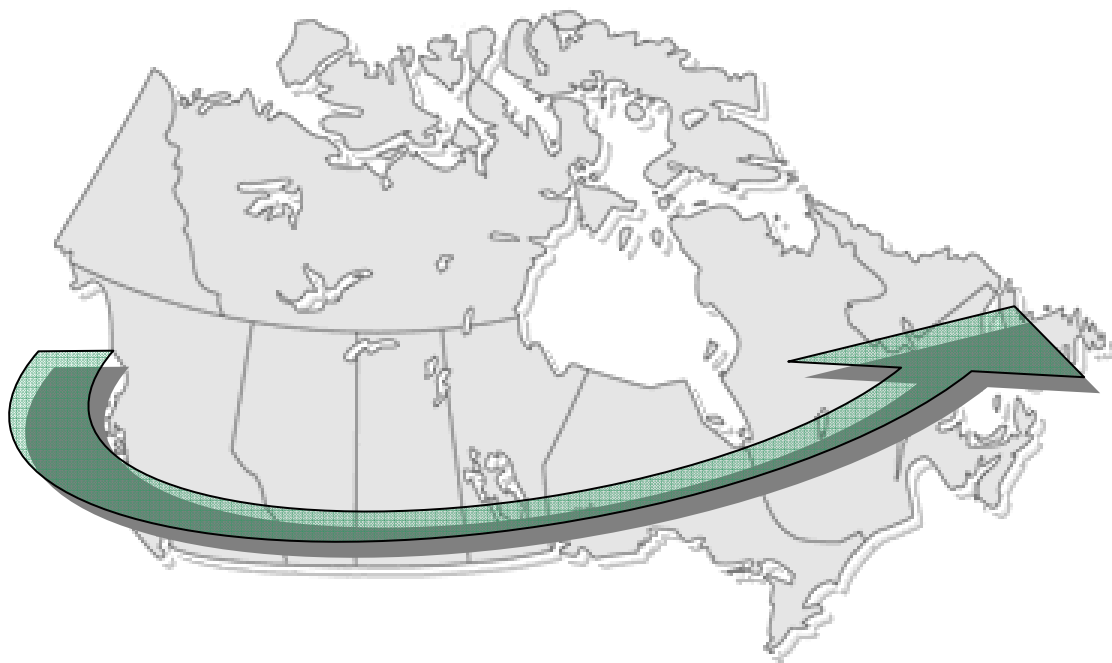


***2006
CROSS CANADA
OCCUPATIONAL HYGIENE
SALARY SURVEY***



Prepared by
Canadian AIHA Local Sections
and
Canadian Registration Board of Occupational Hygienists
September 2006

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EXECUTIVE SUMMARY

The inaugural *Cross Canada Occupational Hygiene Salary Survey* was conducted between January 15, 2006 and February 5, 2006 as a joint effort between each of the four Provincial American Industrial Hygiene Association (AIHA) Local Sections and the Directors from the Canadian Registration Board of Occupational Hygiene (CRBOH).

A total of fourteen (14) questions regarding employment, education, professional certification, demographic, salary, and personal status were collected via an electronic survey format using technology from SurveyMonkey.com.

In total, 311 surveys were filled out from a possible number of approximately 1000 potential respondents. In order to facilitate statistical analysis of the data, the Provincial results were grouped in the following manner (responses/ total possible responses): AIHA BC & Yukon (90/ 225); Alberta and Northwest Territories (90/ 235); Prairies Saskatchewan & Manitoba (17/ 60); Ontario (74/ n/a); Quebec (11/ n/a); Maritimes (24/ 60).

Median salaries were highest in Ontario (\$90,000, n=74) followed by Alberta and NWT (\$77,500, n=90), Quebec (\$77,500, n=11), BC and Yukon (\$72,500, n=90), Maritimes (NS, NB, PEI and NF, \$67,500, n=24), and the Prairies (SK, MB, \$67,500, n=17).

A key feature of the 2006 Salary Survey is the use of multiple linear regression modeling to “untangle” the “mixed” influences of such things as experience, location, and certification level. Factors were entered into the model one at a time and retained if they made a statistically significant contribution ($p < 0.05$) in explaining the variability observed in individuals’ salaries. The model clearly shows the strong effects of geographic region, seniority and supervisory experience, certification, and environmental responsibilities.

In order to increase the total number of respondents and the statistical power of future surveys, the Canadian Council of Occupational Hygienists, the American Board of Industrial Hygiene, the Ontario Occupational Hygiene Association, and the Quebec Hygiene Association will be invited to participate in the Cross Canada Salary Survey initiative.

Acknowledgements

The AIHA BC Yukon Section Executive would like to express our sincere gratitude to each of the representatives from the Canadian AIHA Local Sections as well as the Directors of the Canadian Registration Board of Occupational Hygienists and statisticians from the University of British Columbia School of Occupational and Environmental Hygiene for their contribution to the development and completion of the inaugural 2006 Cross Canada Occupational Hygiene Salary Survey.

Canadian AIHA Local Sections

BC Yukon	Alberta	Manitoba	Atlantic Provinces
Victor Leung	Sheldon Weatherby	Irv Gusdal	Helen Mersereau
Quinn Danyluk	Ina Hildebrand	Edward Gatey	Karen Butterworth
Hugh Davies	Chris Taylor		Clive MacGregor
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UBC School of Occupational & Environmental Hygienists (SOEH)

Aditya Sharma

Introduction

The survey

1. OVERVIEW

The survey questionnaire was prepared and approved by the executives of various AIHA local sections and the CRBOH. A total of fourteen (14) questions regarding employment, education, professional certification, demographic, salary, and personal status were developed. Responses were collected from members across Canada. From a possible pool of approximately 1000 respondents, a total of 311 surveys were completed. The mean age of the respondents was 45 years and approximately two thirds (68%) were male. Nationally, over two-thirds of respondents worked in the categories of consulting, government, regulatory body, government non-regulatory, oil & gas and academic institutions.

Most of the respondents reported having a mixture of roles in their work including environmental, industrial hygiene, and safety. About 82% of respondents reported undertaking post secondary education. The median national salary range went from \$72,500 for those with college certificates or a diploma to \$92,500 for those with doctorate degrees (PhD).

When constructing a salary compensation model it was found that the salary was largely influenced by four statistically significant factors including (1) years of experience, (2) professional certification, (3) region of employment, and (4) field of employment.

2. PROCEDURE

The *2006 Cross Canada Occupational Hygiene Salary Survey* was based on a similar survey that was conducted in 1999 for the AIHA BC-Yukon Section. Modifications to this original survey were implemented to meet the needs of national application. The final questionnaire (Appendix G) was drafted by the Executive members of the AIHA local sections of both the Alberta and BC-Yukon sections. It was then reviewed and adopted by the executives of the AIHA Manitoba section, AIHA Atlantic Provinces section and Executives of the CRBOH.

Respondent Sample

All members of the AIHA local sections and the CRBOH with a functional email address at the time of the survey were targeted for inclusion. The following is a breakdown of the possible responses from each of the participating associations.

Table I: Possible Total Number of Responses

Participating Association	Possible Number of Recipients (approx.)
AIHA BC-Yukon Section	225
AIHA Alberta Section	235
AIHA Manitoba Section	90
AIHA Atlantic Provinces	60
CRBOH	400

Survey Distribution

The final survey questionnaire was prepared and administered through SurveyMonkey (www.surveymonkey.com), a paid online survey provider. An electronic link to the survey was emailed to participants and kept open for three weeks between January 15, 2006 and February 5, 2006. Upon closure of the survey, a collection of the raw data was compiled by the webmaster of the AIHA BC-Yukon Section into a Microsoft Excel[®] file through a built-in data processing function in SurveyMonkey. The final raw data Excel file was immediately sent to a team of statisticians at the University of British Columbia School of Occupational and Environmental Hygiene (UBC SOEH) for analysis.

In order to ensure full confidentiality of the information collected from members, the SurveyMonkey representatives were instructed to ensure no information was collected that could be used to identify respondents including names, email addresses, or internet protocol (IP) addresses. Since data transference to the Excel file was automated, individual raw data was never opened nor viewed during data compilation.

Survey Contents

The following information was collected: employment status, community size and location, self employment status, employment setting, number of employees, number of employees supervised, number of job sites, hours per work week, current salary, salary increase and career satisfaction. (See Appendix G)

3. RESULTS

The Respondents

In order to facilitate a representative sample for each area, the provincial data had to be grouped into the following categories:

1. BC & Yukon
2. Alberta and Northwest Territories
3. Prairies – Manitoba and Saskatchewan
4. Ontario
5. Quebec
6. Maritimes - Newfoundland, Nova Scotia, New Brunswick & Prince Edward Island

Table II: Summary of basic demographic data for respondents (N=311/ 1000).

Region	Responses	% Male	Mean age
BC & Yukon	90	68%	42
Alberta and NWT	90	63%	43
Prairies	17	67%	46
Ontario	74	72%	48
Quebec	11	71%	49
Maritimes	24	73%	48
National (Total)	311	68%	45

Table II shows a breakdown of demographic information for respondents by geographic region. The greatest number of responses came from Alberta and the NWT, and BC and the Yukon. Together with Ontario, these areas represent 81% of all responses.

Where do Canadian Occupational Hygienist Professionals Work?

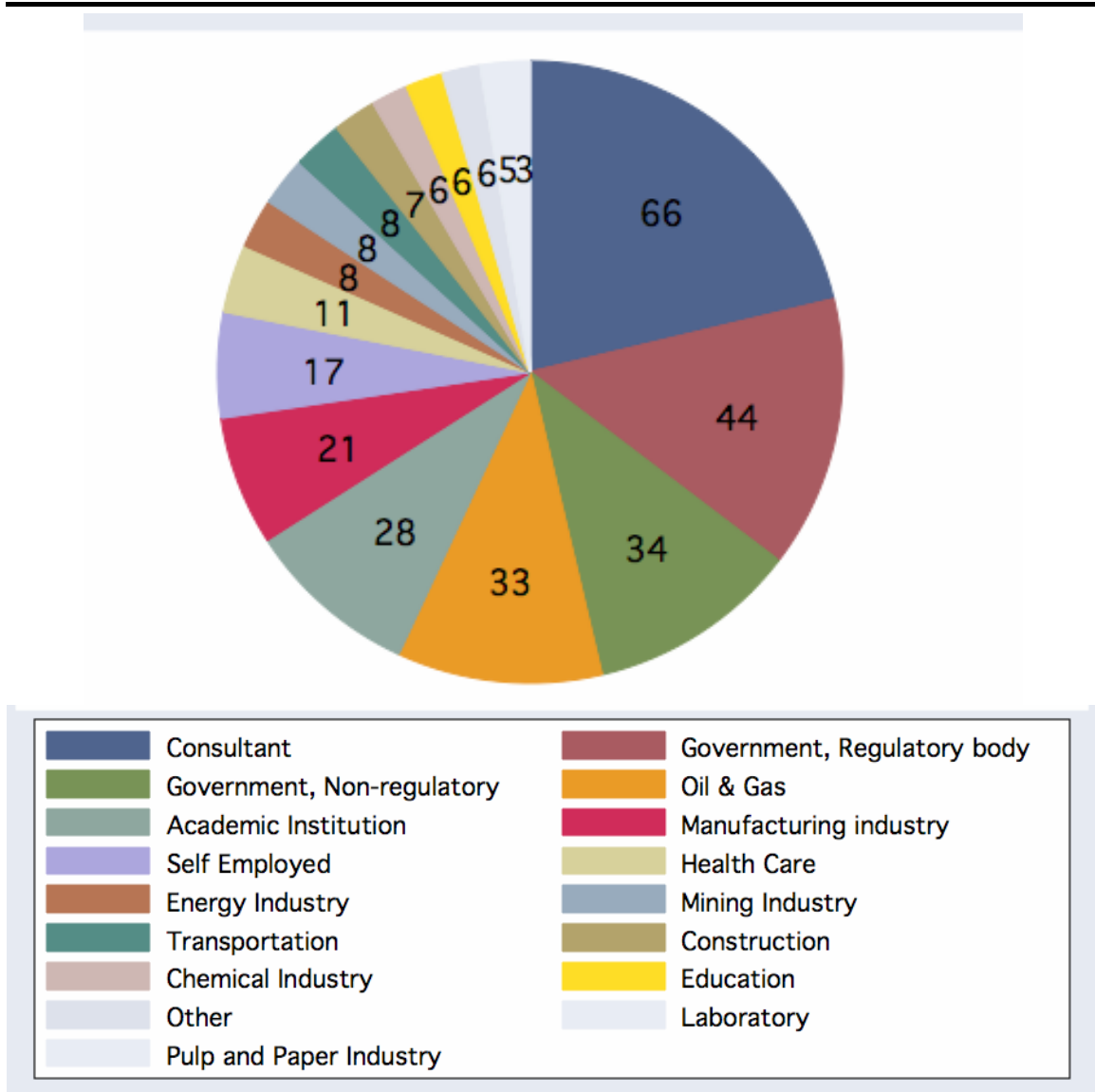


Figure 1: Current Employment of Respondents across Canada

See Legend for codes; the numbers in the pie “slice” indicates the number of responses for that particular category (N=311).

Figure 1 shows how Canadian occupational hygiene professionals self-report their place of work. The largest single group (n=66) reported working in consulting, followed by government regulatory agencies (n=44), etc. Over two-thirds of respondents worked in the categories of consulting, government, regulatory body, government non-regulatory, oil & gas and academic institutions.

“Other” comprises individuals reporting employment in Agriculture, Fisheries, Service, and labour unions.

What Roles do Occupational Hygiene Professionals Play?

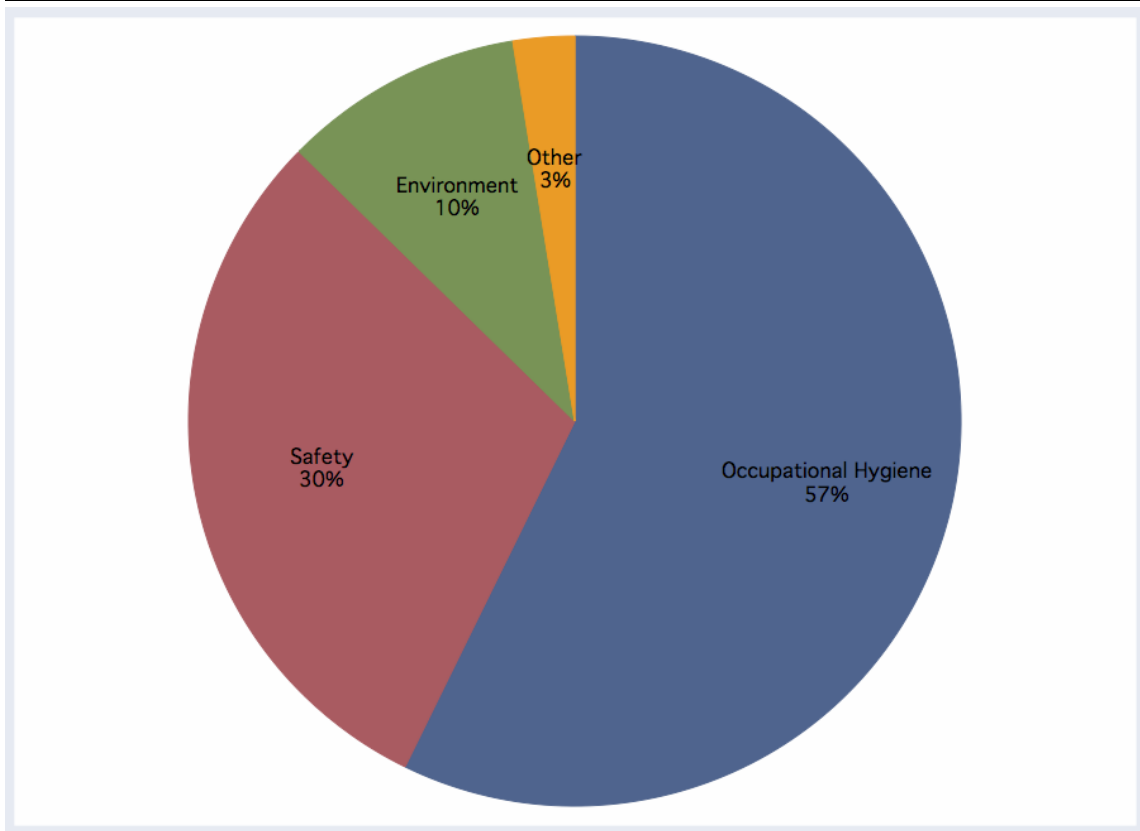


Figure 2: Roles of Occupational Hygiene Professionals across Canada (N=311)

Figure 2 shows how respondents reported the breakdown of the various aspects of their jobs. The slices represent the mean fraction of time spent in each role.

Twenty-five respondents reported doing 100% occupational hygiene, and one respondent reported doing 100% safety. All other respondents reported having a mix of roles in their work.

Only 21 individuals (out of 311) reported doing work “other” than occupational or environmental hygiene or safety, and within that group, the fraction of “other” work performed ranged from 1 to 99% of their job.

Educational Training of Occupational Hygiene Professionals

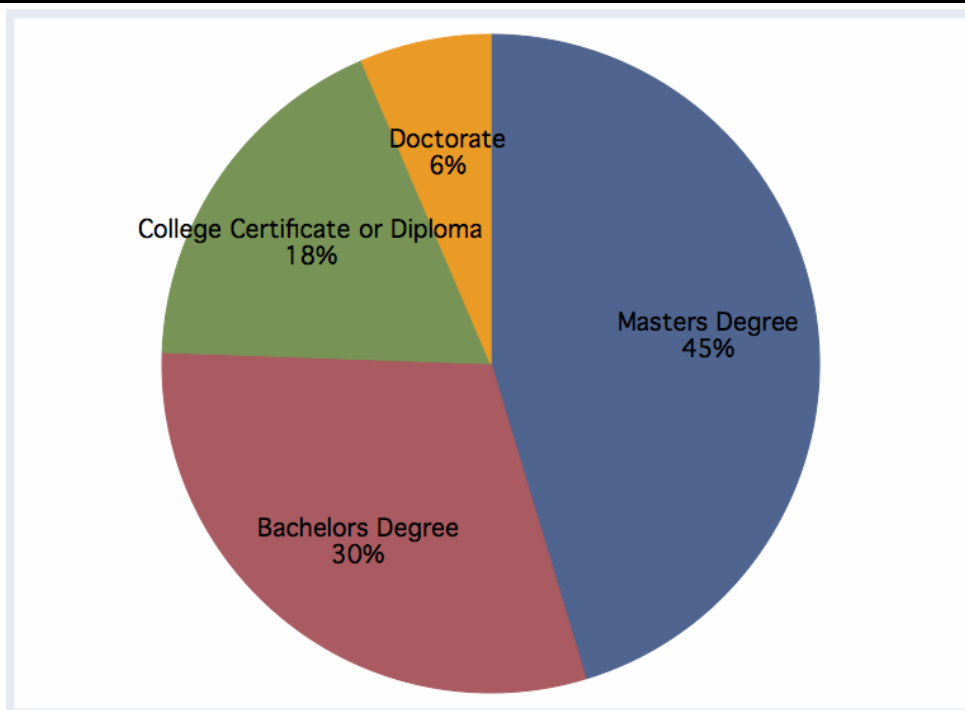


Figure 3: Educational Attainment among National Respondents

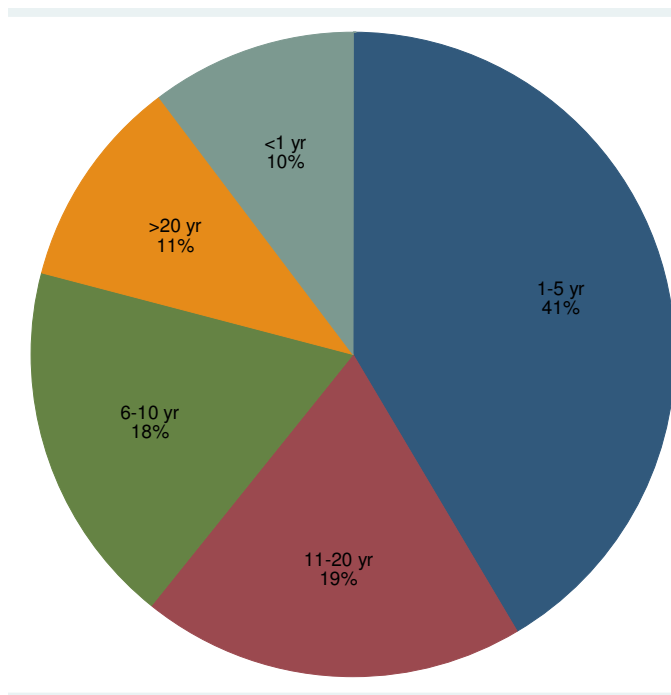


Figure 4: Years in profession

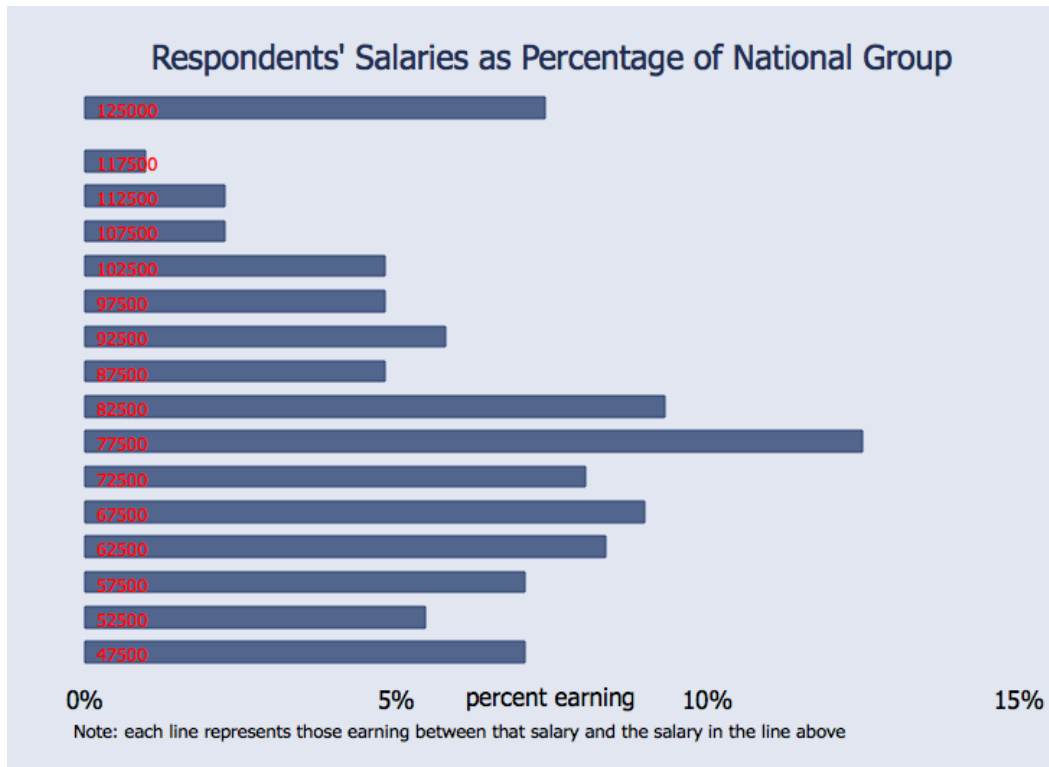


Figure 5: National annual salaries by \$5,000 category from \$47,500 to over \$125,000 (N_{national} = 311)

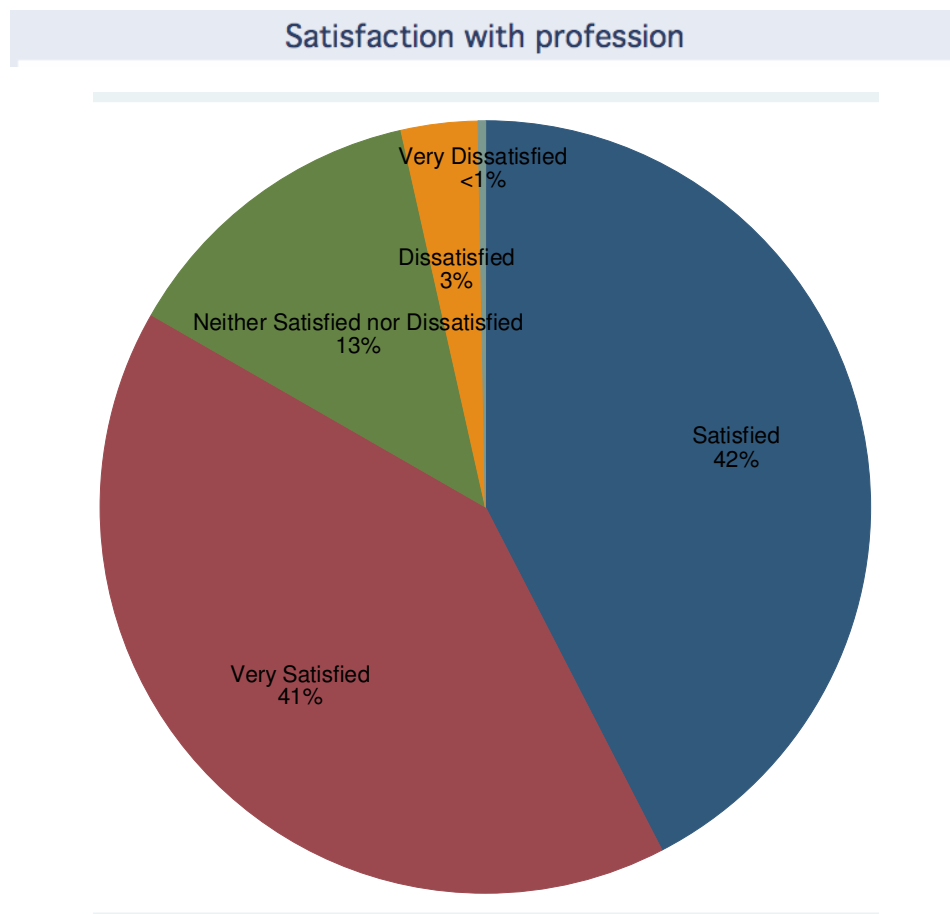


Figure 6: Satisfaction with the Profession

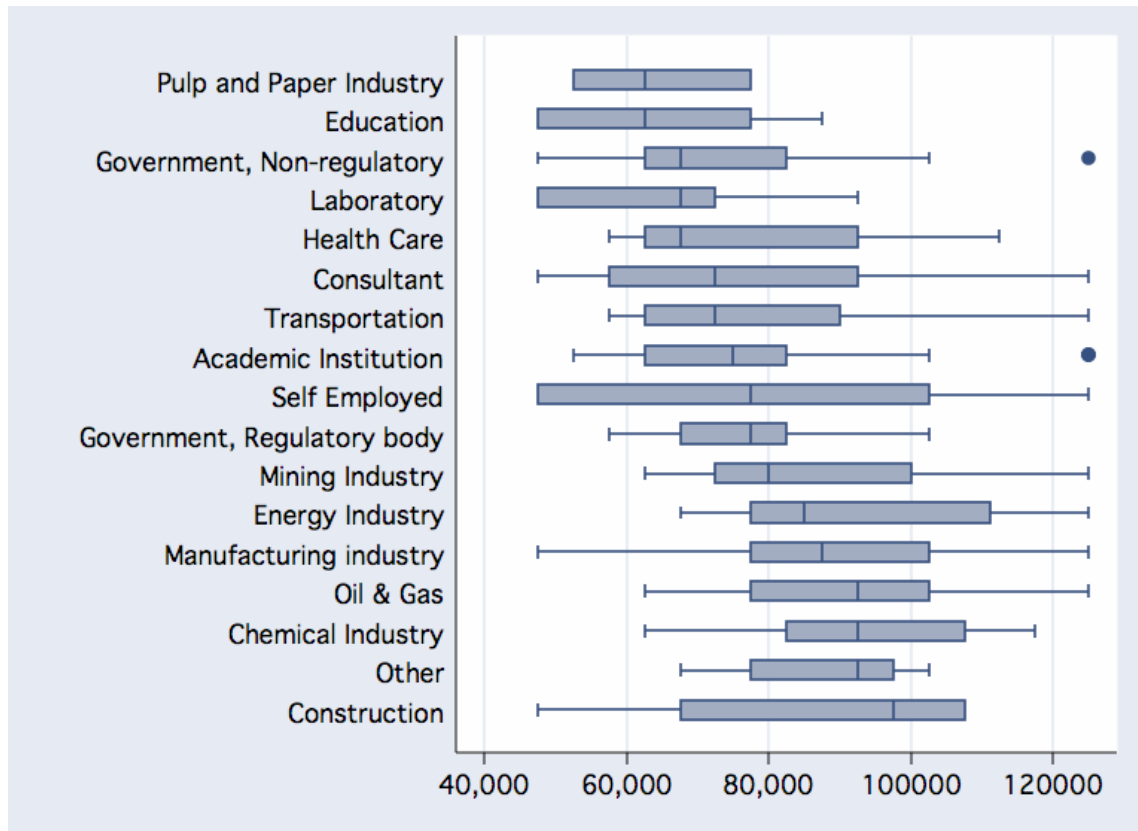


Figure 7: Annual salaries by industry sector (N=311) boxes show mean and interquartile range

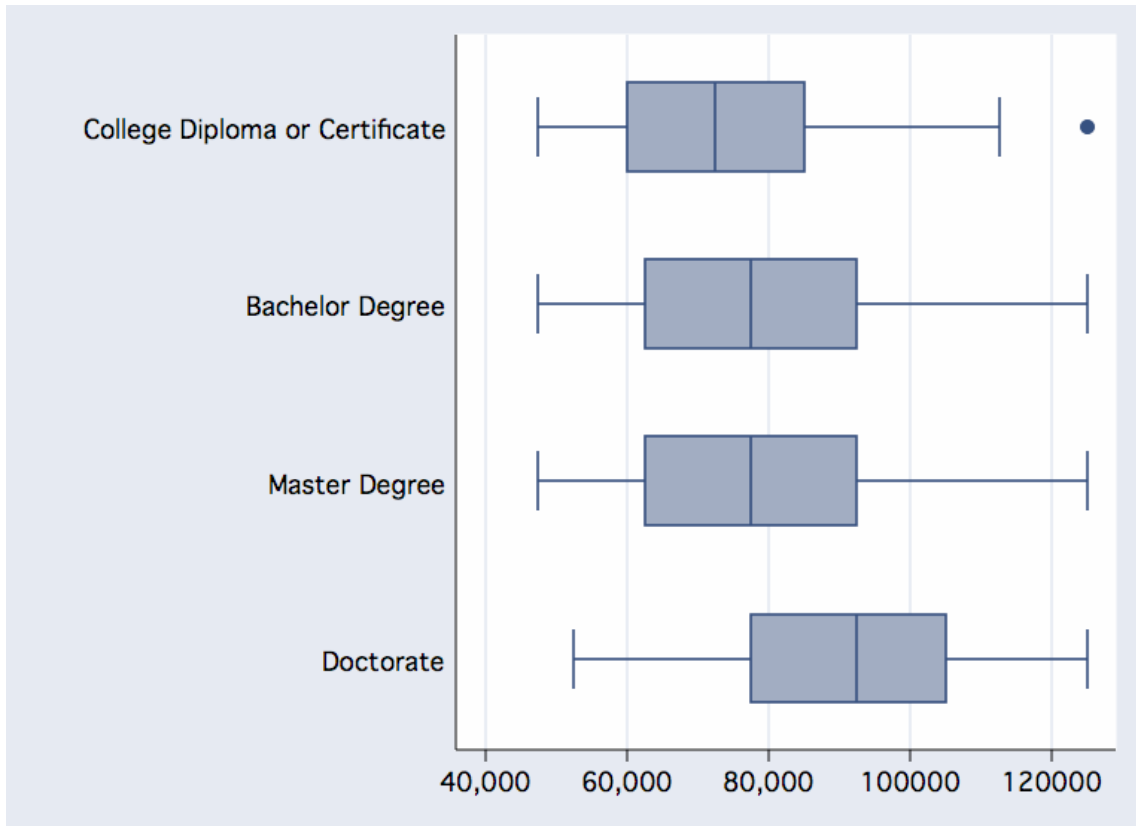


Figure 8: Salary levels by educational attainment

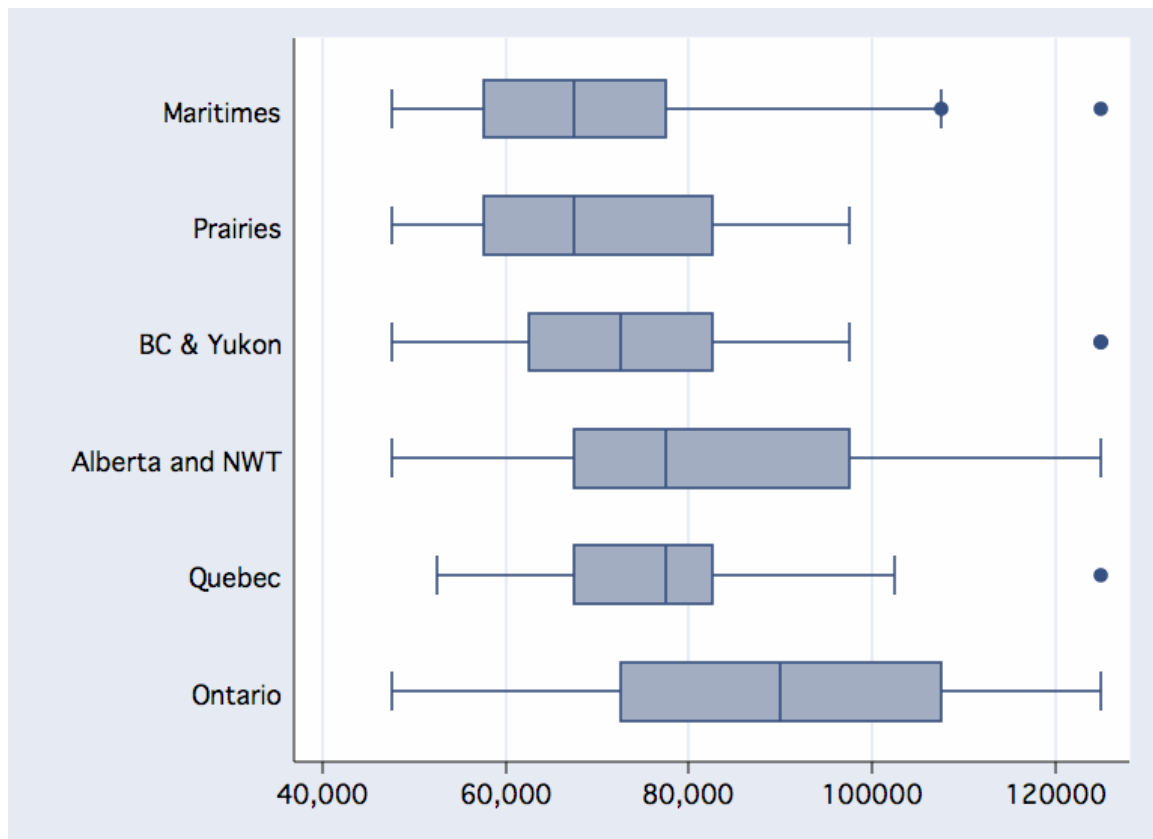


Figure 9: Salary ranges by geographic area

Median salaries were highest in Ontario (\$90,000, n=74) followed by Alberta and NWT (\$77,500, n=90), Quebec (\$77,500, n=11), BC and Yukon (\$72,500, n=90), Maritimes (NS, NB, PEI and NF, \$67,500, n=24), and the Prairies (SK, MB, \$67,500, n=17).

Table III: Training Background

Degree Subject	National
Occupational Hygiene	131
Occupational Health	29
Biology	24
Chemistry/Physics	43
Safety	15
Environmental Science	21
Kinesiology/Ergonomics	5
Engineering	17
Business Administration	9
Occupational Health and Safety	4
Health Sciences	11
Education	2
Total	311

Occupational hygienists come from a broad range of academic backgrounds (see Table III). A little over half of respondents both nationally and in BC & the Yukon have backgrounds in either occupational health or hygiene. Other related fields (safety, ergonomics, and environment) make up 15% and 24% nationally and in BC & Yukon, respectively.

Traditional science backgrounds (chemistry, physics, biology and engineering) make up a further 27% and 23 % nationally and in BC & Yukon, respectively. Finally business, health and education make up the remaining small percentage.

222 of respondents reported holding some combination of professional certification (the survey inquired about CIH, ROH, IHIT, ROHT, CIAH, CSP, CRSP, CHSC).

155 reported having a CIH, ROH or both. The number of certifications held is shown in Table IV.

Table IV: Certification by geographic area

	BC & Yukon	Alberta	Prairies	Ontario	Quebec	Maritimes	Total
CIH	24	28	4	46	5	9	116
ROH	12	24	3	58	10	10	117
IHIT	4	0	0	2	1	0	7
ROHT	4	9	0	7	1	2	23
CRSP	20	26	9	2	17	8	82
CSP	6	1	0	4	2	0	13
CHSC	1	1	0	0	0	0	2
No Cert'n	39	30	7	6	0	7	89

4. SALARY CALCULATOR

Factors Influencing Salary Levels among Respondents

The final model (see Table V) used data from 306 participants, and explained 46% of the variability in salaries reported.

In the table, “coefficients” represents the contribution of that particular factor when all other factors in the model are held constant; i.e. supervising more than 9 people is associated with a \$19,776 increase over someone supervising no people, after all other factors including seniority and certification are taken into account. The 95% confidence interval represents the range of values that would be expected to contain the estimate 19 times out of 20.

The baseline (\$57,333) represents the model’s estimate of the mean salary for those who are the reference group of each factor, i.e. someone in the Maritimes, with less than 5 years experience, does not supervise any other employees, does not have a CIH, ROH or CSP, etc. etc.

To predict the salary of an individual one must add the coefficients of representative factors. For example, for a hygienist working in Alberta with a CIH, supervising 6 workers and having 10 years experience, the model would predict a salary of \$57,333 + \$3,314 + \$8,398 + \$5,595 or \$ 74,640. If that person worked in the energy sector, then one would add another \$9,684.

The model does a reasonably good job of explaining variability but there is a considerable amount left to be explained, presumably by factors that were not measured. The model clearly shows the strong effects of geographic region, seniority and supervisory experience, certification, and environmental responsibilities. Some factors that were originally thought to be important were not retained in the model. For example neither gender nor age made a significant contribution (the point estimate for females was \$3,124 lower than male, $p=0.16$). Education level (type of degree) and degree field were also not significant in this model. While percent of time doing environmental work was significant, the amount of time spent doing safety or hygiene was not.

The value of having any certification was \$6,878, but the model was further constructed to look at different types of certification. The most important three were CIH, ROH and CSP. Although not statistically significant, CIH and CSP are shown in the table because of the interest in the impact of these certifications. Not surprisingly, junior certification (IHIT, ROHT) showed a negative contribution to the model. These certifications are usually held by more junior (less well paid) professionals. Interestingly the IHIT was associated with higher salary levels in those with < 5 years experience, but then became a predictor of lower salaries in those with more experience, perhaps indicating lower salaries among those who do not go on to more senior professional qualifications. Holding both a CIH and ROH simultaneously did not appear to be associated with higher salaries.

Table V: Important Factors Determining Salary Level in Occupational Hygiene in Canada, 2006

	Coefficient	95% Confidence Interval
Baseline	\$57,333	\$ 47,130 to \$ 67,538
Years in Profession:		
< 5 years	ref	
6 – 10 years	\$5,595	\$ -927 to \$ 12,117
11 – 15 years	\$7,981	\$ 678 to \$ 15,284
16 – 20 years	\$12,118	\$ 4,827 to \$ 19,409
> 20 years	\$15,734	\$ 8,552 to \$ 22,916
Region:		
Maritimes	ref	
Quebec	\$563	\$ -12,189 to \$ 13,315
Ontario	\$11,618	\$ 3,985 to \$ 19,252
Prairies	\$2,722	\$ -7,333 to \$ 12,777
Alberta and NWT	\$9,895	\$ 2,355 to \$ 17,436
BC & Yukon	\$7,958	\$ 564 to \$ 15,351
Number of Staff Supervised		
None	ref	
< 3	\$ 9,322	\$ 4,307 to \$ 14,337
3 – 9	\$ 8,390	\$ 2,949 to \$ 13,831
> 9	\$ 19,776	\$ 13,114 to \$ 26,438
Certification		
CIH*	\$ 3,314	\$ -1,607 to \$ 8,236
ROH	\$ 9,695	\$ 4,037 to \$ 15,353
CSP*	\$ 8,146	\$ -1,415 to \$ 17,707
More than 50% of job spent in environmental area	\$ 8,685	\$ 321 to \$ 17,048
Current Employer[#]		
Oil & Gas	\$ 16,518	\$ 6,545 to \$ 26,491
Mining	\$ 11,218	\$ -2,414 to \$ 24,850
Energy	\$ 9,684	\$ -3,708 to \$ 23,075
Laboratory	\$ -18,000	\$ -34,563 to \$ -1,437

*Borderline not significant but retained in model because of high interest

[#]Only current employers with individual p-value <0.25 shown

APPENDIX A:
BC YUKON SPECIFIC DATA

Where do British Columbian & Yukon Occupational Hygiene Professionals Work?

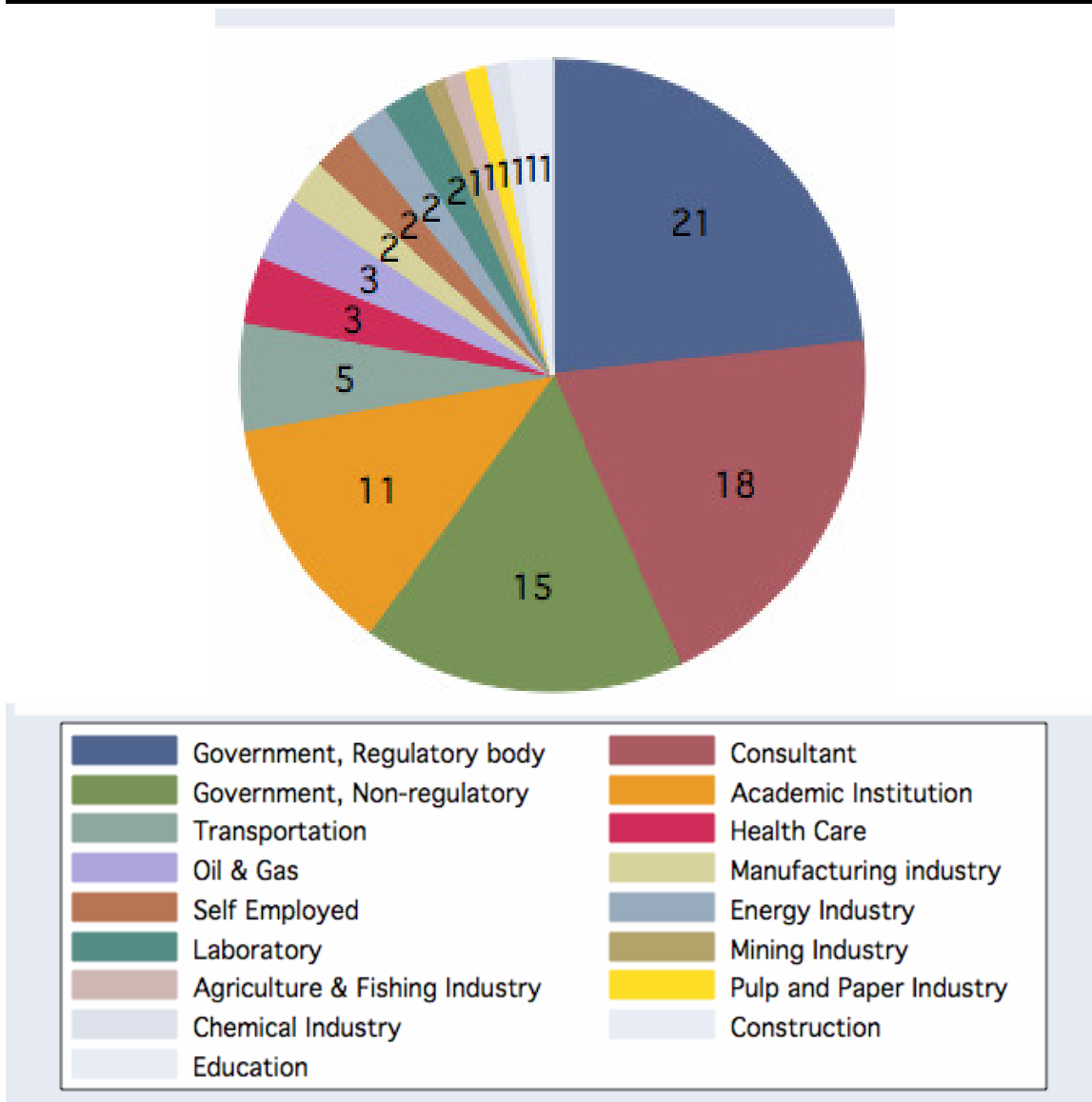


Figure 1: British Columbia responses to the question: "Which of the following best describe your current employment?"

See Legend for codes; the numbers in the pie "slice" indicates the number of responses for that particular category (N=90).

Figure 1 shows how British Columbia & Yukon occupational hygienists self-report their place of work. Almost 80% of respondents worked in the categories of government, regulatory body (e.g. WorksafeBC), consulting, government non-regulatory, academic institutions, and transportation.

What Roles do Occupational Hygiene Professionals Play (BC & Yukon)?

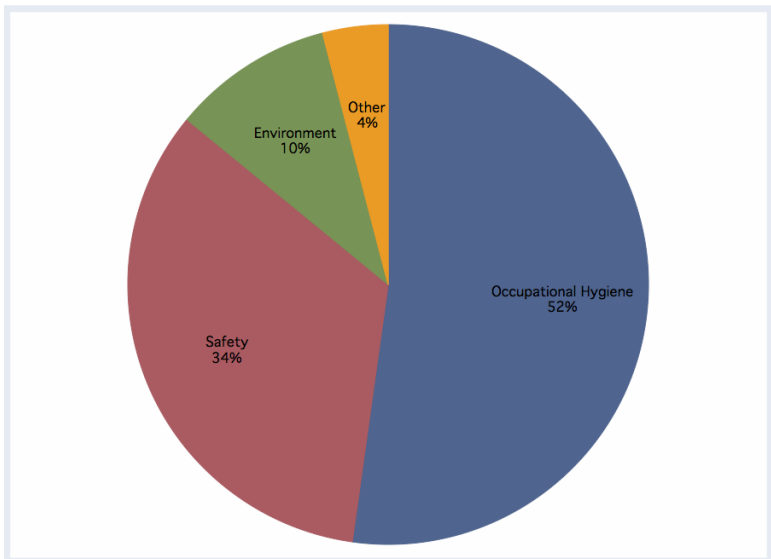


Figure 2: Roles of Occupational Hygiene Professionals in BC and the Yukon. N=90

On average, BC occupational hygienists do slightly more safety work and slightly less occupational hygiene work than the national average, but both groups say that environmental work takes up about 10% of their time.

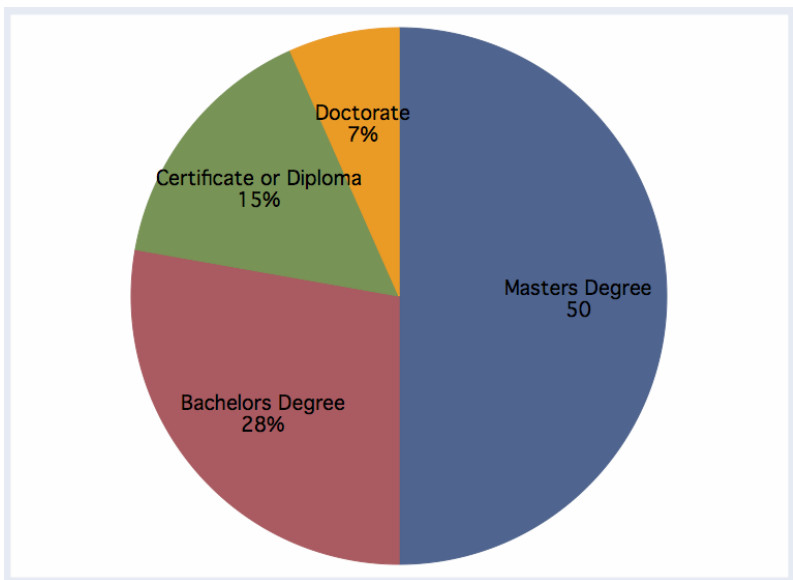


Figure 3: BC & Yukon only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=90)

The majority of practicing hygienists have master's degrees. Slightly more BC respondents than the national average reported having post-graduate degrees – likely because of the location of the graduate program at UBC.

Educational Training of Occupational Hygiene Professionals (BC & Yukon)

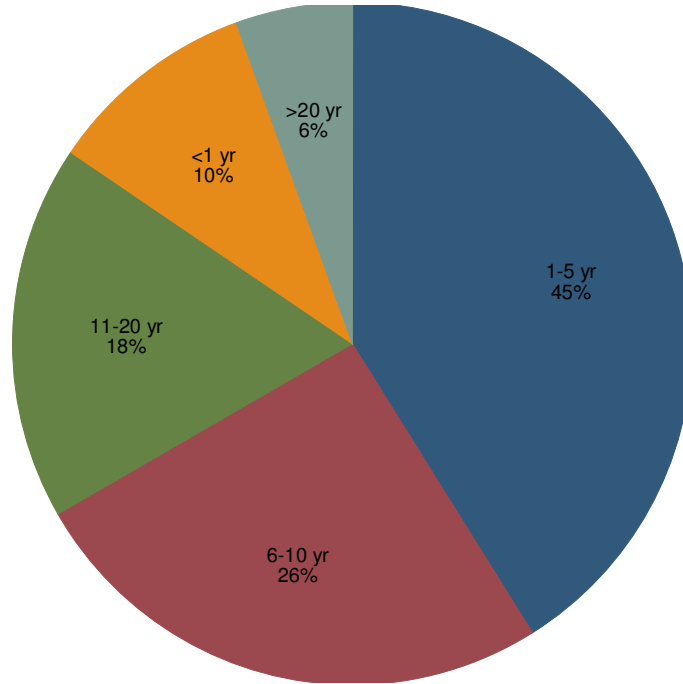


Figure 4: BC & Yukon: years in profession. Response to question “What are your years of experience in the profession” (N=90)

BC and the Yukon have a similar distribution of professional experience to the national average, though with slightly fewer respondents in the 6-10 year category and correspondingly less in more experienced categories.

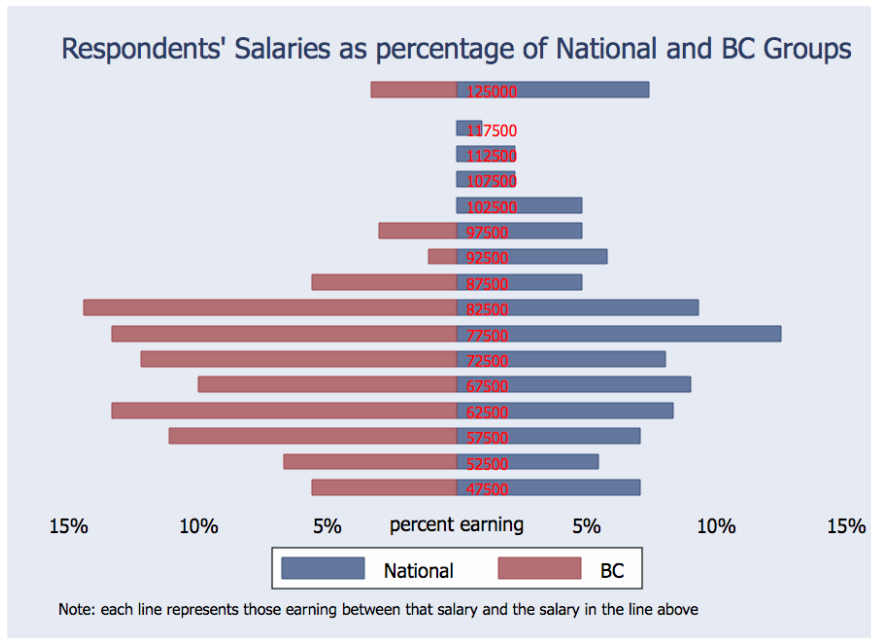


Figure 5: National and BC & Yukon annual salaries by \$5,000 category from \$47,500 to over \$125,000 (N_{national} = 311, N_{BC & Yukon} = 90)

Salaries in BC are largely comparable to the National figures, though there were fewer respondents in BC reporting salaries over \$92,500 and proportionately more in the \$57,000 to \$82,500 range. This is consistent with the generally lower levels of experience found in the BC & Yukon respondents.

Satisfaction with profession (BC & Yukon)

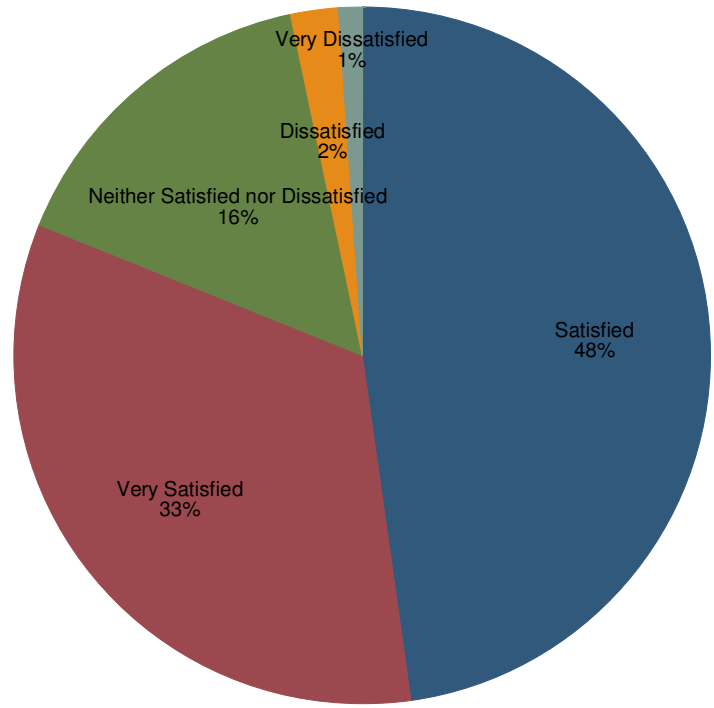


Figure 6: BC & Yukon: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=90)

Overall both the national and BC & Yukon group respondents were largely satisfied or very satisfied with their occupation in occupational hygiene. Less than 4% in both groups reported that they were dissatisfied or very dissatisfied with their career.

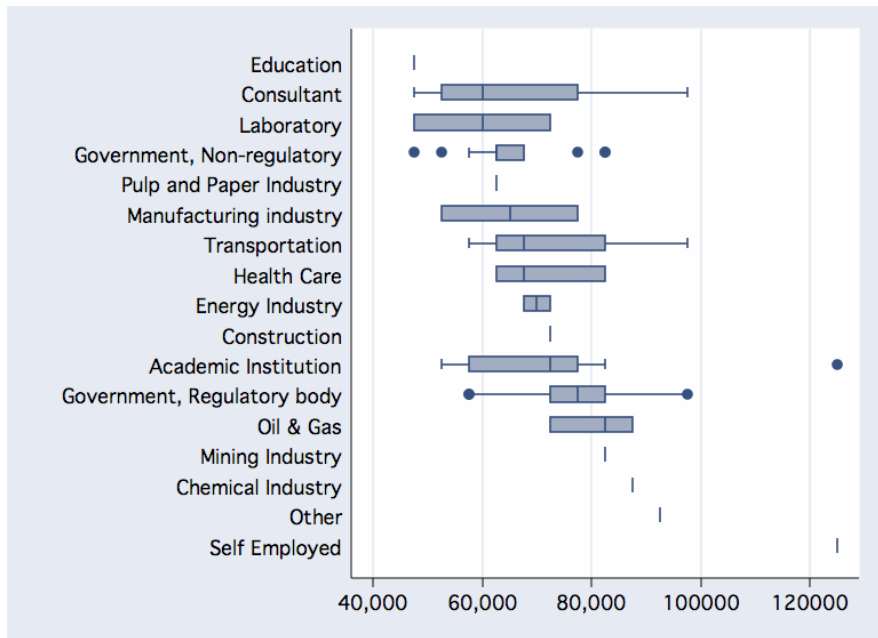


Figure 7: BC & Yukon; annual salaries by industry sector (N=311) boxes show mean and interquartile range

Chemical industry, oil and gas and other are the only three industries that appear in the top 5-paid industries both nationally and in the BC & Yukon region. Those at the bottom are the same both nationally and in BC & the Yukon: Education, laboratory, consultant, and government, non-regulatory.

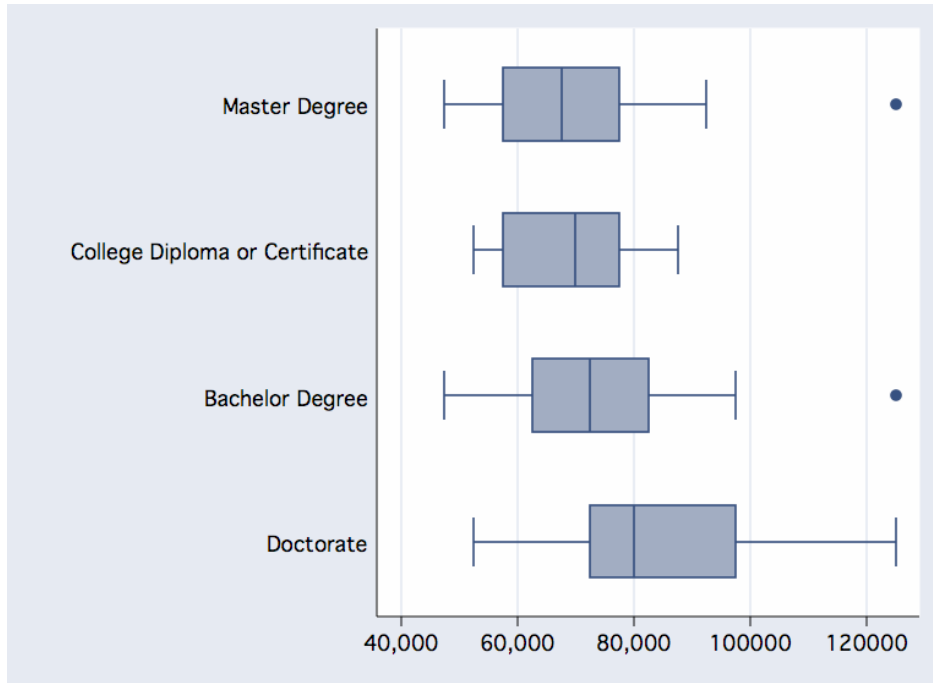


Figure 8: BC & Yukon, Salary levels by educational attainment.

Nationally, median salary ranges from \$72,500 for those with a college certificate or diploma to \$92,500 for those with PhD, while in the BC and Yukon, salary levels are generally lower and there is only a range of \$5,000 between median salary for masters (\$67,500), college (\$70,000) and bachelors (\$72,500).

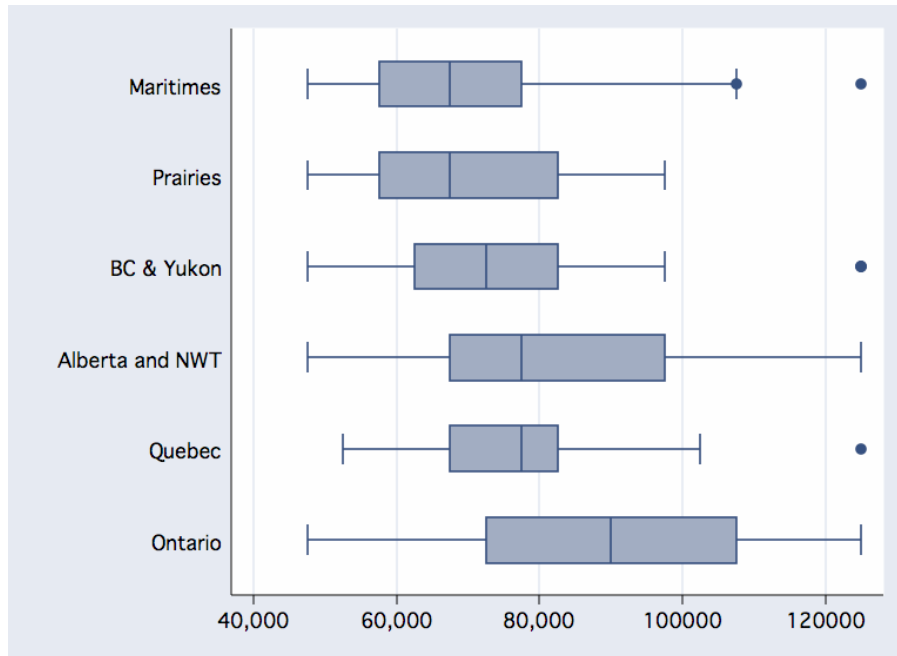


Figure 9: Salary ranges by geographic area.

Median salaries were highest in Ontario (\$90,000, n=74) followed by Alberta and NWT (\$77,500, n=90), Quebec (\$77,500, n=11), BC and Yukon (\$72,500, n=90), Maritimes (NS, NB, PEI and NF, \$67,500, n=24), and the Prairies (SK, MB, \$67,500, n=17).

Educational Training of Occupational Hygiene Professionals (BC & Yukon)

Table I: Training Background

Degree Subject	BC & Yukon	National
Occupational Hygiene	37	131
Occupational Health	11	29
Biology	10	24
Chemistry/Physics	9	43
Safety	9	15
Environmental Science	6	21
Kinesiology/Ergonomics	3	5
Engineering	2	17
Business Administration	2	9
Occupational Health and Safety	1	4
Health Sciences	0	11
Education	0	2
Total	90	311

Occupational hygienists come from a broad range of academic backgrounds. A little over half both nationally and in BC & the Yukon have backgrounds in either occupational health or hygiene. Other related fields (safety, ergonomics, and environment) make up 15% and 24% nationally and in BC & Yukon, respectively. Traditional science backgrounds (chemistry, physics, biology and engineering) make up a further 27% and 23 % nationally and in BC & Yukon, respectively. Finally business, health, and education make up the remaining small percentage.

APPENDIX B:
**ALBERTA & NWT SPECIFIC
DATA**

Where do Alberta and NWT Occupational Hygiene Professionals Work?

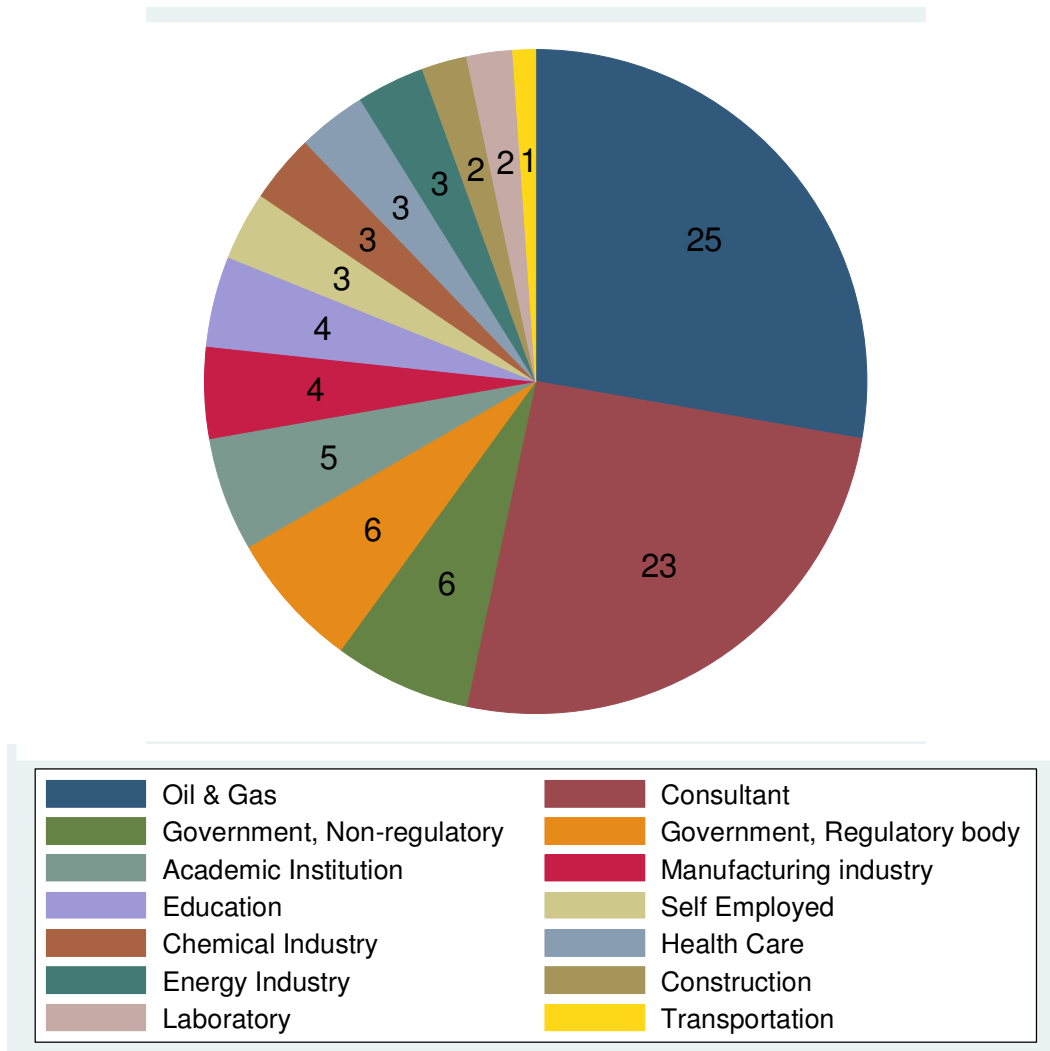


Figure 1: Alberta & NWT responses to the question: "Which of the following best describe your current employment?"

See Legend for codes; the numbers in the pie "slice" indicates the number of responses for that particular category (N=90).

What Roles do Occupational Hygiene Professionals Play (AB & NWT)?

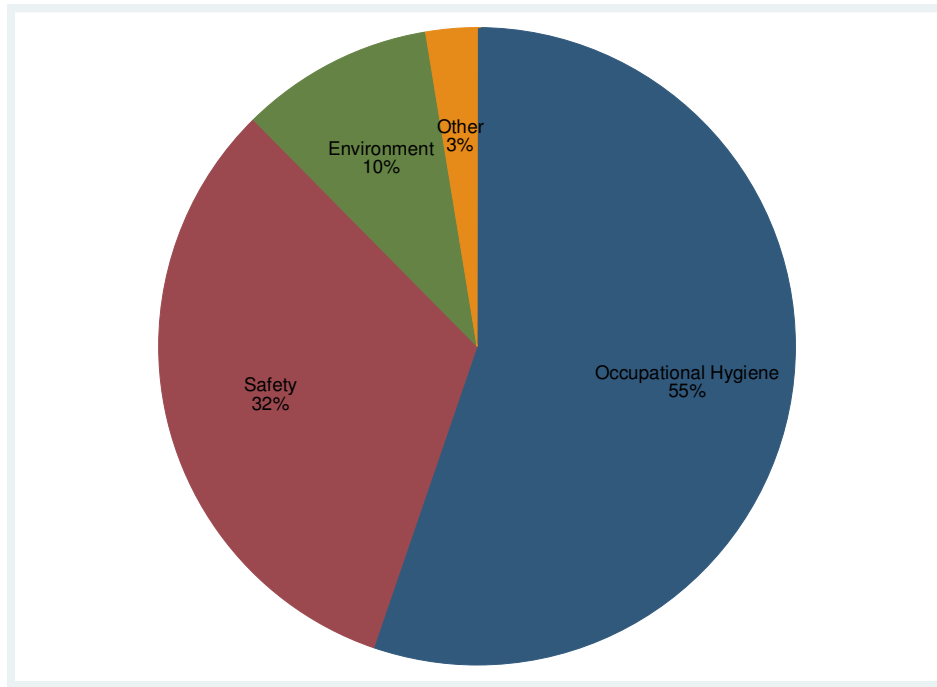


Figure 2: Roles of Occupational Hygiene Professionals in Alberta & NWT. N=90

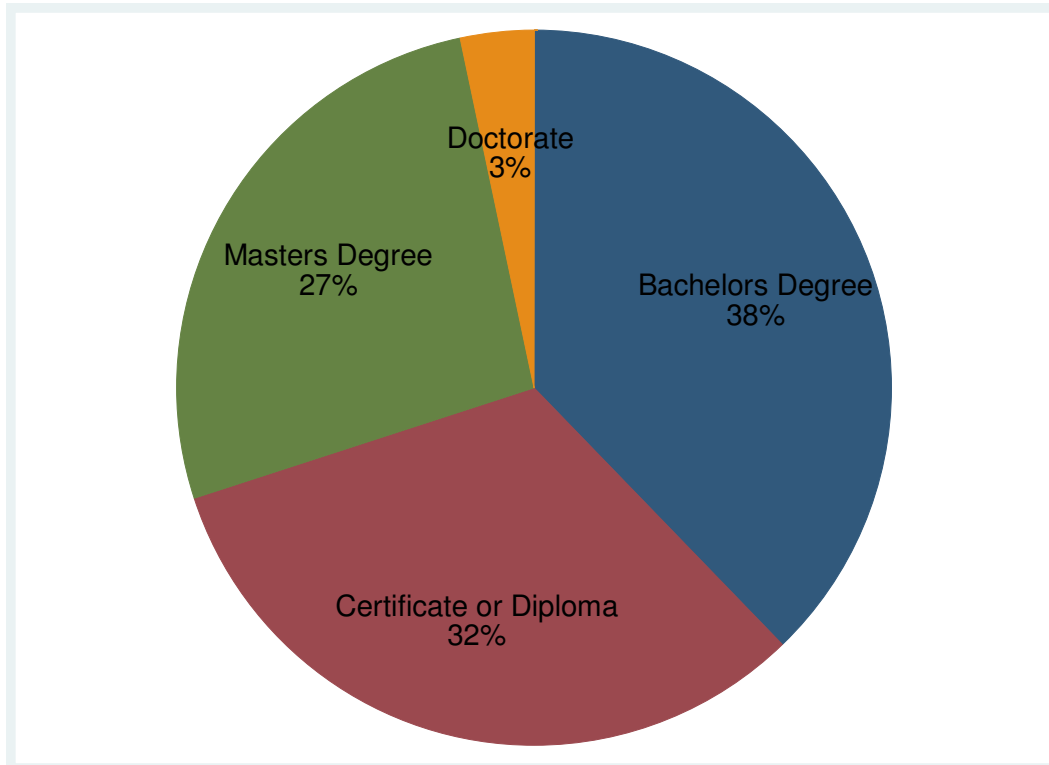


Figure 3: Alberta & NWT only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=90)

Educational Training of Occupational Hygiene Professionals (AB & NWT)

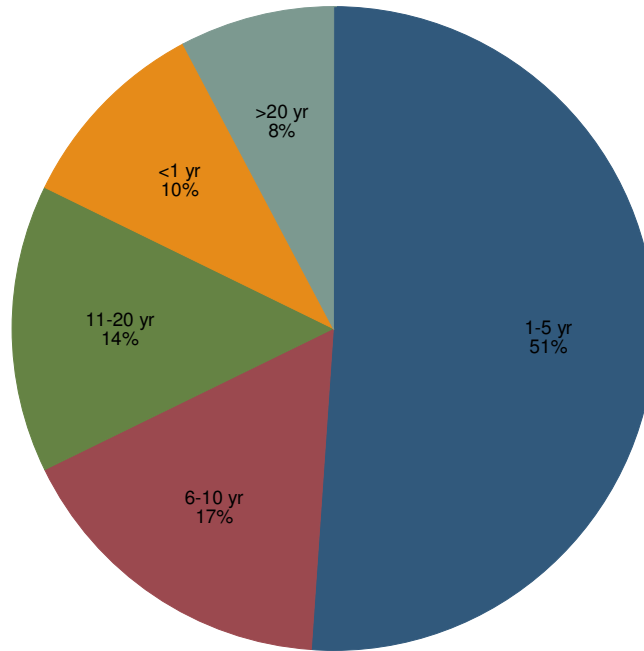


Figure 4: Alberta & NWT: years in profession. Response to question “What are your years of experience in the profession” (N=90)

Respondents' Salaries as percentage of National and Alberta & NWT Groups

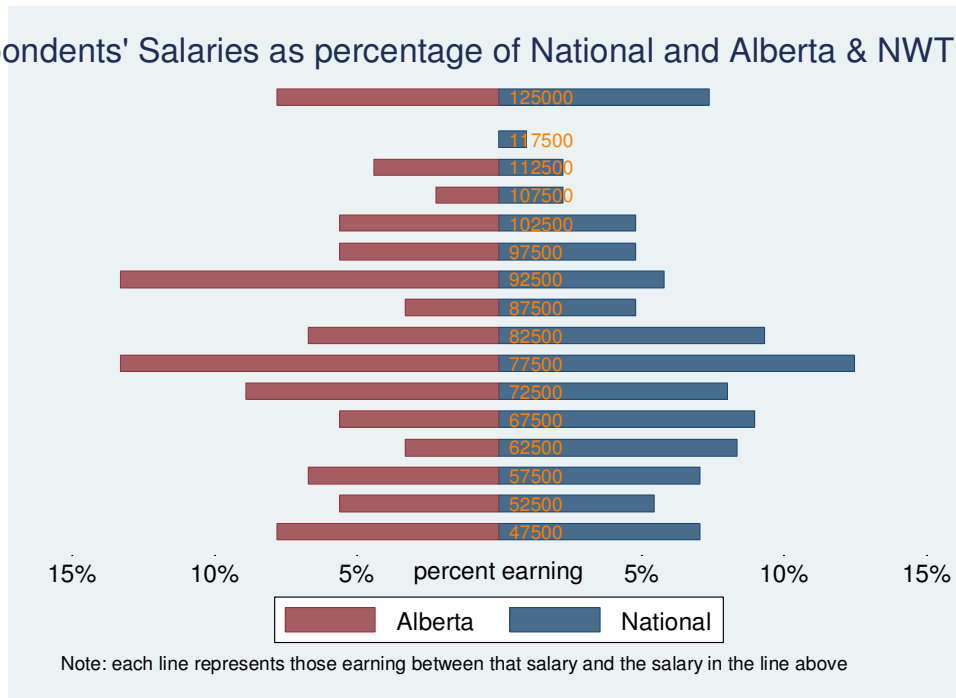


Figure 5: National and Alberta & NWT annual salaries by \$5,000 category from \$47,500 to over \$125,000 (N_{national} = 311, N_{Alberta & NWT} = 90)

Satisfaction with profession (Alberta & NWT)

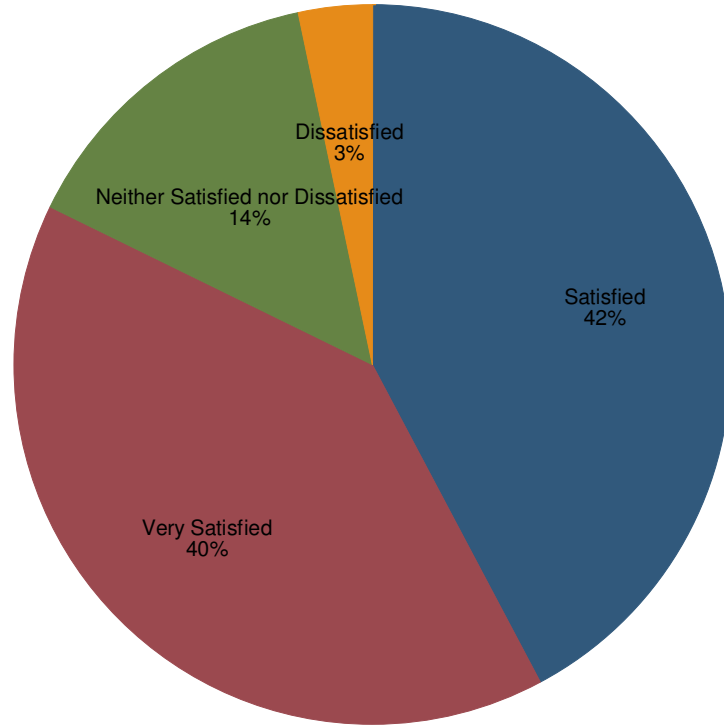


Figure 6: Alberta & NWT: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=90)

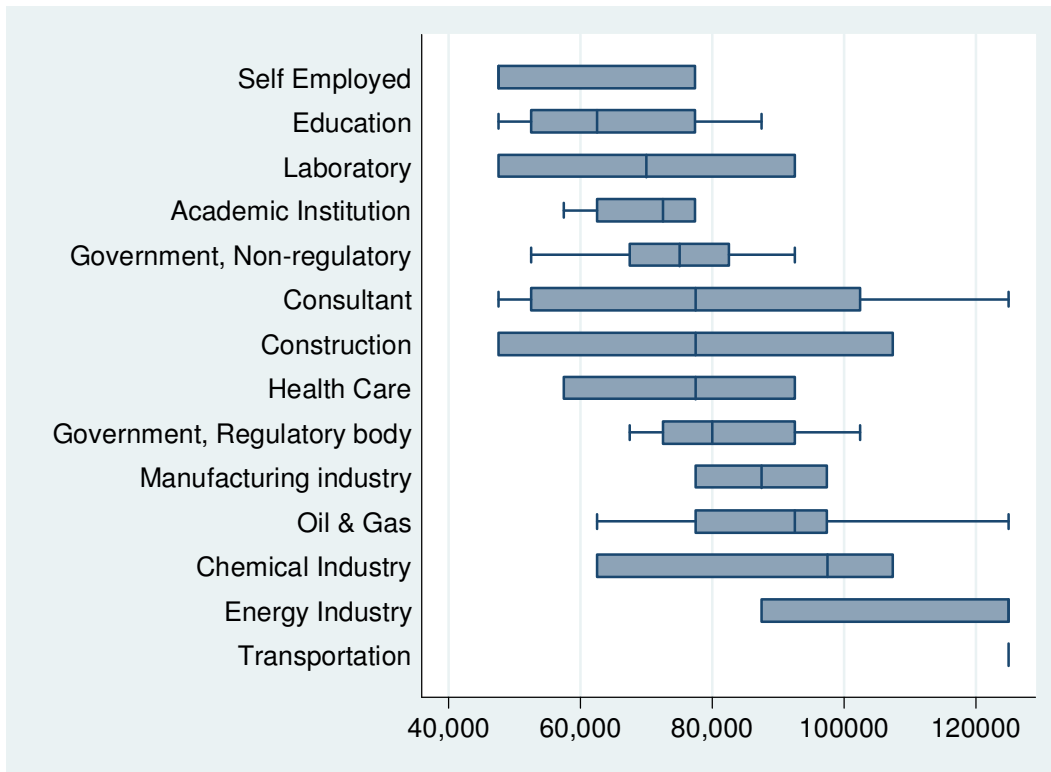


Figure 7: Alberta & NWT; annual salaries by industry sector (N=90) boxes show mean and interquartile range

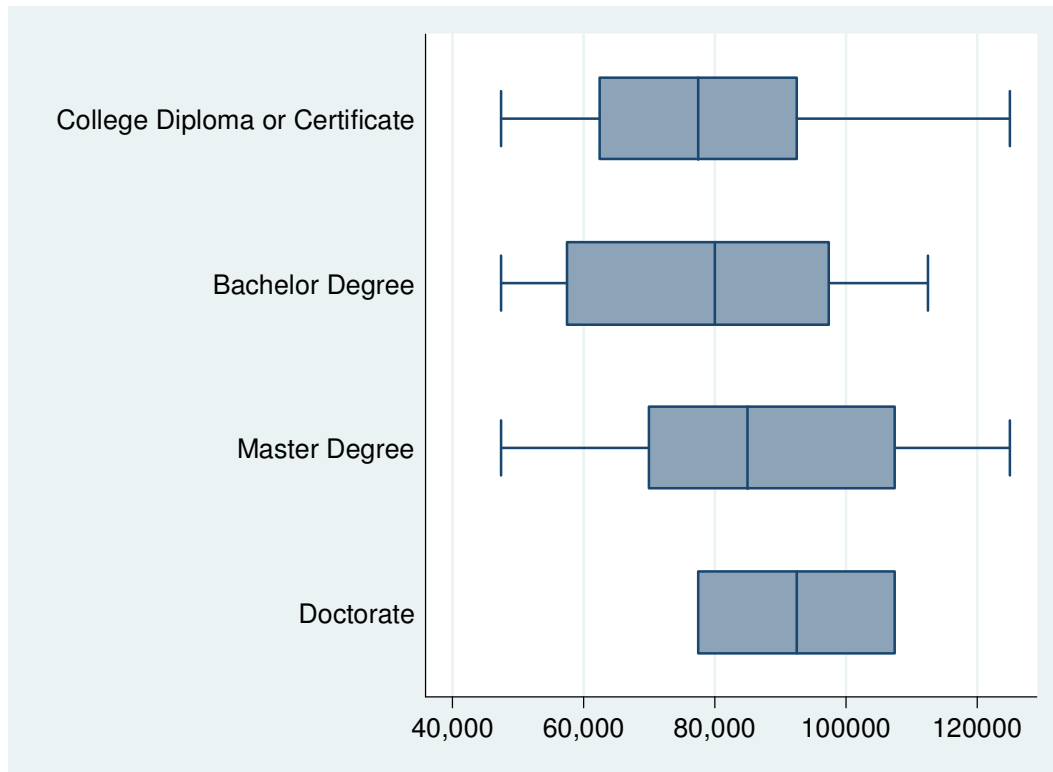


Figure 8: Alberta & NWT, Salary levels by educational attainment.

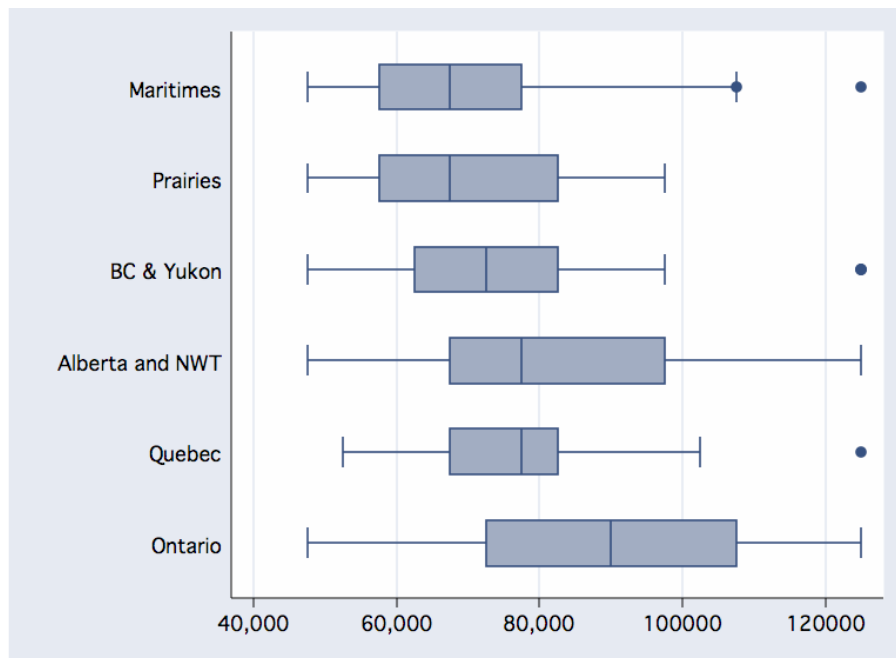


Figure 9: Salary ranges by geographic area

Median salaries were highest in Ontario (\$90,000, n=74) followed by Alberta and NWT (\$77,500, n=90), Quebec (\$77,500, n=11), BC and Yukon (\$72,500, n=90), Maritimes (NS, NB, PEI and NF, \$67,500, n=24), and the Prairies (SK, MB, \$67,500, n=17).

Educational Training of Occupational Hygiene Professionals (AB & NWT)

Table 1: Training Background

Degree Subject	Alberta & NWT	National
Occupational Hygiene	37	131
Chemistry/Physics	14	43
Engineering	8	17
Occupational Health	7	29
Biology	7	24
Safety	4	15
Environmental Science	4	21
Health Sciences	3	11
Kinesiology/Ergonomics	2	5
Business Administration	2	9
Occupational Health and Safety	2	4
Education	0	2
Total	90	311

APPENDIX C:
PRAIRIES SPECIFIC DATA

Where do Prairies Occupational Hygiene Professionals Work?

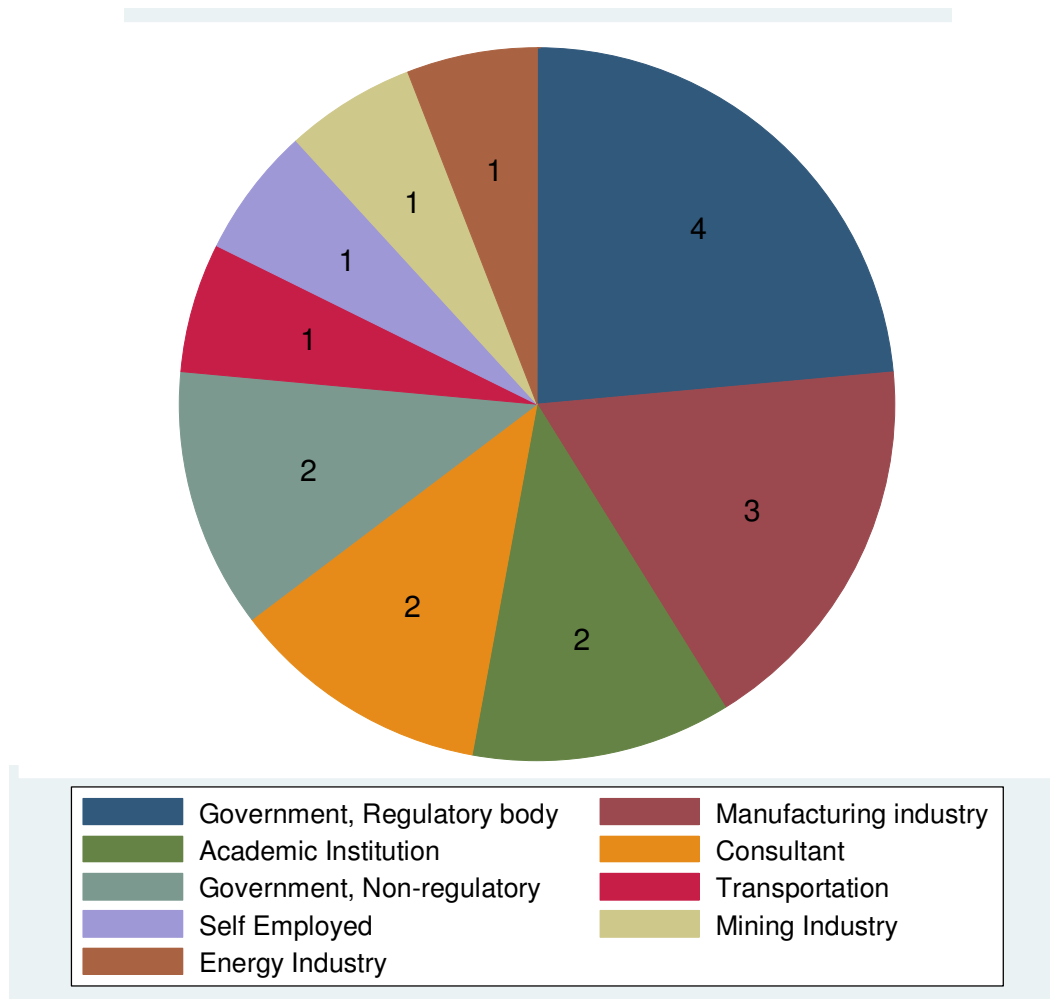


Figure 1: Prairies responses to the question: "Which of the following best describe your current employment?"

See Legend for codes; the numbers in the pie "slice" indicates the number of responses for that particular category (N=17).

What Roles do Occupational Hygiene Professionals Play (Prairies)?

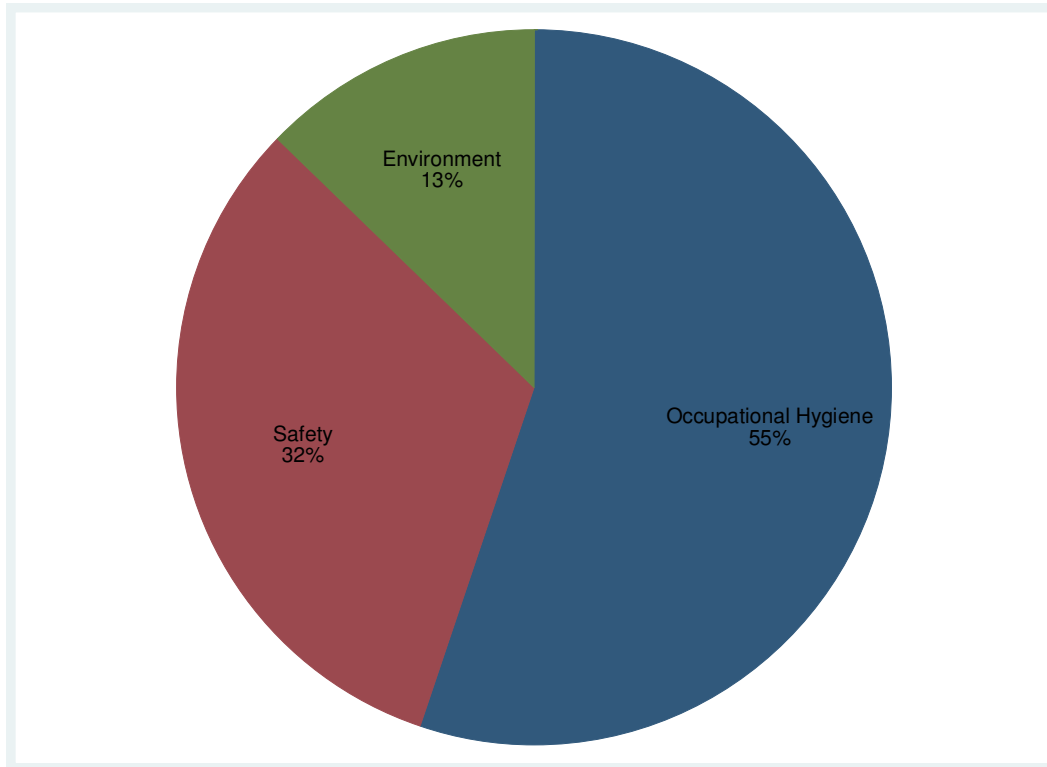


Figure 2: Roles of Occupational Hygiene Professionals in Prairies. N=17

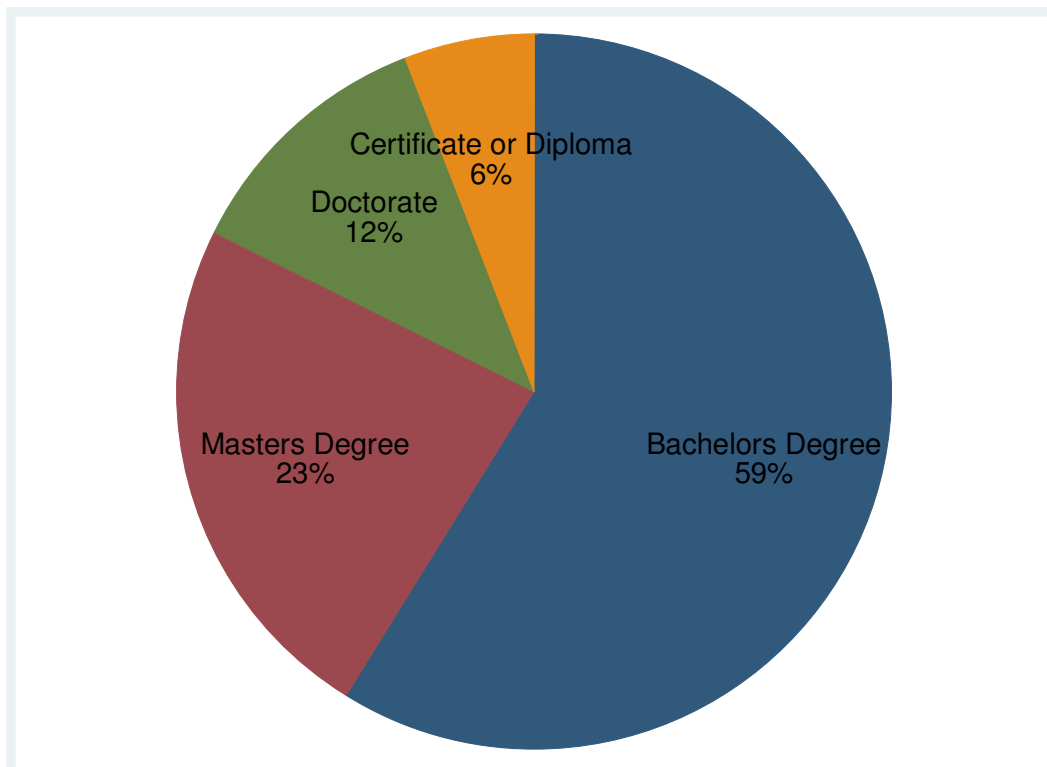


Figure 3: Prairies only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=17)

Educational Training of Occupational Hygiene Professionals (Prairies)

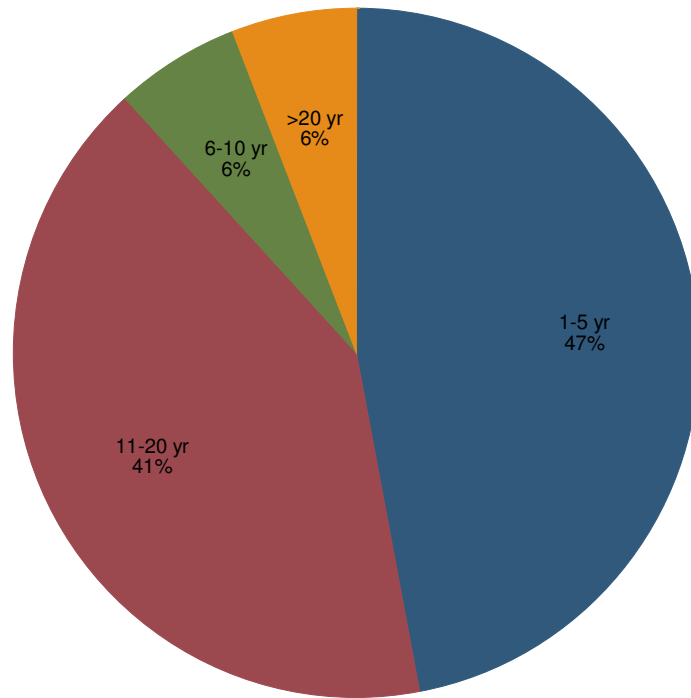


Figure 4: Prairies: years in profession. Response to question “What are your years of experience in the profession” (N=17)

Respondents' Salaries as percentage of National and Prairies Groups

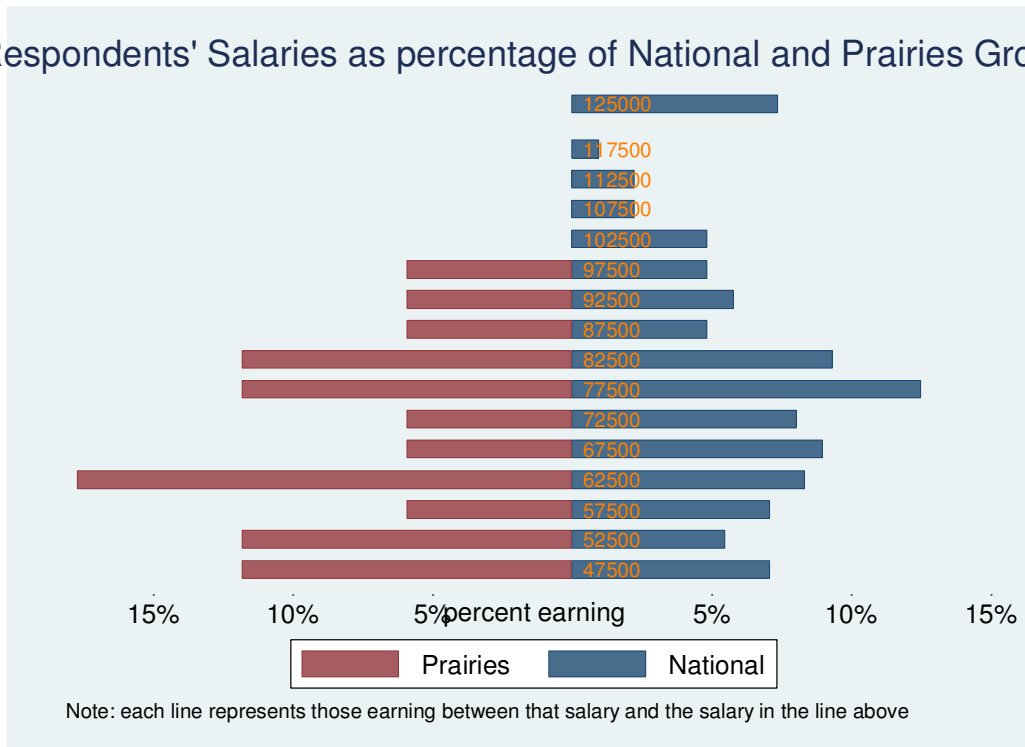


Figure 5: National and Prairies annual salaries by \$5,000 category from \$47,500 to over \$125,000 (N_{national} = 311, N_{Prairies} = 17)

Satisfaction with profession (Prairies)

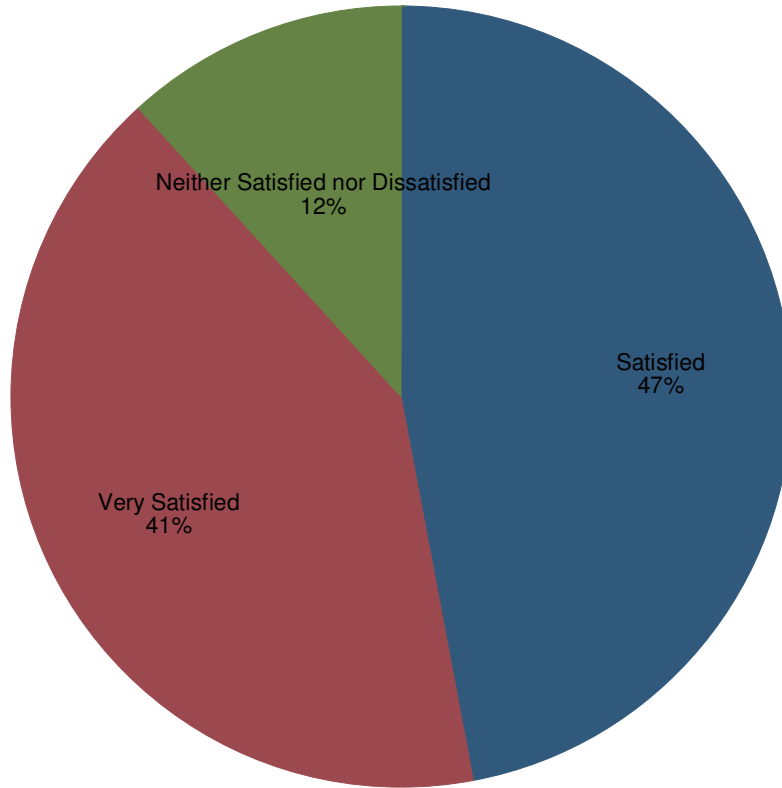


Figure 6: Prairies: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=17)

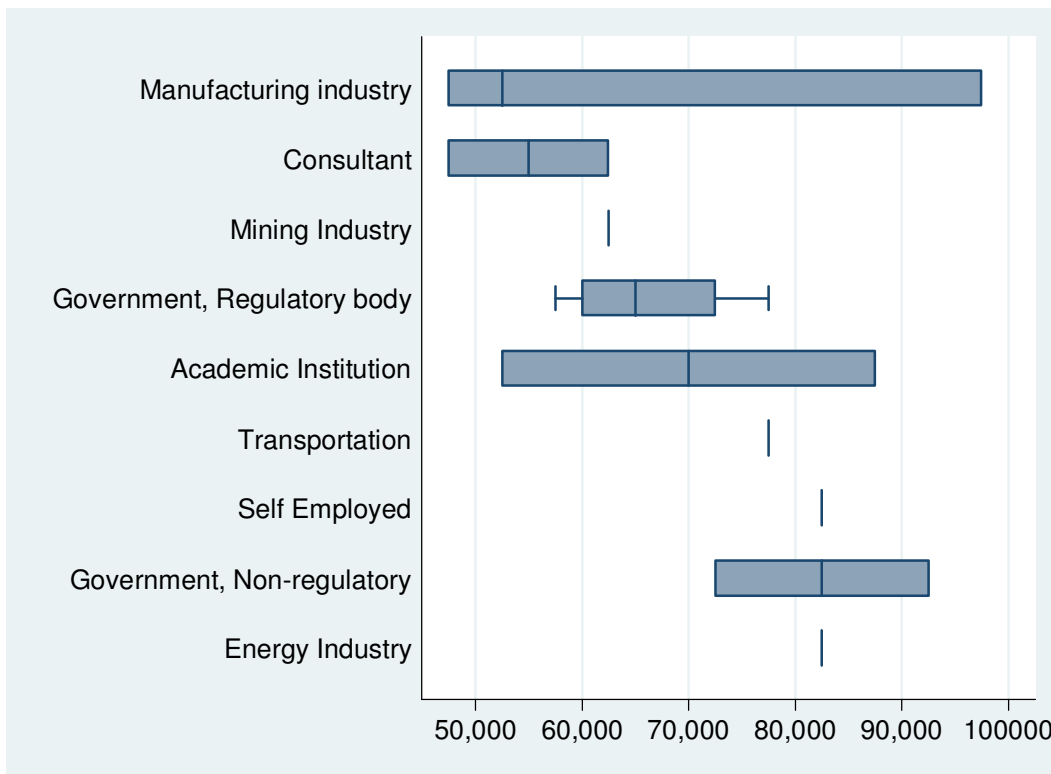


Figure 7: Prairies; annual salaries by industry sector (N=17) boxes show mean and interquartile range

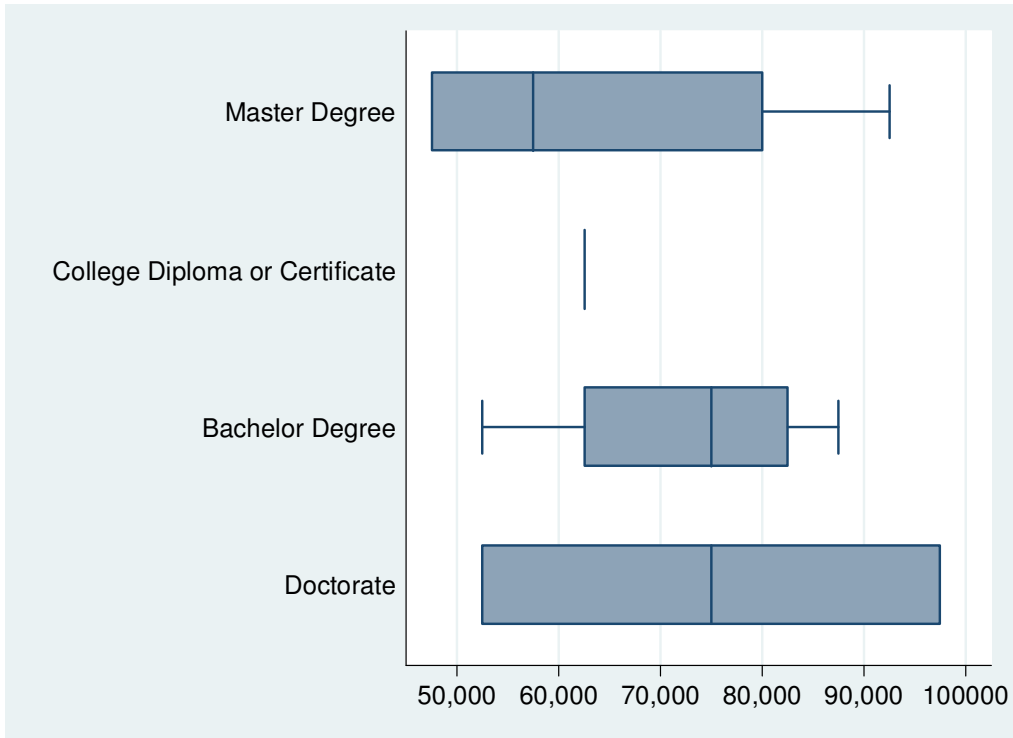


Figure 8: Prairies, Salary levels by educational attainment

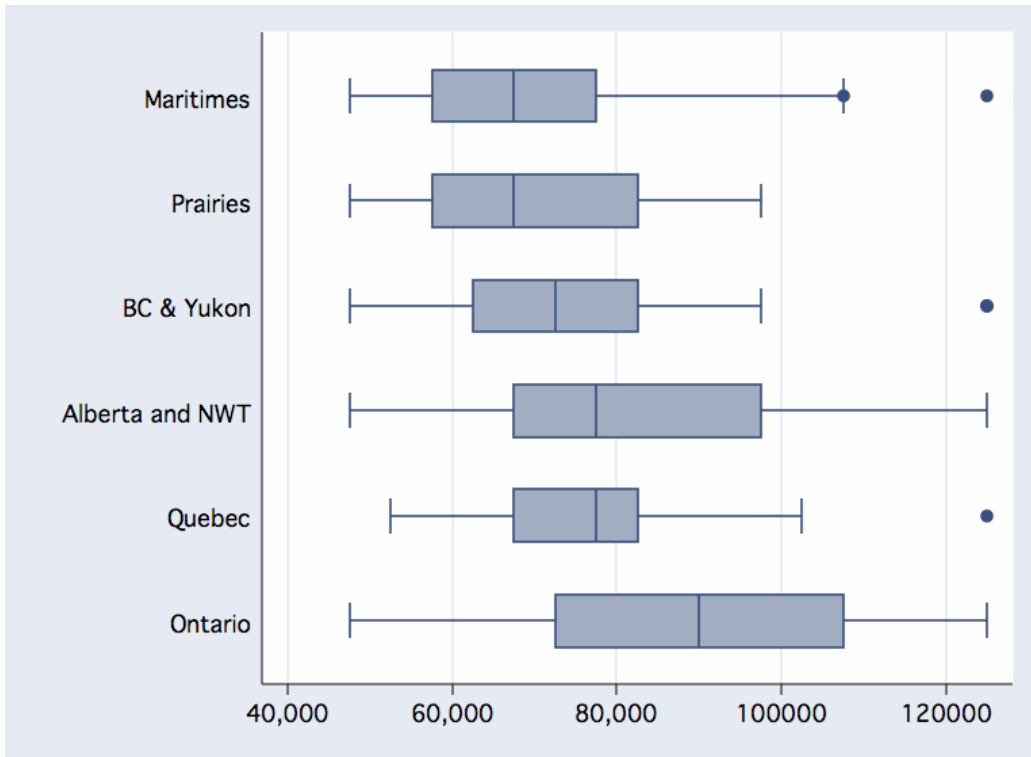


Figure 9: Salary ranges by geographic area

Median salaries were highest in Ontario (\$90,000, n=74) followed by Alberta and NWT (\$77,500, n=90), Quebec (\$77,500, n=11), BC and Yukon (\$72,500, n=90), Maritimes (NS, NB, PEI and NF, \$67,500, n=24), and the Prairies (SK, MB, \$67,500, n=17).

Educational Training of Occupational Hygiene Professionals (Prairies)

Table 1: Training Background

Degree Subject	Prairies	National
Chemistry/Physics	5	43
Biology	3	24
Environmental Science	3	21
Occupational Hygiene	1	131
Engineering	1	17
Occupational Health	1	29
Safety	1	15
Health Sciences	1	11
Business Administration	1	9
Kinesiology/Ergonomics	0	5
Occupational Health and Safety	0	4
Education	0	2
Total	17	311

APPENDIX D:
QUEBEC SPECIFIC DATA

Where do Quebec Occupational Hygiene Professionals Work?

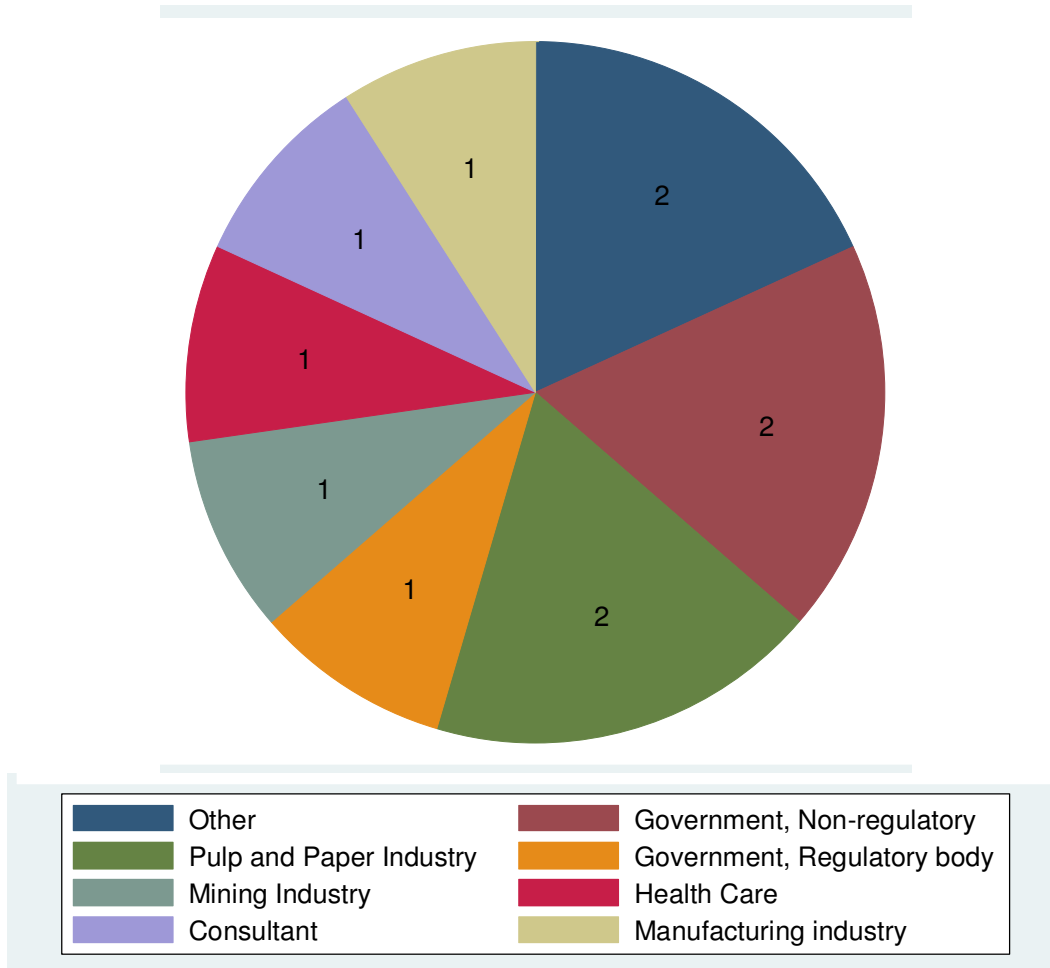


Figure 1: Quebec responses to the question: "Which of the following best describe your current employment?"

See Legend for codes; the numbers in the pie "slice" indicates the number of responses for that particular category (N=11).

What Roles do Occupational Hygiene Professionals Play (Quebec)?

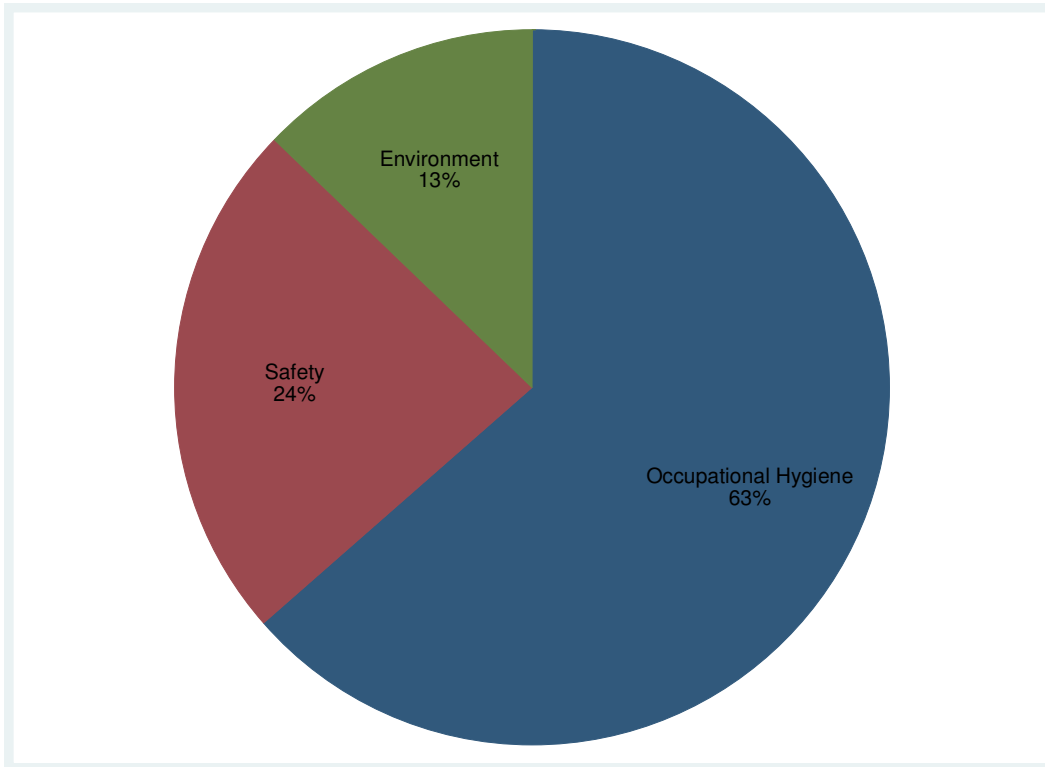


Figure 2: Roles of Occupational Hygiene Professionals in Quebec. N=11

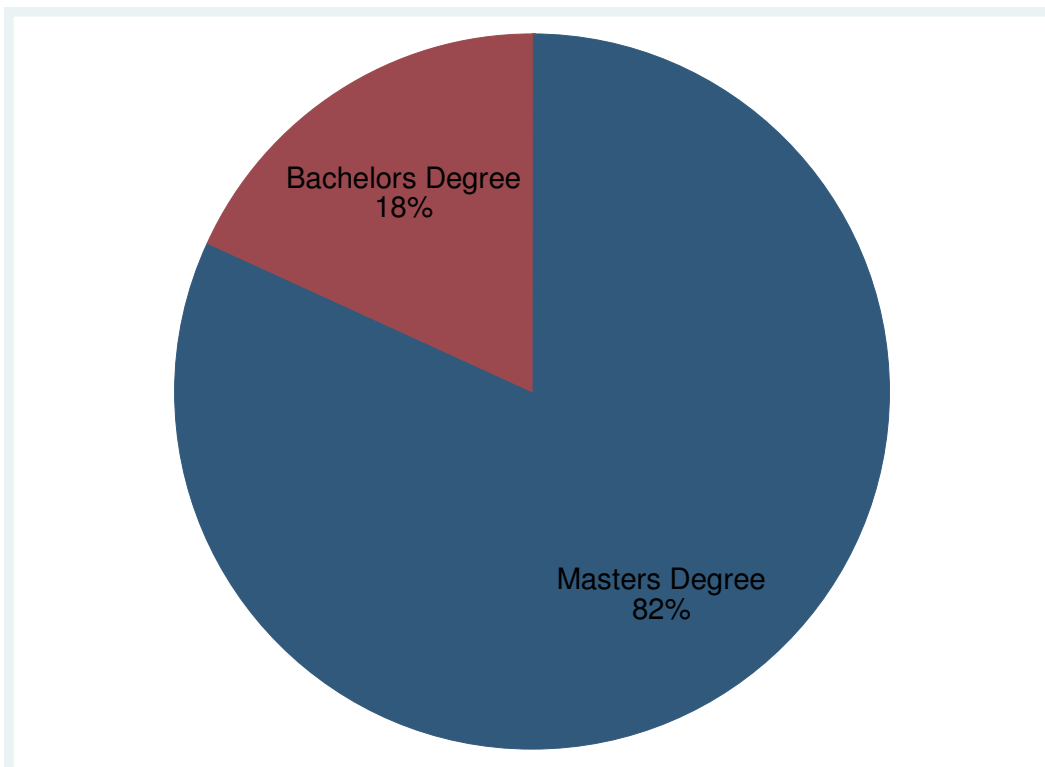


Figure 3: Quebec only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=11)

Educational Training of Occupational Hygiene Professionals (Quebec)

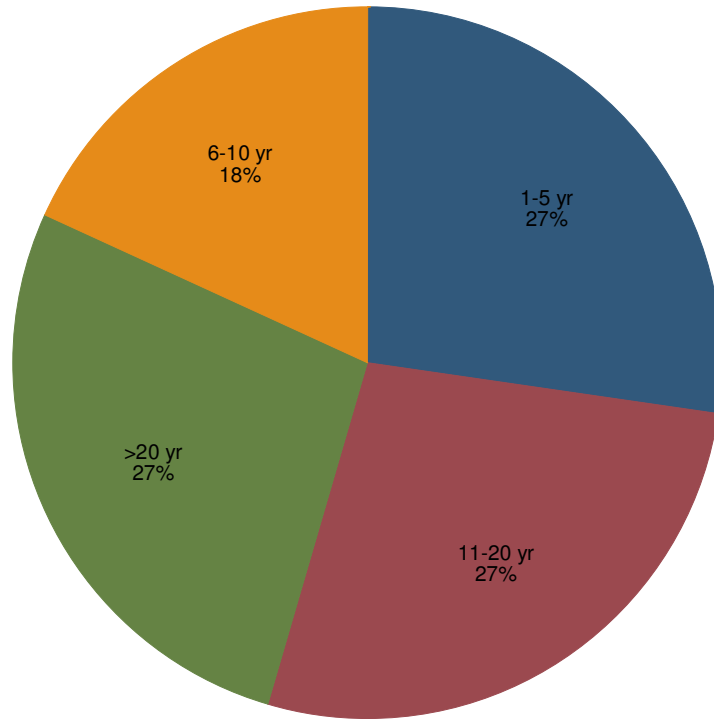


Figure 4: Quebec: years in profession. Response to question “What are your years of experience in the profession” (N=11)

Respondents' Salaries as percentage of National and Quebec Groups

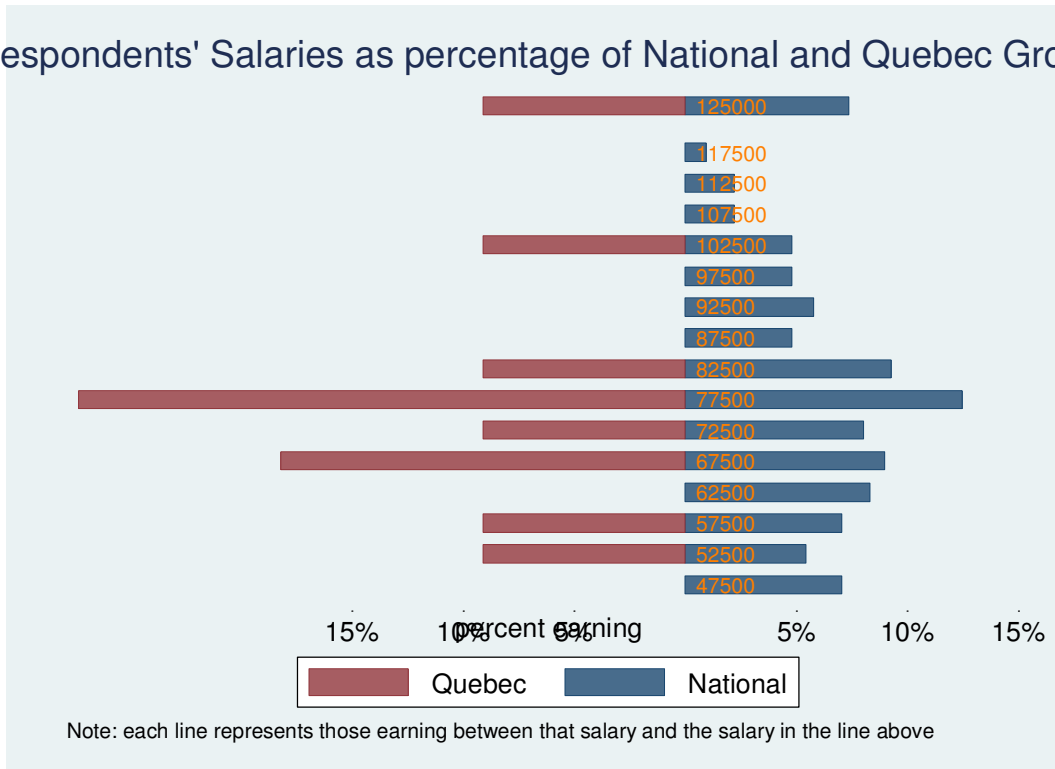


Figure 5: National and Quebec annual salaries by \$5,000 category from \$47,500 to over \$125,000 (N_{national} = 311, N_{Quebec} = 11)

Satisfaction with profession (Quebec)

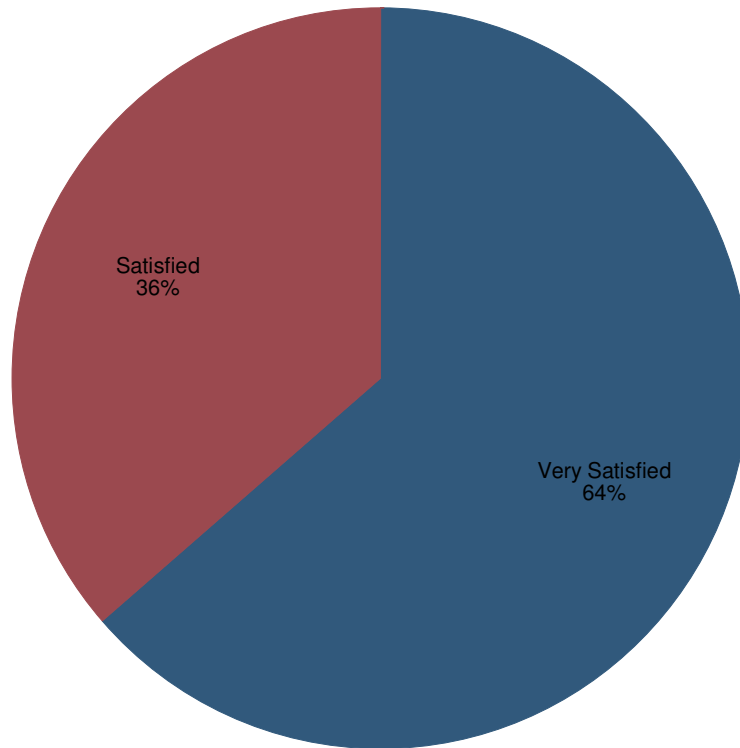


Figure 6: Quebec: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=11)

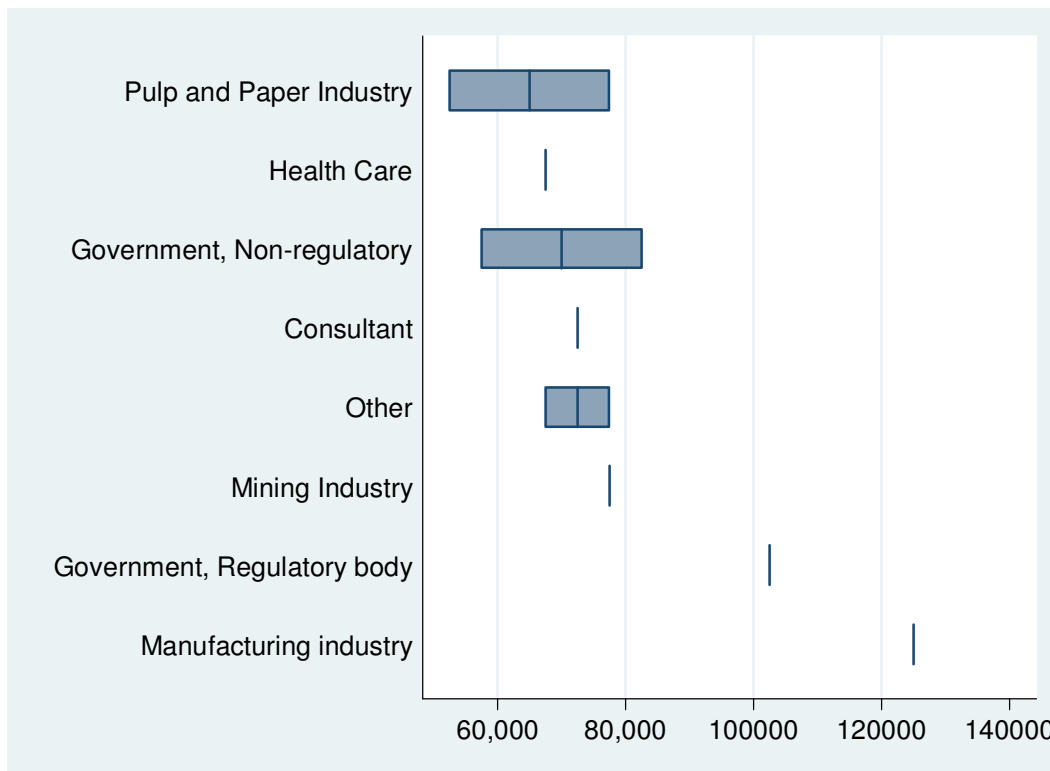


Figure 7: Quebec; annual salaries by industry sector (N=11) boxes show mean and interquartile range

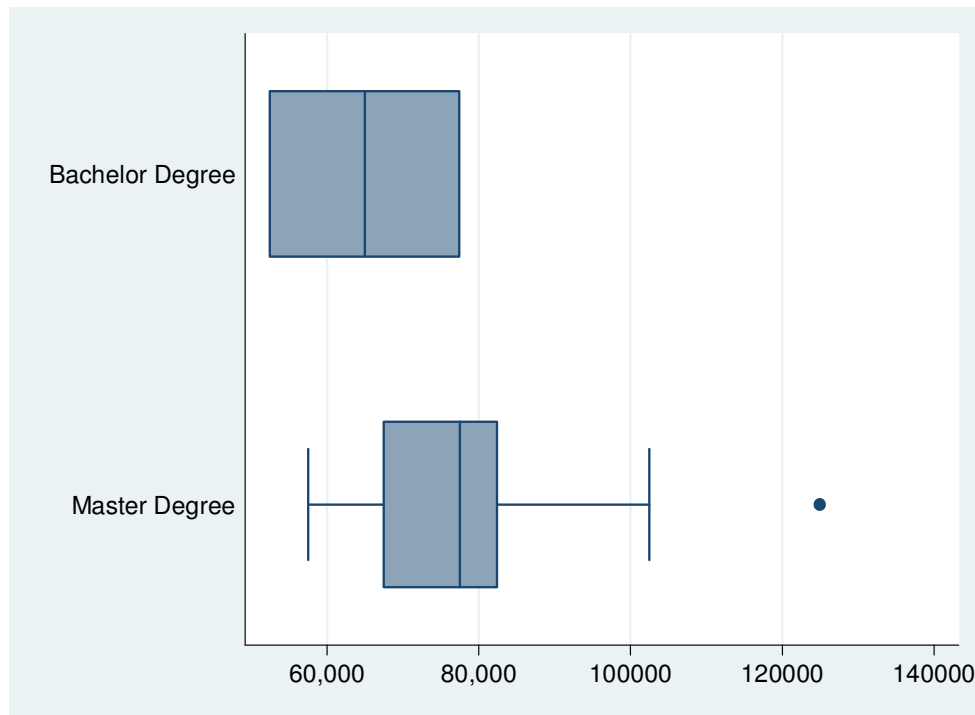


Figure 8: Quebec, Salary levels by educational attainment

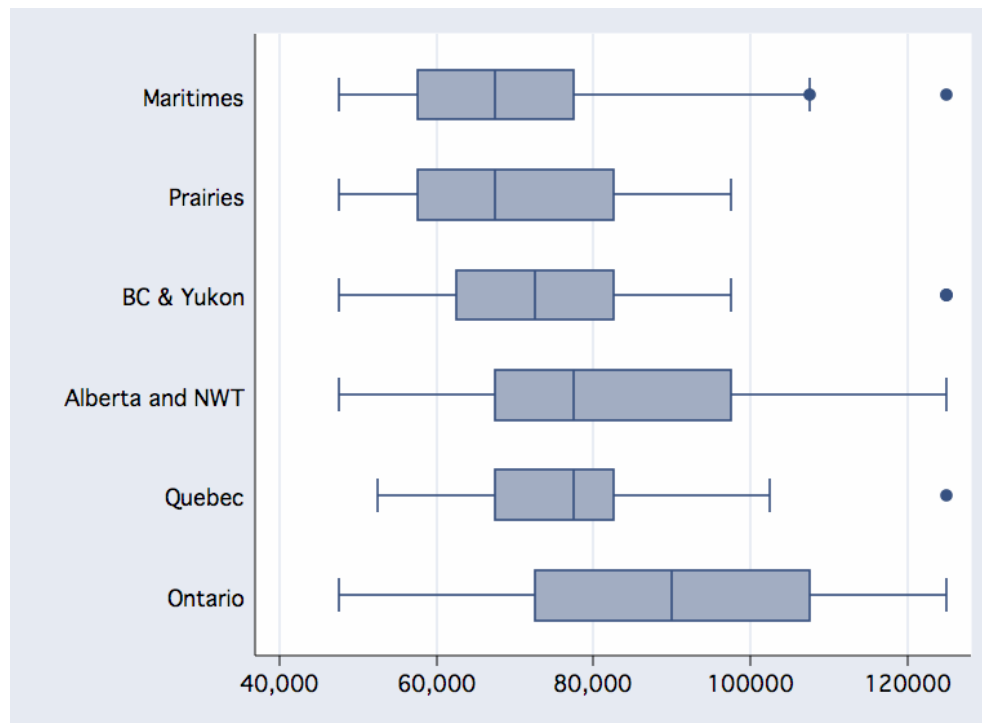


Figure 9: Salary ranges by geographic area.

Median salaries were highest in Ontario (\$90,000, n=74) followed by Alberta and NWT (\$77,500, n=90), Quebec (\$77,500, n=11), BC and Yukon (\$72,500, n=90), Maritimes (NS, NB, PEI and NF, \$67,500, n=24), and the Prairies (SK, MB, \$67,500, n=17).

Educational Training of Occupational Hygiene Professionals (Quebec)

Table 1: Training Background

Degree Subject	Quebec	National
Occupational Hygiene	6	131
Chemistry/Physics	1	43
Occupational Health	1	29
Environmental Science	1	21
Health Sciences	1	11
Occupational Health and Safety	1	4
Engineering	0	17
Biology	0	24
Safety	0	15
Kinesiology/Ergonomics	0	5
Business Administration	0	9
Education	0	2
Total	11	311

APPENDIX E:
ONTARIO SPECIFIC DATA

Where do Ontario Occupational Hygiene Professionals Work?

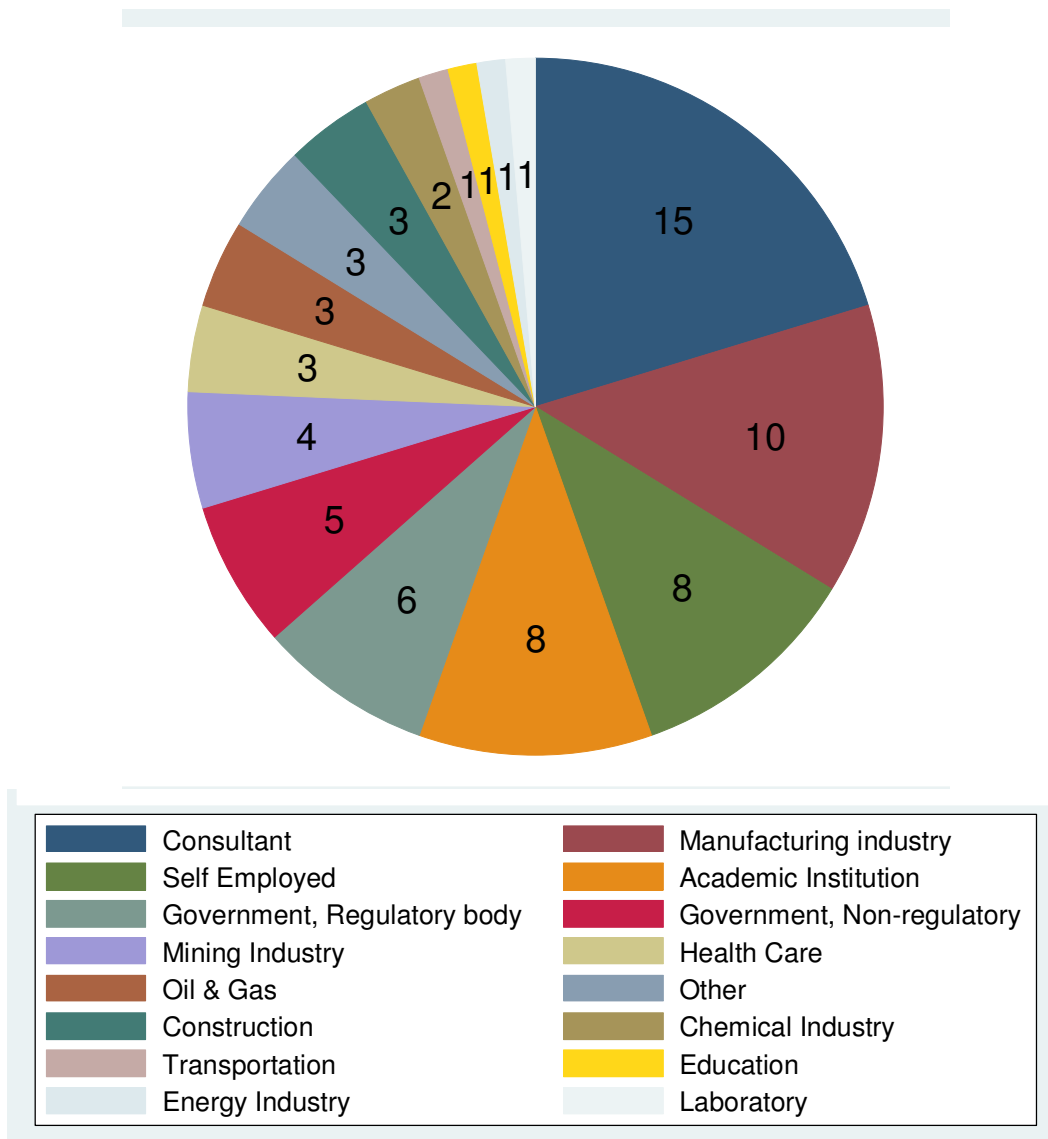


Figure 1: Ontario responses to the question: "Which of the following best describe your current employment?"

See Legend for codes; the numbers in the pie "slice" indicates the number of responses for that particular category (N=74).

What Roles do Occupational Hygiene Professionals Play (Ontario)?

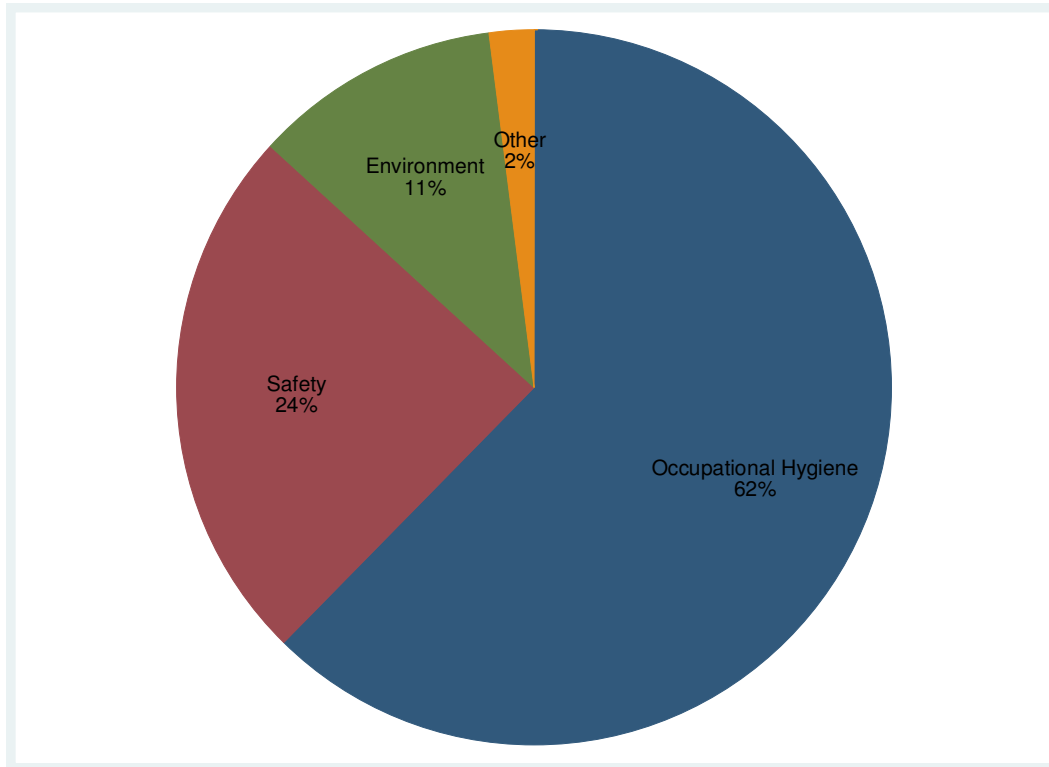


Figure 2: Roles of Occupational Hygiene Professionals in Ontario. N=74

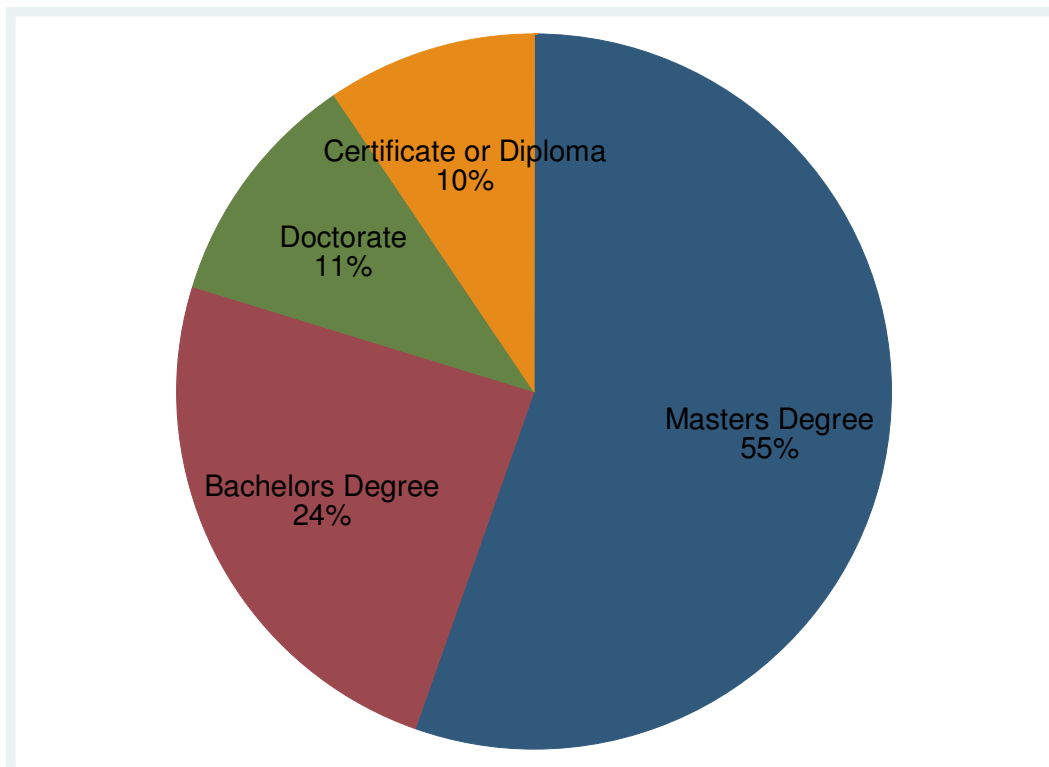


Figure 3: Ontario only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=74)

Educational Training of Occupational Hygiene Professionals (Ontario)

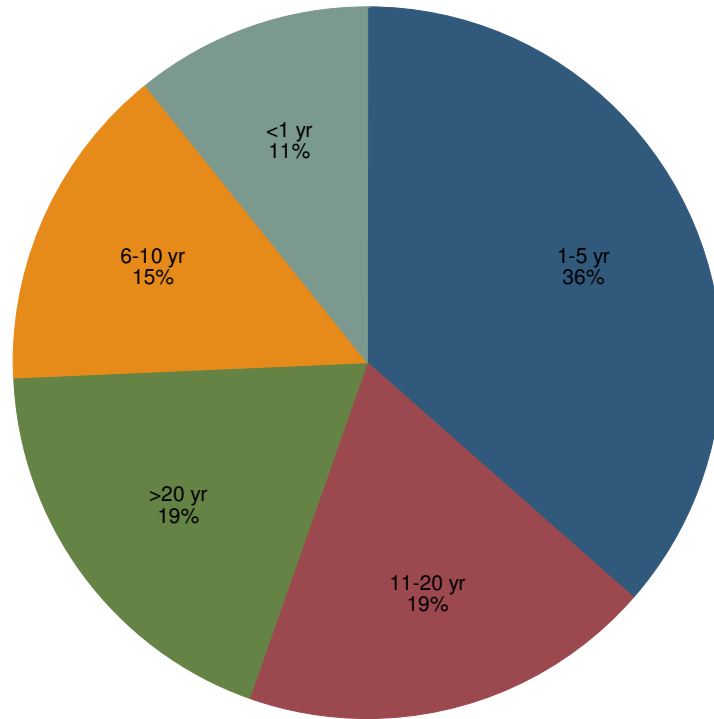


Figure 4: Ontario: years in profession. Response to question “What are your years of experience in the profession” (N=74)

Respondents' Salaries as percentage of National and Ontario Groups

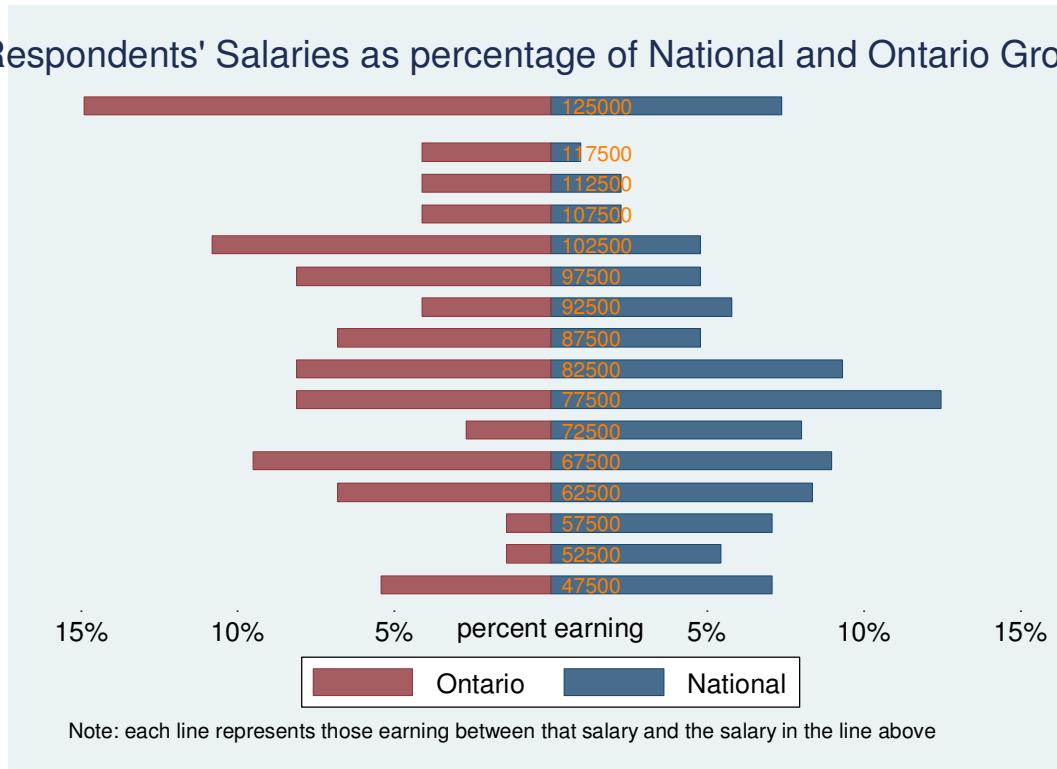


Figure 5: National and Ontario annual salaries by \$5,000 category from \$47,500 to over \$125,000 (N_{national} = 311, N_{Ontario} = 74)

Satisfaction with profession (Ontario)

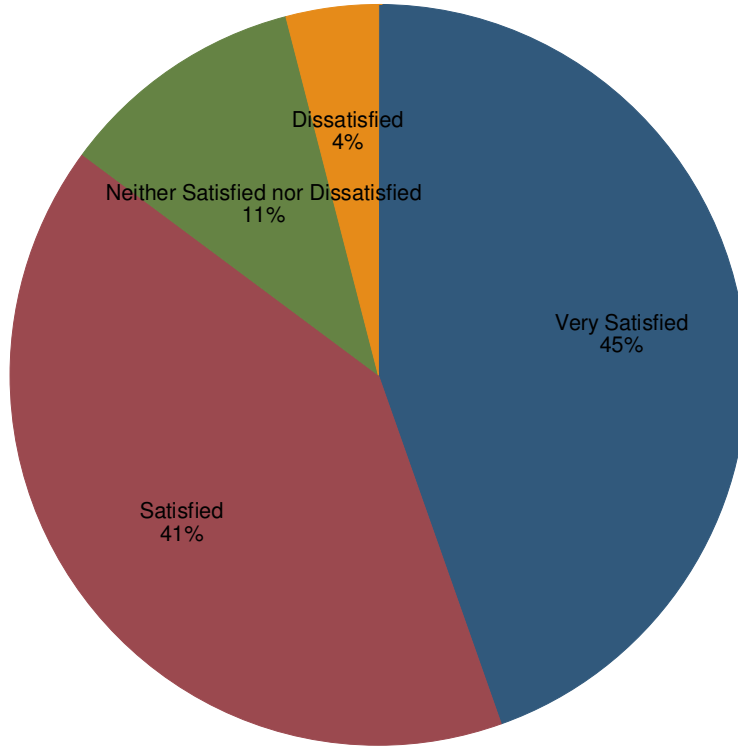


Figure 6: Ontario: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=74)

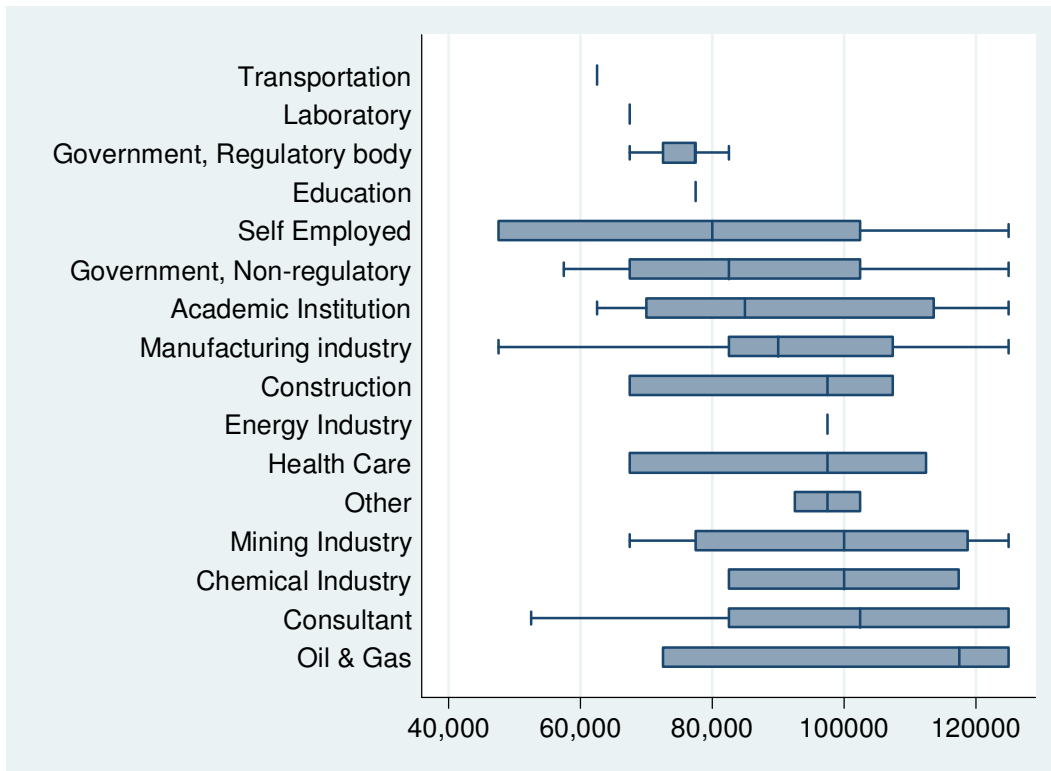


Figure 7: Ontario; annual salaries by industry sector (N=74) boxes show mean and interquartile range

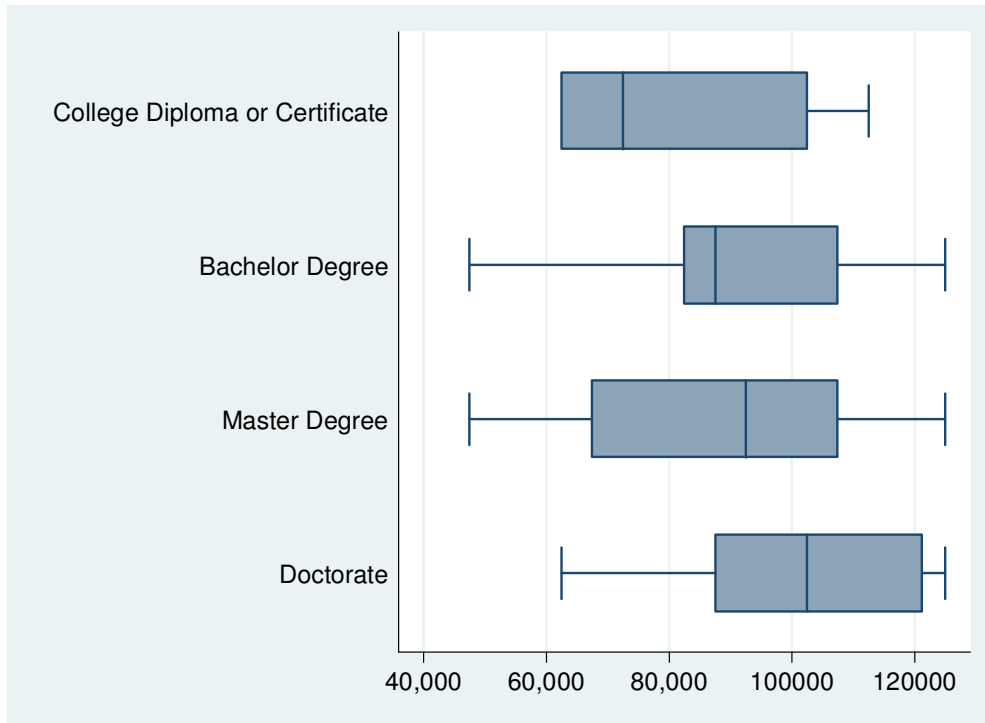


Figure 8: Ontario, Salary levels by educational attainment

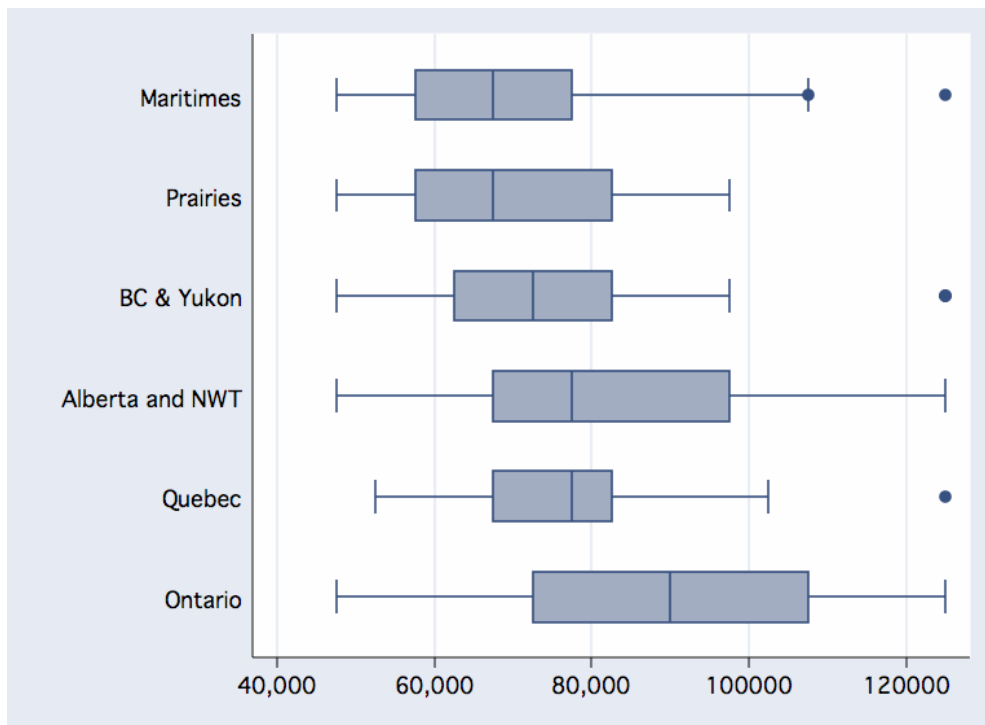


Figure 9: Salary ranges by geographic area.

Median salaries were highest in Ontario (\$90,000, n=74) followed by Alberta and NWT (\$77,500, n=90), Quebec (\$77,500, n=11), BC and Yukon (\$72,500, n=90), Maritimes (NS, NB, PEI and NF, \$67,500, n=24), and the Prairies (SK, MB, \$67,500, n=17).

Educational Training of Occupational Hygiene Professionals (Ontario)

Table 1: Training Background

Degree Subject	Ontario	National
Occupational Hygiene	37	131
Chemistry/Physics	10	43
Occupational Health	6	29
Health Sciences	6	11
Engineering	5	17
Environmental Science	4	21
Biology	3	24
Business Administration	2	9
Education	1	2
Safety	0	15
Kinesiology/Ergonomics	0	5
Occupational Health and Safety	0	4
Total	74	311

APPENDIX F:
MARITIMES SPECIFIC DATA

Where do Maritimes Occupational Hygiene Professionals Work?

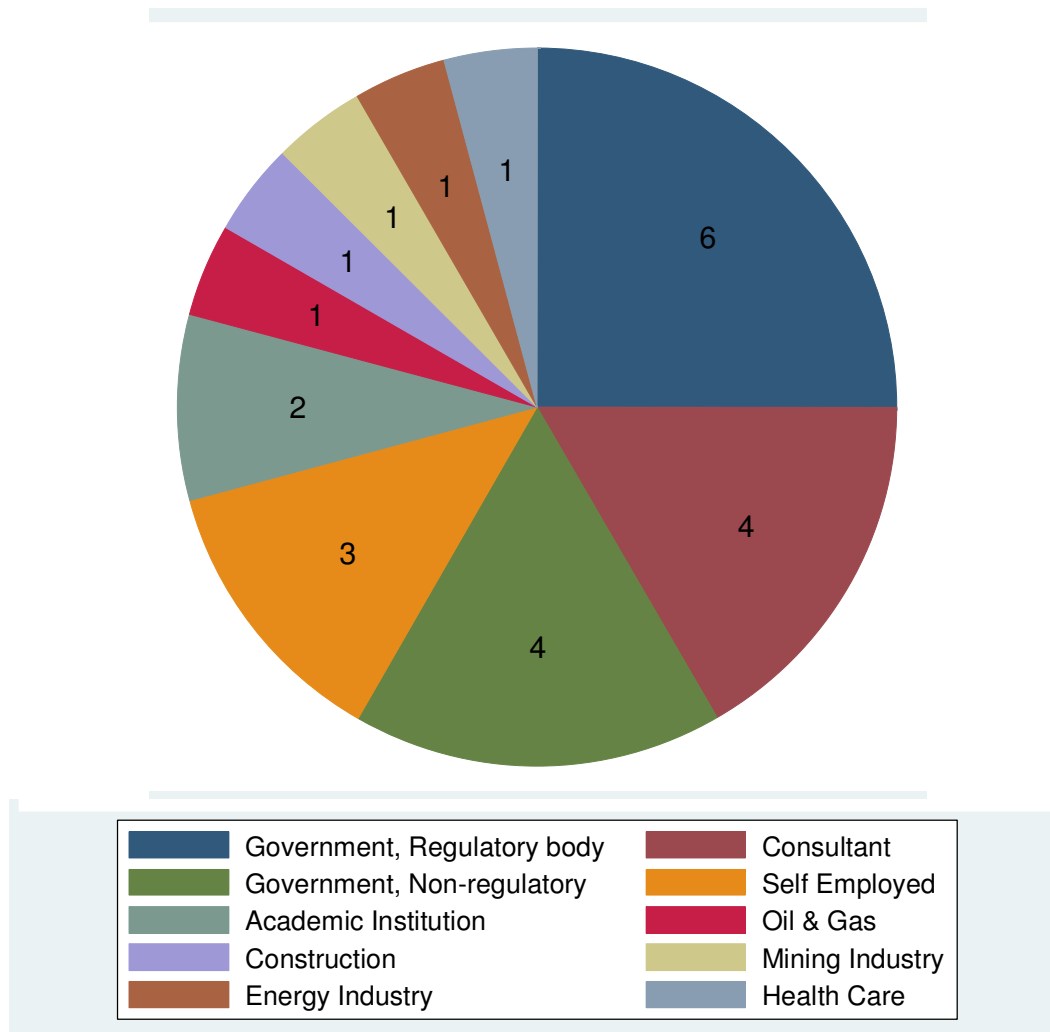


Figure 1: Maritimes responses to the question: "Which of the following best describe your current employment?"

See Legend for codes; the numbers in the pie "slice" indicates the number of responses for that particular category (N=24).

What Roles do Occupational Hygiene Professionals Play (Maritimes)?

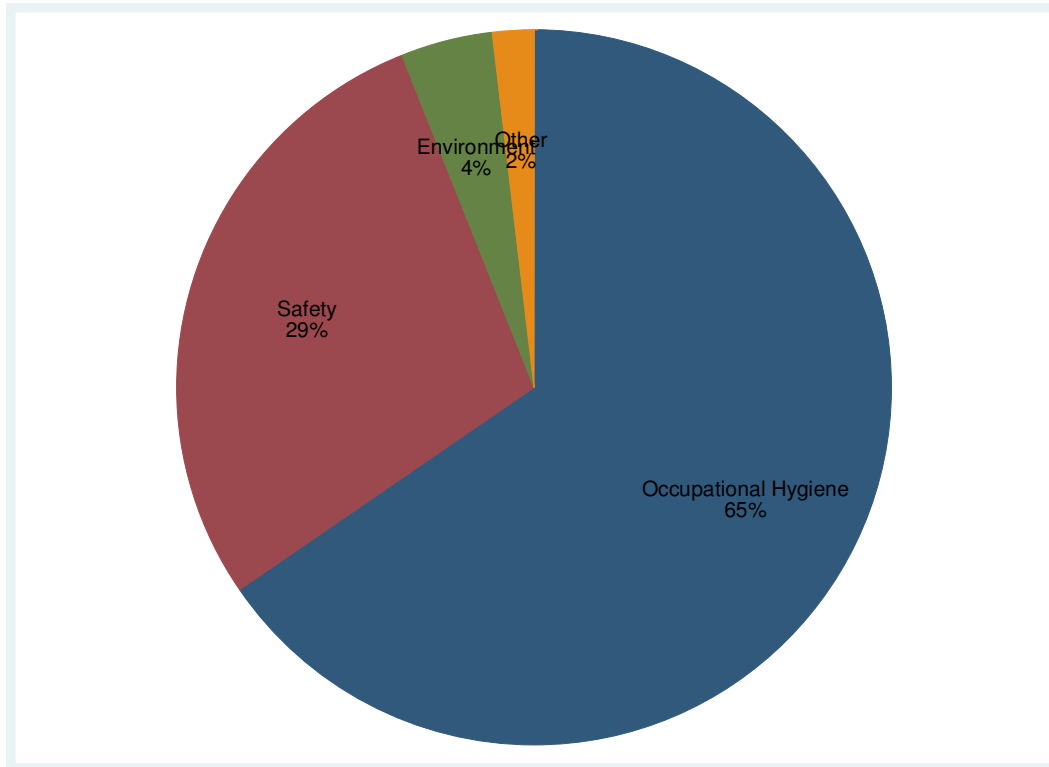


Figure 2: Roles of Occupational Hygiene Professionals in Maritimes. N=24

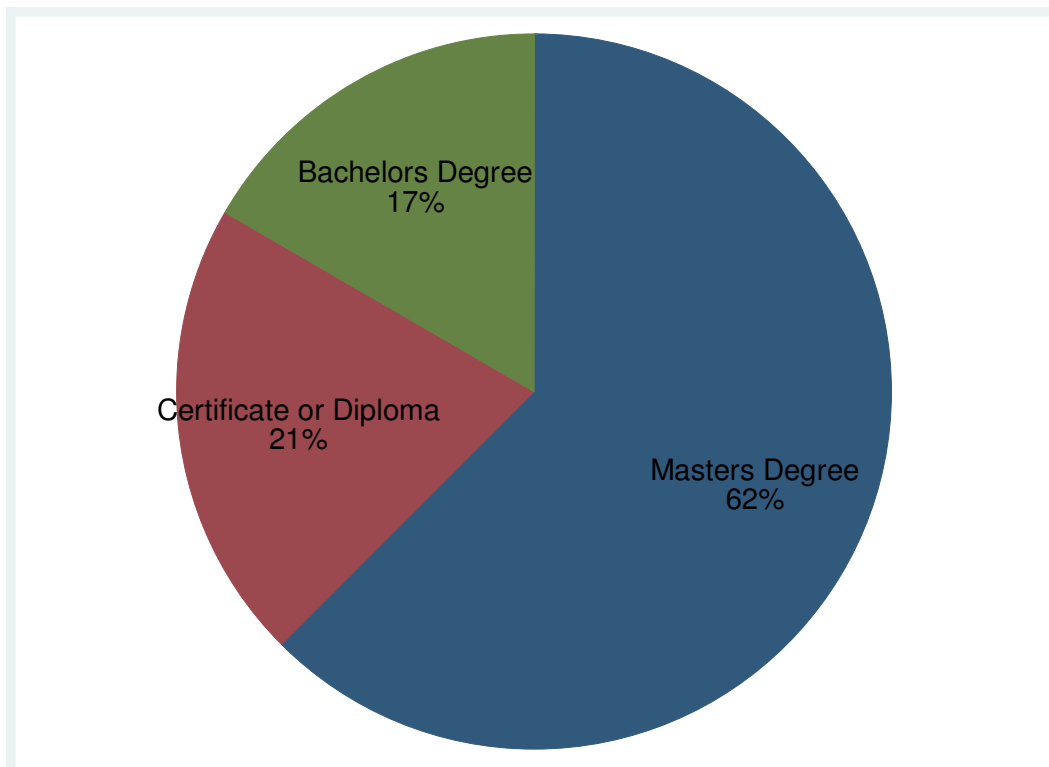


Figure 3: Maritimes only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=24)

Educational Training of Occupational Hygiene Professionals (Maritimes)

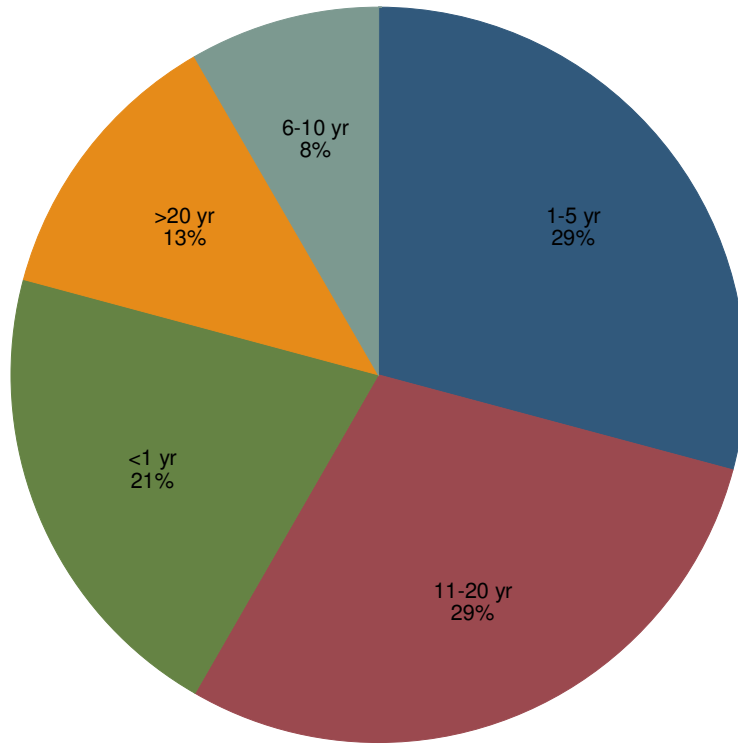


Figure 4: Maritimes: years in profession. Response to question “What are your years of experience in the profession” (N=24)

Respondents' Salaries as percentage of National and Maritimes Groups

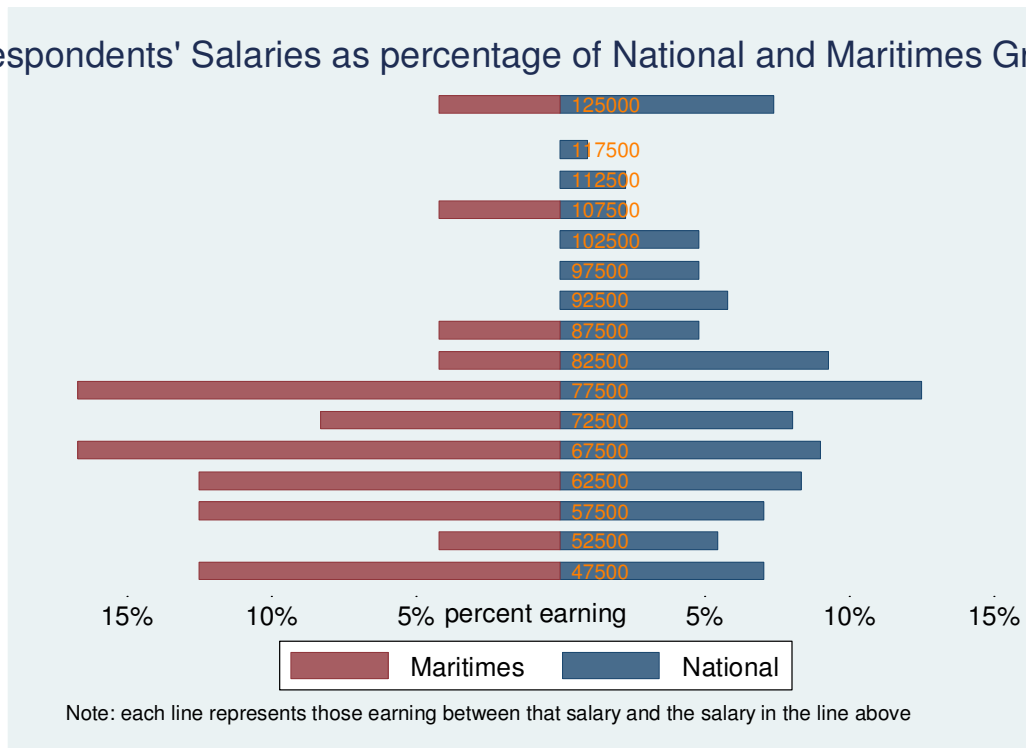


Figure 5: National and Maritimes annual salaries by \$5,000 category from \$47,500 to over \$125,000 (N_{national} = 311, N_{Maritimes} = 24)

Satisfaction with profession (Maritimes)

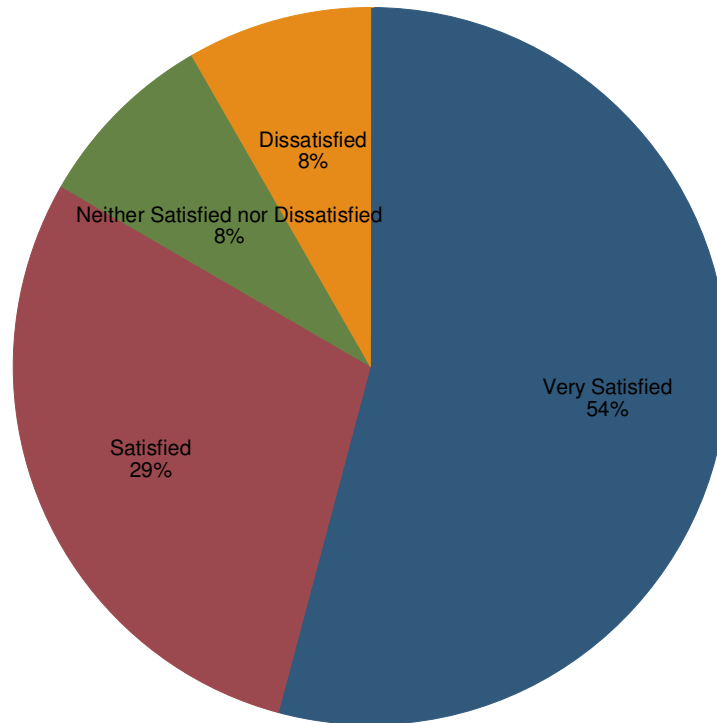


Figure 6: Maritimes: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=24)

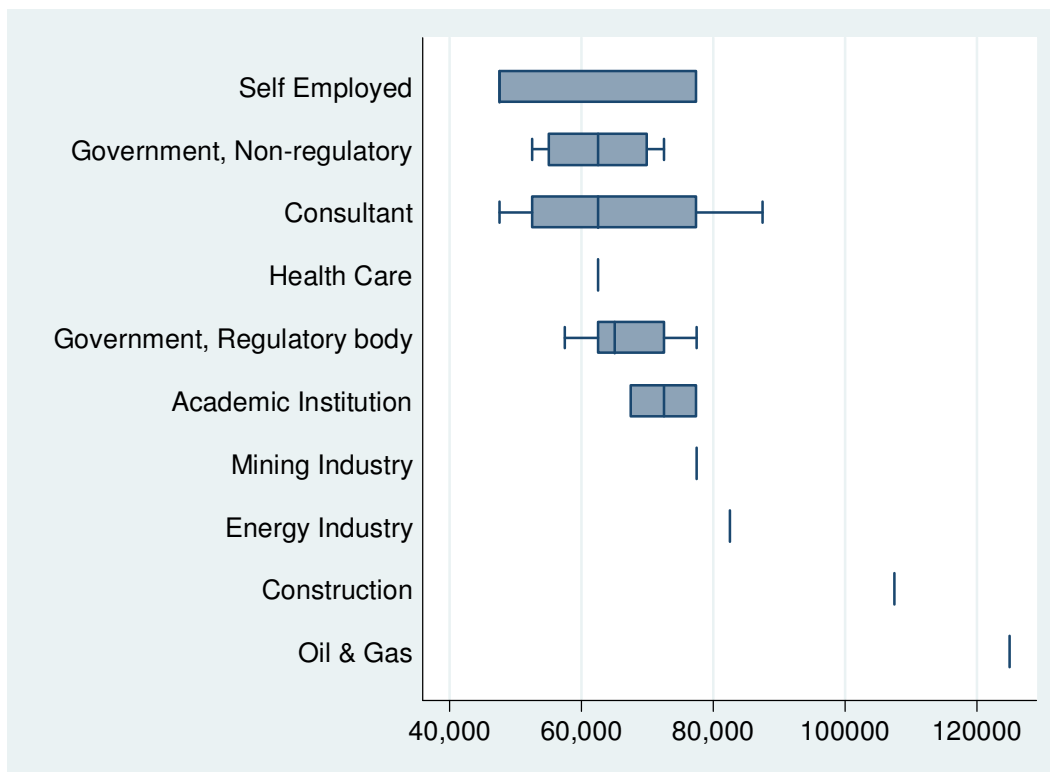


Figure 7: Maritimes; annual salaries by industry sector (N=24) boxes show mean and interquartile range

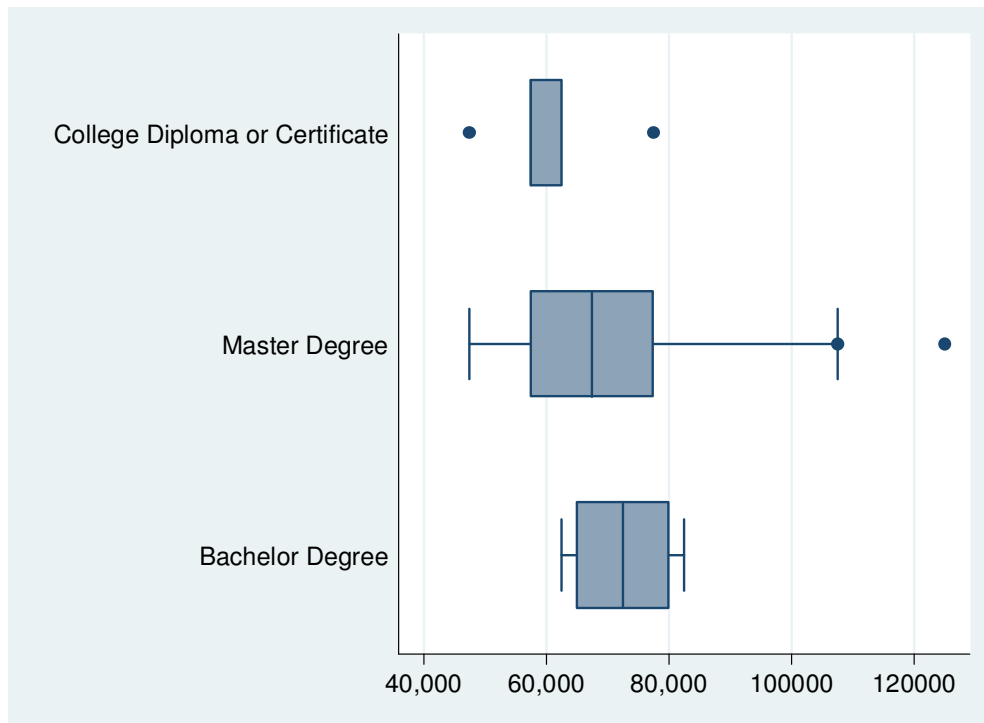


Figure 8: Maritimes, Salary levels by educational attainment

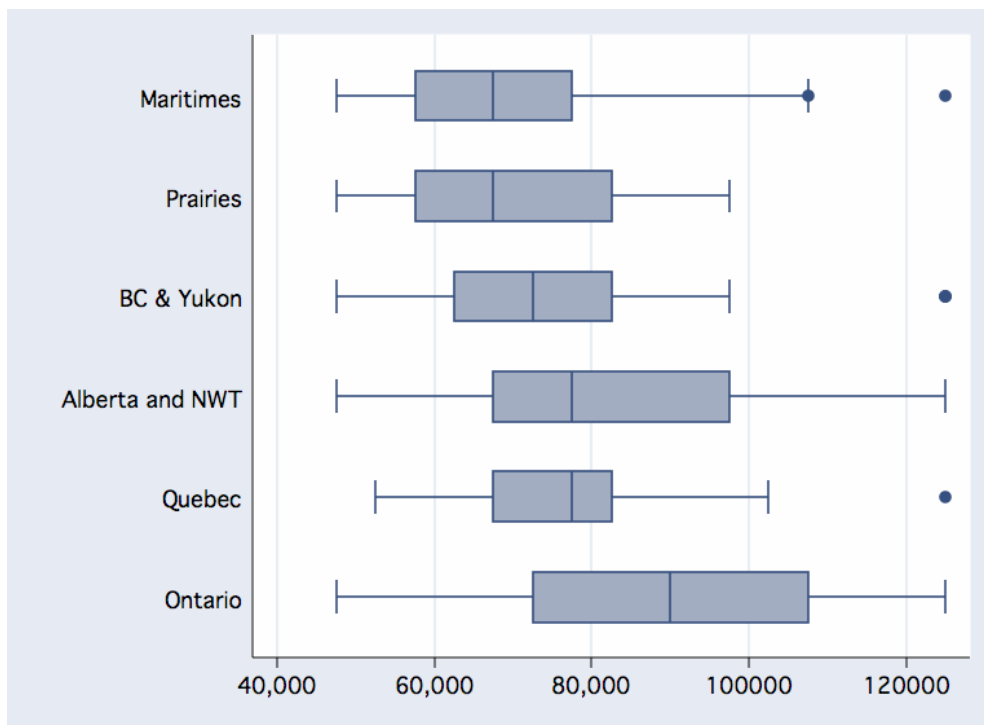


Figure 9: Salary ranges by geographic area

Median salaries were highest in Ontario (\$90,000, n=74) followed by Alberta and NWT (\$77,500, n=90), Quebec (\$77,500, n=11), BC and Yukon (\$72,500, n=90), Maritimes (NS, NB, PEI and NF, \$67,500, n=24), and the Prairies (SK, MB, \$67,500, n=17).

Educational Training of Occupational Hygiene Professionals (Maritimes)

Table 1: Training Background

Degree Subject	Maritimes	National
Occupational Hygiene	11	131
Chemistry/Physics	3	43
Occupational Health	3	29
Environmental Science	2	21
Engineering	1	17
Biology	1	24
Safety	1	15
Business Administration	1	9
Education	1	2
Health Sciences	0	11
Kinesiology/Ergonomics	0	5
Occupational Health and Safety	0	4
Total	24	311

APPENDIX G:

2006 CROSS CANADA OCCUPATIONAL HYGIENE SALARY SURVEY

2006 Cross Canada Occupational Hygiene Salary Survey

Objective

The Canadian American Industrial Hygiene Associations and the Canadian Registration Board of Occupational Hygienists are undertaking a joint salary survey for their members.

This survey is designed to allow anonymous participation, while still assessing the importance of industry, academic background, years of experience and certifications establishing starting salaries and in attaining salary advancement.

Please spare a moment to answer all of the following questions.

Your participation is greatly appreciated!

Salary Survey Questionnaire

1. Which of the following best describe your current employment?

- Self employed
- Government, Non-regulatory
- Consultant
- Construction
- Oil & Gas
- Energy Industry
- Agriculture Industry
- Fishing Industry
- Mining Industry
- Forestry Industry
- Pulp and Paper
- Manufacturing Industry
- Service Industry
- Government, Regulatory body (e.g. WCB)
- Laboratory
- Labour Union
- Academic Institution
- Unemployed
- Other (please specify)

2. Give the approximate percentage of time spent in the following major areas

- Occupational hygiene
- Safety
- Environment

3. What is your highest education level?

- High School
- College
- Diploma or Certificate
- Bachelor Degree
- Masters Degree
- Doctorate

4. Which of the following best describe your highest degree subject?

- Occupational Hygiene
- Occupational Health
- Chemistry
- Physics
- Biology
- Mathematics
- Safety
- Kinesiology
- Ergonomics
- Medicine
- Engineering
- Business Administration
- Environmental science
- Others (please specify)

5. How many years have you spent in the current position?

- <1
- 1 – 5
- 6 – 10
- 11 – 20
- > 20

6. How many people do you supervise?

- None
- < 3
- 3 – 9
- > 10

7. What certification have you attained? (Choose all that apply)

- IHIT
- CIH
- CIAH
- CSP
- CRSP
- ROH
- ROHT
- CHSC
- Other (please specify)

8. What are your years of experience in the profession?

- < 5 years
- 6 – 10 years
- 11 – 15 years
- 16 – 20 years
- > 20 years

8. Did you start your career in Occupational Hygiene?

- Yes
- No
- If no, what was your primary occupation before occupational hygiene?

9. What is your current salary?

- | | |
|------------------------|------------------------|
| • < \$49,999 | \$85,000 to \$89,999 |
| • \$50,000 to \$54,999 | \$90,000 to \$94,999 |
| • \$55,000 to \$59,999 | \$95,000 to \$99,999 |
| • \$60,000 to \$64,999 | \$100,000 to \$104,999 |
| • \$65,000 to \$69,999 | \$105,000 to \$109,999 |
| • \$70,000 to \$74,999 | \$110,000 to \$114,999 |
| • \$75,000 to \$79,999 | \$115,000 to \$119,999 |
| • \$80,000 to \$84,999 | > \$120,000 |

10. What is your geographic region of employment?

- Alberta
- Northwest Territories
- Prince Edward Island
- British Columbia
- Nova Scotia
- Québec
- Manitoba
- Nunavut
- Saskatchewan
- New Brunswick
- Ontario
- Yukon

11. What is your gender?

- Male
- Female

12. What is your age group?

- | | |
|------------|--------------|
| • Under 25 | • 50 – 54 |
| • 25 – 29 | • 55 – 59 |
| • 30 – 34 | • 60 – 64 |
| • 35 – 39 | • 65 or over |
| • 40 – 44 | |
| • 45 – 49 | |

13. How satisfied are you with your Occupational Hygiene career?

- Very Satisfied
- Satisfied
- Neither Satisfied nor Dissatisfied
- Dissatisfied
- Very Dissatisfied