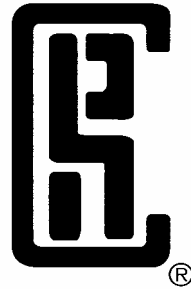


REPORT ON THE BIENNIAL SURVEY



BOARD OF CANADIAN REGISTERED
SAFETY PROFESSIONALS

CONSEIL CANADIEN DES
PROFESSIONNELS EN SÉCURITÉ
AGRÉÉS

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1. OVERVIEW

The Board of Canadian Registered Safety Professionals (BCRSP) conducts a survey of all Canadian Registered Safety Professionals (CRSP) in even number of years. The most recent survey was conducted in 2002.

Assessment Strategies Inc. (ASI) was contracted to review data obtained from the biennial survey, summarize the demographic and employment information, and provide the data in terms of key demographic and employment variables (i.e., geographical regions, career experience, and employment setting).

One of the important functions of these survey results is to assist the Board of Canadian Registered Safety Professionals in utilizing the data to provide information and assistance to its members.

2. PROCEDURE

The Biennial Survey is based on a similar survey that was conducted in 2000. Modifications to this original survey were implemented to compensate for variable ranges that were restrictive and to increase the variability of the collected data. The Board of Canadian Registered Safety Professionals developed final variable categories in the survey with guidance from Assessment Strategies Inc.

Respondent Sample

All Canadian Registered Safety Professionals (CRSP) registered at the time of the survey mailing were targeted for inclusion.

Survey Distribution

The distribution of the Survey took place in July 2002. Members were asked to complete and return the survey to the BCRSP office in Mississauga.

Survey Contents

Respondents were asked to provide demographic and employment information. Demographic information included age, level of education, years of experience, number of previous employers, and province of employment. Employment information was collected on community size and location, self employment, employment setting, number of employees, number of employees supervised, number of job sites, hours per work week, current salary, salary increase, and career satisfaction.

3. RESULTS

Response Rate

A total of 1409 survey packages were distributed to CRSPs from across Canada. As of the survey deadline, 608 surveys were returned. This yields a response rate of 43.2%. This represents a high rate of return for this type of survey.

Respondent Demographic Characteristics

The demographic information collected on the survey is presented below. Where indicated, percentages are computed excluding respondents who failed to make a response.

Province or territory employed? Of the 608 completed surveys, the majority of respondents were from two provinces: Ontario (44.6%) and Alberta (26.1%).

**Table 1:
Province or territory of employment**

	<i>n</i>	%
BC	43	7.2
AB	155	26.1
SK	18	3.0
MB	22	3.7
ON	265	44.6
PQ	7	1.2
NB	25	4.2
NS	28	4.7
PEI	5	0.8
NL	21	3.5
NT	3	0.5
NU	2	0.3
Omit	14	
Total	608	100.0

With the exception of Ontario and Alberta, the number of respondents from each province was not sufficient to base substantive interpretation or inferences. To overcome this concern, the survey data was combined into larger, regional samples.

The three regions were Western Canada (British Columbia, Alberta, Saskatchewan, Manitoba, Nunavut and Northwest Territories), Central Canada (Ontario and Quebec), and Atlantic Canada (New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland and Labrador).

**Table 2:
Region of employment**

	<i>n</i>	%
Western	243	40.9
Central	272	45.8
Atlantic	79	13.3
Omit	14	
Total	608	100.0

What is your age? On a national level, the most frequently selected category was 45 to 49 years of age. Most of the respondents (*n* = 458 or 77.4%) were individuals whose age ranged from 35 to 54 years old.

**Table 3:
What is your age by region**

	Western	Central	Atlantic	National
	%	%	%	%
Under 25	0.0	0.4	0.0	0.2
25-29	1.7	1.8	0.0	1.5
30-34	5.4	6.3	1.3	5.2
35-39	10.7	14.4	20.3	13.7
40-44	17.4	15.5	16.5	16.4
45-49	27.7	22.9	21.5	24.7
50-54	22.7	20.7	29.1	22.6
55-59	9.9	14.0	6.3	11.3
60-64	4.1	2.2	5.1	3.4
Over 65	0.4	1.8	0.0	1.0
Omit	1	1	0	16
Total	242	271	79	608

What is the highest level of formal education attained? For each region, the most commonly selected level of formal education was a college diploma/certificate (National rate of 41.8%) while 26.8% indicated a baccalaureate degree was the highest level of format education achieved.

Table 4:

	Western	Central	Atlantic	National
	%	%	%	%
High School	9.9	2.6	12.7	6.9
Partial Univ.	09.1	9.2	7.6	8.9
Diploma	49.0	37.9	32.9	41.8
Degree	21.4	30.5	30.4	26.8
Post grad	8.6	18.4	15.2	14.0
Other	2.1	1.5	1.3	1.7
Omit	0	0	0	14
Total	243	272	79	608

How many years have you been practicing as an OHS&E professional? The level of experience most commonly indicated was 10 to 14 years as an OHS&E professional. A total of 95.8% of the survey respondents indicated that they had 5 or more years of professional experience.

Table 5:

	Western	Central	Atlantic	National
	%	%	%	%
0 - 4	4.5	4.4	2.5	4.2
5 - 9	22.2	21.0	26.6	22.2
10 - 14	27.6	34.2	32.9	31.3
15 - 19	22.2	15.8	15.8	17.7
20 - 24	11.5	12.5	12.5	12.8
Over 25	11.9	12.1	12.1	11.8
Omit	0	0	0	14
Total	243	272	79	608

How many employers, including the present one, have you worked for in the OHS&E field since 1990? When asked about previous employers, the majority of respondents indicated having between 1 and 3 previous employers since 1990. Only 21.4% of the respondents reported having more than 3 previous employers since 1990.

Table 6:

	Western	Central	Atlantic	National
	%	%	%	%
1 - 3	77.0	79.4	81.0	78.6
4 - 6	16.0	17.6	12.7	16.3
7 - 10	2.9	1.1	1.3	1.9
Over 10	4.1	1.8	5.1	3.2
Omit	0	0	0	14
Total	243	272	79	608

Respondent Employment Characteristics

The employment information collected on the survey is presented below. Where indicated, percentages are computed excluding respondents who failed to make a response.

Which of the following best describes the location of the community in which your primary site of employment is situated? The majority of respondents reported being employed in an urban setting. The highest rate was found in Central Canada (90.3%) and the lowest was found in Atlantic Canada (76.7%).

**Table 7:
Employment location by region**

	Western	Central	Atlantic	National
	%	%	%	%
Urban	78.1	90.3	76.7	83.7
Rural	21.9	9.7	23.3	16.3
Omit	56	46	19	135
Total	243	272	79	608

Which of the following best describes the population size of the community in which your primary site of employment is situated?

With respect to community size, regional differences were apparent. In Western Canada, the majority of respondents reported working in communities that were either larger than 500,000 residents (57.2%) or smaller than 100,000 residents (32.6%). In contrast, Atlantic Canada respondents tended to work in communities smaller than 100,000 residents (42.3%). Respondents from Central Canada presented a more even distribution of community sizes, with the most frequent size being communities larger than 1,000,000 (28.5%).

**Table 8:
Community size by region**

	Western	Central	Atlantic	National
	%	%	%	%
< 10K	5.5	4.7	11.5	6.0
10K - 99K	27.1	20.7	30.8	24.7
100K - 199K	3.4	16.0	25.6	12.1
200K - 499K	6.8	19.5	21.8	14.6
500K - 999K	44.5	10.5	10.3	24.6
> 1,000K	12.7	28.5	0.0	18.1
Omit	7	16	1	38
Total	243	272	79	608

Are you self-employed? Respondents most frequently reported being employed by an organization (88.5%). Between the different regions, the rate of self-employment ranged from a low of 10.3% to a high of 12.4%.

**Table 9:
Rate of self-employment by region**

	Western	Central	Atlantic	National
	%	%	%	%
Yes	12.4	11.1	10.3	11.5
No	87.6	88.9	89.7	88.5
Omit	1	1	1	14
Total	243	272	79	608

Which of the following best describes your employment setting?

Regional differences in employment setting appear to exist between respondents from the three regions. In Western Canada, the most commonly reported setting was natural resources (20.6%) whereas Central Canada reported manufacturing (26.9%) and Atlantic Canada reported government (32.9%). Overall, these three employment settings accounted for 46.1% of the response across Canada.

**Table 10:
Employment setting by region**

	Western	Central	Atlantic	National
	%	%	%	%
Agriculture	1.6	0.7	1.3	1.2
Communications	0.4	2.2	1.3	1.3
Construction	10.3	7.0	8.9	8.6
Consulting	9.9	17.0	10.1	13.2
Education	4.1	8.9	7.6	6.7
Government	14.4	12.5	32.9	16.0
Health Care	3.7	4.4	2.5	3.9
Manufacturing	13.6	26.9	8.9	19.1
Natural Res.	20.6	3.3	7.6	11.0
Transportation	8.2	5.5	1.3	6.1
Utilities	7.0	5.2	10.1	6.6
Other	6.2	6.3	7.6	6.4
Omit	0	1	0	15
Total	243	272	79	608

Approximately how many people does your company employ? In Central and Atlantic Canada, survey respondents most frequently reported working in companies with less than 50 employees (16.9% and 20.3%, respectively). In Western Canada, companies with between 2,000 and 4,999 employees were reported most frequently (18.6%).

**Table 11:
Number of employees by region**

	Western	Central	Atlantic	National
	%	%	%	%
0-49	14.0	16.9	20.3	16.2
50-99	5.0	7.0	10.1	6.6
100-249	10.3	12.5	6.3	10.8
250-499	11.6	9.6	17.7	11.5
500-999	11.2	9.6	5.1	9.6
1,000-1,999	7.9	9.2	12.7	9.1
2,000-4,999	18.6	16.2	17.7	17.4
5,000-9,999	7.9	5.9	1.3	6.1
Over 10,000	13.6	13.2	8.9	12.8
Omit	1	0	0	15
Total	243	272	79	608

How many OHS&E employees do you supervise? For all regions in Canada, survey respondents most frequently indicated that they supervised only a few OHS&E employees (30.2% reported supervising 1 to 5 employees) or none at all (52.2% reported not supervising any OHS&E employees).

**Table 12:
Number of employees supervised by region**

	Western	Central	Atlantic	National
	%	%	%	%
None	45.7	57.1	55.7	52.2
1-5	32.1	29.1	27.8	30.2
6-10	12.3	7.5	11.4	10.0
11-25	4.5	3.4	2.5	3.7
26-50	2.9	2.6	1.3	2.5
Over 50	2.5	0.4	1.3	1.4
Omit	0	4	0	18
Total	243	272	79	608

How many employer job sites do you serve? The majority of responses (68.5%) to this question could be found at the two ends of the choices (either 1 to 5 sites or over 50 sites). The remaining 31.5% of the response were found for 6 to 50 sites.

**Table 13:
Number of job sites by region**

	Western	Central	Atlantic	National
	%	%	%	%
1-5	36.6	47.0	32.5	40.8
6-10	9.9	8.7	7.8	9.1
11-25	14.4	8.7	10.4	11.3
26-50	12.8	9.5	11.7	11.1
Over 50	26.3	26.1	37.7	27.7
Omit	0	8	2	24
Total	243	272	79	608

On average, how many hours do you work per week? Between 41 and 50 hours of work per week was most frequently (42.8%) selected by the survey respondents. The majority of respondents reported working between 31 to 60 hours per week (90.7%).

**Table 14:
Hours per week by region**

	Western	Central	Atlantic	National
	%	%	%	%
Less than 10	1.2	1.1	0.0	1.0
10-20	0.4	2.6	1.3	1.5
21-30	0.8	1.1	1.3	1.0
31-40	21.0	28.1	41.0	26.9
41-50	43.2	44.1	37.2	42.8
51-60	25.5	18.5	15.4	21.0
61-70	6.6	3.3	2.6	4.6
71-80	0.0	0.0	1.3	0.2
Over 80	1.2	1.1	0.0	1.0
Omit	0	2	1	17
Total	243	272	79	608

Please indicate your salary range. Survey respondents reported a wide range of salary levels. The most frequently reported salary was \$60,000 to \$64,999 (12.0%) although the majority of responses were found from \$50,000 to \$79,999 (59.6%). Across Canada, 32.0% of respondents reported salaries of \$80,000 or higher.

**Table 15:
Salary range by region**

	Western	Central	Atlantic	National
	%	%	%	%
< \$50K	2.5	5.6	9.0	4.7
\$45K - \$49K	2.5	2.6	11.5	3.7
\$50K - \$54K	7.8	8.5	9.0	8.3
\$55K - \$59K	7.0	11.5	16.7	10.3
\$60K - \$64K	13.2	11.1	11.5	12.0
\$65K - \$69K	9.5	10.7	12.8	10.5
\$70K - \$74K	7.0	13.0	9.0	10.0
\$75K - \$79K	7.4	11.5	1.3	8.5
\$80K - \$84K	9.1	5.6	2.6	6.6
\$85K - \$89K	6.6	4.1	6.4	5.4
\$90K - \$94K	3.7	2.6	0.0	2.7
\$95K - \$99K	3.3	1.9	1.3	2.4
\$100K - \$104K	6.6	3.3	5.1	4.9
\$105K - \$109K	1.6	1.9	0.0	1.5
\$110K - \$114K	3.3	1.1	1.3	2.0
> \$115K	9.1	5.2	2.6	6.4
Omit	0	2	1	17
Total	243	272	79	608

Has your salary increased in the past 12 months? The majority (75.6%) of survey respondents reported that a salary increase occurred in the last 12 months. The affirmative response rate ranged from 72.7% in Western Canada to 82.1% in Atlantic Canada.

**Table 16:
Salary increase by region**

	Western	Central	Atlantic	National
	%	%	%	%
Yes	72.7	76.2	82.1	75.6
No	27.3	23.8	17.9	24.4
Omit	1	3	1	19
Total	243	272	79	608

If your salary increased, by what percentage? For those respondents who reported a salary increase in the previous 12 months, the rate of increase varied from 1% to over 22%. The most common rate of increase was from 1% to 6% (77.7%).

**Table 17:
Percentage of salary increase by region**

	Western	Central	Atlantic	National
	%	%	%	%
1-3	39.1	53.2	64.1	49.2
4-6	32.8	27.3	20.3	28.4
7-9	12.6	6.3	4.7	8.6
10-12	7.5	5.4	4.7	6.1
13-15	2.3	3.9	1.6	2.9
16-18	2.9	1.0	1.6	1.8
19-22	1.1	1.5	1.6	1.4
Over 22	1.7	1.5	1.6	1.6
Omit	69	67	15	165
Total	243	272	79	608

How satisfied are you with your OHS&E career? Survey respondents were uniformly satisfied with their OHS&E career. In combination, 89.3% of the respondents reported being satisfied or very satisfied with their career. Only 3.3% reported any degree of dissatisfaction.

**Table 18:
Career satisfaction by region**

	Western	Central	Atlantic	National
	%	%	%	%
Very Satisfied	49.6	46.5	52.6	48.6
Satisfied	40.5	42.1	37.2	40.8
Neither	5.4	9.2	6.4	7.3
Dissatisfied	4.1	1.8	3.8	3.0
Very Dissatisfied	0.4	0.4	0.0	0.3
Omit	1	1	1	17
Total	243	272	79	608

My annual CRSP fee is paid by? For most survey respondents, the employer paid the annual CRSP fee. Central Canada had the fewest employers paying the fee (63.0%) whereas Western Canada had the most number of employers paying (68.0%).

**Table 19:
Annual CRSP fee payment by region**

	Western	Central	Atlantic	National
	%	%	%	%
Employer	68.0	63.0	65.8	65.4
Self	32.0	37.0	34.2	34.6
Omit	2	2	0	18
Total	243	272	79	608

Another Perspective: Experience

In addition to exploring the demographic and employment information by region, it was also possible to examine the response data by work experience. To achieve this, the category levels for years of experience (“How many years have you been practicing as an OHS&E professional?”) were re-structured to create levels with larger sample sizes.

The new levels were created by combining 0-4 years with 5-9 years to create 0-9 years of experience and by combining 20-24 with over 25 years to create over 20 years of work experience. As a result of these combinations, four levels of work experience were used to examine the responses to the survey.

What is the highest level of formal education attained? For each level of experience, the most commonly selected level of formal education was a college diploma/certificate.

**Table 20:
Level of education by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
High School	6.3	5.8	4.6	9.8
Partial Univ.	7.6	8.5	13.9	7.8
Diploma	47.5	39.7	38.9	37.9
Degree	22.8	27.5	33.3	24.8
Post grad	13.9	17.5	7.4	17.6
Other	1.9	1.1	1.9	2.0
Omit	0	0	0	0
Total	158	189	108	153

How many employers, including the present one, have you worked for in the OHS&E field since 1990? For each level of experience, the majority of respondents indicated having between 1 and 3 previous employers since 1990.

**Table 21:
Number of previous employers by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
1 - 3	80.4	80.4	84.3	70.6
4 - 6	16.5	14.3	11.1	22.9
7 - 10	1.9	1.6	1.9	2.0
Over 10	1.3	3.7	2.8	4.6
Omit	0	0	0	0
Total	158	189	108	153

Which of the following best describes the location of the community in which your primary site of employment is situated? The majority of respondents reported being employed in an urban setting. The highest rate was found for those with 20 or more years of experience (88.5%) and the lowest was found for those with 0-9 years (76.0%).

**Table 22:
Employment location by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
Urban	76.0	86.4	80.7	88.5
Rural	24.0	13.6	19.3	11.5
Omit	29	35	20	40
Total	158	189	108	153

Which of the following best describes the population size of the community in which your primary site of employment is situated? With respect to community size, differences in work experience were apparent. For those with the least experience, the respondents tended to be employed in smaller communities. In contrast, respondents with the most experience tended to work in larger centres.

**Table 23:
Community size by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
< 10K	10.0	4.9	6.9	3.4
10K - 99K	26.7	25.8	19.6	24.8
100K - 199K	8.0	17.6	7.8	11.4
200K - 499K	12.0	15.4	21.6	11.4
500K - 999K	26.7	18.7	27.5	26.2
> 1,000K	16.7	17.6	16.7	22.8
Omit	8	7	6	4
Total	158	189	108	153

Are you self-employed? Respondents most frequently reported being employed by an organization. The lowest rate of self-employment was found for respondents with the least experience (5.7%) and the highest rates found with the highest levels of experience (17.1%).

**Table 24:
Rate of self-employment by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
Yes	5.7	8.5	15.9	17.1
No	94.3	91.5	84.1	82.9
Omit	1	0	1	1
Total	158	189	108	153

Which of the following best describes your employment setting? Experience differences in employment setting appear to exist between respondents. For example, the responses in consulting tend to increase with experience (from 6.3% to 17.6%) whereas the responses in manufacturing tend to decrease with experience (26.6% to 11.1%).

**Table 25:
Employment setting by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
Agriculture	0.6	0.5	0.9	3.3
Communications	1.9	1.6	0.9	0.7
Construction	10.8	7.4	6.5	10.5
Consulting	6.3	11.1	19.6	17.6
Education	4.4	10.6	3.7	5.9
Government	13.3	15.9	16.8	17.0
Health Care	3.2	4.8	4.7	2.6
Manufacturing	26.6	22.2	15.0	11.1
Natural Res.	11.4	9.5	10.3	14.4
Transportation	8.2	2.1	8.4	6.5
Utilities	6.3	7.4	8.4	4.6
Other	7.0	6.9	4.7	5.9
Omit	0	0	1	0
Total	158	189	108	153

Approximately how many people does your company employ? In general, there appears to be a relation between years of experience and company size. This is illustrated with the smallest category in which response rate increased with experience (from 8.9% to 23.5%) and the two largest categories in which response rate decreased (from 6.4% to 3.3% and 16.6% to 11.8%).

**Table 26:
Number of employees by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
0-49	8.9	14.3	17.6	23.5
50-99	4.5	6.9	5.6	9.2
100-249	13.4	8.5	14.8	7.2
250-499	13.4	12.2	12.0	7.8
500-999	12.7	10.1	7.4	7.2
1,000-1,999	9.6	5.8	13.0	10.5
2,000-4,999	14.6	21.7	11.1	19.6
5,000-9,999	6.4	9.0	6.5	3.3
Over 10,000	16.6	11.6	12.0	11.8
Omit	1	0	0	0
Total	158	189	108	153

How many OHS&E employees do you supervise? For all levels of experience, survey respondents most frequently indicated that they supervised only a few OHS&E employees (21.5% to 32.7% reported supervising 1 to 5 employees) or none at all (41.8% to 56.1% reported not supervising any OHS&E employees).

**Table 27:
Number of employees supervised by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
None	54.5	52.7	56.1	41.8
1-5	30.8	32.4	21.5	32.7
6-10	7.7	9.6	11.2	15.7
11-25	1.3	1.6	8.4	7.2
26-50	3.8	2.1	0.9	2.6
Over 50	1.9	1.6	1.9	0.0
Omit	2	1	1	0
Total	158	189	108	153

How many employer job sites do you serve? The majority of responses (from 32.9% to 47.4%) selected the first category of 1 to 5 job sites. A large portion of the respondents also identified the last category of over 50 job sites (26.6% to 28.2%).

**Table 28:
Number of job sites by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
1-5	47.4	43.6	39.3	32.9
6-10	8.4	9.6	9.3	10.1
11-25	7.8	9.6	15.0	13.4
26-50	8.4	10.6	9.3	15.4
Over 50	27.9	26.6	27.1	28.2
Omit	4	1	1	4
Total	158	189	108	153

On average, how many hours do you work per week? Between 41 and 50 hours of work per week was most frequently (33.6% to 51.4% for the different levels of experience) selected by the survey respondents. The majority of respondents reported working between 31 to 60 hours per week (84.2% to 93.1%).

**Table 29:
Hours per week by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
Less than 10	0.0	0.5	1.9	2.0
10-20	2.5	1.1	0.0	2.0
21-30	0.0	0.5	0.9	2.6
31-40	27.4	30.2	20.6	24.3
41-50	46.5	41.8	51.4	33.6
51-60	17.8	21.2	20.6	26.3
61-70	4.5	4.2	2.8	7.2
71-80	0.6	0.0	0.0	0.0
Over 80	0.6	0.5	1.9	2.0
Omit	1	0	1	1
Total	158	189	108	153

Please indicate your salary range. Survey respondents reported a wide range of salary levels. In general, reported levels of salary increased with level of experience.

**Table 30:
Salary range by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
< \$50K	4.5	5.3	3.7	4.6
\$45K - \$49K	3.8	5.8	2.8	2.0
\$50K - \$54K	13.5	9.5	5.6	2.6
\$55K - \$59K	10.3	11.6	9.3	8.5
\$60K - \$64K	14.7	11.6	11.2	9.2
\$65K - \$69K	9.0	11.1	13.1	8.5
\$70K - \$74K	13.5	6.3	11.2	9.2
\$75K - \$79K	9.6	6.9	9.3	7.8
\$80K - \$84K	6.4	5.8	6.5	7.2
\$85K - \$89K	1.9	7.9	4.7	7.2
\$90K - \$94K	1.9	2.6	2.8	4.6
\$95K - \$99K	1.9	4.2	1.9	0.7
\$100K - \$104K	3.2	4.8	1.9	8.5
\$105K - \$109K	0.0	1.1	0.0	4.6
\$110K - \$114K	1.3	1.6	2.8	3.3
> \$115K	4.5	3.7	13.1	11.8
Omit	2	0	1	0
Total	158	189	108	153

Has your salary increased in the past 12 months? The majority of survey respondents reported that a salary increase occurred in the last 12 months. Further, those respondents with less experience were more likely to report an increase (82.8%) than those with more experience (71.1%).

**Table 31:
Salary increase by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
Yes	82.8	76.5	71.0	71.1
No	17.2	23.5	29.0	28.9
Omit	1	2	1	1
Total	158	189	108	153

If your salary increased, by what percentage? For those respondents who reported a salary increase in the previous 12 months, the rate of increase varied from 1% to over 22%. The most common rate of increase was from 1% to 6%.

**Table 32:
Percentage of salary increase by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
1-3	46.5	53.5	48.0	46.7
4-6	26.4	27.8	28.0	34.6
7-9	9.3	7.6	8.0	9.3
10-12	7.8	5.6	5.3	4.7
13-15	3.1	2.1	2.7	3.7
16-18	2.3	0.7	4.0	0.9
19-22	3.1	0.0	2.7	0.0
Over 22	1.6	2.8	1.3	0.0
Omit	29	45	33	46
Total	158	189	108	153

How satisfied are you with your OHS&E career? Survey respondents were uniformly satisfied with their OHS&E career. Across all levels of experience, very high levels of satisfaction were reported.

**Table 33:
Career satisfaction by experience**

	0-9	10-14	15-19	20+
	%	%	%	%
Very Satisfied	41.4	51.1	49.1	53.3
Satisfied	47.8	37.2	40.7	37.5
Neither	5.7	9.0	8.3	5.9
Dissatisfied	4.5	2.1	1.9	3.3
Very Dissatisfied	0.6	0.5	0.0	0.0
Omit	1	1	0	1
Total	158	189	108	153

Another Perspective: Employment Setting

In addition to exploring the demographic and employment information by region and experience, it was also possible to examine the response data by employment setting.

However, many of the employment settings had only a small sample of respondents. As a result, the four categories with the most responses were selected for this section of the report. The four employment settings were manufacturing ($n = 117$), government ($n = 95$), consulting ($n = 79$), and natural resources ($n = 69$).

What is the highest level of formal education attained? For each category of employment setting, the most commonly selected level of formal education was a college diploma/certificate.

Table 34:
Level of education by setting

	Manu.	Gov.	Cons.	NR
	%	%	%	%
High School	4.3	5.3	6.3	10.1
Partial Univ.	6.8	4.2	10.1	13.0
Diploma	47.0	43.2	32.9	49.3
Degree	24.8	29.5	29.1	17.4
Post grad	15.4	14.7	20.3	10.1
Other	1.7	3.2	1.3	0.0
Omit	0	0	0	0
Total	117	95	79	69

How many employers, including the present one, have you worked for in the OHS&E field since 1990? For each category of work setting, the majority of respondents indicated having between 1 and 3 previous employers since 1990. With 1 to 3 previous employers, manufacturing had the highest rate (88.0%) whereas consulting presented the lowest rate (67.1%).

Table 35:
Number of previous employers by setting

	Manu.	Gov.	Cons.	NR
	%	%	%	%
1 - 3	88.0	84.2	67.1	76.8
4 - 6	9.4	12.6	22.8	15.9
7 - 10	0.9	2.1	5.1	2.9
Over 10	1.7	1.1	5.1	4.3
Omit	0	0	0	0
Total	117	95	79	69

Which of the following best describes the location of the community in which your primary site of employment is situated? The majority of respondents reported being employed in an urban setting. The highest rate was found in consulting (90.2%) and the lowest was found with natural resources (66.0%).

Table 36:
Employment location by setting

	Manu.	Gov.	Cons.	NR
	%	%	%	%
Urban	84.2	82.9	90.2	66.0
Rural	15.8	17.1	9.8	34.0
Omit	22	19	18	19
Total	117	95	79	69

Which of the following best describes the population size of the community in which your primary site of employment is situated? With respect to employment setting, differences in community size were apparent. For example, only 6.0% of the natural resource respondents selected the final category (over 1,000,000 people) whereas 24.0% of those in consulting indicated that they were situated in the largest communities.

**Table 37:
Community size by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
< 10K	9.8	2.2	4.0	9.0
10K – 99K	23.2	34.8	21.3	34.3
100K - 199K	12.5	15.2	13.3	9.0
200K - 499K	20.5	13.0	10.7	6.0
500K - 999K	13.4	20.7	26.7	35.8
> 1,000K	20.5	14.1	24.0	6.0
Omit	5	3	4	2
Total	117	95	79	69

Are you self-employed? Respondents from manufacturing, government, and natural resources most frequently reported being employed by an organization. However, almost half of the respondents from consulting were self-employed (48.1%).

**Table 38:
Rate of self-employment by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
Yes	1.7	3.2	48.1	8.7
No	98.3	96.8	51.9	91.3
Omit	0	0	0	0
Total	117	95	79	69

Approximately how many people does your company employ? In general, respondents from consulting tend to be employed in smaller companies (70.9% with less than 100 employees) whereas few respondents were employed in large companies within manufacturing (7.8% with less than 100 employees).

**Table 39:
Number of employees by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
0-49	2.6	8.4	59.5	14.5
50-99	5.2	10.5	11.4	10.1
100-249	8.6	14.7	12.7	5.8
250-499	19.8	12.6	3.8	10.1
500-999	19.0	11.6	0.0	10.1
1,000-1,999	14.7	3.2	2.5	11.6
2,000-4,999	14.7	18.9	2.5	23.2
5,000-9,999	7.8	6.3	2.5	2.9
Over 10,000	7.8	13.7	5.1	11.6
Omit	1	0	0	0
Total	117	95	79	69

How many OHS&E employees do you supervise? For all categories of employment setting, survey respondents most frequently indicated that they supervised only a few OHS&E employees (17.9% to 43.1% reported supervising 1 to 5 employees) or none at all (31.9% to 65.3% reported not supervising any OHS&E employees).

**Table 40:
Number of employees supervised by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
None	41.4	65.3	60.3	31.9
1-5	43.1	17.9	29.5	36.2
6-10	12.1	8.4	3.8	18.8
11-25	1.7	4.2	2.6	8.7
26-50	0.9	2.1	2.6	2.9
Over 50	0.9	2.1	1.3	1.4
Omit	1	0	1	0
Total	117	95	79	69

How many employer job sites do you serve?

Within government and consulting, the majority of respondents served on a large number of job sites (68.8% and 59.8% reported 26 or more job sites, respectively). In contrast, respondents from manufacturing typically served only a few job sites (79.1% reported serving 1 to 5 sites).

**Table 41:
Number of job sites by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
1-5	79.1	16.1	24.7	45.6
6-10	11.3	6.5	7.8	7.4
11-25	5.2	8.6	7.8	14.7
26-50	1.7	14.0	13.0	11.8
Over 50	2.6	54.8	46.8	20.6
Omit	2	2	2	1
Total	117	95	79	69

On average, how many hours do you work per week? Between 41 and 50 hours of work per week was most frequently (35.8% to 53.4% for the different employment settings) selected by the survey respondents.

**Table 42:
Hours per week by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
Less than 10	0.9	0.0	0.0	1.4
10-20	0.9	2.1	2.6	0.0
21-30	0.0	0.0	3.8	1.4
31-40	17.2	57.9	20.5	13.0
41-50	53.4	35.8	41.0	46.4
51-60	23.3	3.2	21.8	29.0
61-70	4.3	1.1	6.4	5.8
71-80	0.0	0.0	3.8	2.9
Over 80	0.9	0.0	0.0	1.4
Omit	1	0	1	0
Total	117	95	79	69

Please indicate your salary range. Survey respondents reported a wide range of salary levels. In general, reported levels of salary increased with level of experience. Natural resources respondents reported highest salary rates. For example, 88.2% of the respondents from natural resources reported an annual salary of \$75,000 or higher.

**Table 43:
Salary range by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
< \$50K	3.4	6.3	10.1	0.0
\$45K - \$49K	6.0	6.3	1.3	0.0
\$50K - \$54K	9.5	10.5	8.9	1.5
\$55K - \$59K	6.0	26.3	11.4	1.5
\$60K - \$64K	13.8	13.7	11.4	0.0
\$65K - \$69K	12.1	14.7	8.9	8.8
\$70K - \$74K	8.6	10.5	8.9	0.0
\$75K - \$79K	8.6	3.2	6.3	8.8
\$80K - \$84K	6.9	3.2	5.1	8.8
\$85K - \$89K	6.9	0.0	2.5	19.1
\$90K - \$94K	0.0	3.2	3.8	10.3
\$95K - \$99K	2.6	0.0	0.0	7.4
\$100K - \$104K	5.2	1.1	0.0	13.2
\$105K - \$109K	0.0	0.0	3.8	4.4
\$110K - \$114K	1.7	0.0	5.1	2.9
> \$115K	8.6	1.1	12.7	13.2
Omit	1	0	0	1
Total	117	95	79	69

Has your salary increased in the past 12 months? The majority of survey respondents reported that a salary increase occurred in the last 12 months. However, those respondents with from consulting were less likely to report an increase (53.8%) than those in the other areas (81.2% to 84.0%).

Table 44:
Salary increase by setting

	Manu.	Gov.	Cons.	NR
	%	%	%	%
Yes	81.9	84.0	53.8	81.2
No	18.1	16.0	46.2	18.8
Omit	1	1	1	0
Total	117	95	79	69

If your salary increased, by what percentage? For those respondents who reported a salary increase in the previous 12 months, the rate of increase varied from 1% to over 22%. The most common rate of increase was from 1% to 6%.

Table 45:
Percentage of salary increase by setting

	Manu.	Gov.	Cons.	NR
	%	%	%	%
1-3	45.7	63.3	47.5	39.3
4-6	33.0	26.6	20.0	32.1
7-9	8.5	3.8	7.5	10.7
10-12	6.4	1.3	10.0	12.5
13-15	2.1	5.1	7.5	1.8
16-18	2.1	0.0	5.0	1.8
19-22	2.1	0.0	2.5	0.0
Over 22	0.0	0.0	0.0	1.8
Omit	23	16	39	13
Total	117	95	79	69

How satisfied are you with your OHS&E career? Survey respondents were uniformly satisfied with their OHS&E career. Across all levels of experience, very high levels of satisfaction were reported. The highest reported rate of dissatisfaction was documented in manufacturing (5.2%) and the lowest was in government (1.1%).

Table 46:
Percentage of salary increase by setting

	Manu.	Gov.	Cons.	NR
	%	%	%	%
Very Satisfied	44.3	42.1	57.7	58.0
Satisfied	41.7	47.4	32.1	27.5
Neither	8.7	9.5	7.7	10.1
Dissatisfied	4.3	1.1	2.6	2.9
Very Dissatisfied	0.9	0.0	0.0	1.4
Omit	2	0	1	0
Total	117	95	79	69



4. SUMMARY

The results of the Board of Canadian Registered Safety Professional's Biennial Survey provide information across a variety of variables. Responses to the survey are provided based on geographical region, career experience, and employment setting. Throughout this report attempts were made to identify consistencies, discrepancies, and trends in the data.