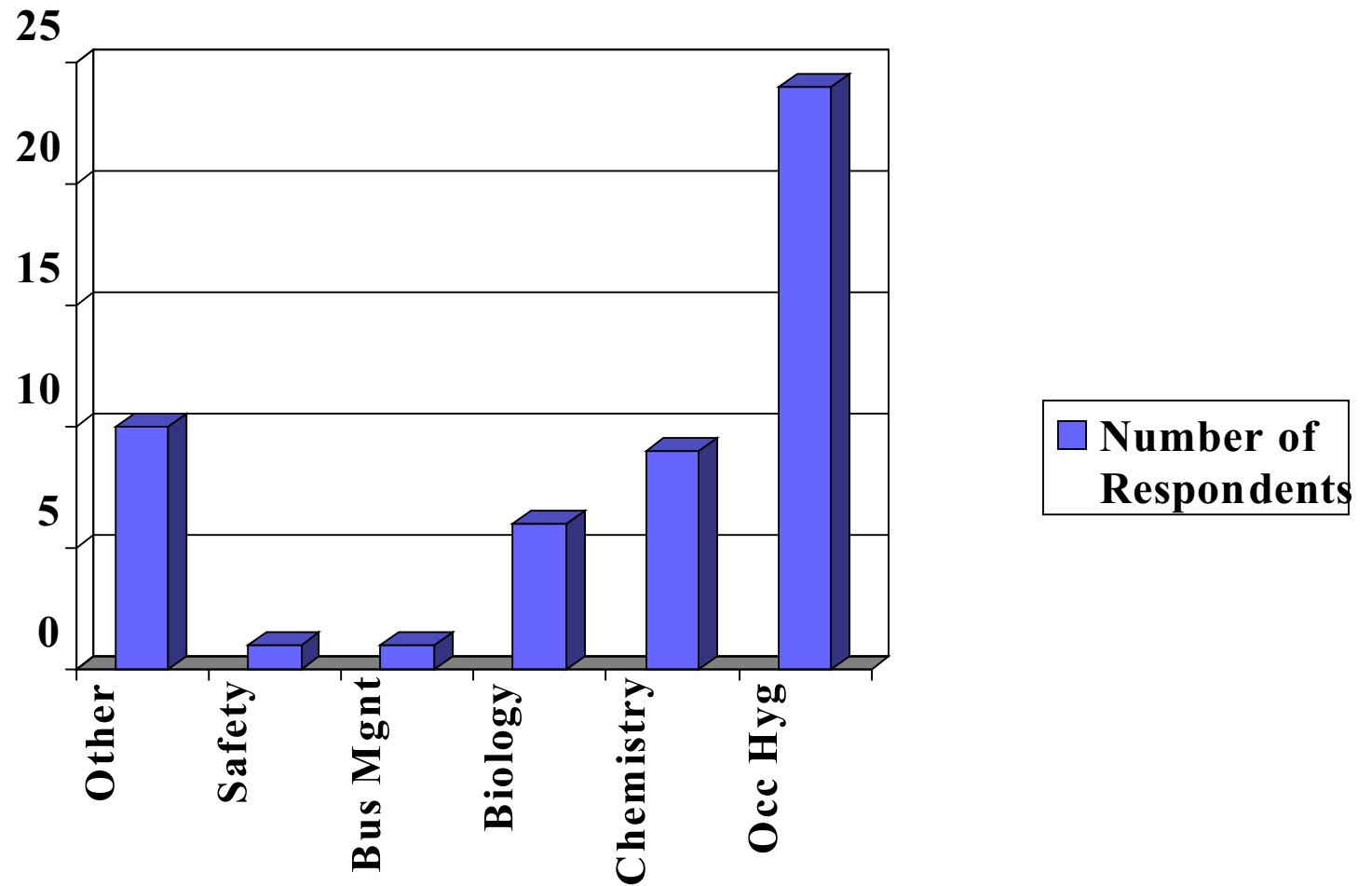


Figure 5b: Education Specialty Identified by B.C. Respondents

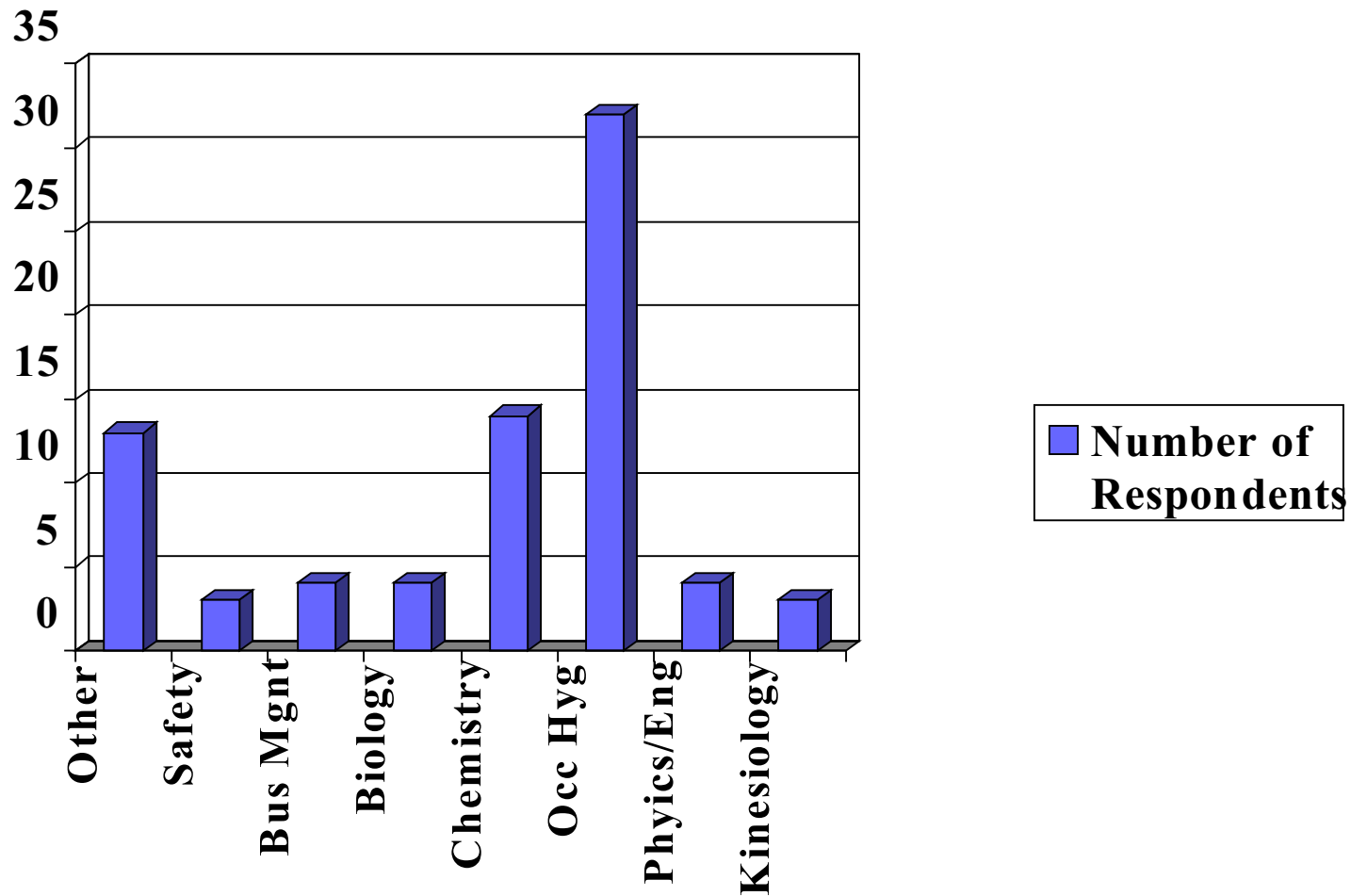


Figure 6a: Experience Reported by Alberta Respondents

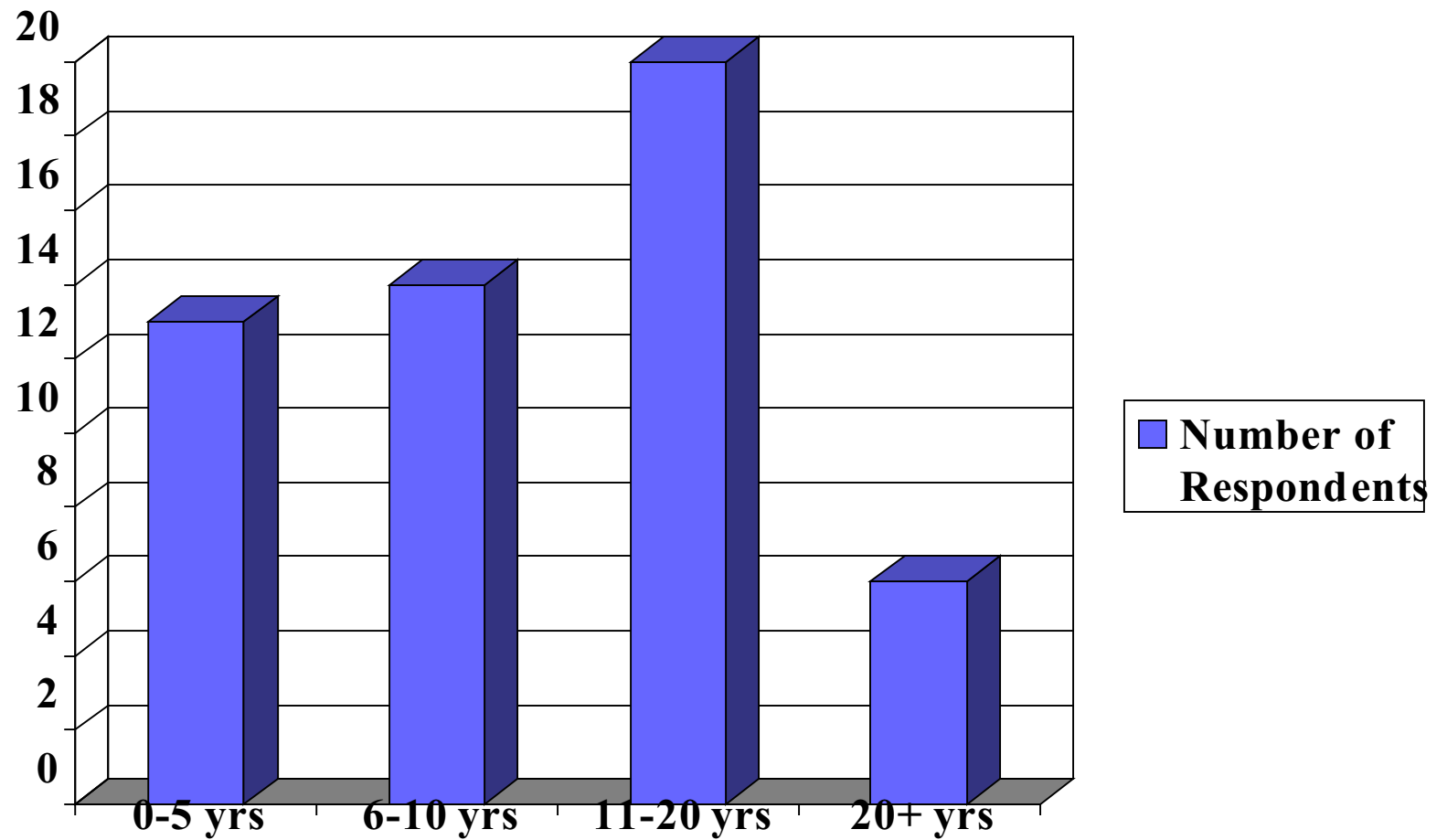


Figure 6b: Experience Reported by B.C. Respondents

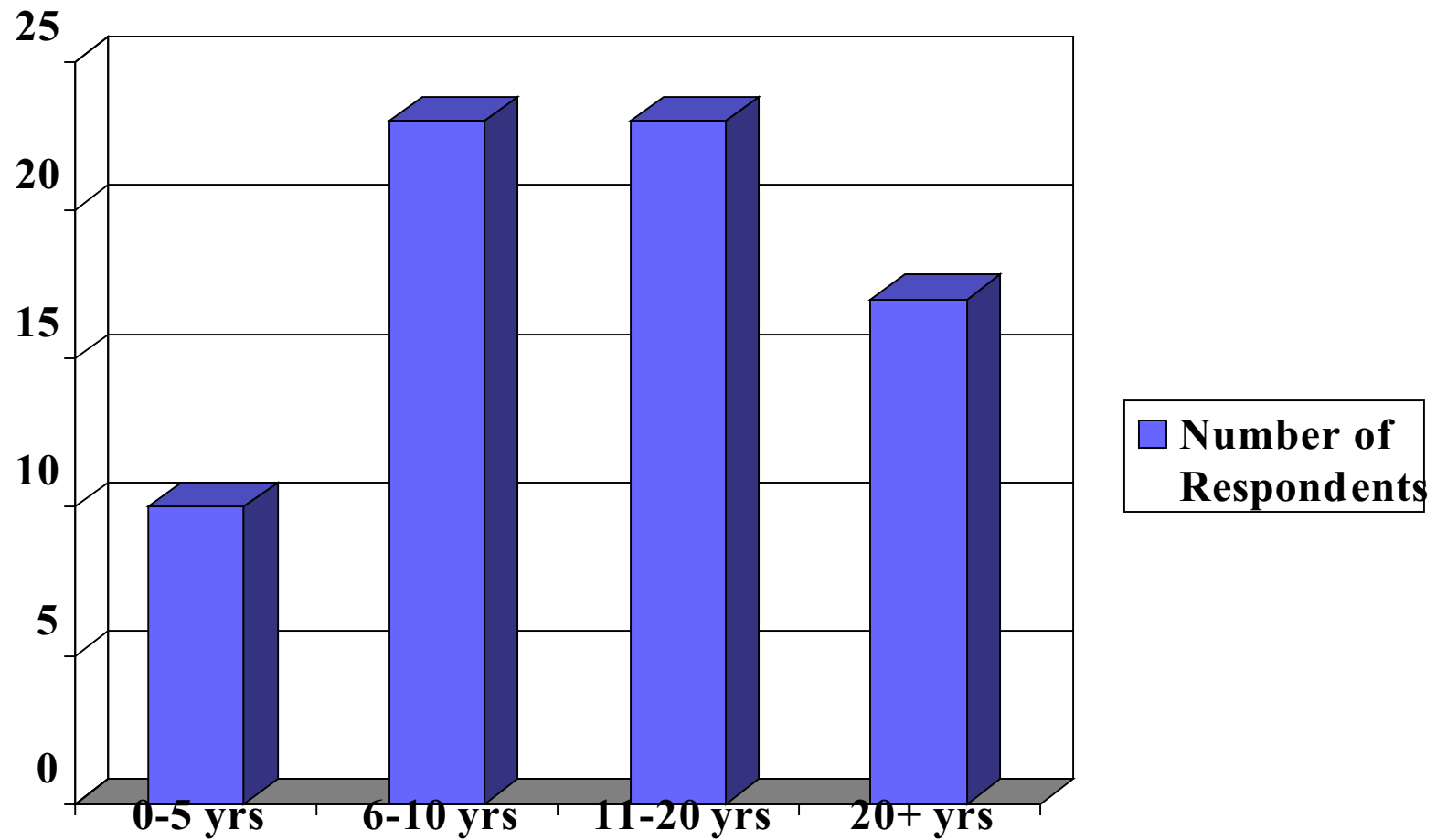


Figure 7: Salary Distribution of Alberta Respondents

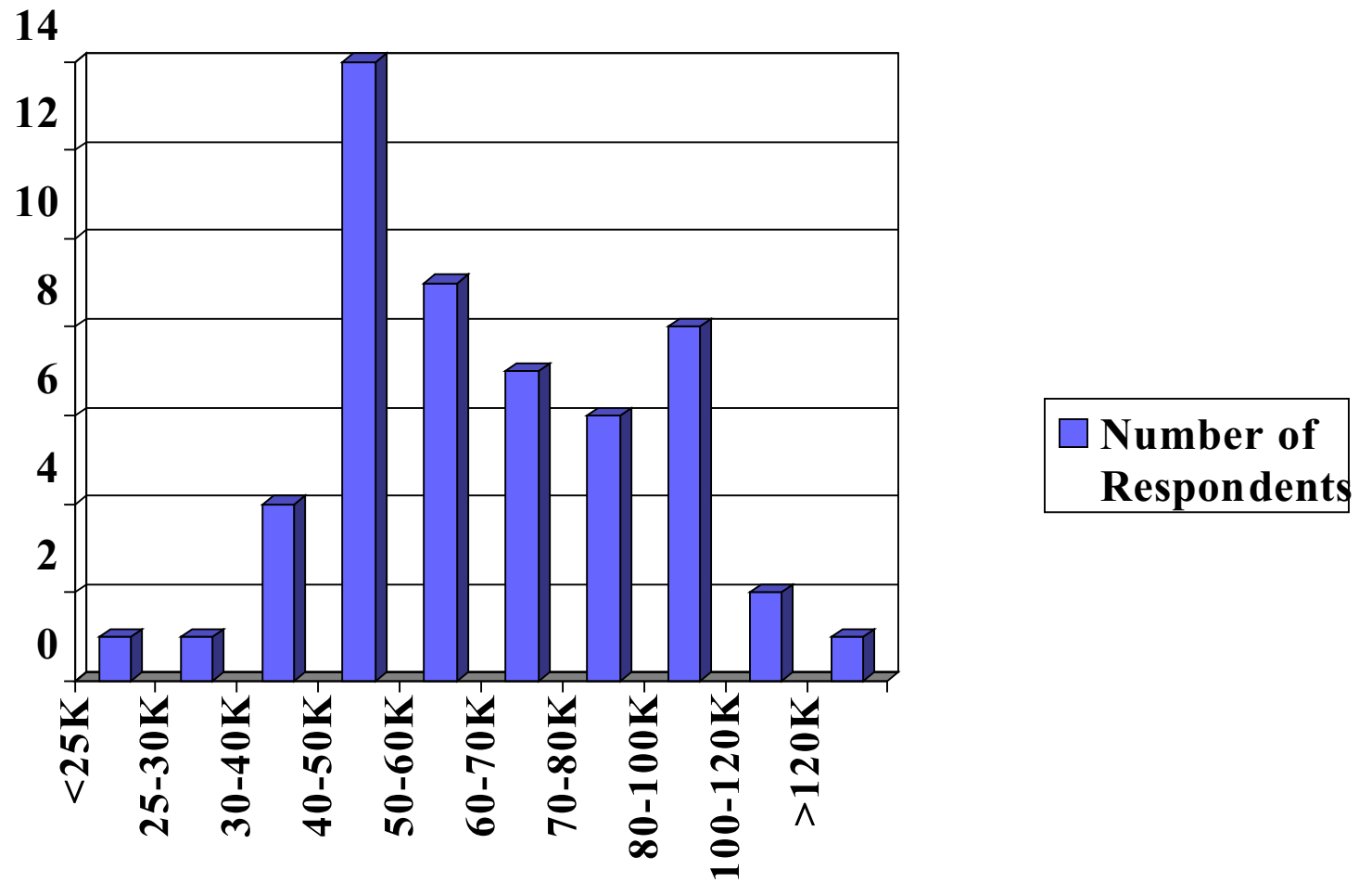


Figure 8a: Effect of Education Level on Salary in Alberta

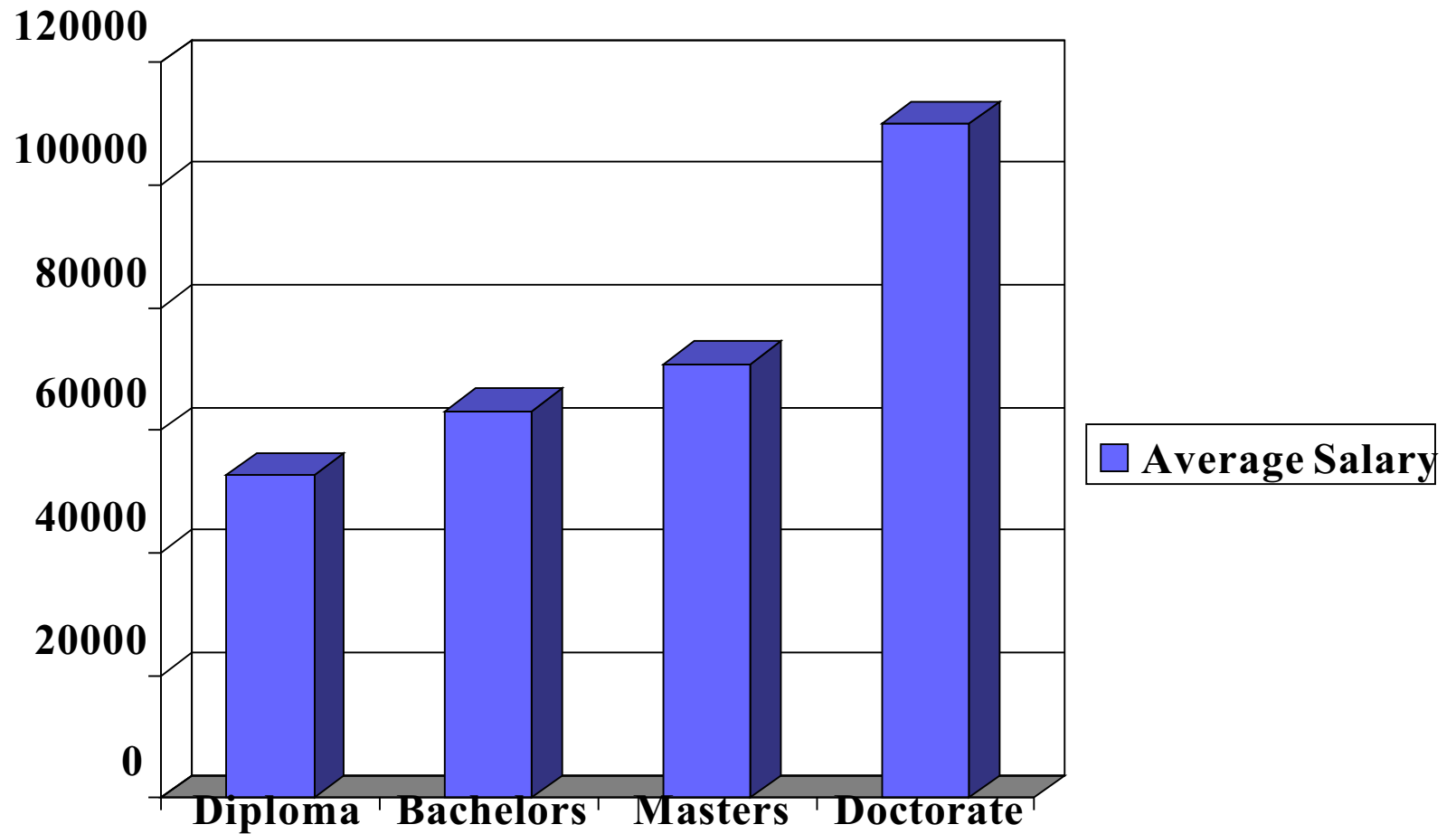


Figure 8b: Effect of Education Level on Salary in B.C.

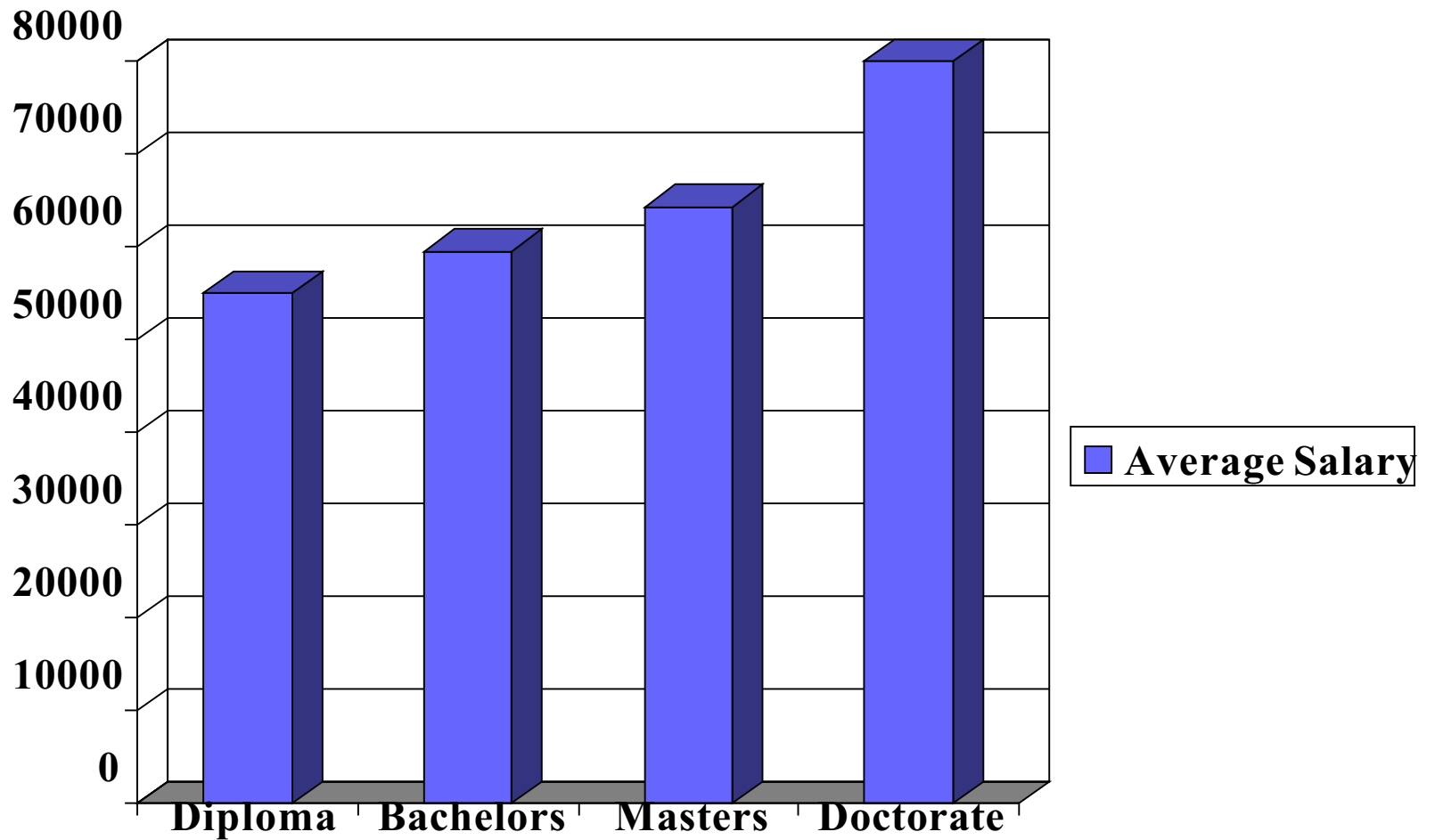


Figure 9: Effect of Certifications Held on Salary

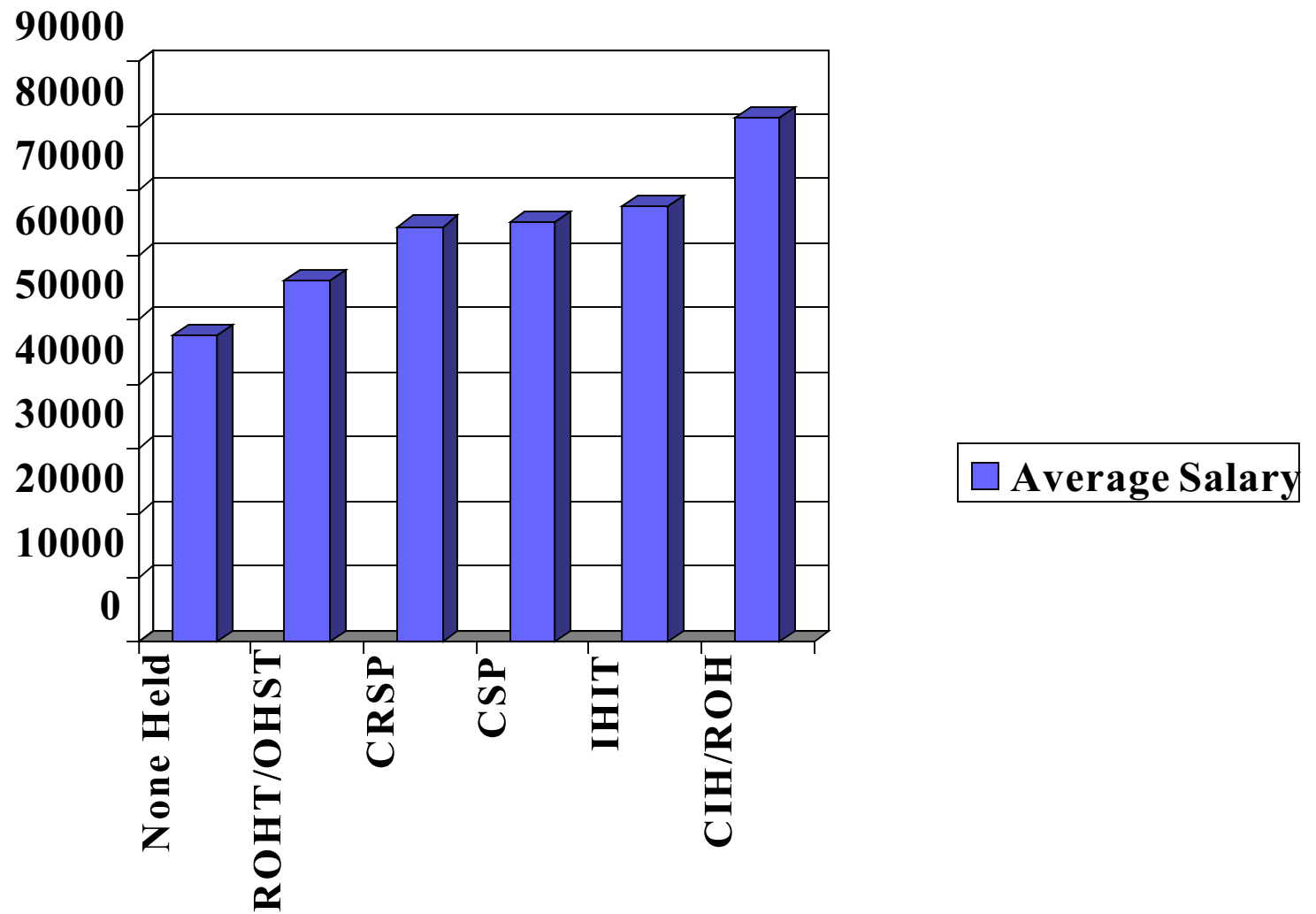


Figure 10a: Effect of Experience on Salary in Alberta

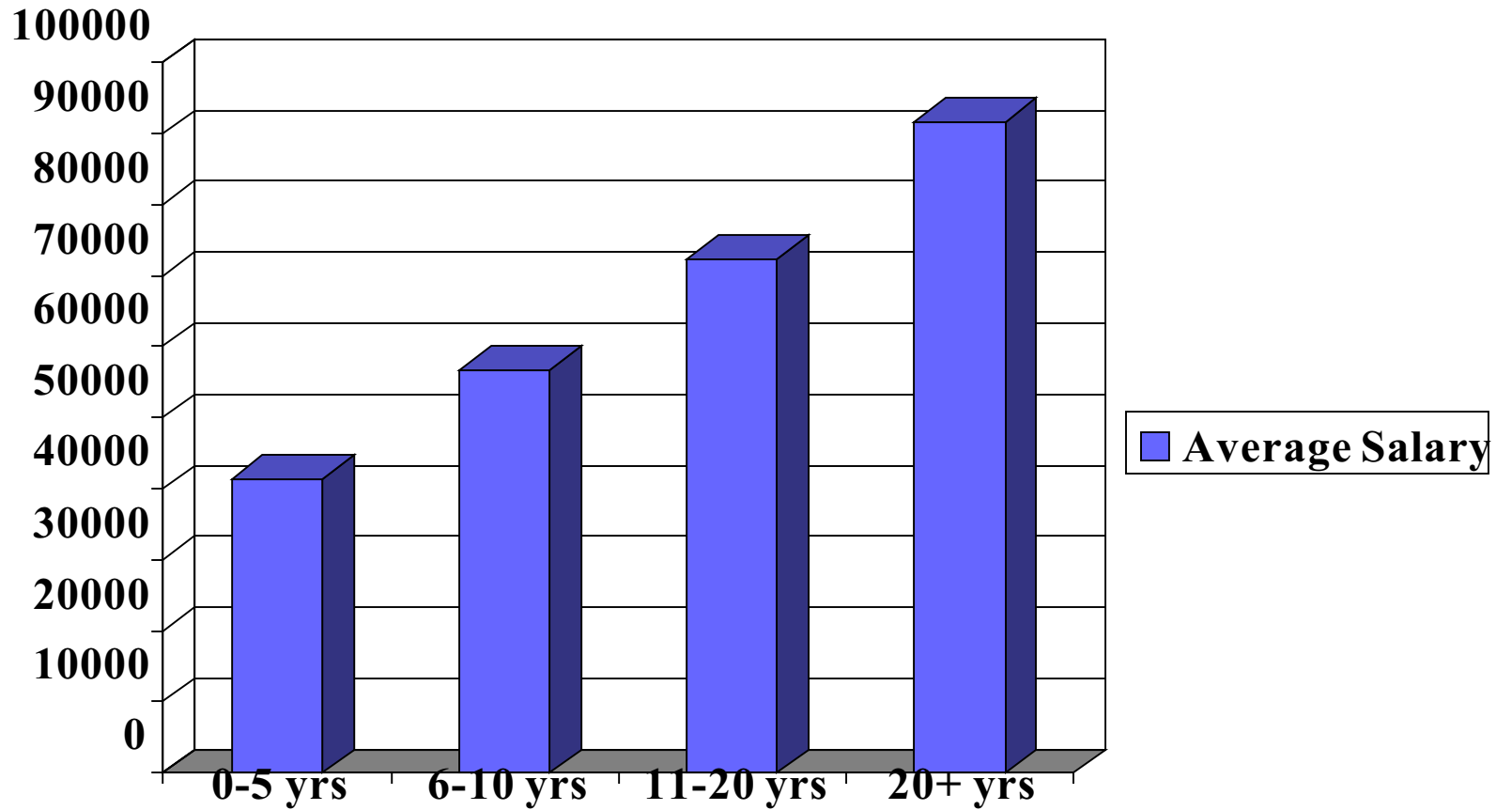


Figure 10b: Effect of Experience on Salary in B.C.

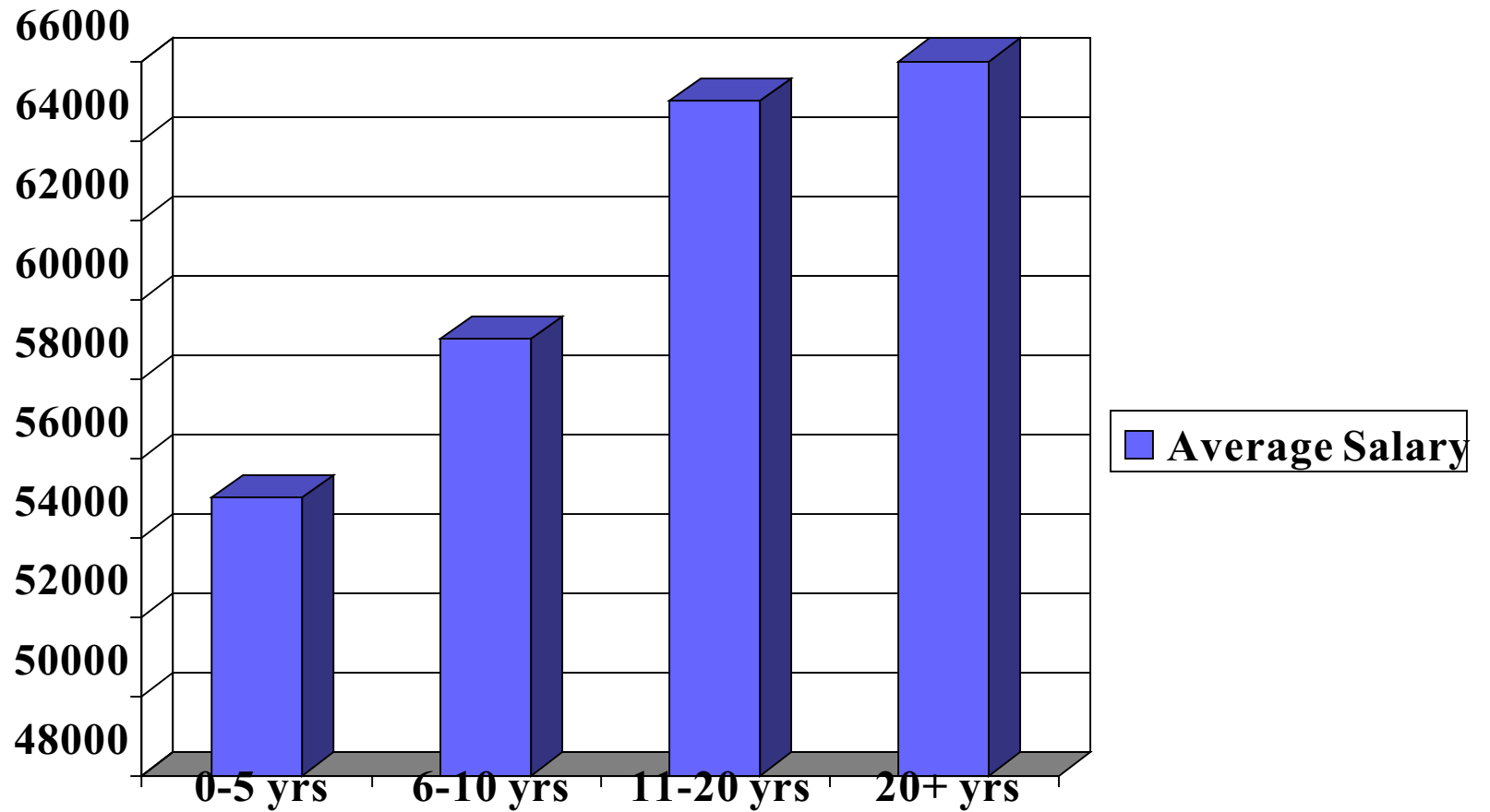


Figure 11a: Effect of Place of Employment on Salary in Alberta

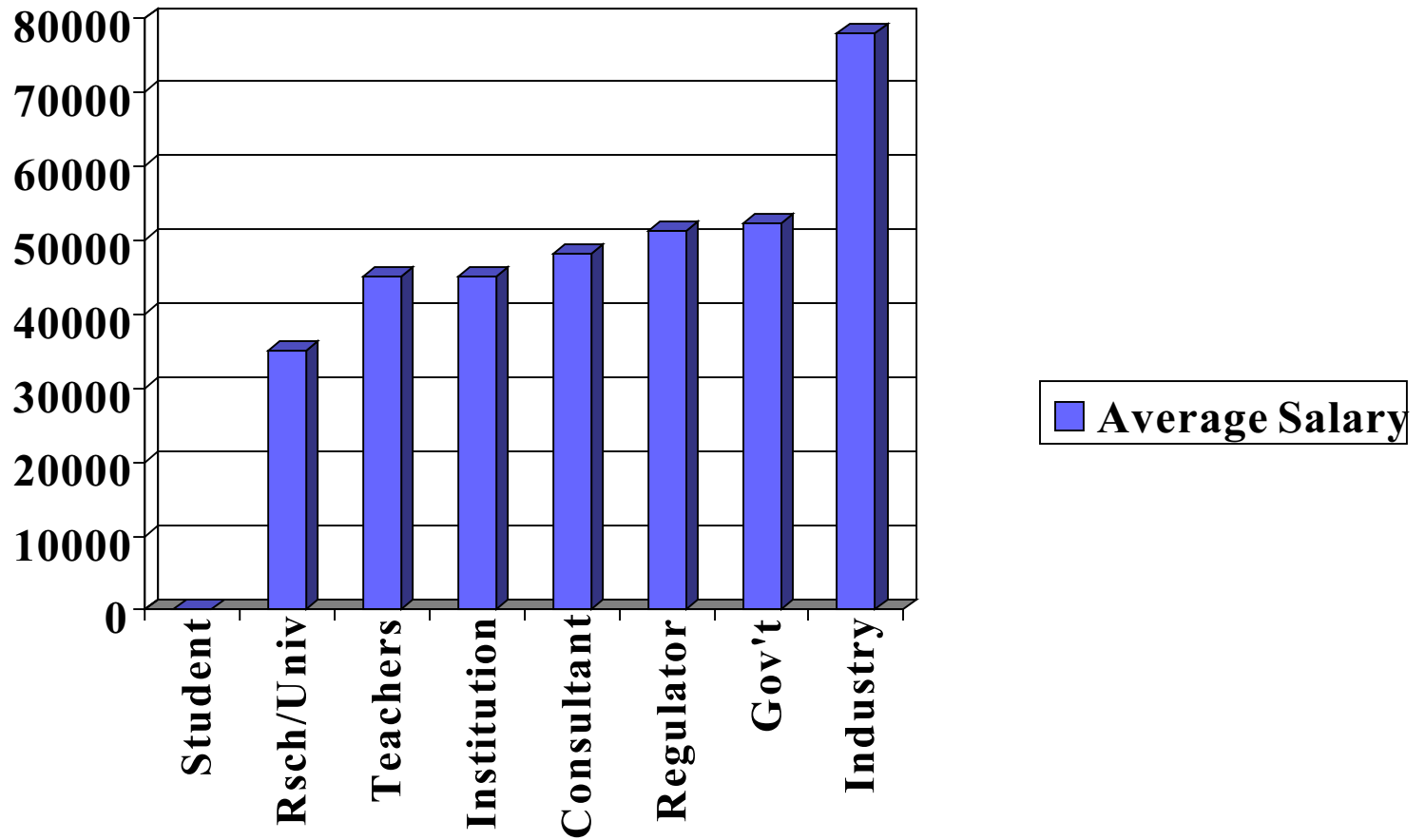


Figure 11b: Effect of Place of Employment on Salary in BC

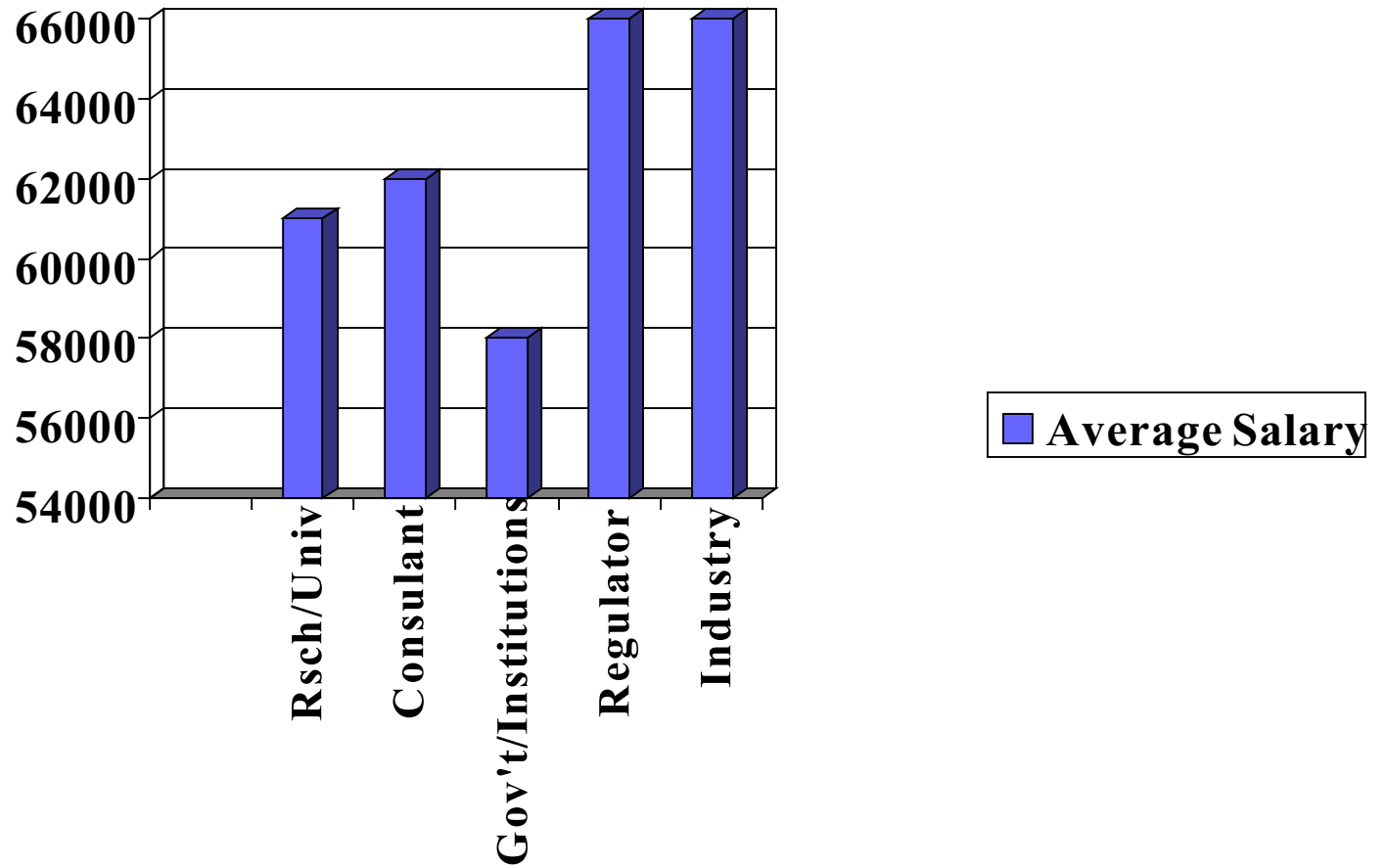


Figure 12: Education Level in Industry vs. All Others

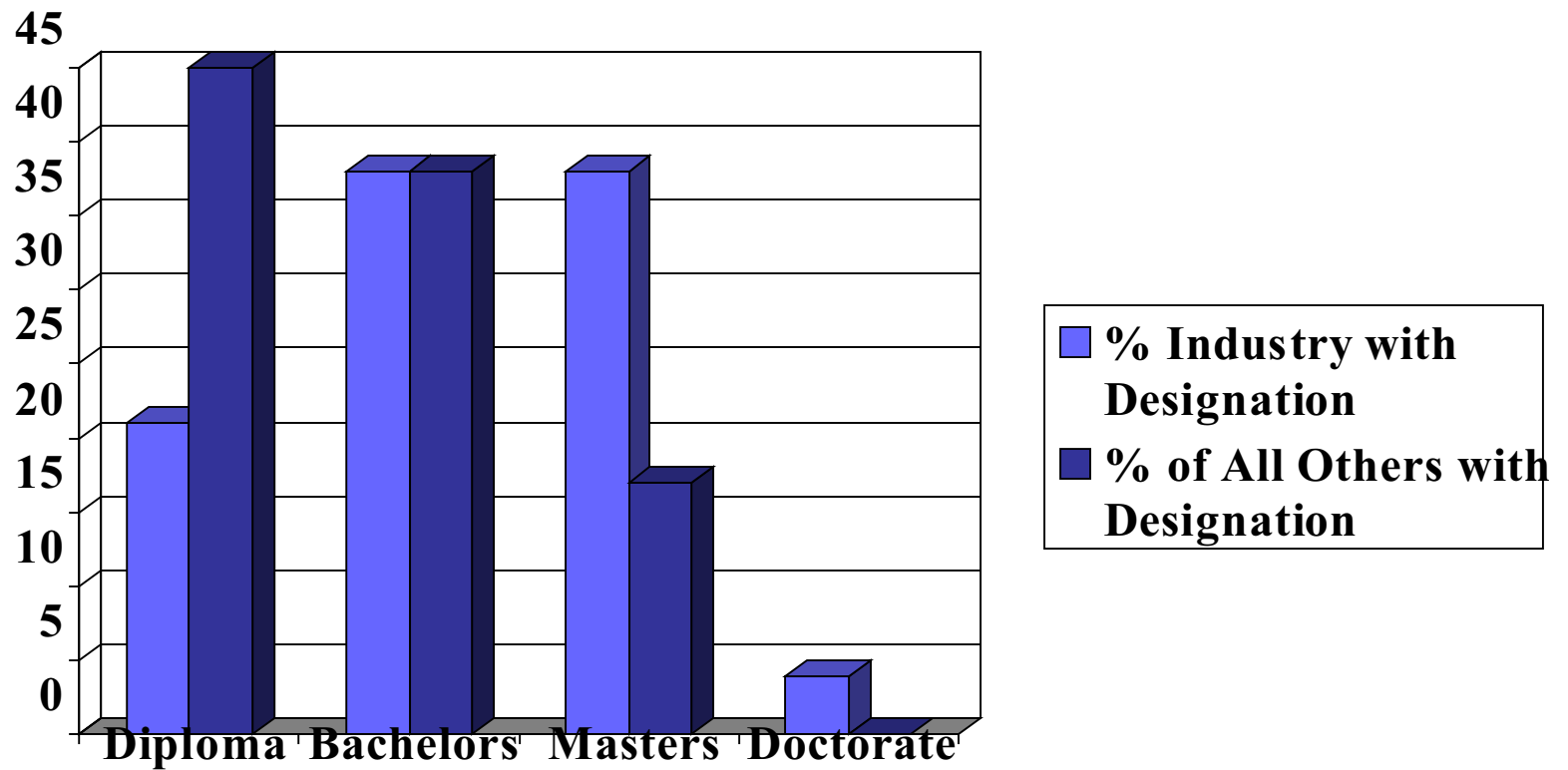


Figure 13: Certification Levels in Industry vs. All Others

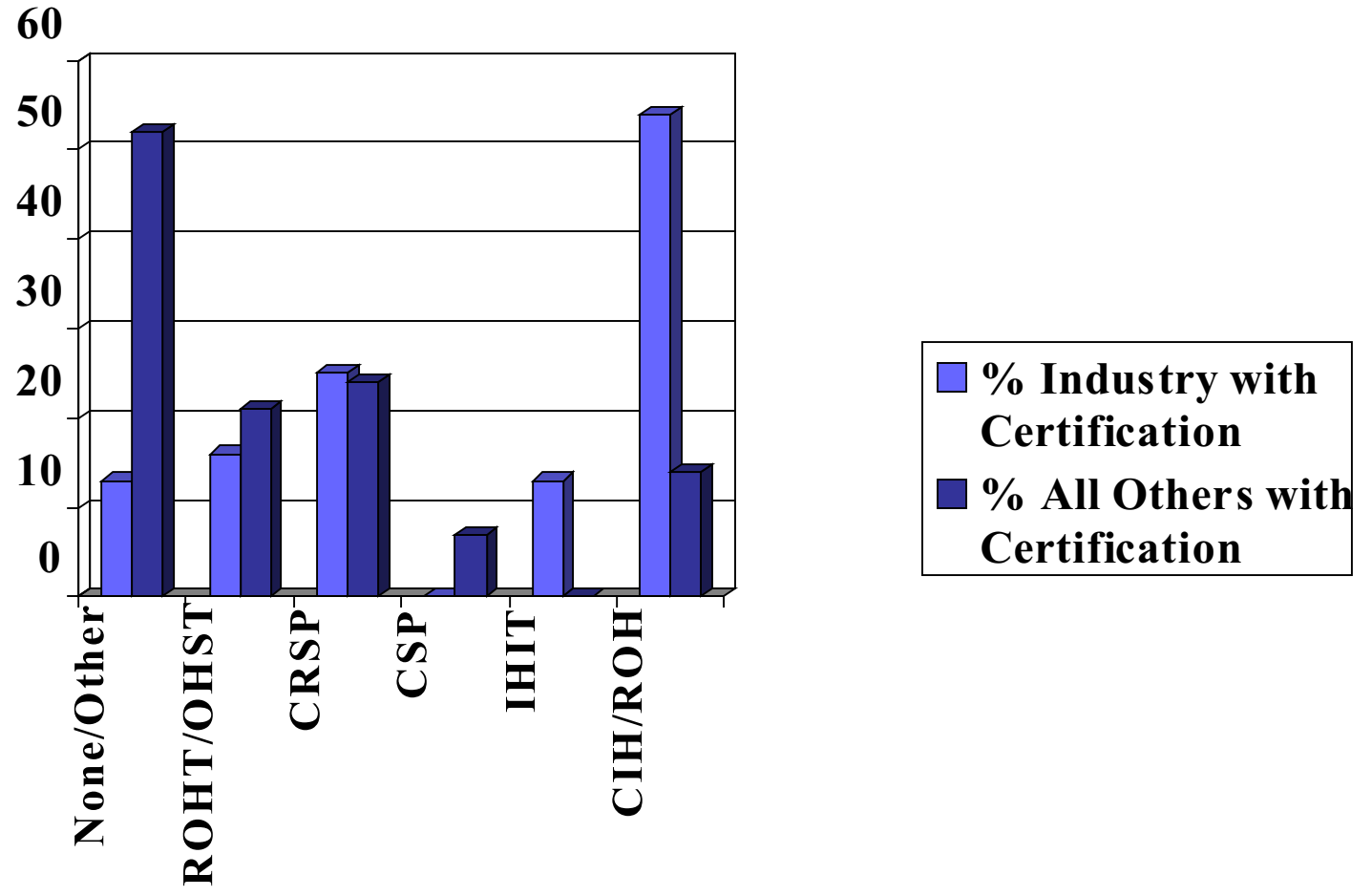


Figure 14: Experience Levels in Industry vs. All Others

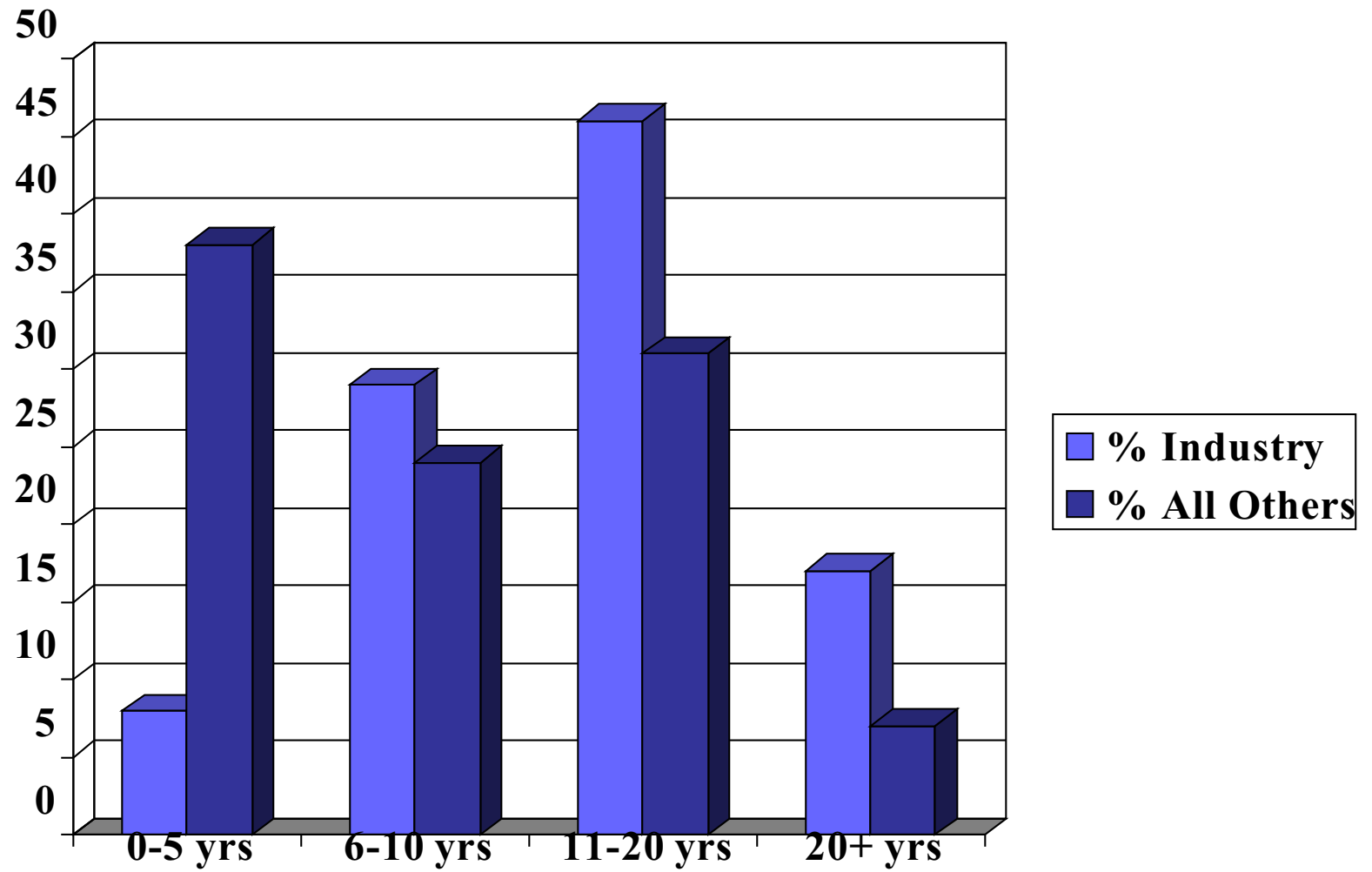
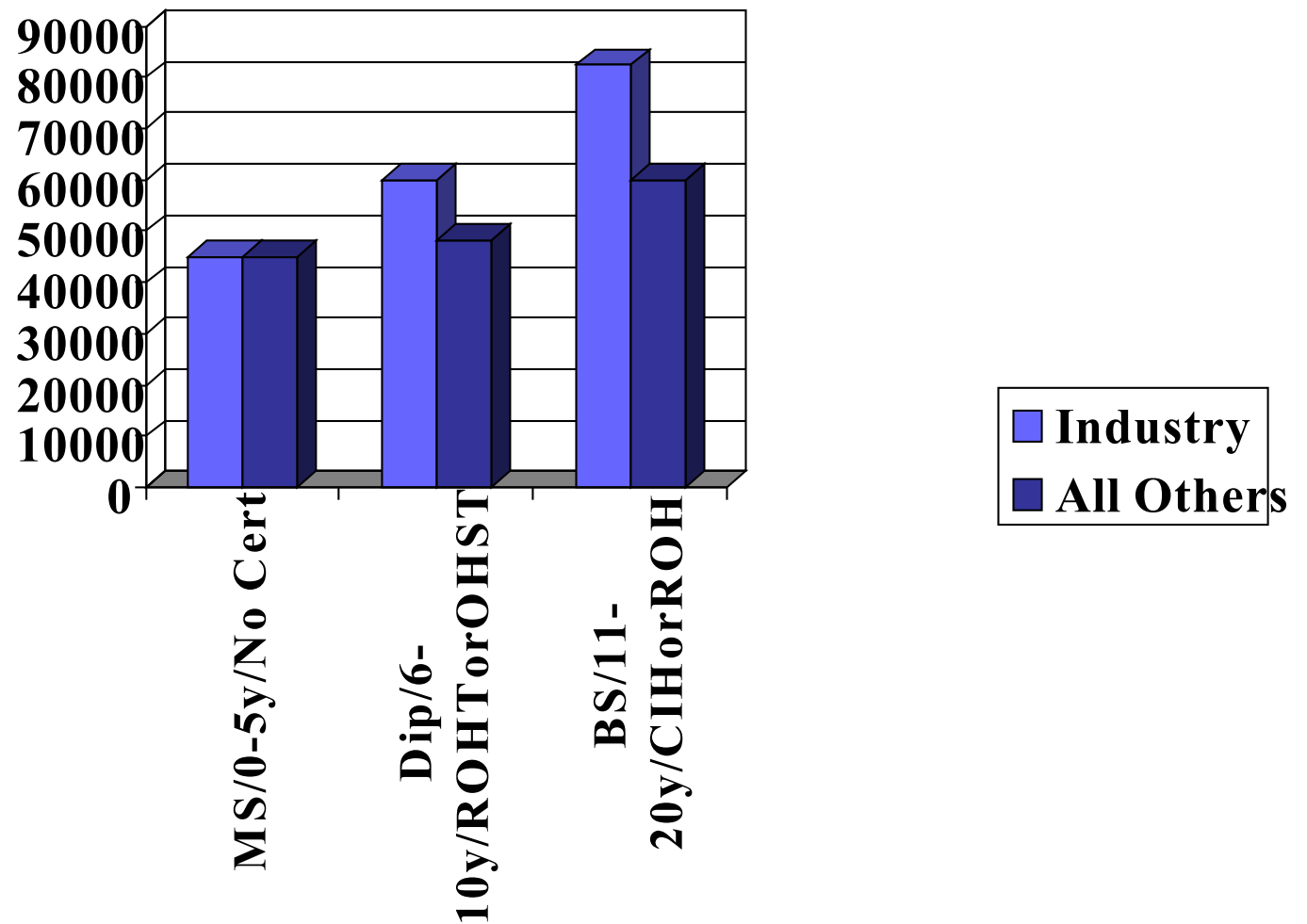


Figure 15: Comparison of Salaries in Industry vs. All Others Matched for Education, Experience and Certifications





Selected Average Salaries for Alberta Respondents

n	Average of All Alberta Respondents	= \$62,654
n	Average for People with CIH or ROH	= \$85,000
n	Average for People with ROHT or OHST	= \$56,111
n	Average for People with CRSP	= \$64,286
n	Average for People with Diploma	= \$52,647
n	Average for People with Bachelors	= \$63,125
n	Average for People with Masters	= \$70,714
n	Average for People with Diploma & ROHT/OSHT	= \$55,000
n	Average for People with Bachelors & CIH/ROH	= \$77,143
n	Average for People with Masters & CIH/ROH	= \$81,875
n	Average for People with 0-5 Years Experience	= \$41,346
n	Average for People with 6-10 Years Experience	= \$56,786
n	Average for People with 11-20 Years Experience	= \$72,368
n	Average for People with 20+ Years Experience	= \$91,666



Selected Average Salaries for B.C. Respondents

n	Average of All B.C. Respondents	= \$62,000
n	Average for People with CIH or ROH	= \$70,000
n	Average for People with Diploma	= \$55,000
n	Average for People with Bachelors	= \$59,600
n	Average for People with Masters	= \$64,300
n	Average for People with 0-5 Years Experience	= \$55,500
n	Average for People with 6-10 Years Experience	= \$59,000
n	Average for People with 11-20 Years Experience	= \$65,000
n	Average for People with 20+ Years Experience	= \$66,000



Conclusions

- n Average pay levels improve for people in Alberta who:
 - have more education
 - have more certifications
 - have more experience
 - work for industry (about 49% higher than any other group)

- n On average people who work in Alberta industry:
 - have more education
 - have more certifications
 - have more experiencethan their colleagues working in other sectors.

- n The difference in salary between those who work in Alberta industry and those who work in other sectors is not solely because of education, experience and certifications. Alberta industry pays more money than other sectors for similarly qualified personnel.



Conclusions

- n Comparison with B.C. revealed:
 - overall average salaries are not much different between B.C. and Alberta but the range is much narrower.
 - Average government and regulatory salaries are much higher in B.C. (about 27% higher than Alberta)
 - Average industry salaries are much lower in B.C. (about 15% less than Alberta)
 - B.C. has a much higher proportion of people working in government and regulatory sectors as opposed to in industry
 - people working in B.C. on average have:
 - * slightly more experience than those in Alberta
 - * slightly more education than those in Alberta
 - people working in B.C. on average are less likely to have certifications than those in Alberta



Possible Explanations:

ⁿ The Alberta government instituted a series of austerity measures over most of the last decade. Most government salaries and those working for other government funded organizations (e.g. health care, education) have not increased in 8 years. This may account, in part, for the difference between Alberta and B.C. government employee salaries and the gap between government and industry in Alberta.

ⁿ The single biggest employer of occupational hygiene staff in both B.C. and Alberta are the regulatory agencies. Alberta Human Resources and Employment and the BC- WCB hiring criteria are different for hygiene officers. BC only considers degree candidates while Alberta will accept diploma candidates.

ⁿ The types of industries that hire hygiene staff that are present in Alberta are considerably different than those in BC.