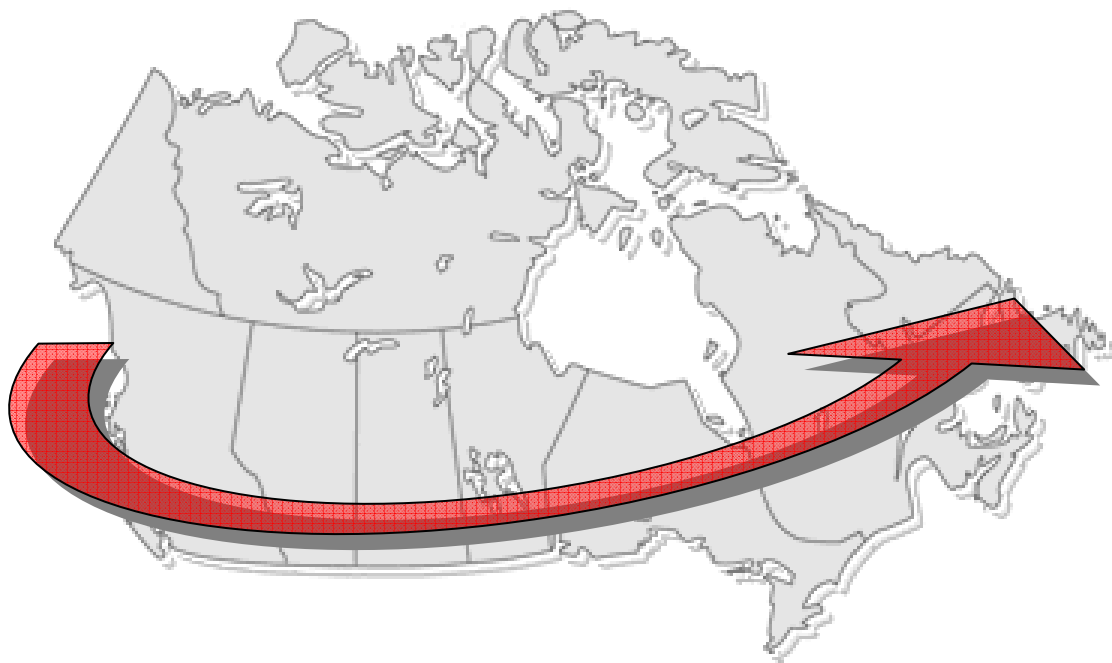


***2010  
CROSS CANADA  
OCCUPATIONAL HYGIENE  
SALARY SURVEY***



Prepared by  
Canadian Registration Board of Occupational Hygienists  
and  
Canadian Industrial Hygiene Associations

September 2010

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# TABLE OF CONTENTS

<b>EXECUTIVE SUMMARY</b> .....	<b>4</b>
<b>INTRODUCTION</b> .....	<b>6</b>
<b>THE SURVEY</b> .....	<b>6</b>
<b>1. OVERVIEW</b> .....	<b>6</b>
<b>2. PROCEDURE</b> .....	<b>6</b>
<b>3. RESULTS</b> .....	<b>7</b>
<b>4. SALARY CALCULATOR</b> .....	<b>15</b>
<b>BC YUKON SPECIFIC DATA</b> .....	<b>18</b>
WHERE DO BRITISH COLUMBIAN & YUKON OCCUPATIONAL HYGIENE PROFESSIONALS WORK? .....	19
WHAT ROLES DO OCCUPATIONAL HYGIENE PROFESSIONALS PLAY (BC & YUKON)?.....	20
EDUCATIONAL TRAINING OF OCCUPATIONAL HYGIENE PROFESSIONALS (BC & YUKON) .....	21
<b>ALBERTA &amp; NWT SPECIFIC DATA</b> .....	<b>25</b>
WHERE DO ALBERTA AND NWT OCCUPATIONAL HYGIENE PROFESSIONALS WORK? .....	26
WHAT ROLES DO OCCUPATIONAL HYGIENE PROFESSIONALS PLAY (AB & NWT)?.....	27
EDUCATIONAL TRAINING OF OCCUPATIONAL HYGIENE PROFESSIONALS (AB & NWT) .....	28
<b>PRAIRIES SPECIFIC DATA</b> .....	<b>32</b>
WHERE DO PRAIRIES OCCUPATIONAL HYGIENE PROFESSIONALS WORK? .....	33
WHAT ROLES DO OCCUPATIONAL HYGIENE PROFESSIONALS PLAY (PRAIRIES)? .....	34
EDUCATIONAL TRAINING OF OCCUPATIONAL HYGIENE PROFESSIONALS (PRAIRIES).....	35
<b>ONTARIO SPECIFIC DATA</b> .....	<b>39</b>
WHERE DO ONTARIO OCCUPATIONAL HYGIENE PROFESSIONALS WORK?.....	40
WHAT ROLES DO OCCUPATIONAL HYGIENE PROFESSIONALS PLAY (ONTARIO)? .....	41
EDUCATIONAL TRAINING OF OCCUPATIONAL HYGIENE PROFESSIONALS (ONTARIO) .....	42
<b>QUEBEC SPECIFIC DATA</b> .....	<b>46</b>
WHERE DO QUEBEC OCCUPATIONAL HYGIENE PROFESSIONALS WORK?.....	47
WHAT ROLES DO OCCUPATIONAL HYGIENE PROFESSIONALS PLAY (QUEBEC)? .....	48
EDUCATIONAL TRAINING OF OCCUPATIONAL HYGIENE PROFESSIONALS (QUEBEC).....	49
<b>MARITIMES SPECIFIC DATA</b> .....	<b>53</b>
WHERE DO MARITIMES OCCUPATIONAL HYGIENE PROFESSIONALS WORK? .....	54
WHAT ROLES DO OCCUPATIONAL HYGIENE PROFESSIONALS PLAY (MARITIMES)? .....	55
EDUCATIONAL TRAINING OF OCCUPATIONAL HYGIENE PROFESSIONALS (MARITIMES).....	56
<b>2010 CROSS CANADA OCCUPATIONAL HYGIENE SALARY SURVEY</b> .....	<b>60</b>

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## EXECUTIVE SUMMARY

The second *Cross Canada Occupational Hygiene Salary Survey* was conducted between January 17, 2010 and February 17, 2010 as a joint effort between the Canadian Registration Board of Occupational Hygienists (CRBOH), each of the four Provincial American Industrial Hygiene Association (AIHA) Local Sections, the Occupational Hygiene Association of Ontario (OHAO), and the Association Québécoise pour l'Hygiène, la Santé et la Sécurité du Travail (AQHSST).

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™ .

In total, 386 surveys were filled out from a possible number of approximately 1760 potential respondents. In order to facilitate statistical analysis of the data, the Provincial results were grouped in the following manner (responses/ total possible responses): BC & Yukon (65/160); Alberta and Northwest Territories (65/ 208); Prairies Saskatchewan & Manitoba (19/90); Ontario (121/ 400); Quebec (101/ 600); Maritimes (19/ 60); Other Region (13/ 20).

Mean salaries were highest in Other Region (mostly from USA, \$112,500, n=13) followed by Alberta and NWT (\$102,500, n=65), Ontario (\$89,600, n=121), BC and Yukon (\$83,250, n=48), the Prairies (SK, MB, \$77,500, n=19), Maritimes (NS, NB, PEI and NF, \$73,500, n=19), and Quebec (\$69,000, n=101).

A key feature of the 2010 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 (with the exception of other regions), seniority and supervisory experience, certification, and education levels.

## Acknowledgements

The Canadian Registration Board of Occupational Hygienists would like to express our sincere gratitude to each of the representatives from the Canadian AIHA Local Sections as well as the OHAO and AQHSST for their contribution to the development and completion of the 2010 Cross Canada Occupational Hygiene Salary Survey.

<b>BC Yukon</b>	<b>Canadian AIHA Local Sections</b>		<b>Atlantic Provinces</b>
	<b>Alberta</b>	<b>Manitoba</b>	
Victor Leung Kevin Hong Robin Van Driel	Ryan Stewart	Patrick Campbell	Jason McInnis

### **Canadian Registration Board of Occupational Hygienists (CRBOH)**

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### **Occupational Hygiene Association of Ontario**

Alberto Behar  
Peter Fletcher

### **AQHSST**

Mario Saucier

# 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 1760 respondents, a total of 386 surveys were completed. The mean age of the respondents was 46 years and approximately two thirds (63%) 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. All of the respondents reported undertaking post secondary education. The mean national salary range went from \$66,900 for those with college certificates or a diploma to \$110,500 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) education level, (2) supervisory responsibilities, (3) professional certification, and to a lesser degree by (4) region of employment, (5) years in profession, and (6) field of employment.

### 2. PROCEDURE

The *2010 Cross Canada Occupational Hygiene Salary Survey* was based on the exact survey that was conducted in 2006 across Canada. The final questionnaire (Appendix G) was drafted by the CRBOH and reviewed and approved by representatives from all Canadian Local Sections along with OHAO Executives.

#### Respondent Sample

All members of the AIHA Local Sections, CRBOH, OHAO, AQHSST 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	160
AIHA Alberta Section	208
AIHA Manitoba Section	90
AIHA Atlantic Provinces	60
CRBOH	390
OHAO	300
AQHSST	550
<b>Total</b>	<b>1758</b>

## Survey Distribution

The final survey questionnaire was prepared and administered through SurveyMonkey ([www.surveymonkey.com](http://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 17, 2010 and February 17, 2010. Upon closure of the survey, a collection of the raw data was compiled into a Microsoft Excel® file through a built-in data processing function in SurveyMonkey. The final raw data Excel file was immediately sent to statisticians 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 was grouped into the following categories:

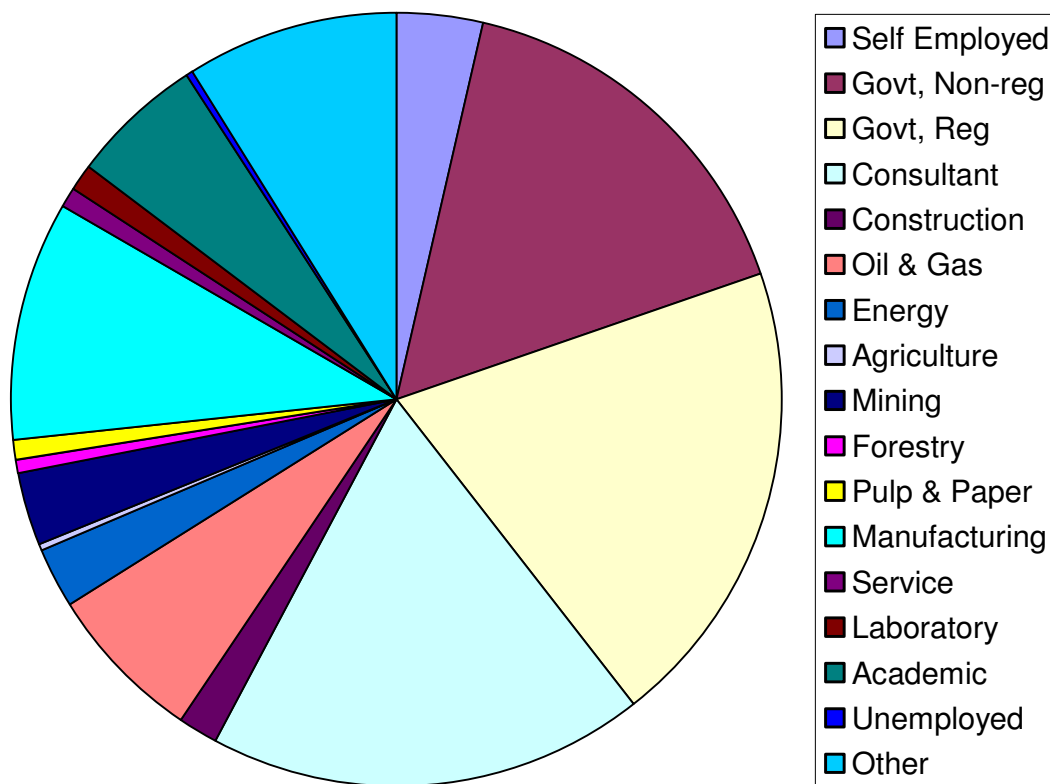
1. BC & Yukon
2. Alberta and Northwest Territories
3. Prairies – Manitoba and Saskatchewan
4. Ontario
5. Quebec
6. Maritimes - Newfoundland, Nova Scotia, New Brunswick & Prince Edward Island

**Table II: Summary of basic demographic data for respondents (N=386/ 1758).**

Region	N	Salary (\$)		Gender (%)		Age (years)
		Median	Mean	Male	Female	Mean
Alberta, NWT, Nunavut	65	102500	98100	67.7	32.3	44
Maritimes	19	73500	78300	63.2	36.8	47
BC-Yukon	48	83250	84150	68.8	31.2	43
Quebec	101	65250	69000	55.4	44.6	48
Prairies	19	77500	77250	73.7	26.3	44
Ontario	121	89600	90600	63.6	36.4	47
Other	13	112500	105200	61.5	38.5	50
<b>Total</b>	<b>386</b>	<b>82150</b>	<b>90600</b>	<b>63.2</b>	<b>36.8</b>	<b>46</b>



## Where do Canadian Occupational Hygiene Professionals Work?



**Figure 1: Current Employment of Respondents across Canada**

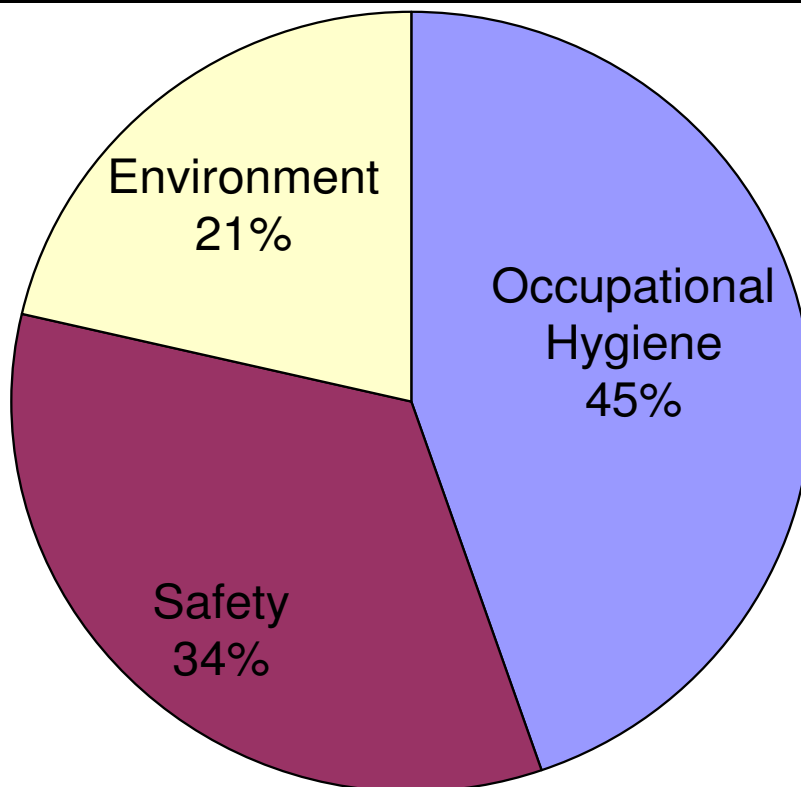
See Legend for codes.

Figure 1 shows how Canadian occupational hygiene professionals self-report their place of work. The largest single group (n=61) reported working in consulting, followed by government regulatory agencies (n=40) and government non-regulatory agencies (n=40), 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?

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**Figure 2: Roles of Occupational Hygiene Professionals across Canada (N=386)**

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.

# Educational Training of Occupational Hygiene Professionals

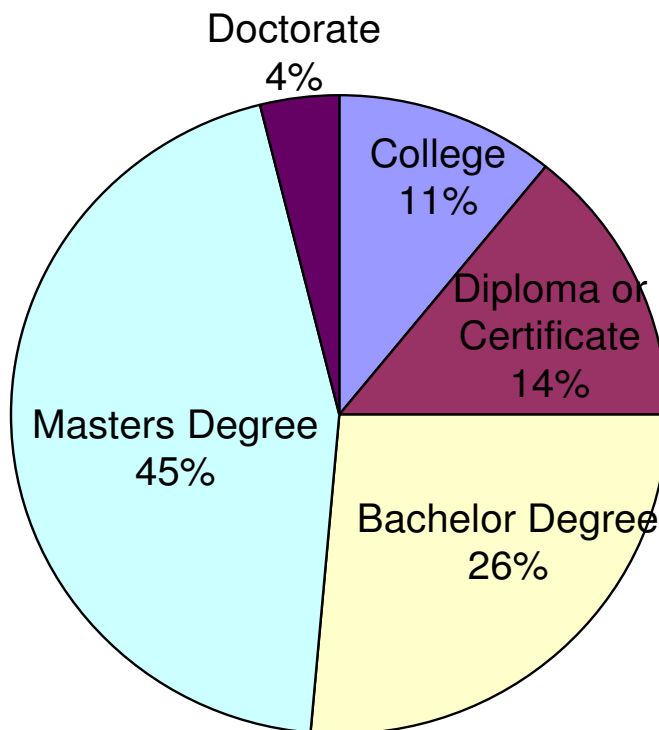


Figure 3: Educational Attainment among National Respondents

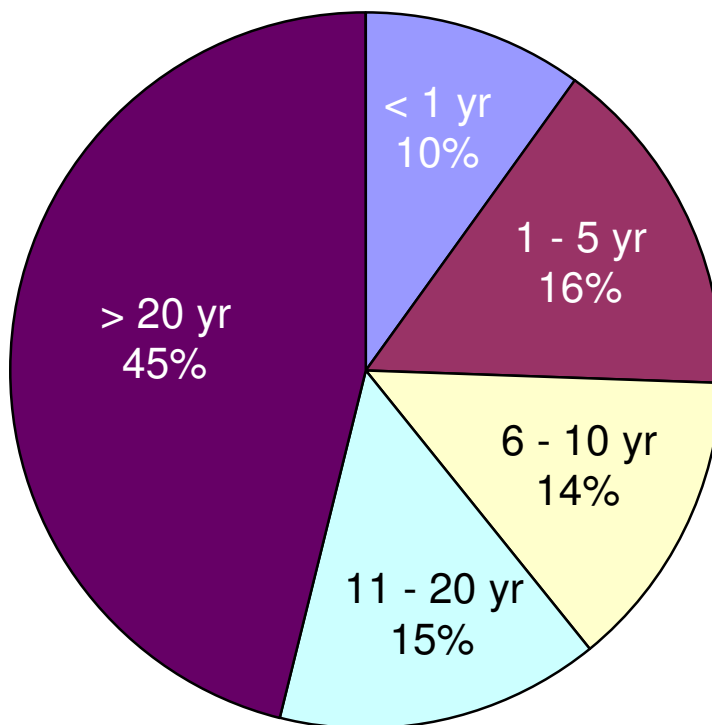
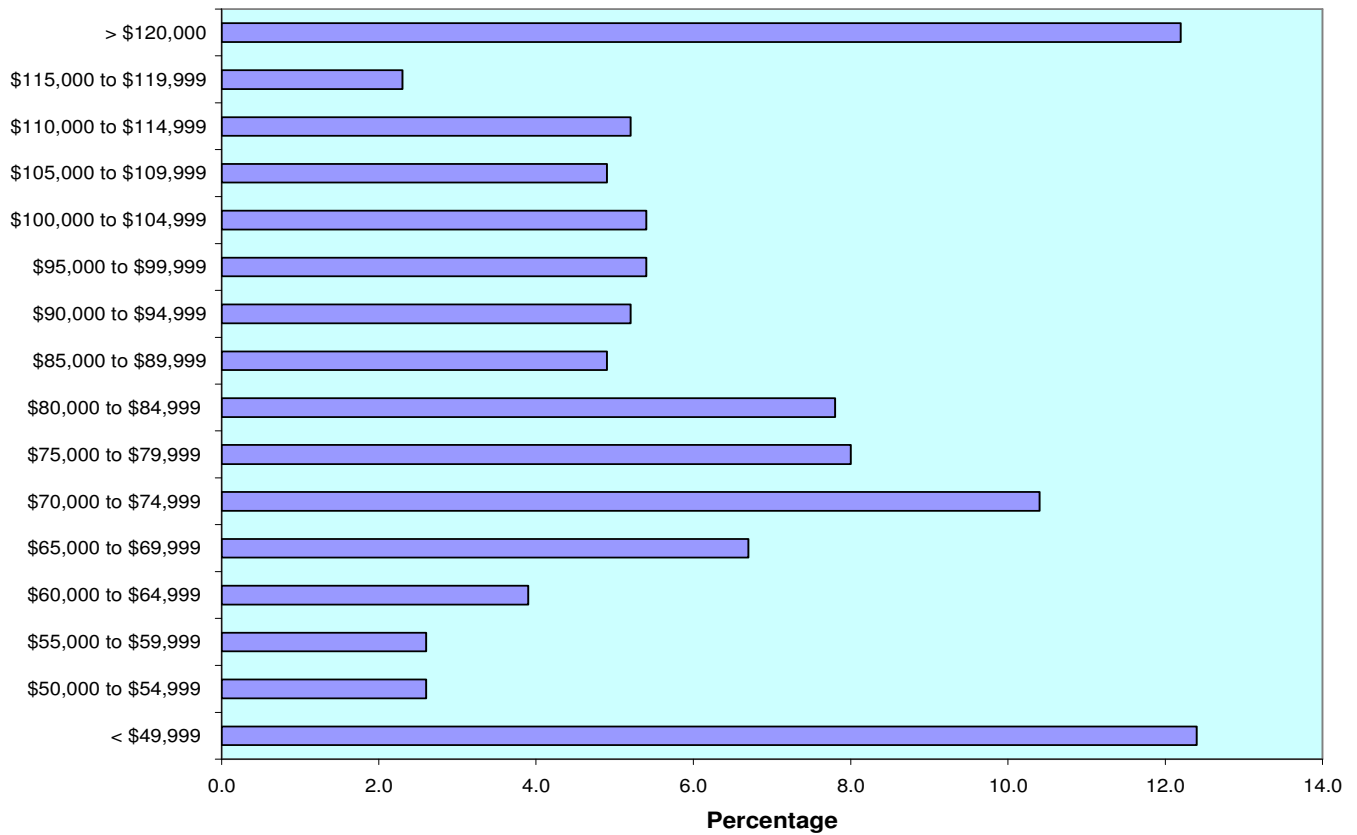
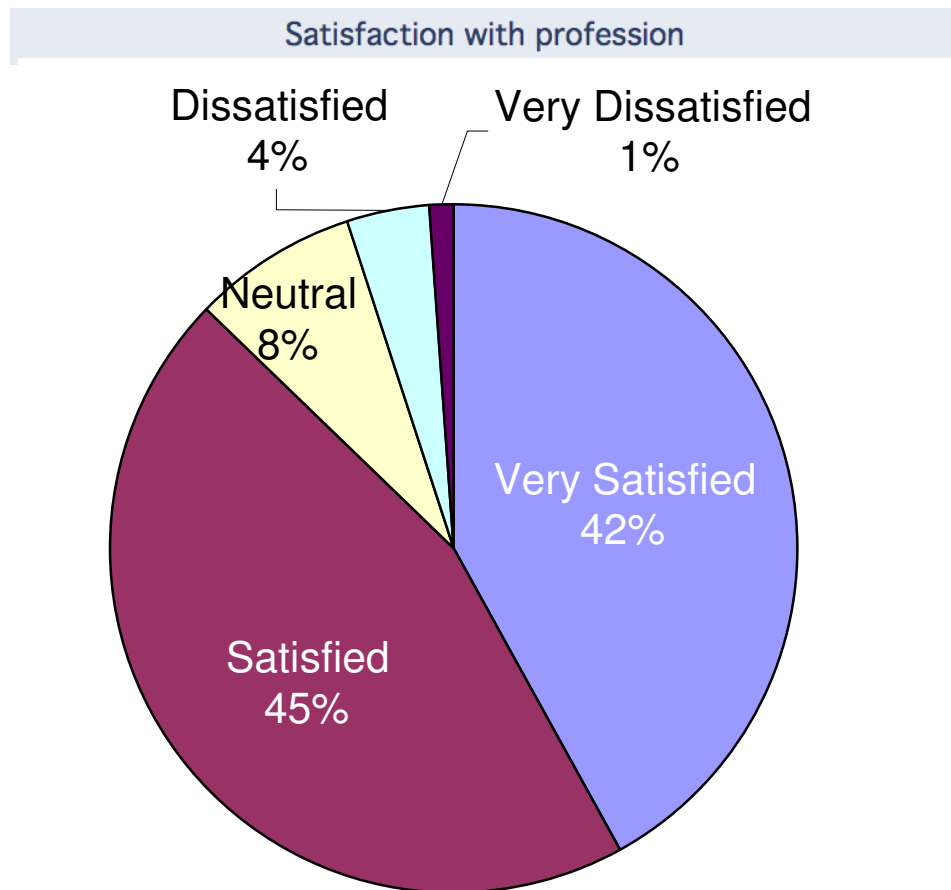


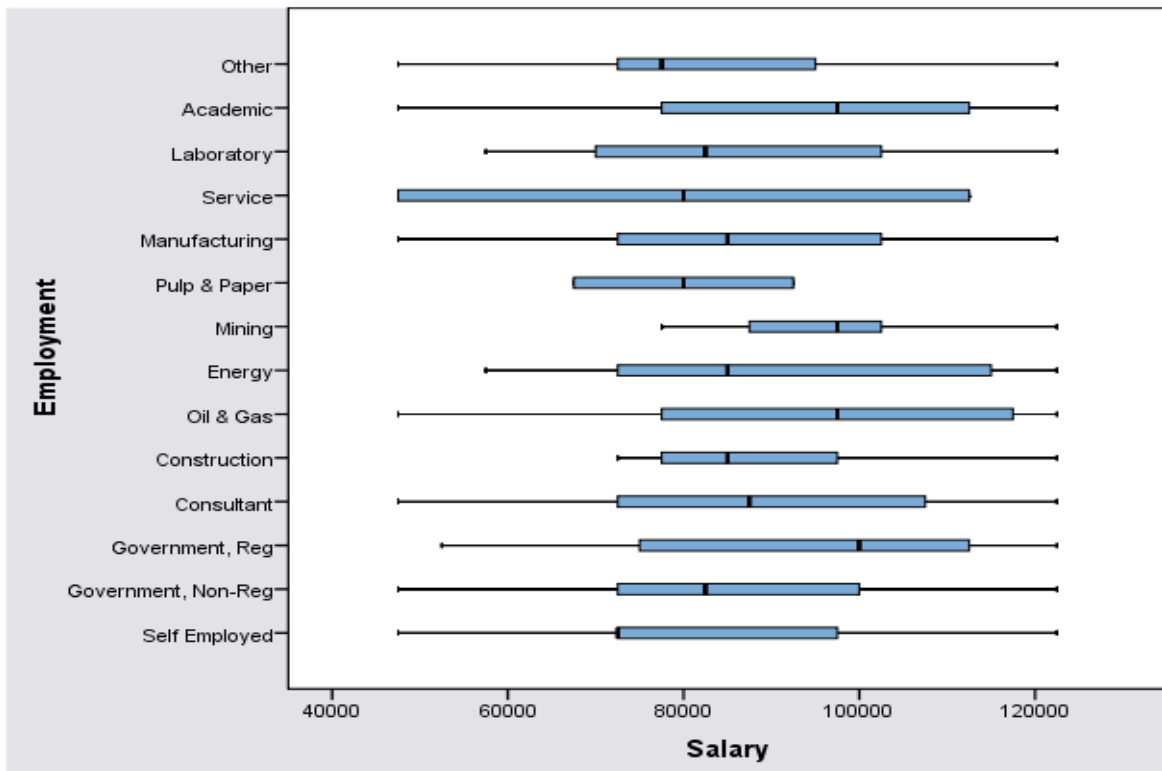
Figure 4: Years in profession



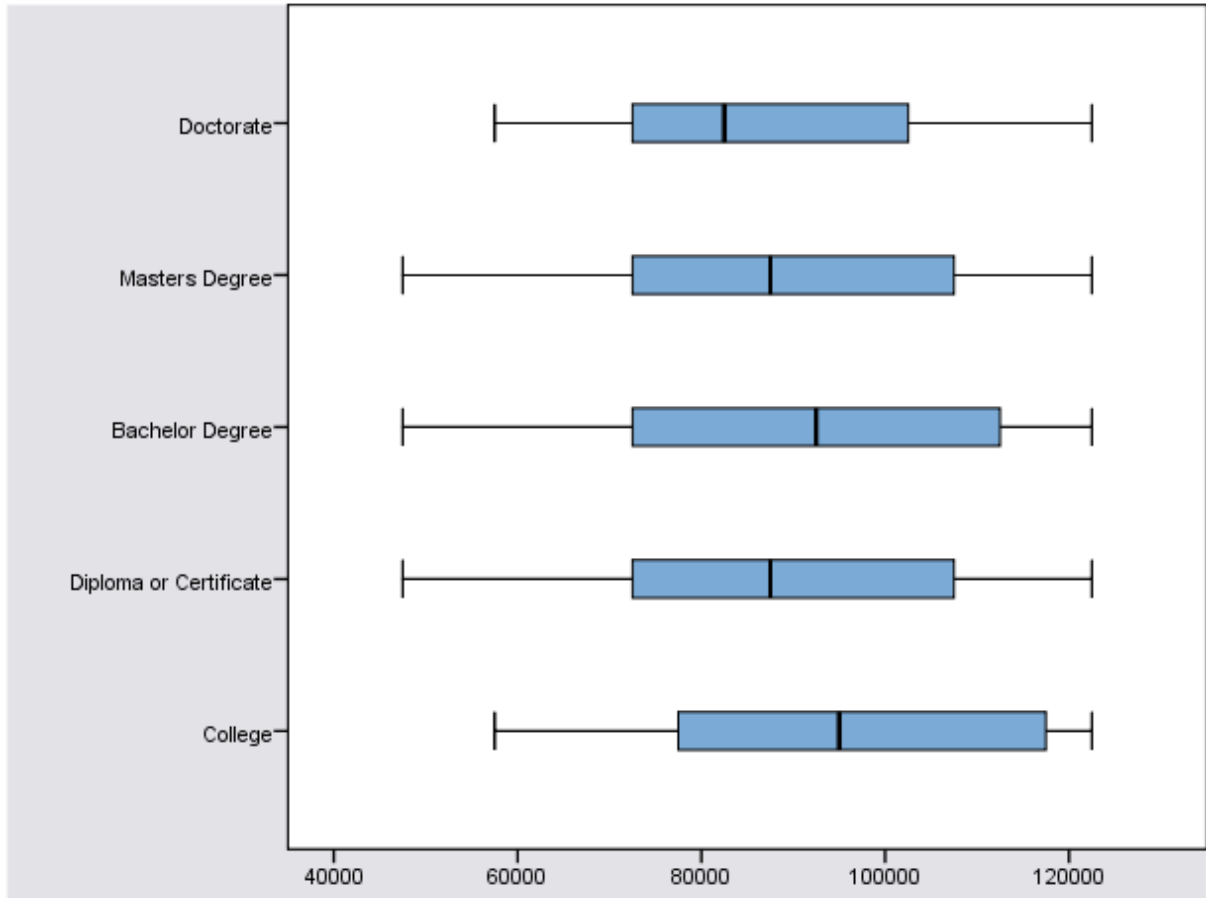
**Figure 5: National annual salaries by \$5,000 category from \$47,500 to over \$125,000 (N<sub>national</sub> = 386)**



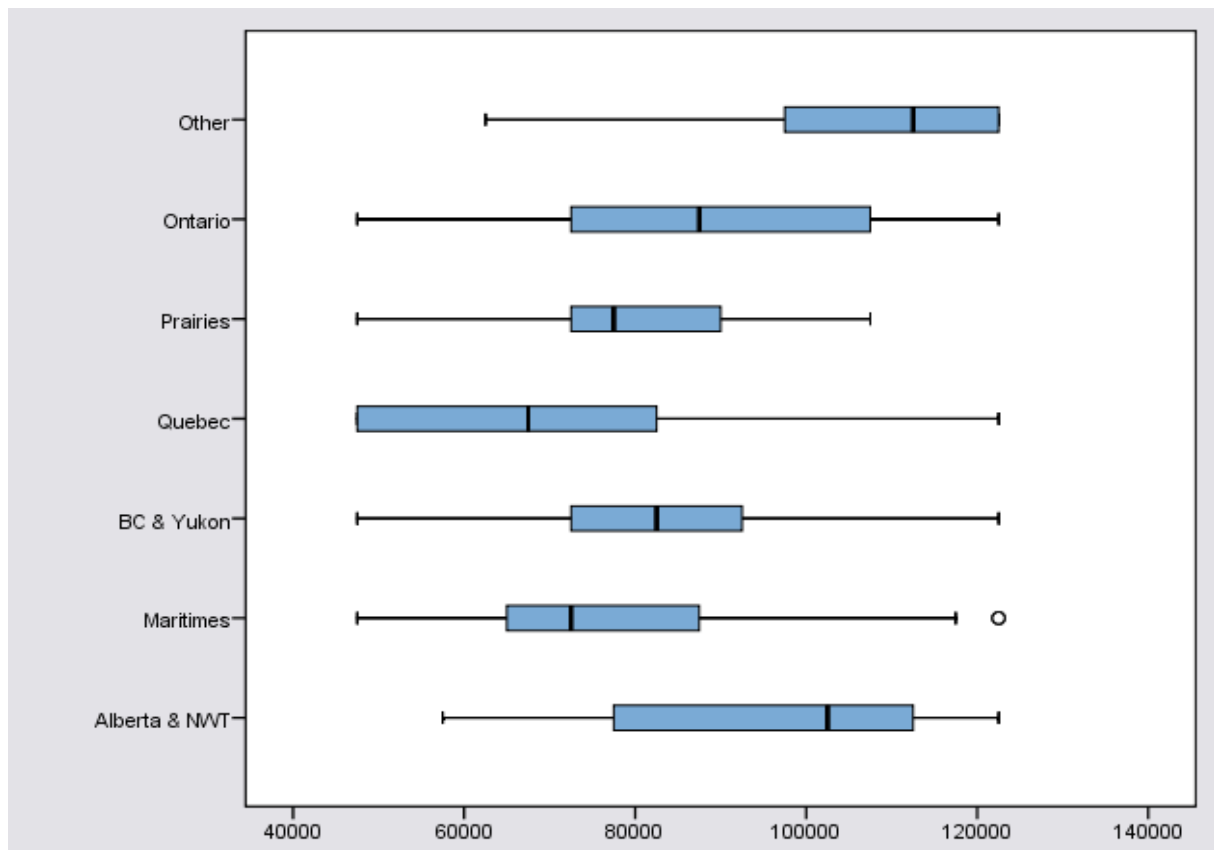
**Figure 6: Satisfaction with the Profession**



**Figure 7: Annual salaries by industry sector (N=386) boxes show mean and interquartile range**



**Figure 8: Salary levels by educational attainment**



**Figure 9: Salary ranges by geographic area**

Mean salaries were highest in Other Region (mostly from USA, \$112,500, n=13) followed by Alberta and NWT (\$102,500, n=65), Ontario (\$89,600, n=121), BC and Yukon (\$83,250, n=48), Quebec (\$77,500, n=11), the Prairies (SK, MB, \$77,500, n=19), Maritimes (NS, NB, PEI and NF, \$73,500, n=19), and Quebec (\$69,000, n=101).

**Table III: Training Background**

Degree Subject	National
Occupational Hygiene	166
Occupational Health	49
Chemistry	56
Physics	1
Biology	16
Mathematics	0
Safety	17
Kinesiology	2
Ergonomics	1
Medicine	1
Engineering	15
Business Administration	6
Environmental Science	24
Other	32
<b>Total</b>	<b>386</b>

Occupational hygienists come from a broad range of academic backgrounds (see Table III). Over 55% of respondents nationally have backgrounds in either occupational health or hygiene.

Other related fields (safety, ergonomics, and environment) make up 11% while traditional science backgrounds (chemistry, physics, biology and engineering) make up a further 23%, respectively. Finally business, health research, and education make up the remaining small percentage.

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

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

**Table IV: Certification by geographic area**

	<b>BC &amp; Yukon</b>	<b>Alberta</b>	<b>Prairies</b>	<b>Ontario</b>	<b>Quebec</b>	<b>Maritimes</b>	<b>Total</b>
ROH	19	22	0	64	15	9	138
CIH	22	26	0	59	8	7	136
None	8	11	0	21	84	4	136
CRSP	21	22	0	26	3	6	91
ROHT	6	9	0	14	1	2	35
IHIT	0	4	0	8	0	7	19
OHST	2	4	0	8	0	2	16
CSP	3	3	0	6	0	0	15
CHSC	2	1	0	0	0	0	4

## 4. SALARY CALCULATOR

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### Factors Influencing Salary Levels among Respondents

The final model (see Table V) used data from 386 participants, and explained 46% to 62% 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 \$26,845 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 (\$81,857) represents the model’s estimate of the mean salary for those who are the reference group of each factor, i.e. someone in Ontario, with over 20 years experience, does not supervise any other employees, does not have a CIH, ROH or CSP, etc.

To predict the salary of an individual one must add or subtract the coefficients of representative factors. For example, for a hygienist working in Alberta with a Master Degree and CIH, supervising 6 workers and having 10 years experience, the model would predict a salary of  $\$81,857 + \$6,945 + \$18,710 - \$7,145 + \$7,475$  or \$ 107,742. If that person worked in the energy sector, then one would add another \$12,727 leading to a total estimated salary of \$120,469.

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 education level, supervisory responsibilities, professional certification and, to a lesser degree, region of employment, years in profession and field of employment.

The mean value of having any certification was \$6,667, but the model was further constructed to look at different types of certification. Unlike in the 2006 Salary Survey result, professional certification is a statistically significant ( $p < 0.05$ ) salary prediction factor, Also different from the 2006 Salary Survey result, holders of both a CIH and ROH were associated with slightly higher salaries among the single certification title holders.

One limitation of the latest prediction model is that the model might have underestimated the top salary range. Our salary questionnaire had only capped the top salary response to >\$120,000. For statistical purpose, the 15% respondents were assigned a salary of \$122,500 even though the true salary may be significantly above the assigned amount. See Table VI for the Salary Distribution.



**Table V: Important Factors Determining Salary Level in Occupational Hygiene in Canada, 2010**

	<b>Coefficient</b>	<b>95% Confidence Interval</b>	<b>Significance (p-value)</b>	<b>Frequency</b>
<b>Baseline</b>	<b>\$81,857</b>	<b>\$74,178 to \$89,536</b>	<b>&lt;0.0001</b>	
<b>Industry<sup>#</sup></b>				
Academics	-\$5,142	-\$12,241 to \$1,956	0.1551	33
Construction	\$13,843	-\$789 to \$28,475	0.0636	6
Consulting	-\$7,550	-\$13,374 to -\$1,726	0.0112	67
Energy	\$12,727	\$1,669 to \$23,785	0.0242	10
Healthcare	-\$11,386	-\$23,551 to \$779	0.0665	8
Oil & Gas	\$18,980	\$10,892 to \$27,067	<0.0001	25
Other	-\$4,130	-\$10,968 to \$2,708	0.2357	34
Regulatory Government	ref			76
<b>Education Level</b>				
Bachelors Degree	-\$6,366	-\$10,634 to -\$2,099	0.0036	102
College Diploma	-\$11,985	-\$17,075 to -\$6,894	<0.0001	96
PhD Degree	\$11,315	\$2,206 to \$20,423	0.0151	15
Masters Degree	ref			172
<b>Number of Staff Supervised<sup>#</sup></b>				
None	ref			212
1 to 3 staff	\$11,028	\$6,458 to \$15,598	<0.0001	71
3 to 9 staff	\$18,710	\$13,883 to \$23,538	<0.0001	69
more than 9 staff	\$26,845	\$20,653 to \$33,037	<0.0001	34
<b>Years in Profession</b>				
Less than 5 years	-\$13,519	-\$20,214 to -\$6,824	<0.0001	39
6 to 10 years	-\$7,145	-\$12,555 to -\$1,735	0.0098	60
over 20 years	ref			177
<b>Region<sup>#</sup></b>				
Alberta	\$7,475	\$2,156 to \$12,795	0.006	64
British Columbia	-\$3,209	-\$9,026 to \$2,608	0.0468	48
Prairies	-\$3,812	-\$12,038 to \$4,414	0.0003	19
Quebec	-\$10,445	-\$16,106 to -\$4,785	0.0509	100
Ontario	ref			121
<b>Certification</b>				
None	ref			
CIH	\$6,945	-\$27 to \$13,918	0.0509	118
CRSP	\$7,404	\$567 to \$14,241	0.0339	42
ROH	\$8,152	\$1,578 to \$14,728	0.0152	45
ROH and CIH	\$11,252	\$4,901 to \$17,602	0.0006	91
ROHT	\$7,298	-\$182 to \$14,778	0.0558	30

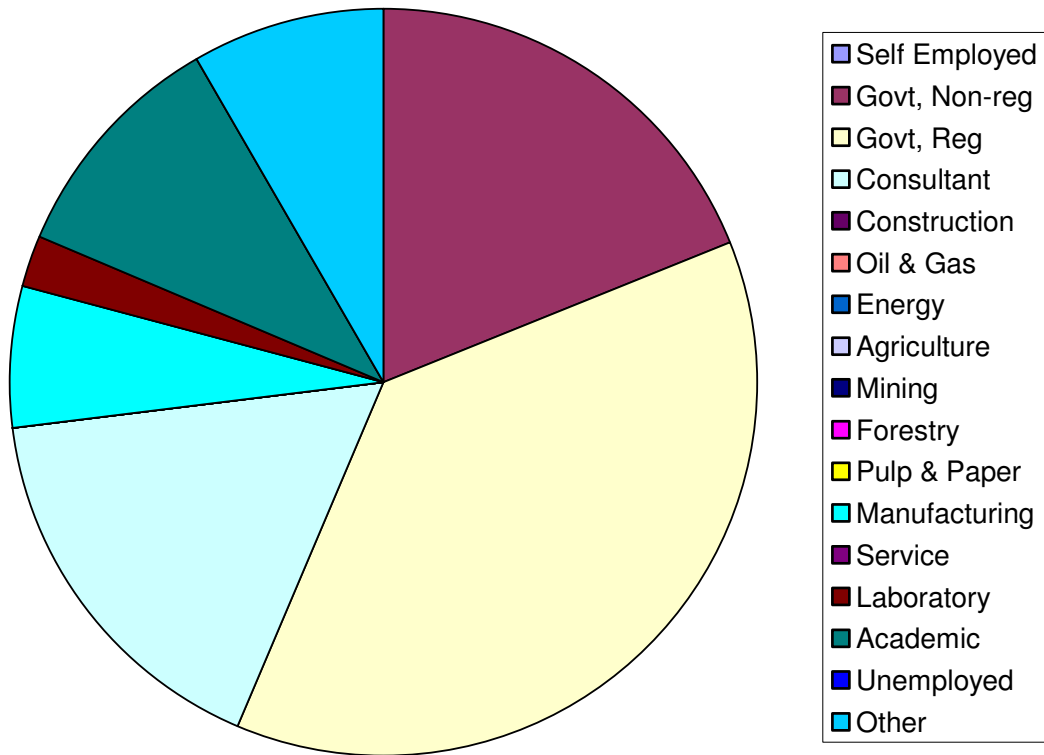
<sup>#</sup>Only data with p-value <0.25 shown

**Table VI: Salary Distribution, 2010**

<b>Salary Range</b>	<b>N</b>	<b>Percent</b>
< \$49,000	11	3.8
\$50,000 - \$54,999	5	1.7
\$55,000 - \$59,999	7	2.4
\$60,000 - \$64,999	12	4.1
\$65,000 - \$69,999	18	6.2
\$70,000 - \$74,999	30	10.3
\$75,000 - \$79,000	26	9.0
\$80,000 - \$84,999	25	8.6
\$85,000 - \$89,999	16	5.5
\$90,000 - \$94,999	19	6.6
\$95,000 - \$99,999	17	5.9
\$100,000 - \$104,999	19	6.6
\$105,000 - \$109,999	15	5.2
\$110,000 - \$114,999	18	6.2
\$115,000 - \$119,999	8	2.8
> \$120,000	44	15.2

APPENDIX A:  
**BC YUKON SPECIFIC DATA**

# Where do British Columbian & Yukon Occupational Hygiene Professionals Work?

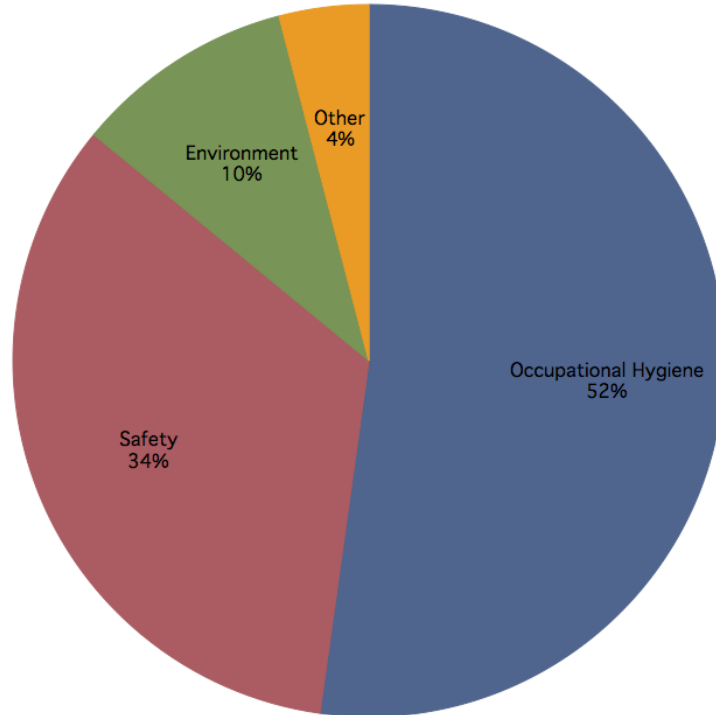


**Figure 1: British Columbia responses to the question: "Which of the following best describe your current employment?"**

See Legend for codes (N=48).

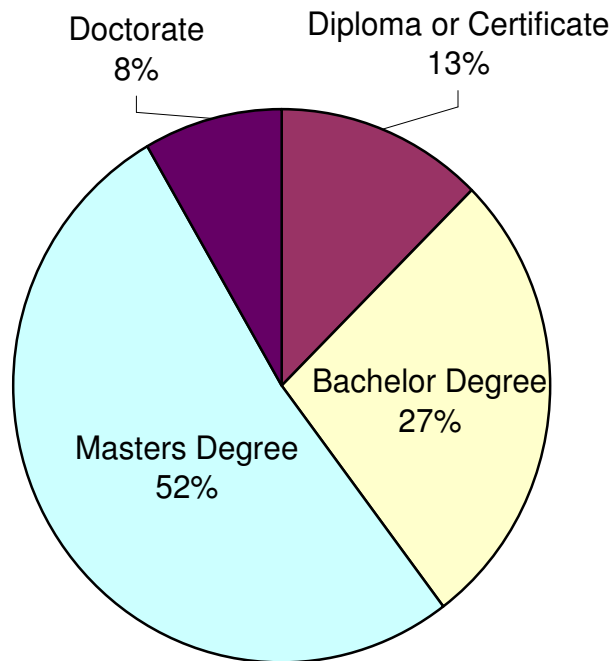
## What Roles do Occupational Hygiene Professionals Play (BC & Yukon)?

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**Figure 2: Roles of Occupational Hygiene Professionals in BC and the Yukon. N=48**

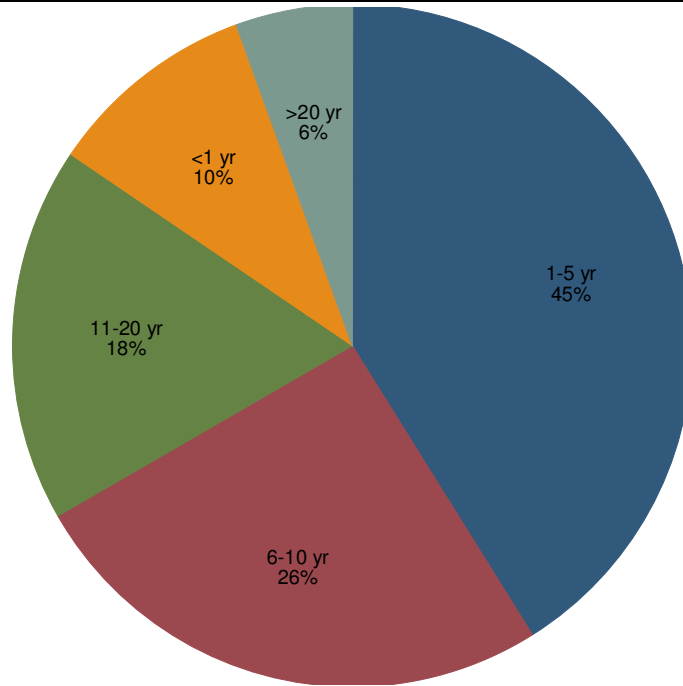
On average, BC & Yukon occupational hygienists do more than 50% occupational hygiene work and about 1/3 safety work, a trend similar to the national average. Both groups say that environmental work takes up about 10% of their time.



**Figure 3: BC & Yukon only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=48)**

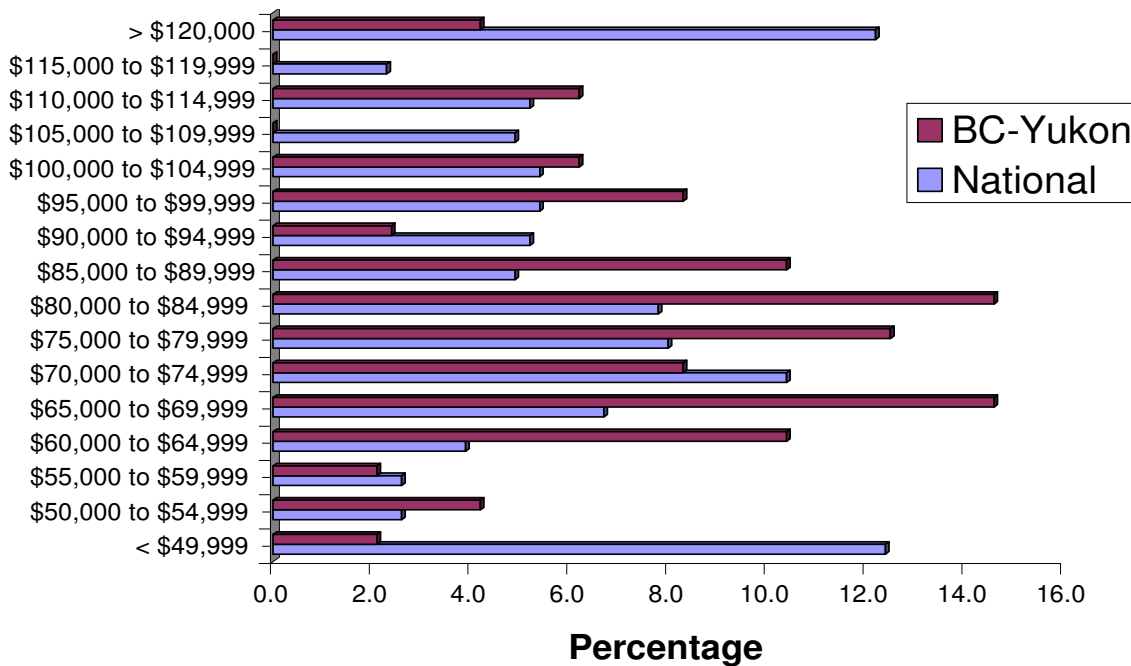
The majority of practicing hygienists have master's degrees. Slightly more BC & Yukon respondents than the national average reported having post-graduate degrees – likely because of the location of the graduate program at UBC.

## 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=48)**

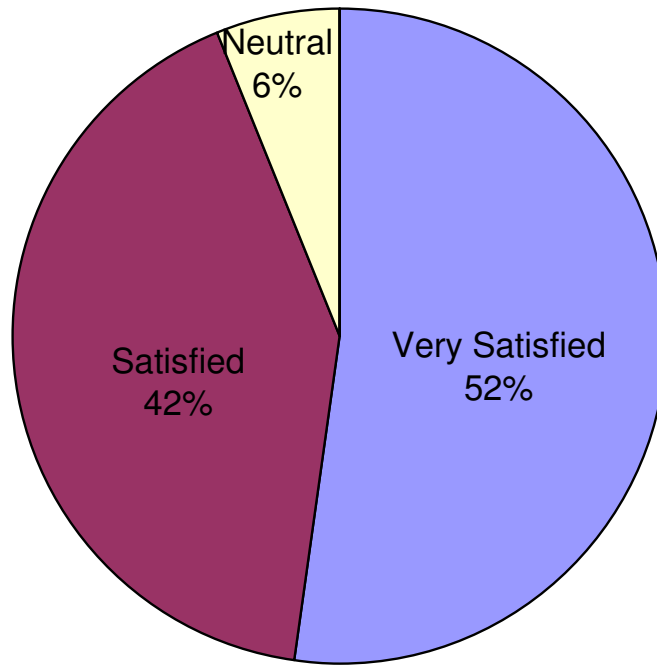
BC and the Yukon have a similar distribution of professional experience to the national average, though with slightly fewer respondents in the 6-10 year category and correspondingly less in more experienced categories.



**Figure 5: National and BC & Yukon annual salaries by \$5,000 category from \$47,500 to over \$120,000 (N<sub>national</sub> = 386, N<sub>BC & Yukon</sub> = 48)**

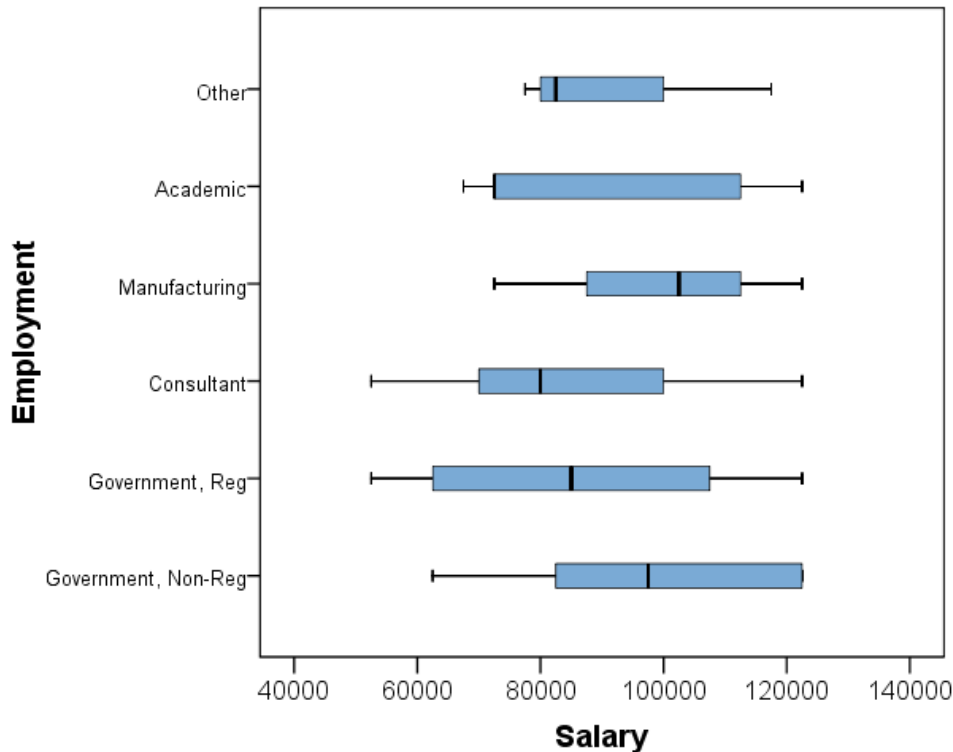
Comparing to the National figures, BC & Yukon had more respondents with reported salaries between \$ 50,000 and \$114,000 while National had more respondents with reported salaries on the lowest range (< \$49,000) and highest range (> \$120,000).

Satisfaction with profession (BC & Yukon)



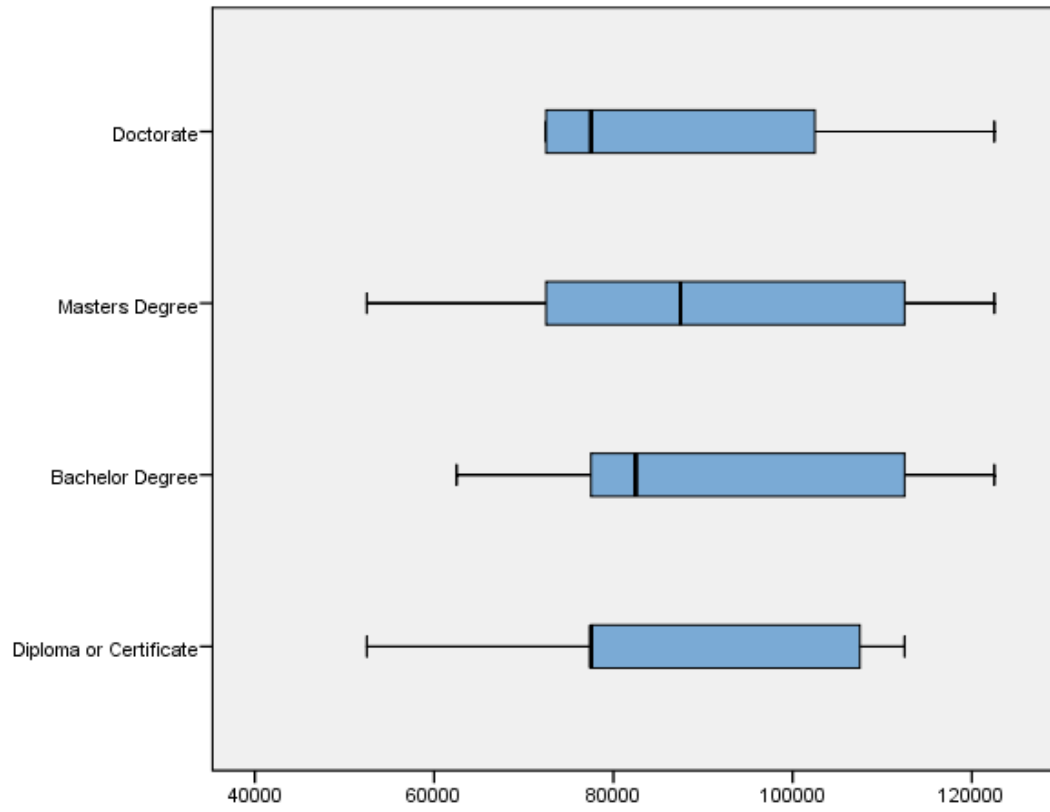
**Figure 6: BC & Yukon: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=48)**

Overall both the national and BC & Yukon group respondents were largely satisfied or very satisfied with their occupation in occupational hygiene. Different from the National data where 5% of respondents were either dissatisfied or very dissatisfied with their profession, none of the respondents in BC were dissatisfied with their career.

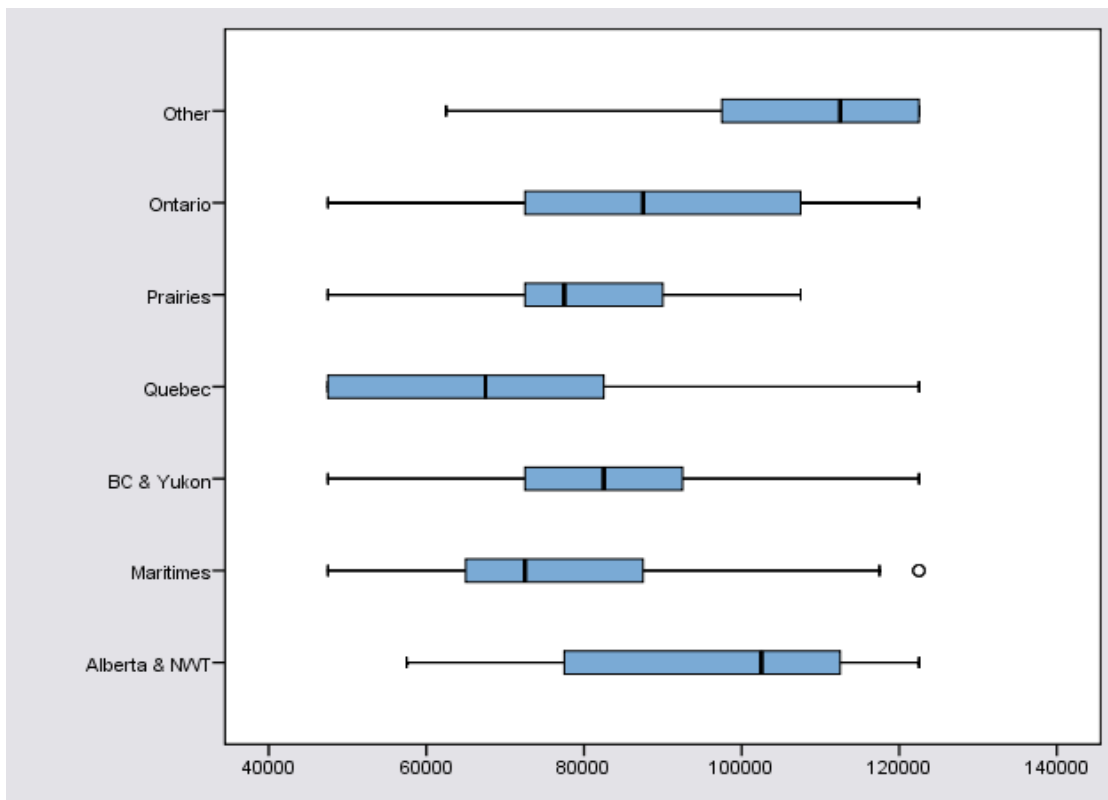


**Figure 7: BC & Yukon; annual salaries by industry sector (N=48) boxes show mean and interquartile range**

In order to avoid disclosing the identity of some respondents, mean salary of industry sector with less than 2 responses were not included in the above Figure.



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



**Figure 9: Salary ranges by geographic area.**



## Educational Training of Occupational Hygiene Professionals (BC & Yukon)

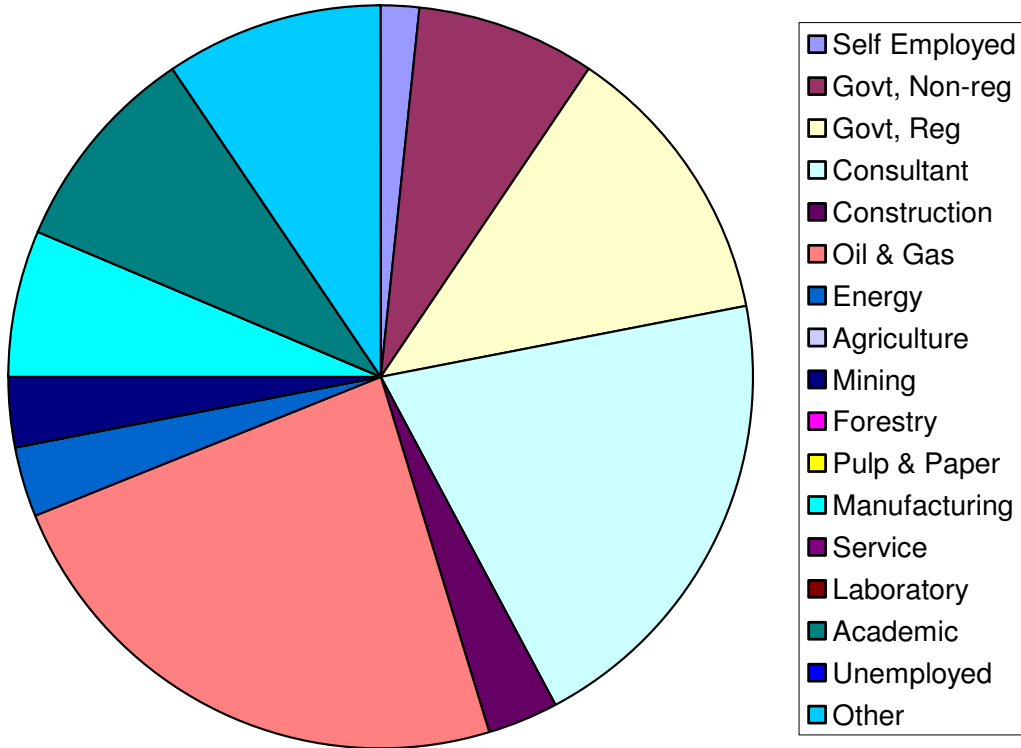
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**Table I: Training Background**

Degree Subject	BC & Yukon (%)	National (%)
Occupational Hygiene	42.6	43.0
Chemistry	17.0	14.5
Occupational Health	10.6	12.7
Biology	8.5	4.1
Safety	8.5	4.4
Kinesiology	4.3	0.5
Environmental Science	4.3	6.2
Other	4.3	8.3
Medicine	0	0.3
Engineering	0	3.9
Ergonomics	0	0.3
Business Administration	0	1.6
Physics	0	0.3
<b>Total (N)</b>	<b>48</b>	<b>386</b>

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

## Where do Alberta and NWT Occupational Hygiene Professionals Work?

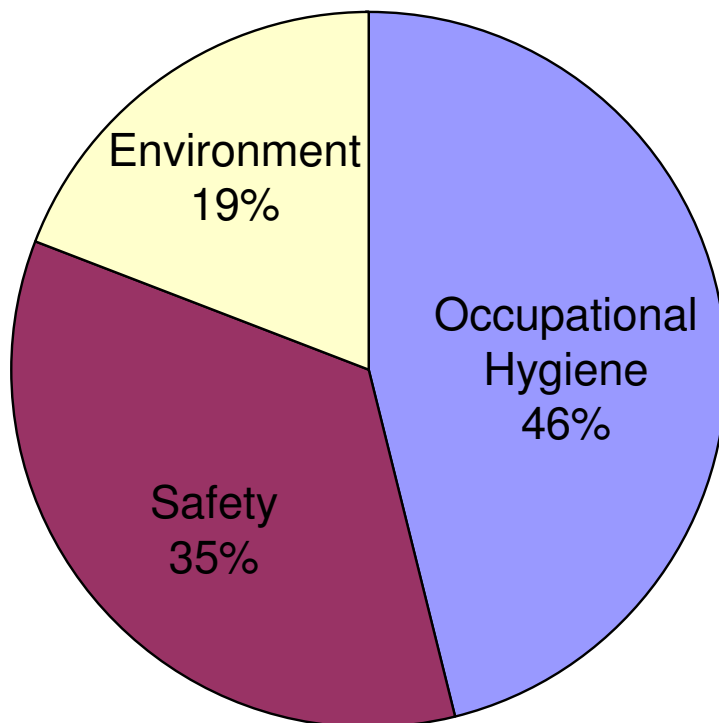


**Figure 1: Alberta & NWT responses to the question: "Which of the following best describe your current employment?"**

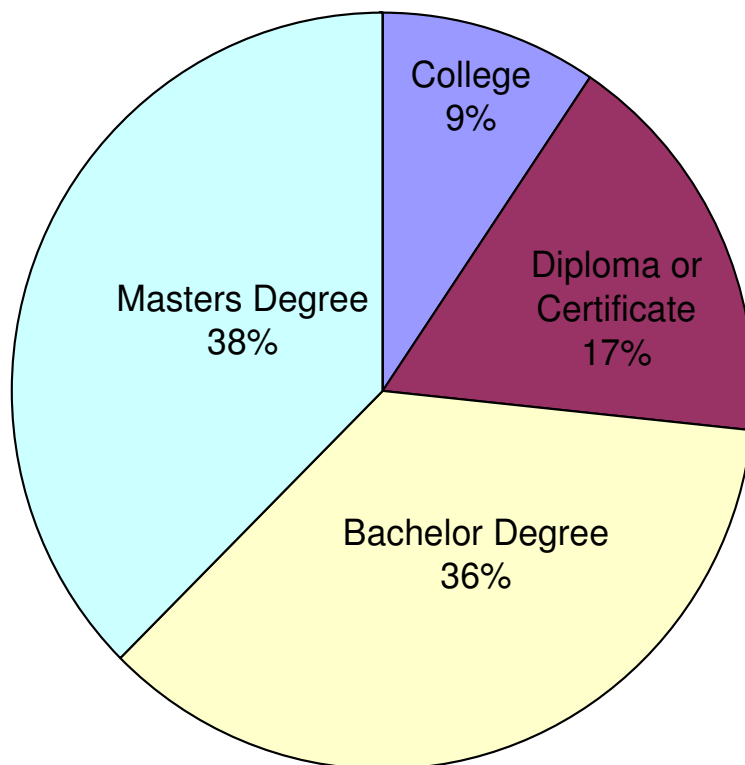
See Legend for codes (N=65).

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

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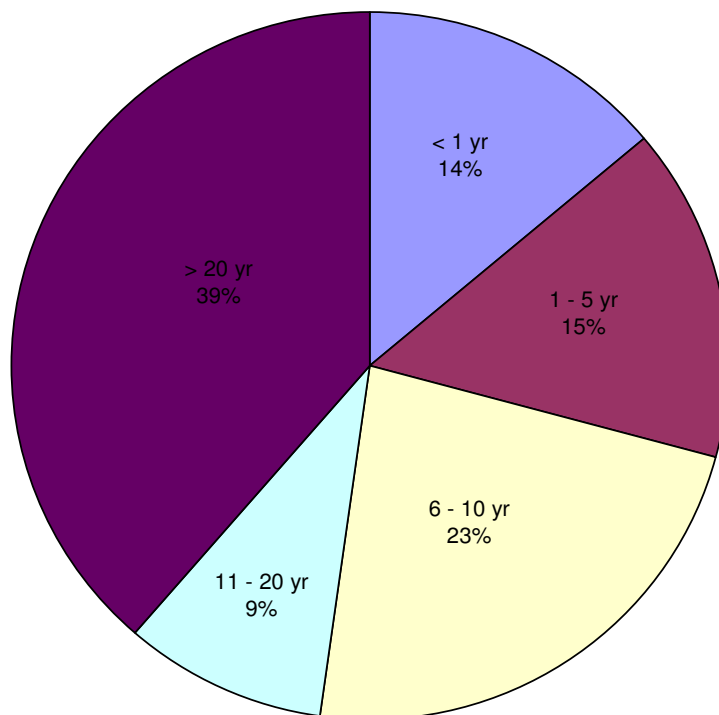


**Figure 2: Roles of Occupational Hygiene Professionals in Alberta & NWT. N=65**

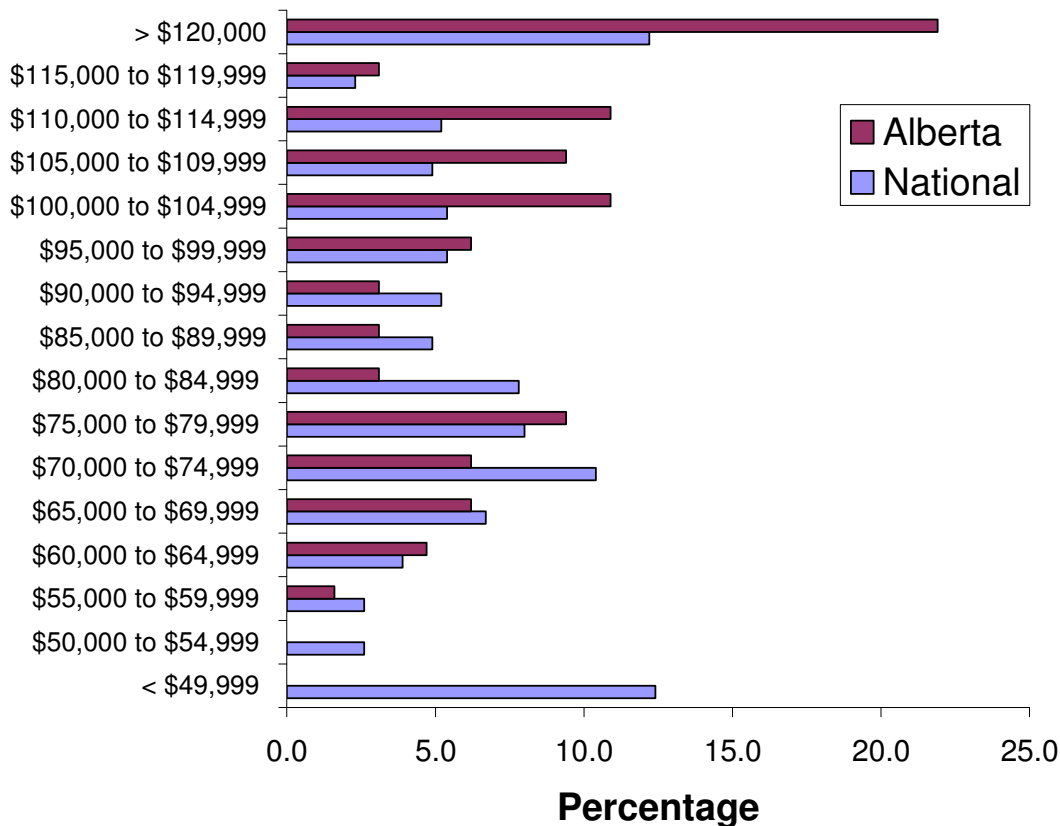


**Figure 3: Alberta & NWT only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=65)**

## 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=65)**



**Figure 5: National and Alberta & NWT annual salaries by \$5,000 category from \$47,500 to over \$120,000 (N<sub>national</sub> = 386, N<sub>Alberta & NWT</sub> = 65)**

Satisfaction with profession (Alberta & NWT)

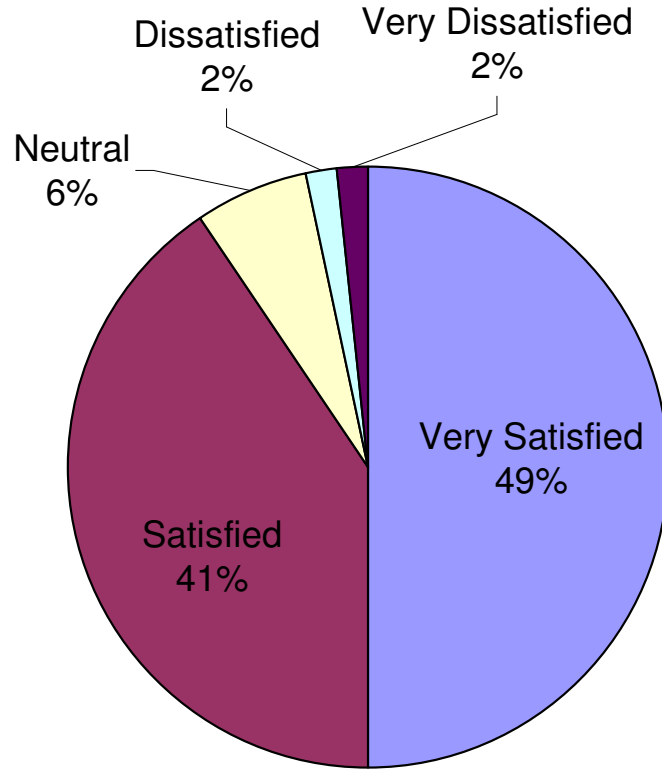


Figure 6: Alberta & NWT: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=65)

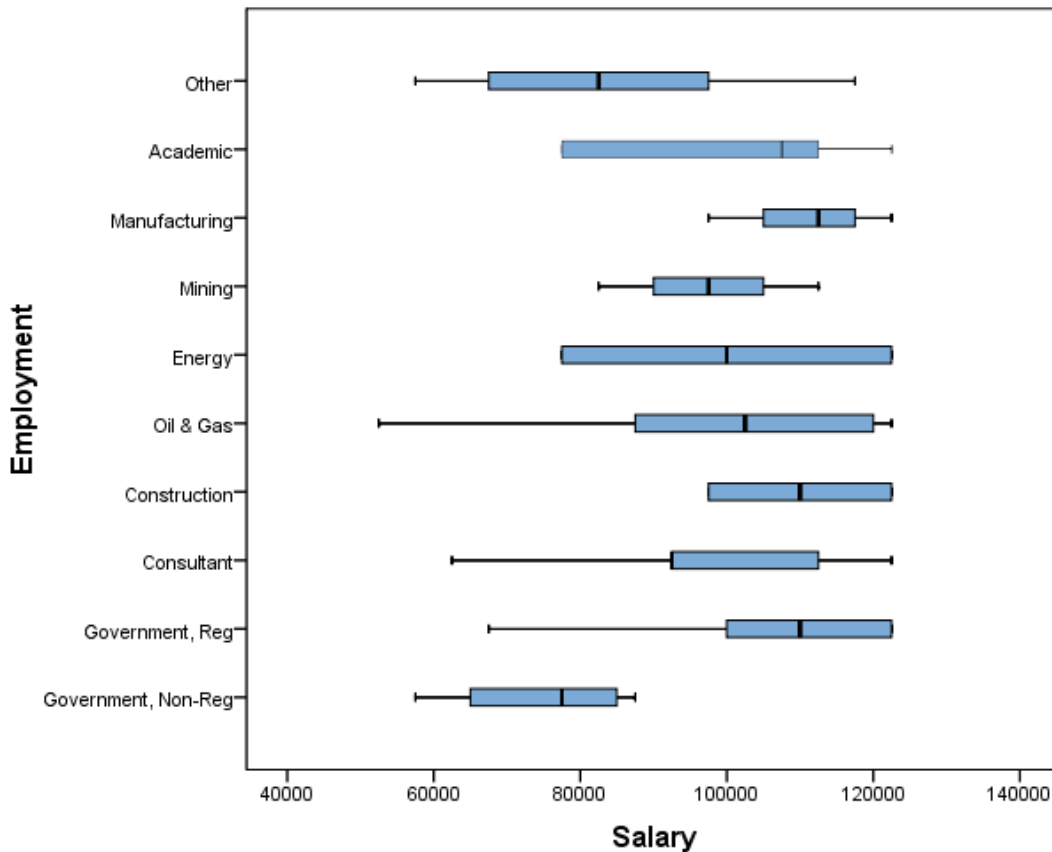
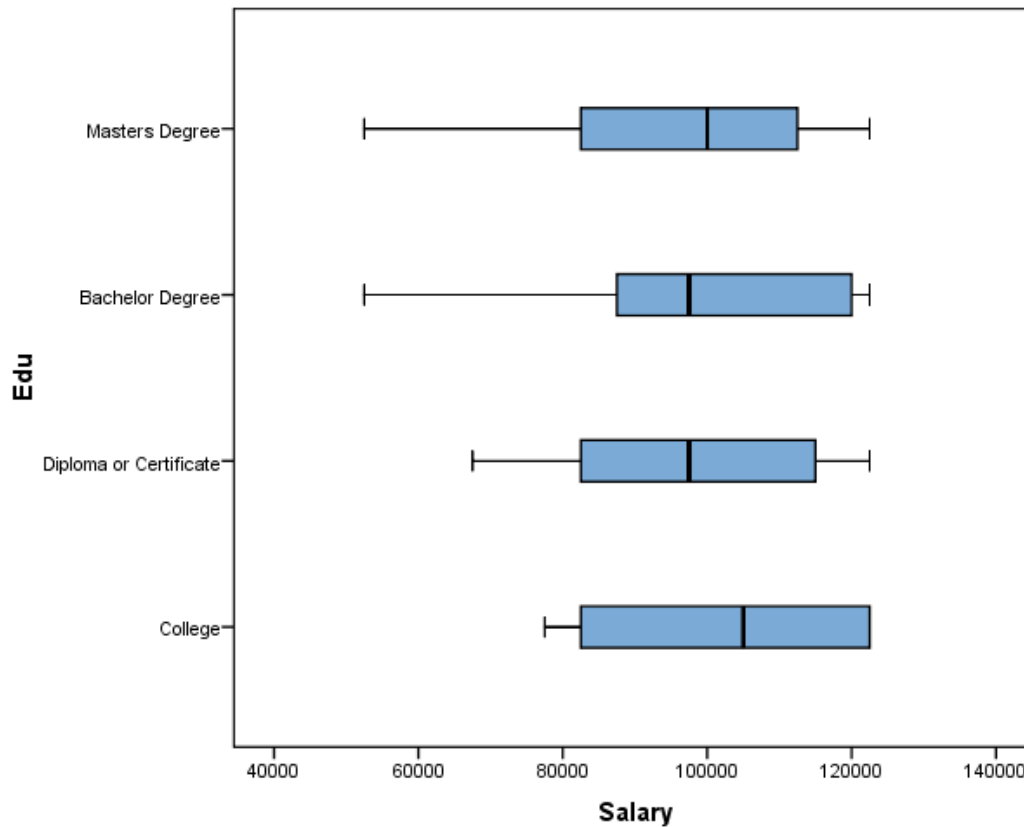
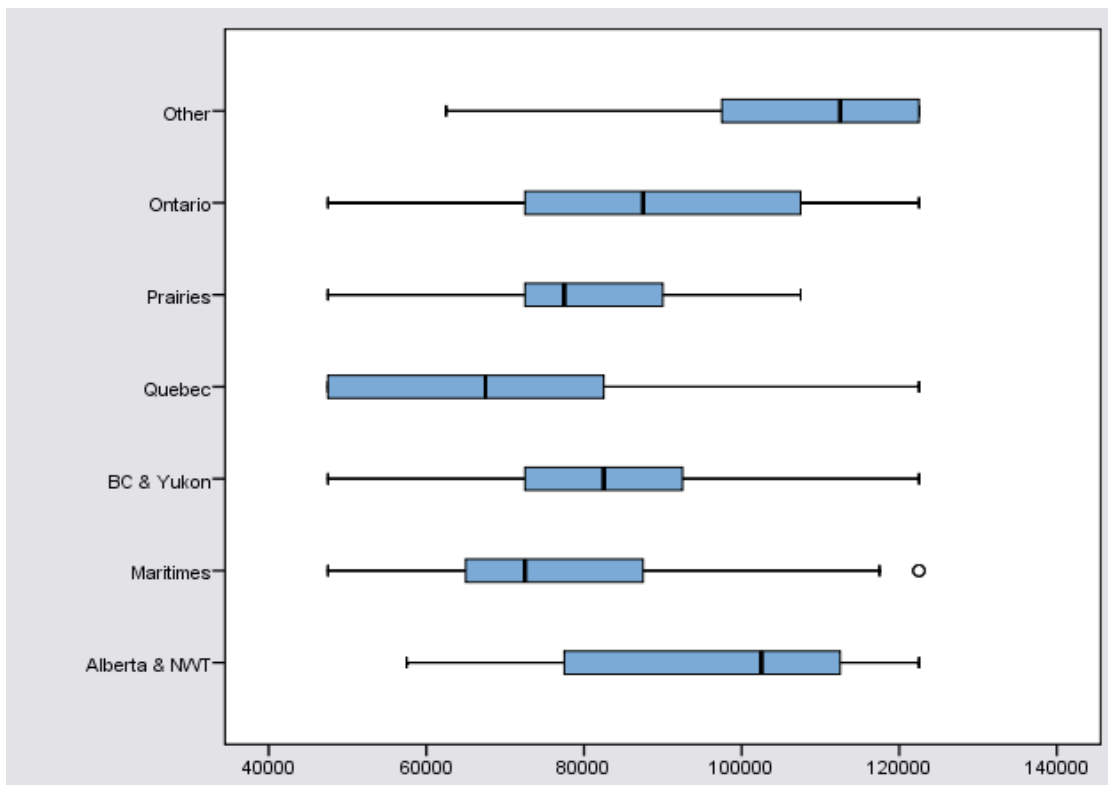


Figure 7: Alberta & NWT; annual salaries by industry sector (N=65) boxes show mean and interquartile range



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



**Figure 9: Salary ranges by geographic area**

Mean salaries were highest in Other Region (mostly from USA, \$112,500, n=13) followed by Alberta and NWT (\$102,500, n=65), Ontario (\$89,600, n=121), BC and Yukon (\$83,250, n=48), the Prairies (SK, MB, \$77,500, n=19), Maritimes (NS, NB, PEI and NF, \$73,500, n=19), and Quebec (\$69,000, n=101).

## Educational Training of Occupational Hygiene Professionals (AB & NWT)

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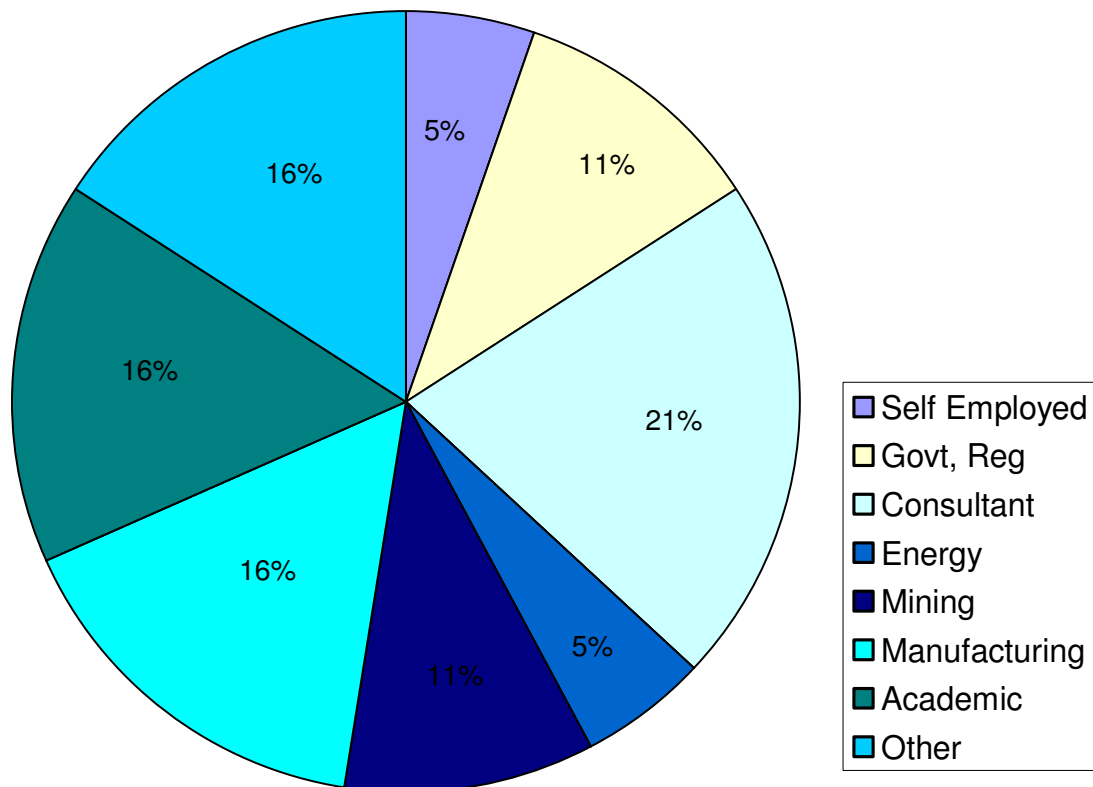
**Table 1: Training Background**

Degree Subject	Alberta & NWT (%)	National (%)
Occupational Hygiene	48.5	43.0
Chemistry	16.2	14.5
Occupational Health	7.4	12.7
Engineering	7.4	3.9
Other	7.4	8.3
Safety	2.9	4.4
Biology	1.5	4.1
Kinesiology	0	0.5
Ergonomics	0	0.3
Medicine	0	0.3
Business Administration	0	1.6
Environmental Science	0	6.2
Physics	0	0.3
<b>Total (N)</b>	<b>65</b>	<b>386</b>



APPENDIX C:  
**PRAIRIES SPECIFIC DATA**

## Where do Prairies Occupational Hygiene Professionals Work?

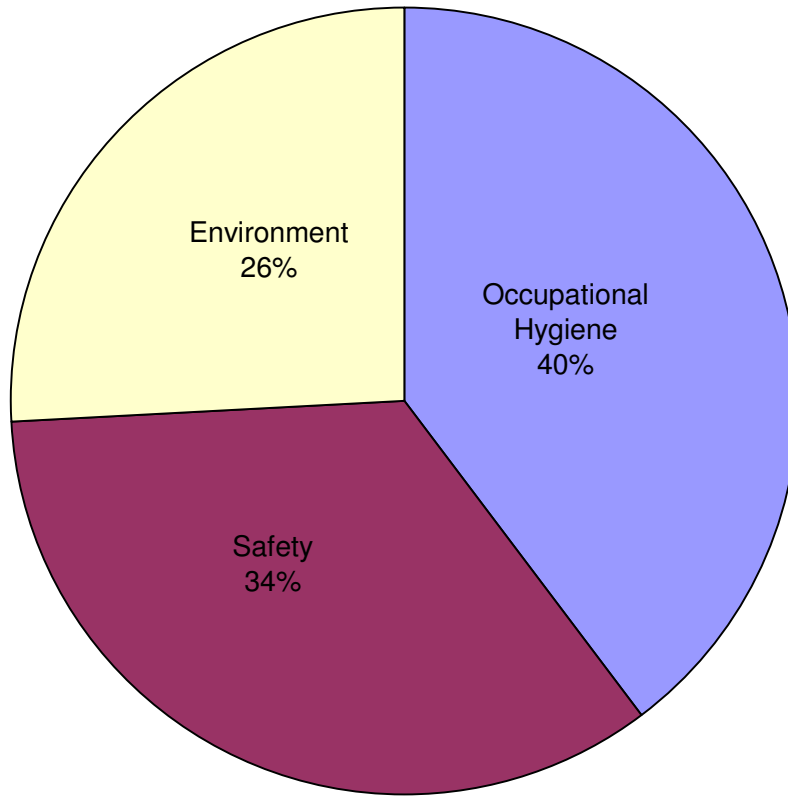


**Figure 1: Prairies responses to the question: "Which of the following best describe your current employment?"**

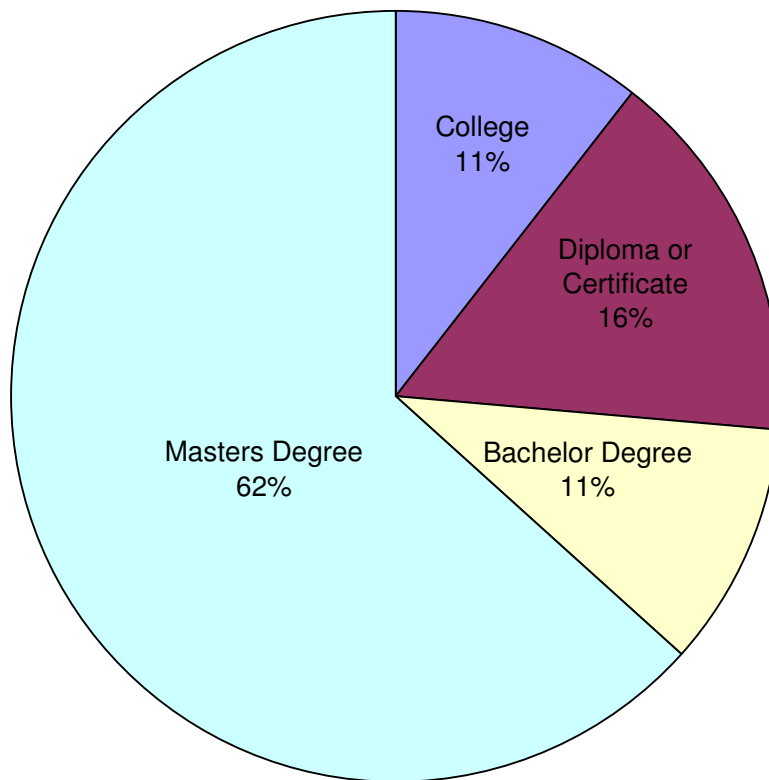
See Legend for codes; the numbers in the pie "slice" indicates the number of responses for that particular category (N=19).

## What Roles do Occupational Hygiene Professionals Play (Prairies)?

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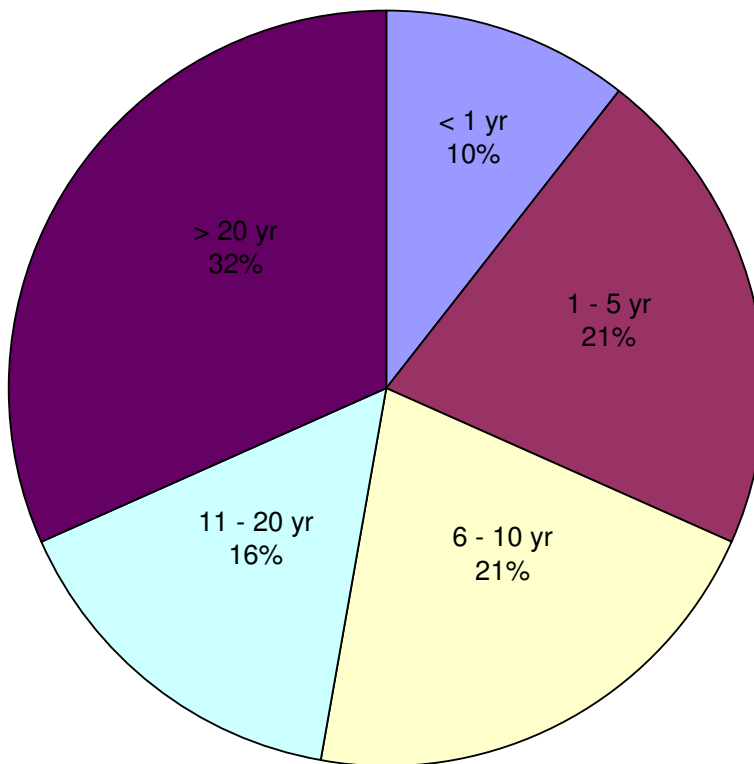


**Figure 2: Roles of Occupational Hygiene Professionals in Prairies. N=19**

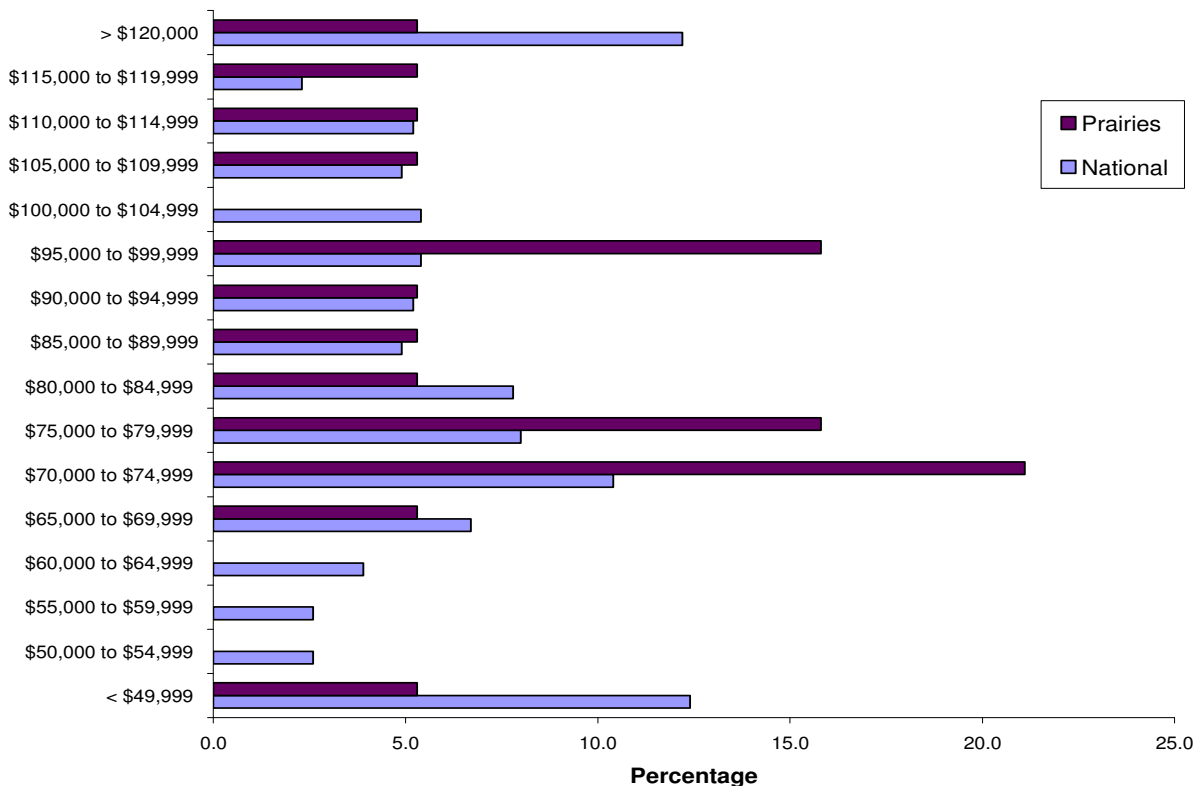


**Figure 3: Prairies only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=19)**

# 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=19)**



**Figure 5: National and Prairies annual salaries by \$5,000 increments from \$49,000 to over \$120,000 (N<sub>national</sub> = 386, N<sub>Prairies</sub> = 19)**

Satisfaction with profession (Prairies)

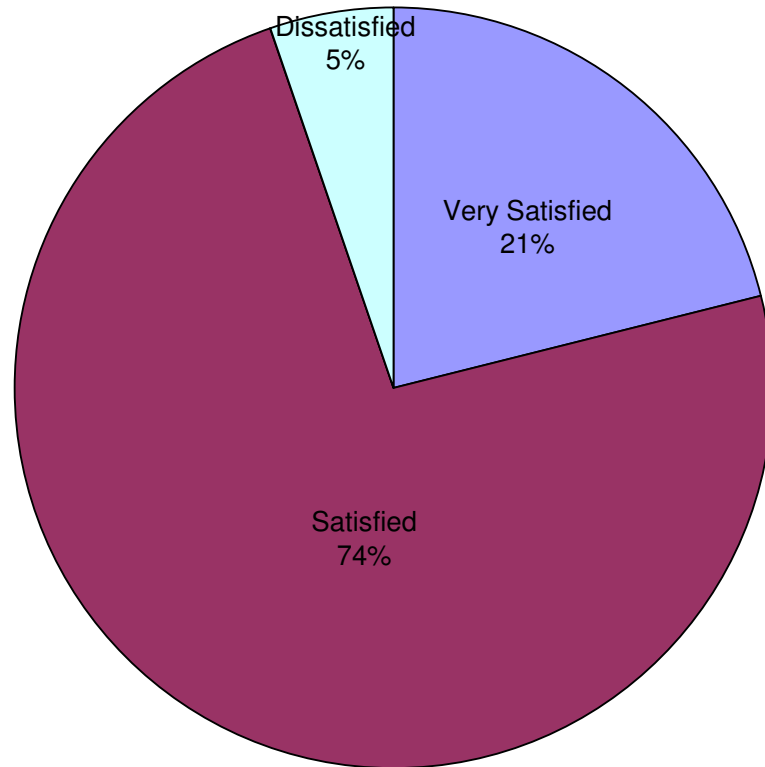


Figure 6: Prairies: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=19)

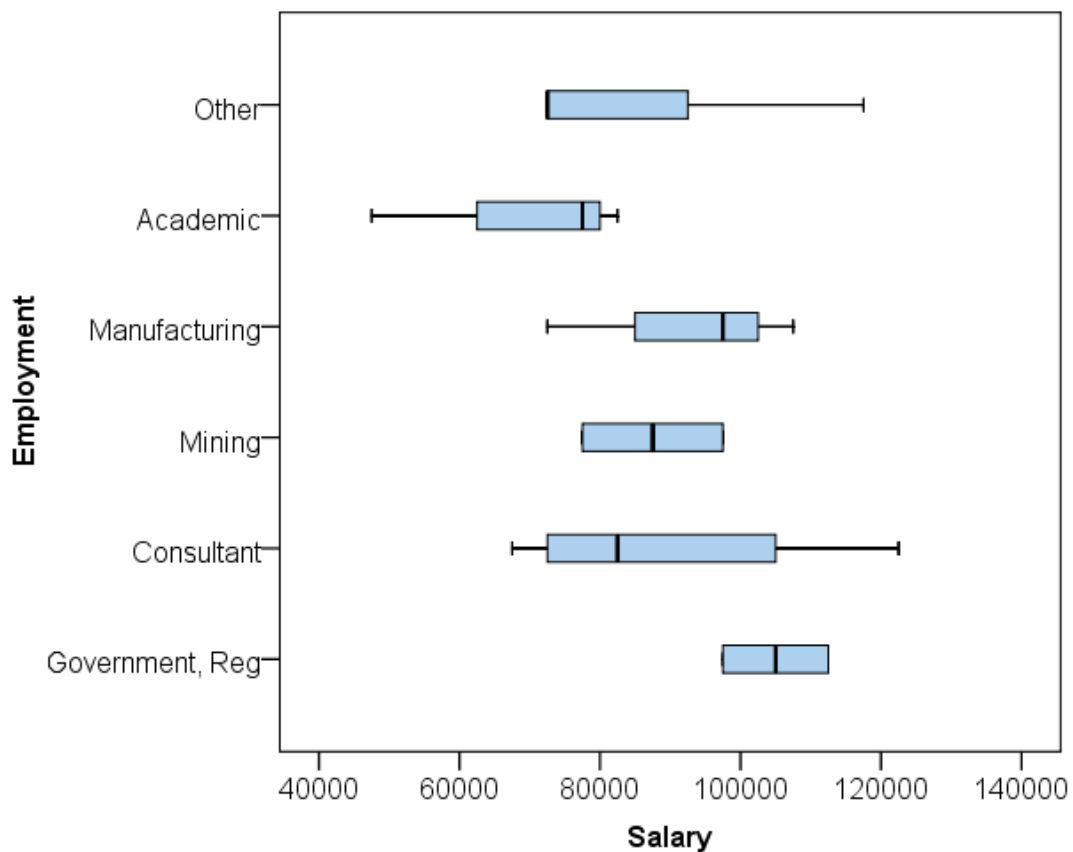
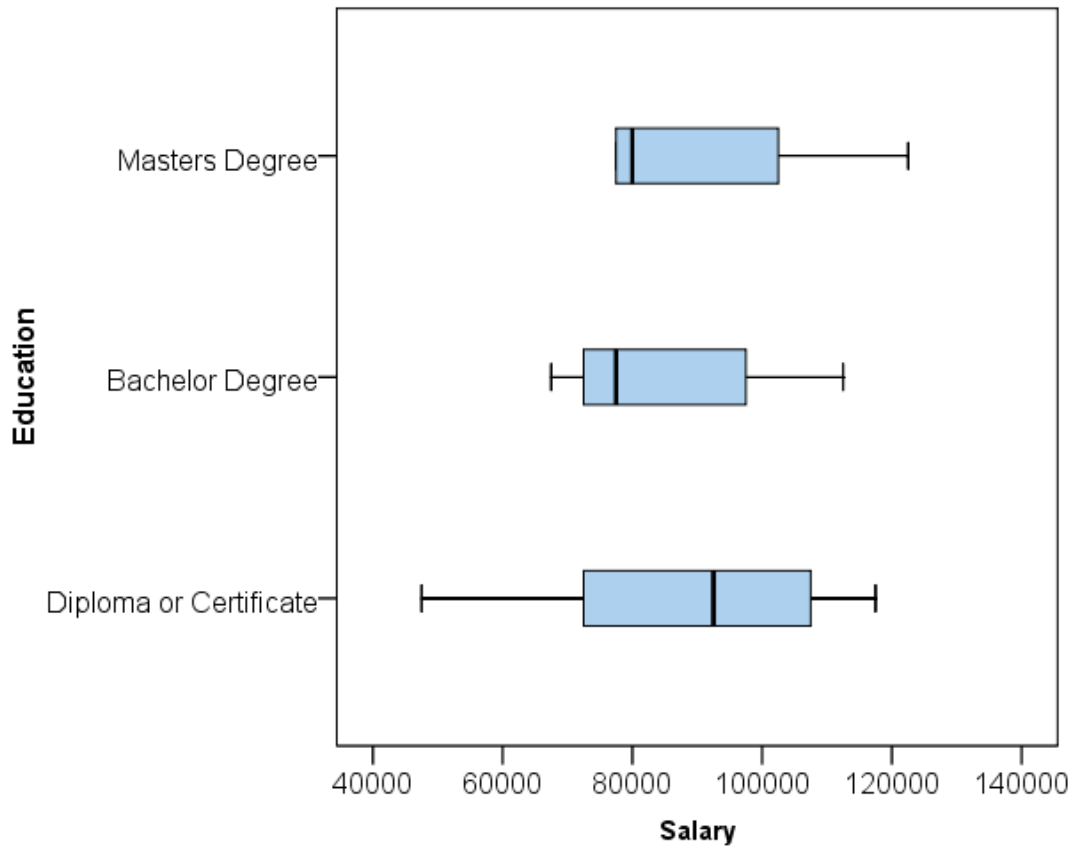
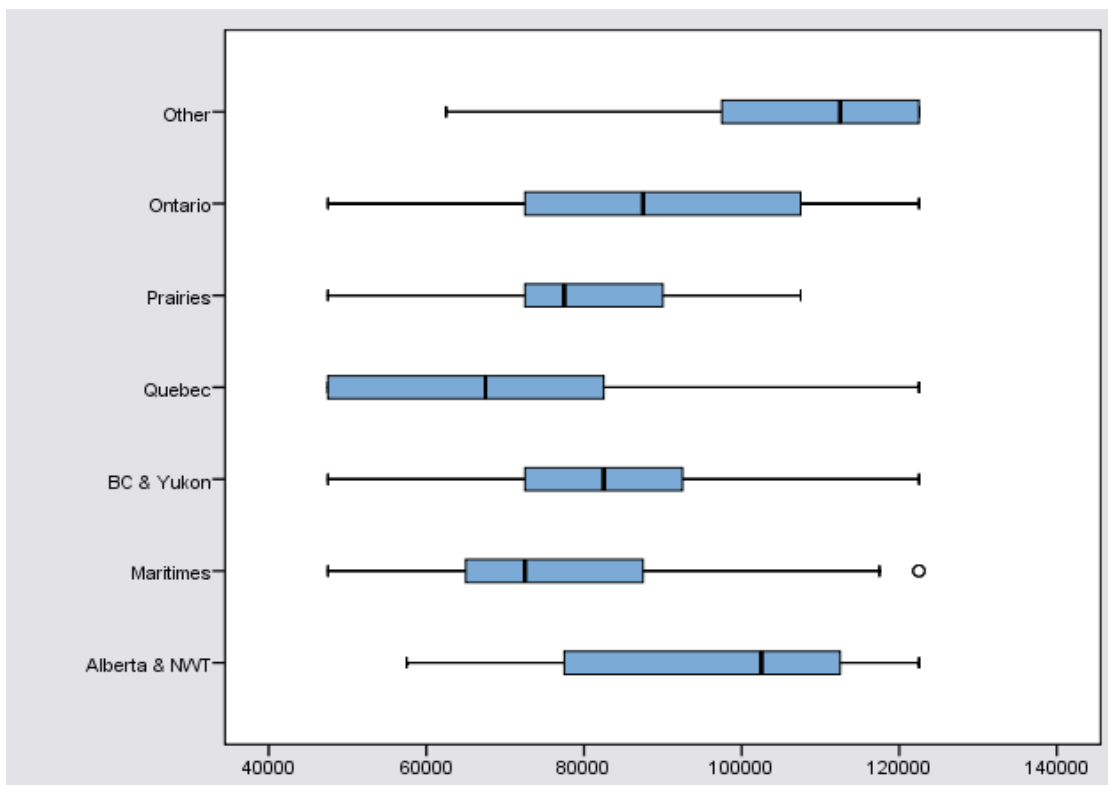


Figure 7: Prairies; annual salaries by industry sector (N=19) boxes show mean and interquartile range



**Figure 8: Prairies, Salary levels by educational attainment**



**Figure 9: Salary ranges by geographic area**

Mean salaries were highest in Other Region (mostly from USA, \$112,500, n=13) followed by Alberta and NWT (\$102,500, n=65), Ontario (\$89,600, n=121), BC and Yukon (\$83,250, n=48), the Prairies (SK, MB, \$77,500, n=19), Maritimes (NS, NB, PEI and NF, \$73,500, n=19), and Quebec (\$69,000, n=101).

## Educational Training of Occupational Hygiene Professionals (Prairies)

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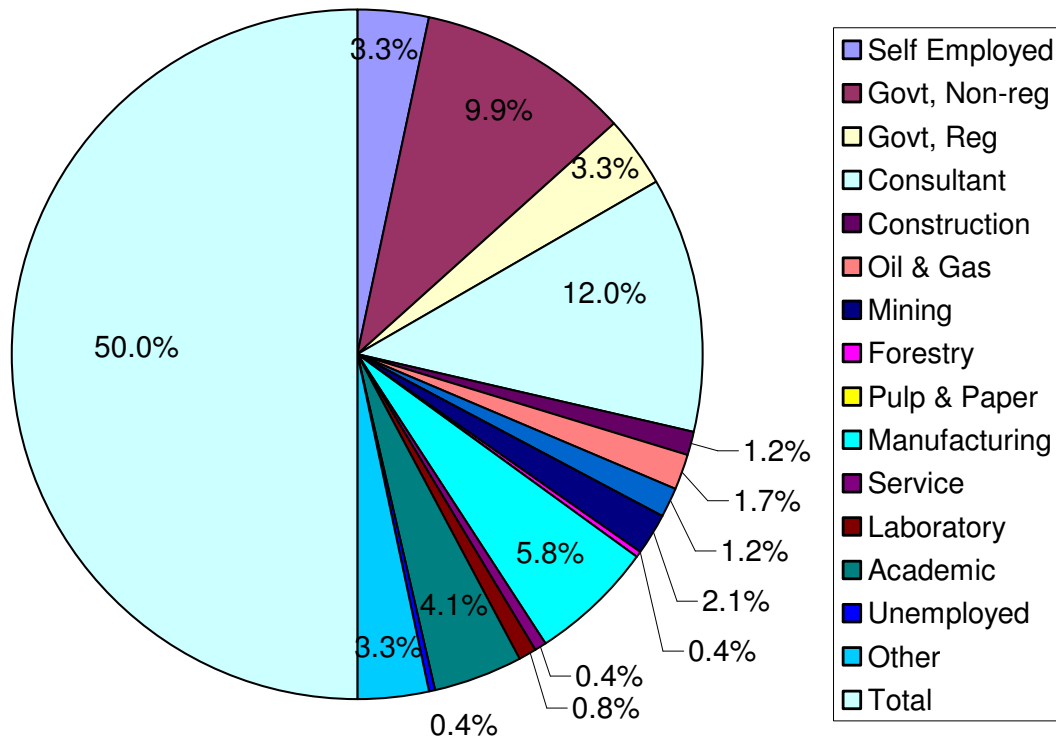
**Table 1: Training Background**

Degree Subject	Prairies (%)	National (%)
Chemistry	26.3	14.5
Occupational Hygiene	21.1	43.0
Biology	21.1	4.1
Environmental Science	21.1	6.2
Safety	5.3	4.4
Business Administration	5.3	1.6
Occupational Health	0	12.7
Physics	0	0.3
Kinesiology	0	0.5
Ergonomics	0	0.3
Medicine	0	0.3
Engineering	0	3.9
Other	0	8.3
<b>Total (N)</b>	<b>19</b>	<b>386</b>

APPENDIX D:  
**ONTARIO SPECIFIC DATA**



## Where do Ontario Occupational Hygiene Professionals Work?

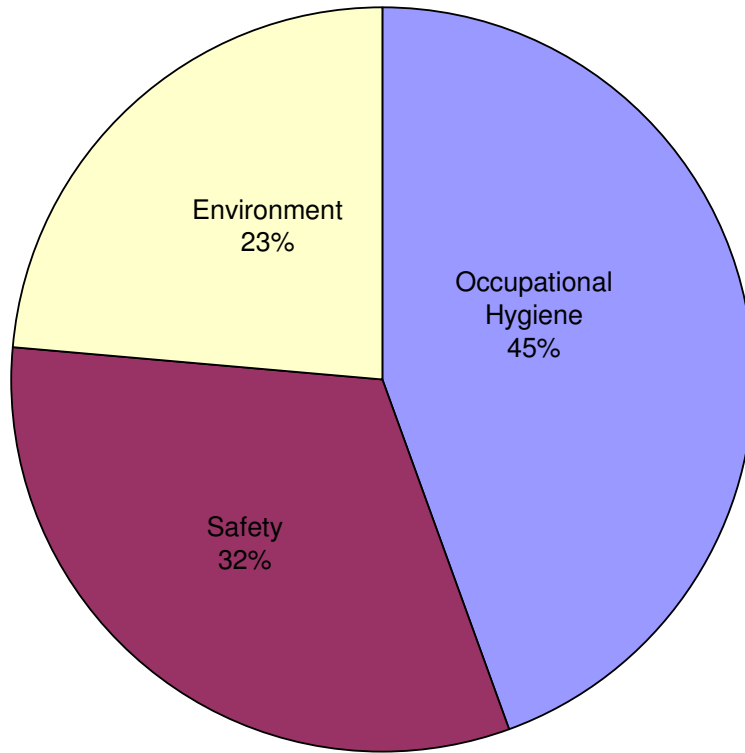


**Figure 1: Ontario responses to the question: "Which of the following best describe your current employment?"**

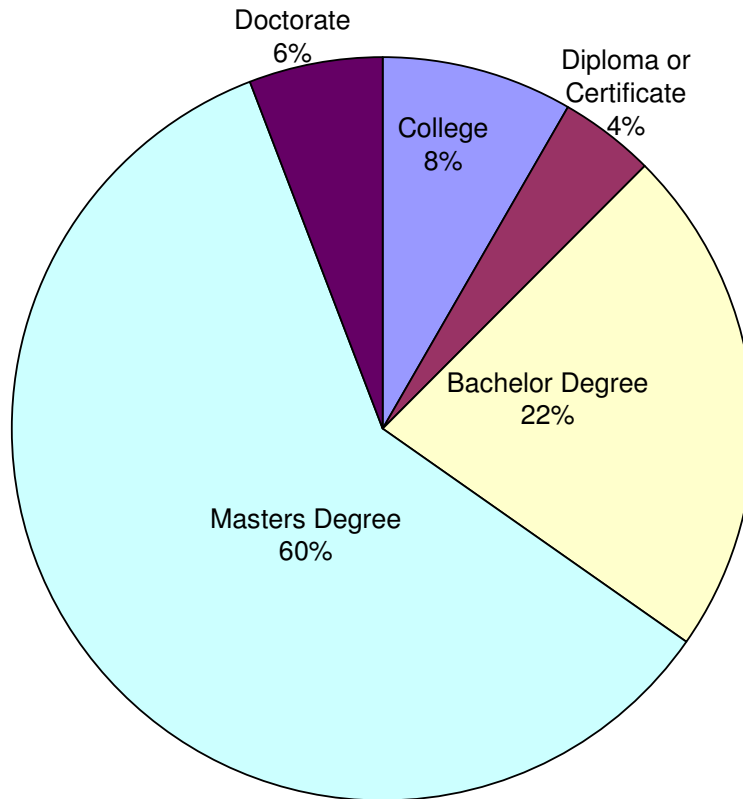
See Legend for codes; the numbers in the pie "slice" indicates the number of responses for that particular category (N=121).

## What Roles do Occupational Hygiene Professionals Play (Ontario)?

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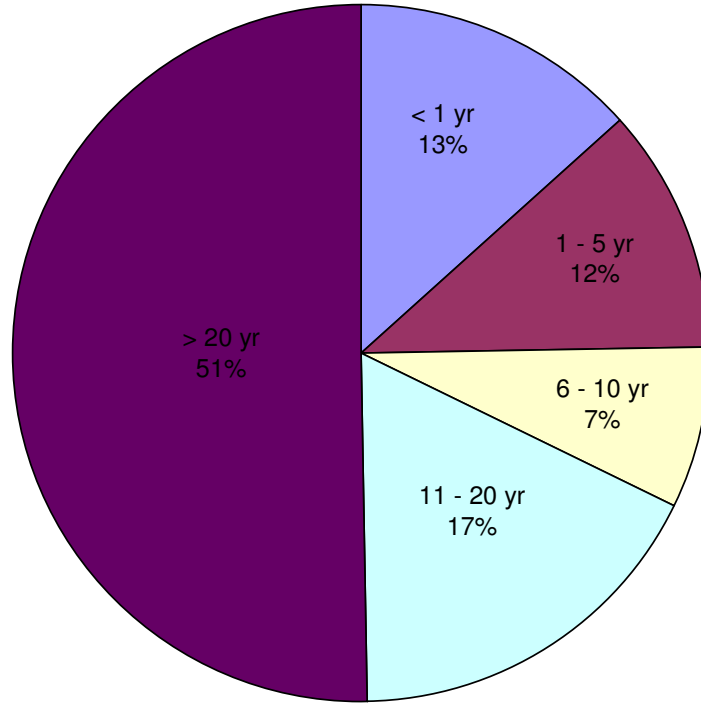


**Figure 2: Roles of Occupational Hygiene Professionals in Ontario. N=121**

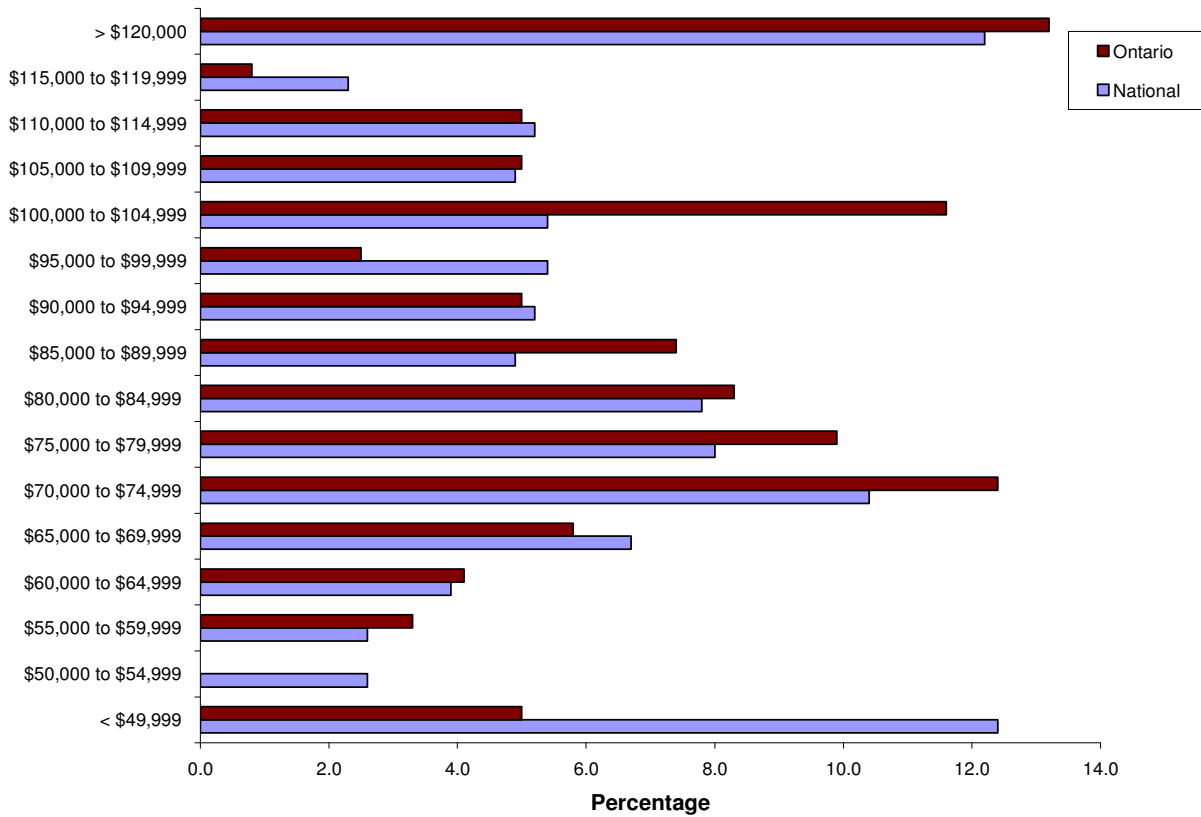


**Figure 3: Ontario only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=121)**

# Educational Training of Occupational Hygiene Professionals (Ontario)

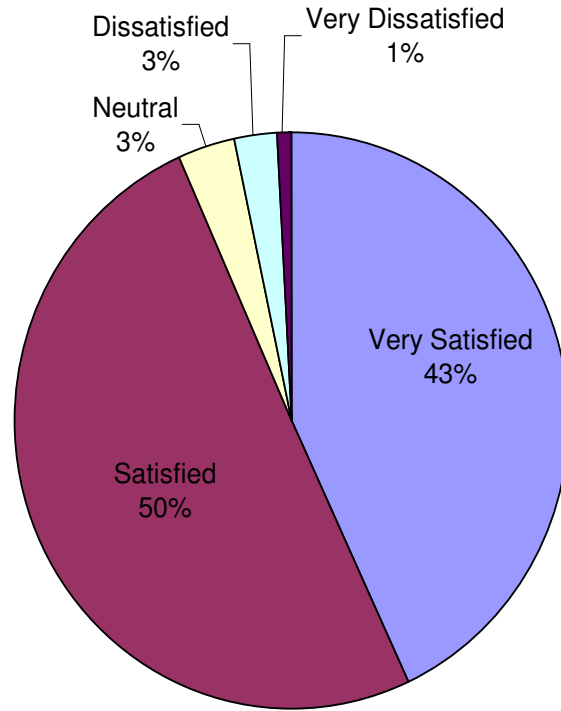


**Figure 4: Ontario: years in profession. Response to question “What are your years of experience in the profession” (N=121)**

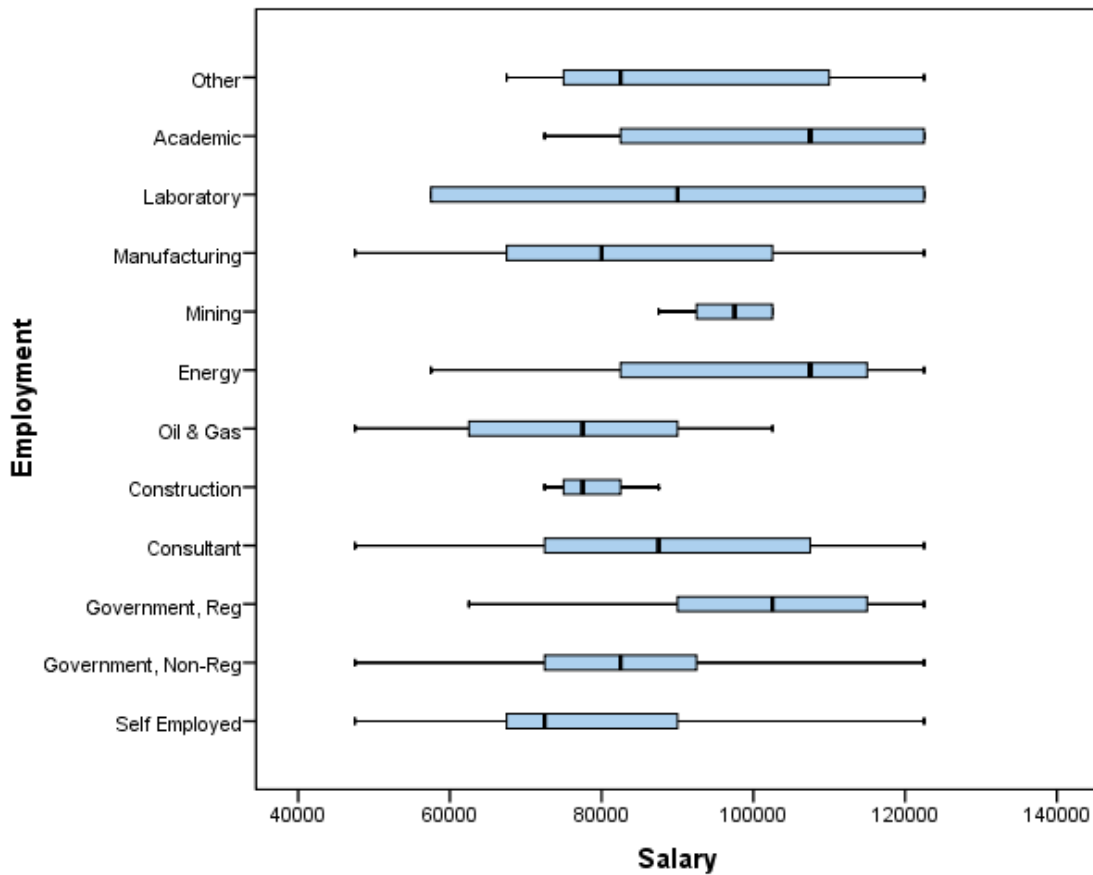


**Figure 5: National and Ontario annual salaries by \$5,000 category from \$47,500 to over \$125,000 (N<sub>national</sub> = 386, N<sub>Ontario</sub> = 121)**

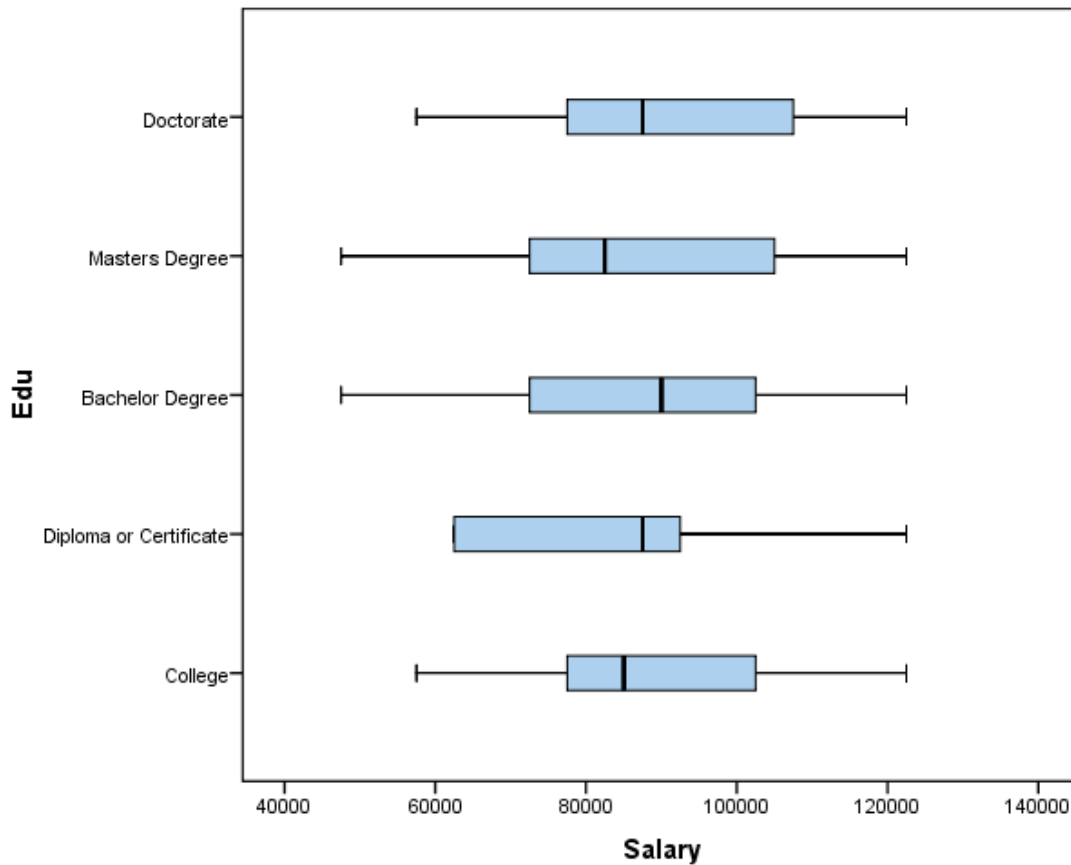
## Satisfaction with profession (Ontario)



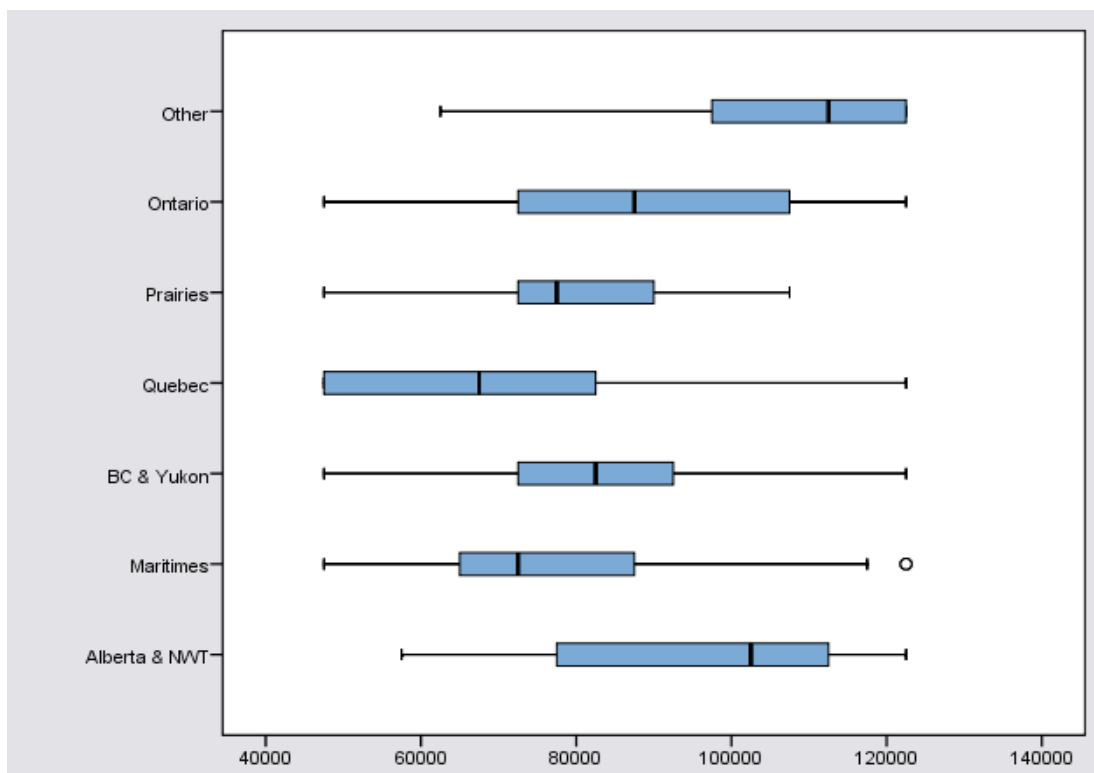
**Figure 6: Ontario: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=121)**



**Figure 7: Ontario; annual salaries by industry sector (N=121) boxes show mean and interquartile range**



**Figure 8: Ontario, Salary levels by educational attainment**



**Figure 9: Salary ranges by geographic area.**

Mean salaries were highest in Other Region (mostly from USA, \$112,500, n=13) followed by Alberta and NWT (\$102,500, n=65), Ontario (\$89,600, n=121), BC and Yukon (\$83,250, n=48), the Prairies (SK, MB, \$77,500, n=19), Maritimes (NS, NB, PEI and NF, \$73,500, n=19), and Quebec (\$69,000, n=101).

## Educational Training of Occupational Hygiene Professionals (Ontario)

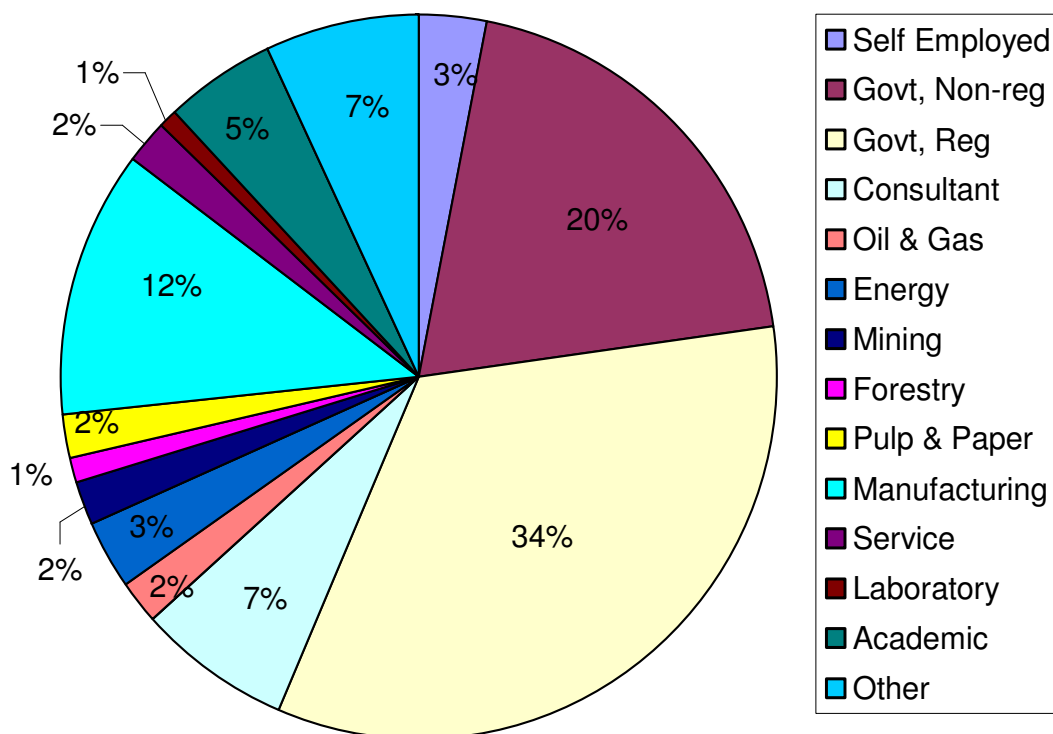
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**Table 1: Training Background**

Degree Subject	Ontario (%)	National (%)
Occupational Hygiene	53.9	43.0
Chemistry	16.5	14.5
Occupational Health	13.0	12.7
Other	5.2	8.3
Biology	4.3	4.1
Environmental Science	3.5	6.2
Engineering	2.6	3.9
Physics	0.9	0.3
Safety	0	4.4
Kinesiology	0	0.5
Ergonomics	0	0.3
Medicine	0	0.3
Business Administration	0	1.6
<b>Total (N)</b>	<b>121</b>	<b>386</b>

APPENDIX E:  
**QUEBEC SPECIFIC DATA**

## Where do Quebec Occupational Hygiene Professionals Work?



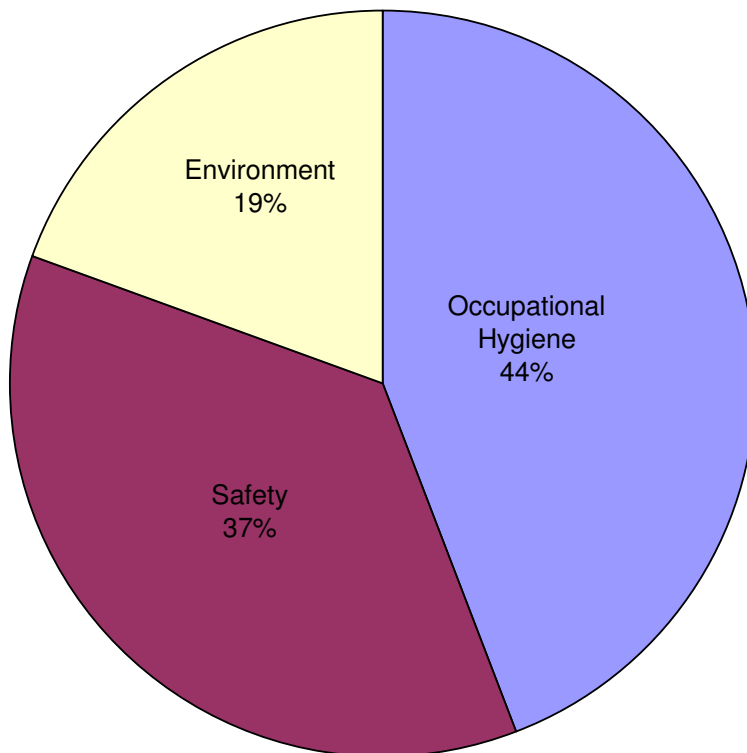
**Figure 1: Quebec responses to the question: "Which of the following best describe your current employment?"**

See Legend for codes (N=101).

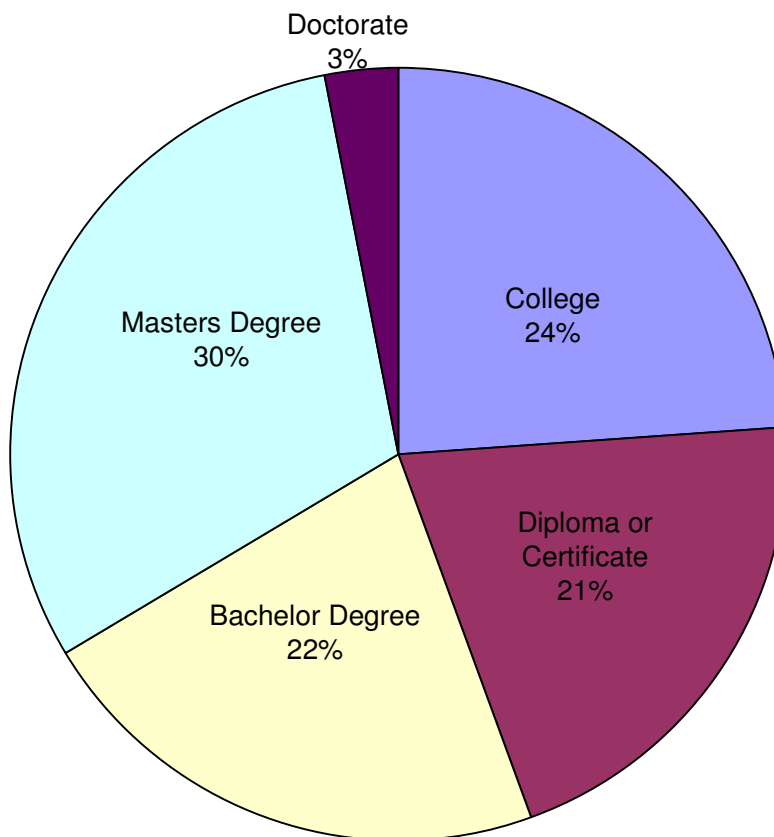


# What Roles do Occupational Hygiene Professionals Play (Quebec)?

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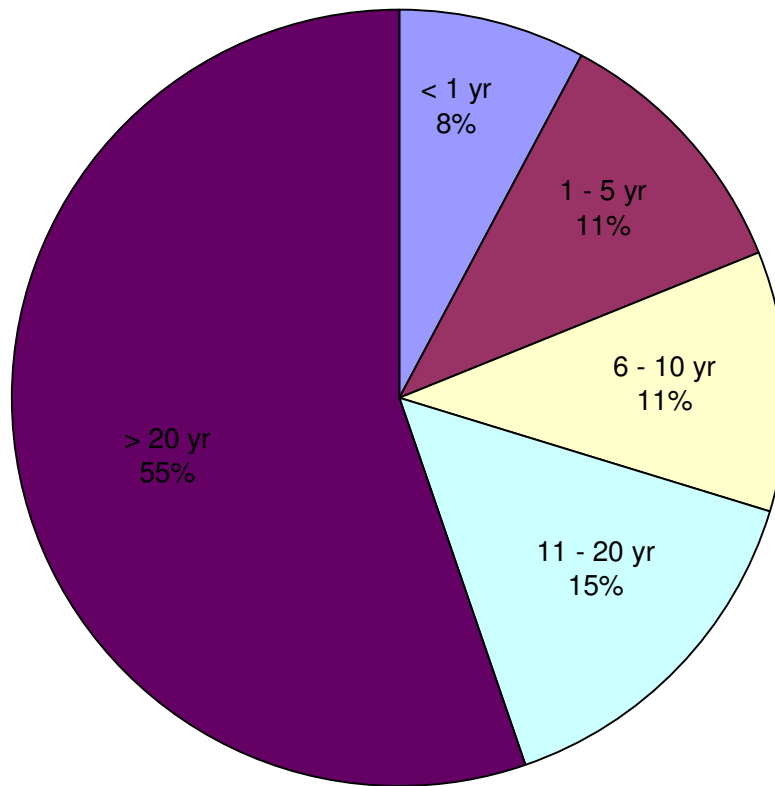


**Figure 2: Roles of Occupational Hygiene Professionals in Quebec. N=101**

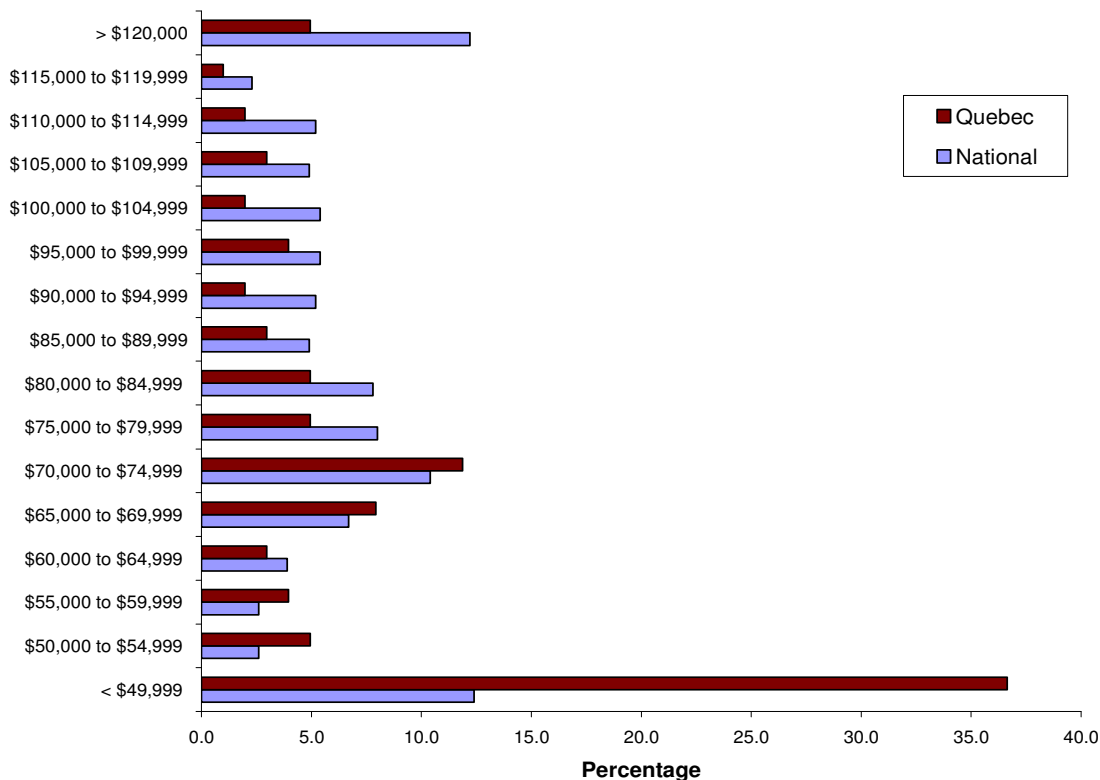


**Figure 3: Quebec only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=101)**

# Educational Training of Occupational Hygiene Professionals (Quebec)

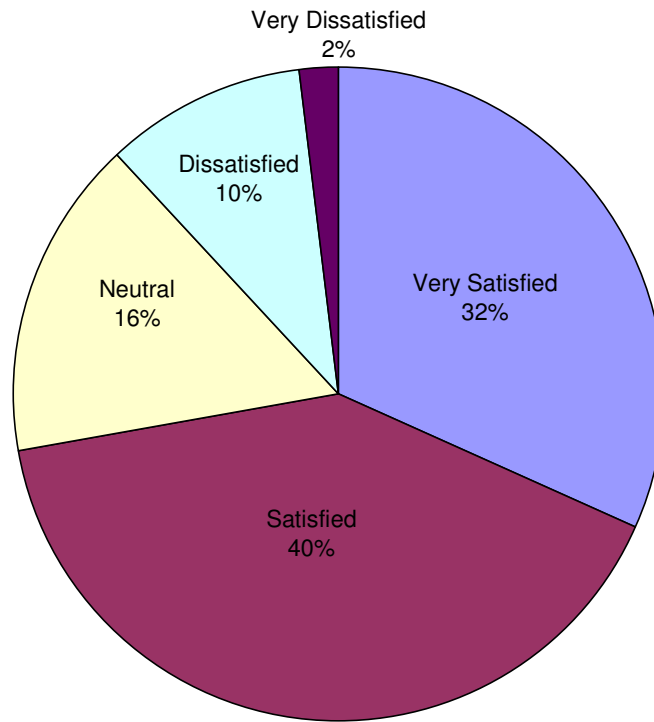


**Figure 4: Quebec: years in profession. Response to question “What are your years of experience in the profession” (N=101)**

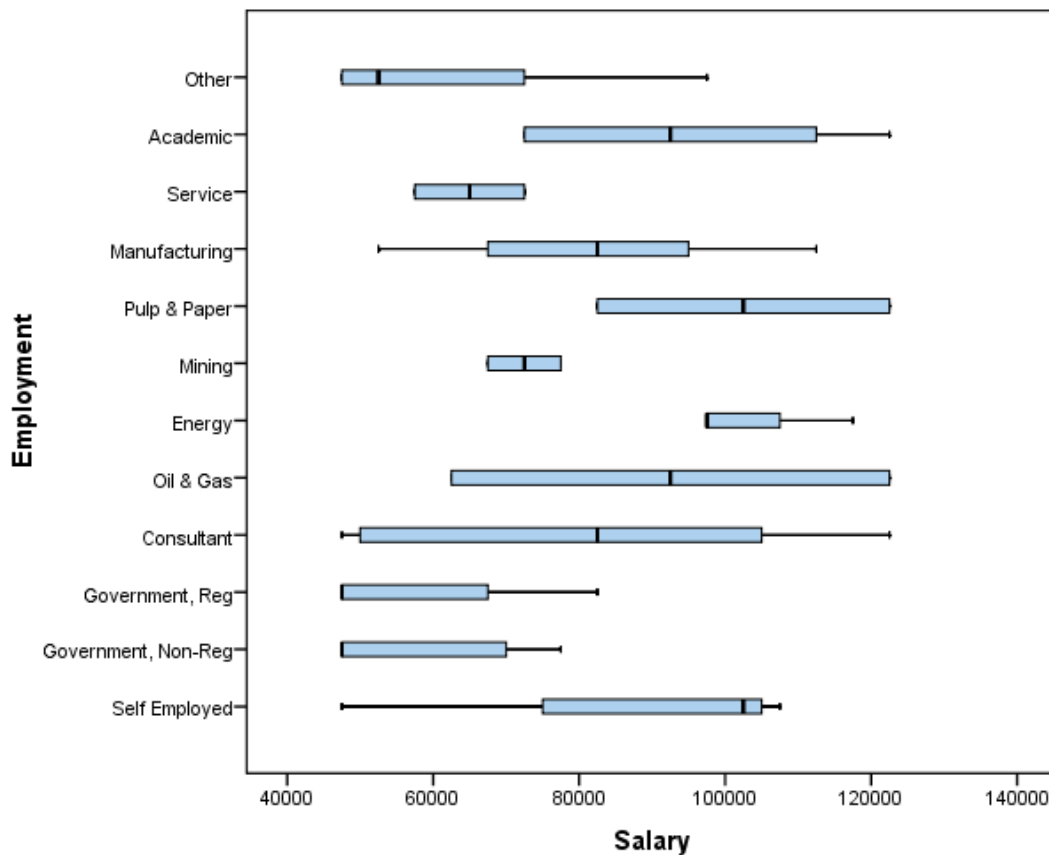


**Figure 5: National and Quebec annual salaries by \$5,000 category from \$47,500 to over \$120,000 (N<sub>national</sub> = 386, N<sub>Quebec</sub> = 101)**

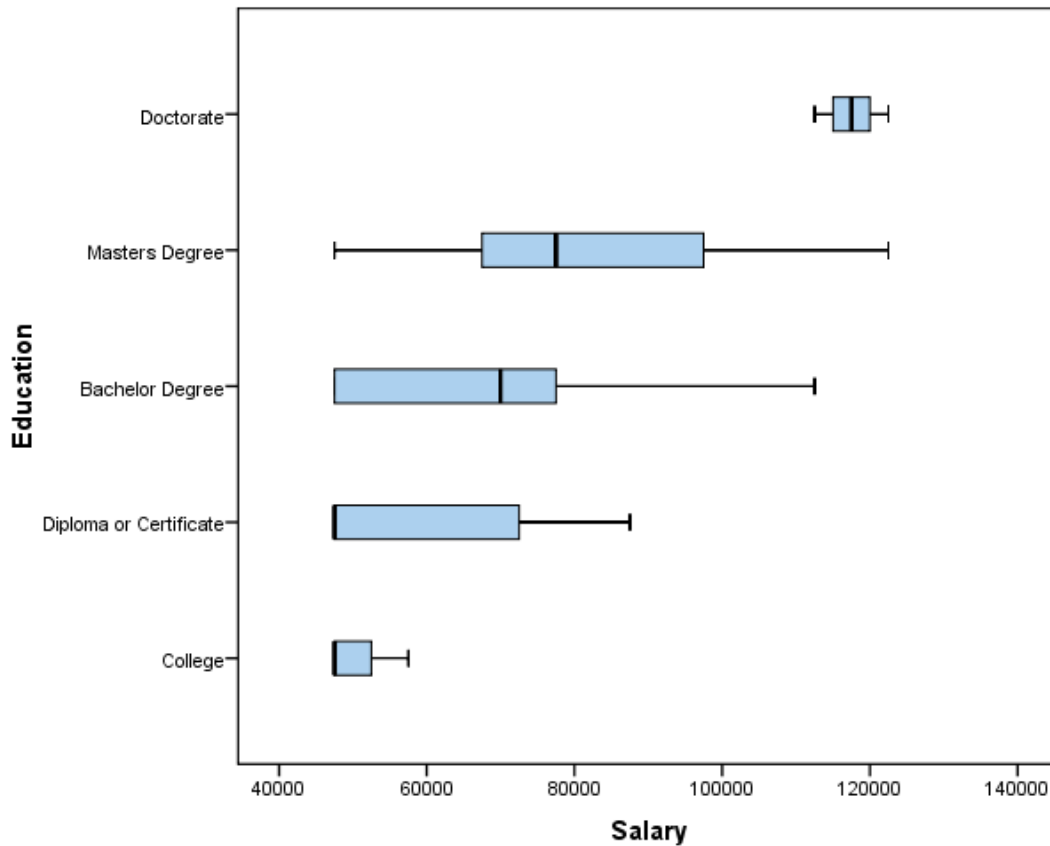
### Satisfaction with profession (Quebec)



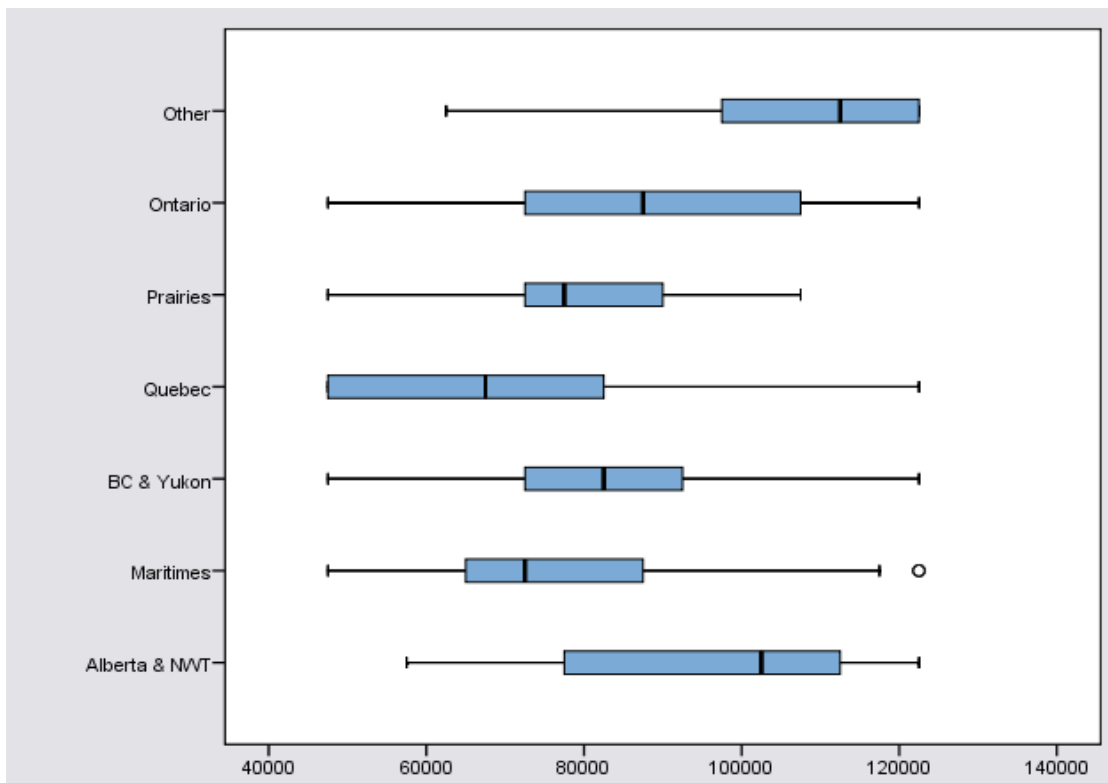
**Figure 6: Quebec: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=101)**



**Figure 7: Quebec; annual salaries by industry sector (N=101) boxes show mean and interquartile range**



**Figure 8: Quebec, Salary levels by educational attainment**



**Figure 9: Salary ranges by geographic area.**

Mean salaries were highest in Other Region (mostly from USA, \$112,500, n=13) followed by Alberta and NWT (\$102,500, n=65), Ontario (\$89,600, n=121), BC and Yukon (\$83,250, n=48), the Prairies (SK, MB, \$77,500, n=19), Maritimes (NS, NB, PEI and NF, \$73,500, n=19), and Quebec (\$69,000, n=101).

## Educational Training of Occupational Hygiene Professionals (Quebec)

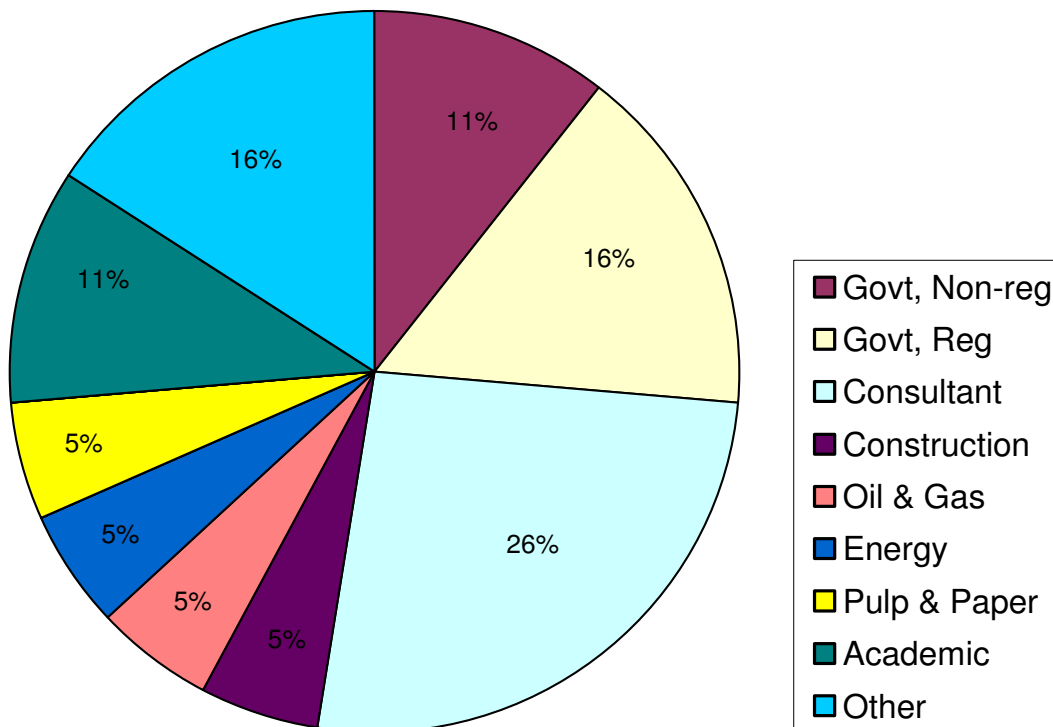
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**Table 1: Training Background**

Degree Subject	Quebec (%)	National (%)
Occupational Hygiene	34.7	43.0
Environmental Science	17.8	6.2
Occupational Health	17.8	12.7
Safety	7.9	4.4
Chemistry	6.9	14.5
Business Administration	5.9	1.6
Engineering	4.0	3.9
Medicine	2.0	0.3
Biology	1.0	4.1
Kinesiology	1.0	0.5
Ergonomics	1.0	0.3
Physics	0	0.3
Other	0	8.3
<b>Total (N)</b>	<b>101</b>	<b>386</b>

APPENDIX F:  
**MARITIMES SPECIFIC DATA**

## Where do Maritimes Occupational Hygiene Professionals Work?

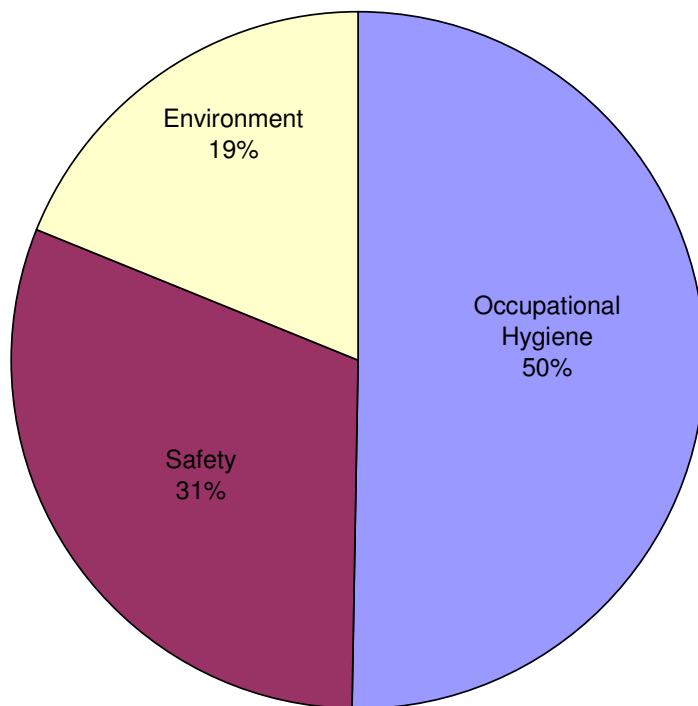


**Figure 1: Maritimes responses to the question: "Which of the following best describe your current employment?"**

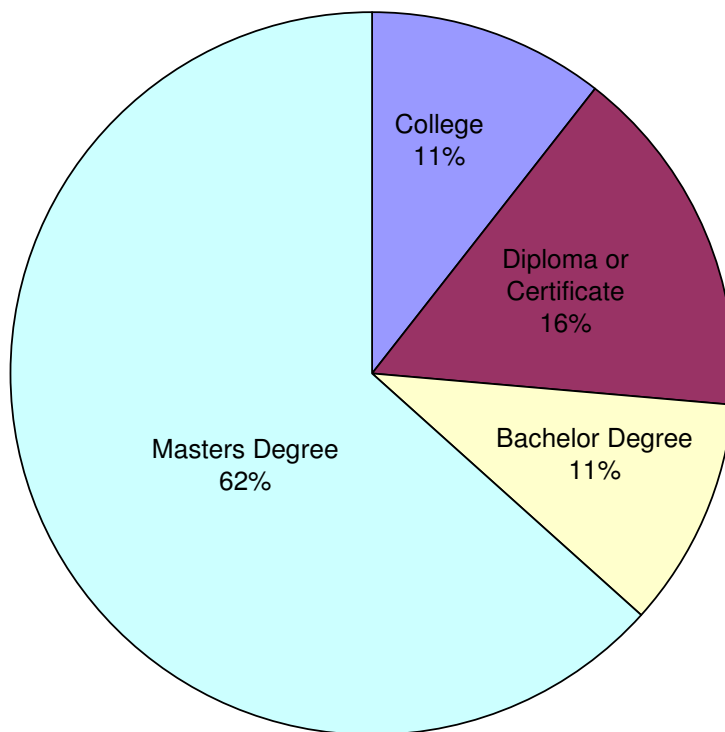
See Legend for codes; the numbers in the pie "slice" indicates the number of responses for that particular category (N=19).

## What Roles do Occupational Hygiene Professionals Play (Maritimes)?

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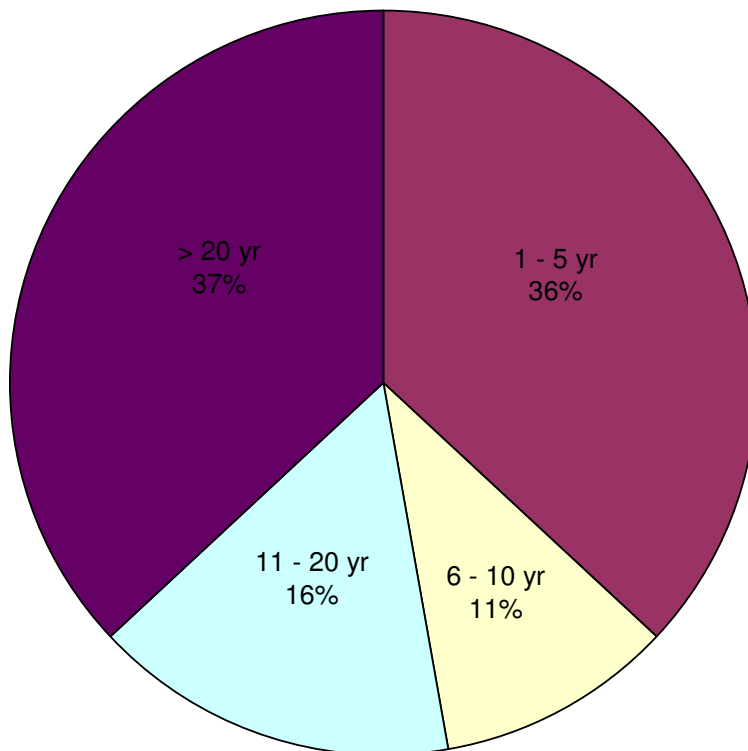
**Figure 2: Roles of Occupational Hygiene Professionals in Maritimes. N=19**



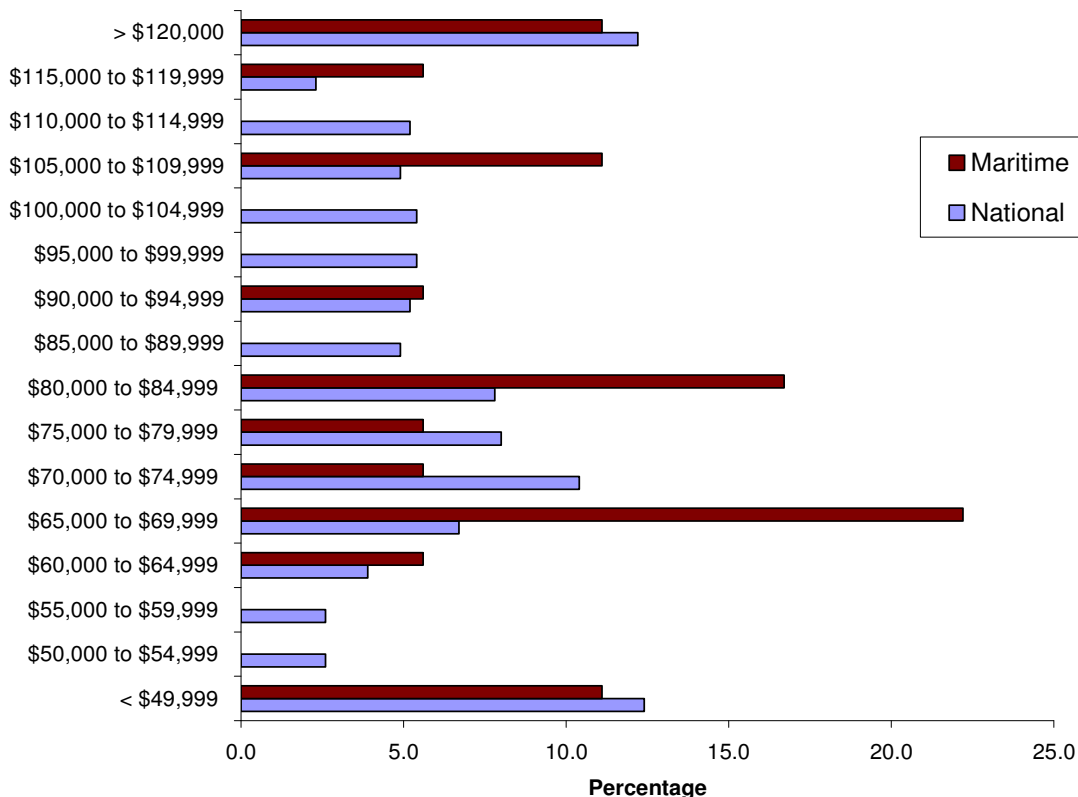
**Figure 3: Maritimes only: Educational Attainment among National Respondents. Question was "What is your highest education level?" (N=19)**



## Educational Training of Occupational Hygiene Professionals (Maritimes)

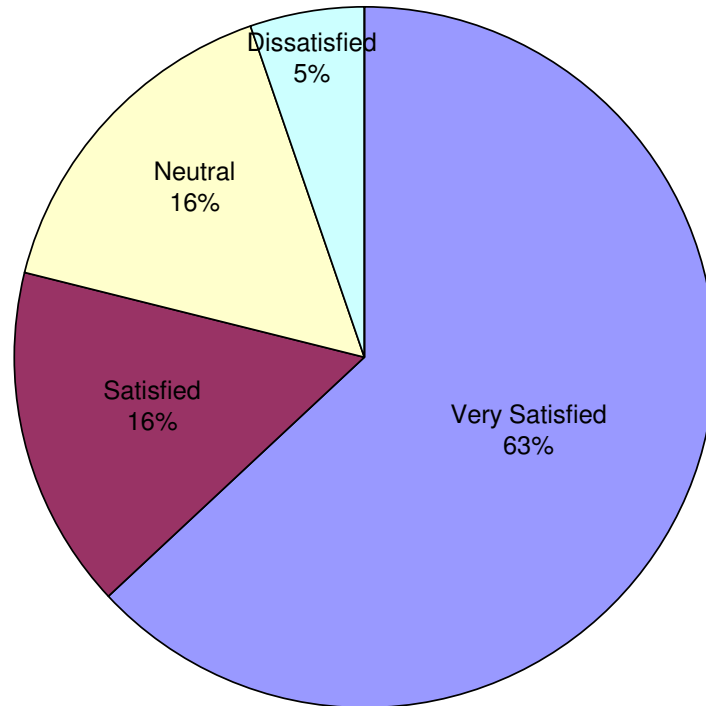


**Figure 4: Maritimes: years in profession. Response to question “What are your years of experience in the profession” (N=19)**

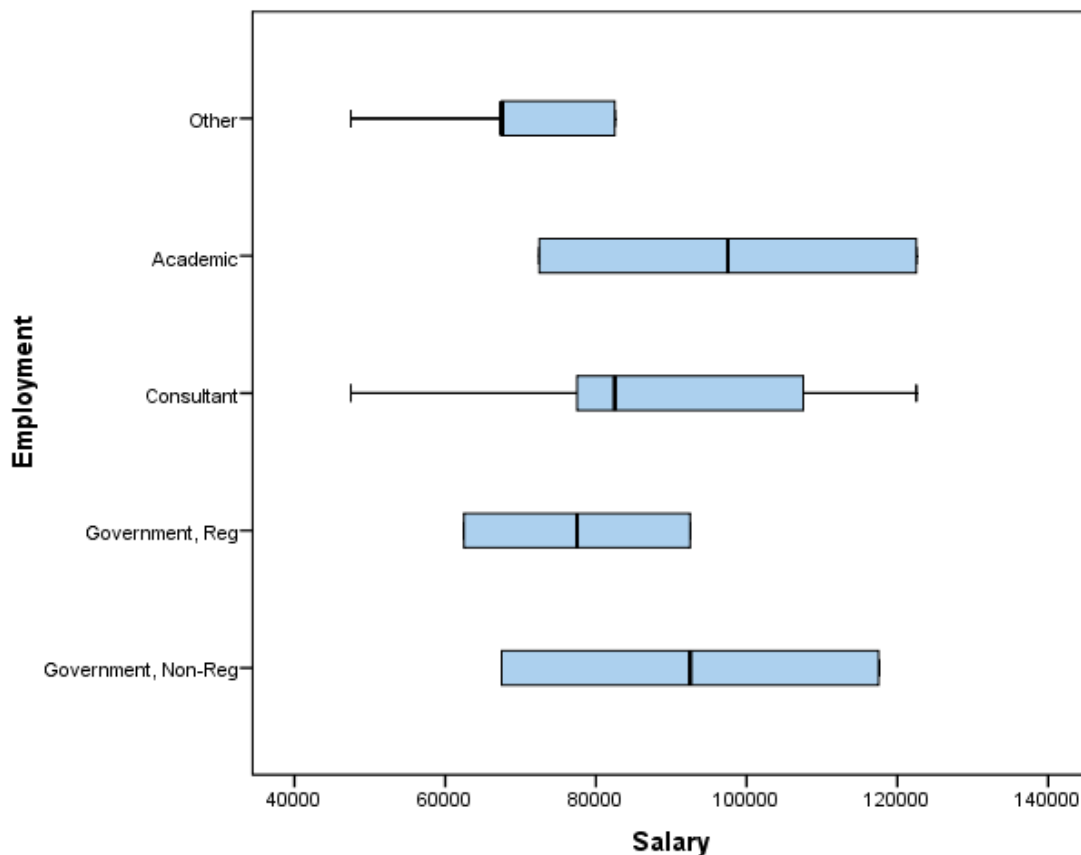


**Figure 5: National and Maritimes annual salaries by \$5,000 category from \$47,500 to over \$120,000 (N<sub>national</sub> = 386, N<sub>Maritimes</sub> = 19)**

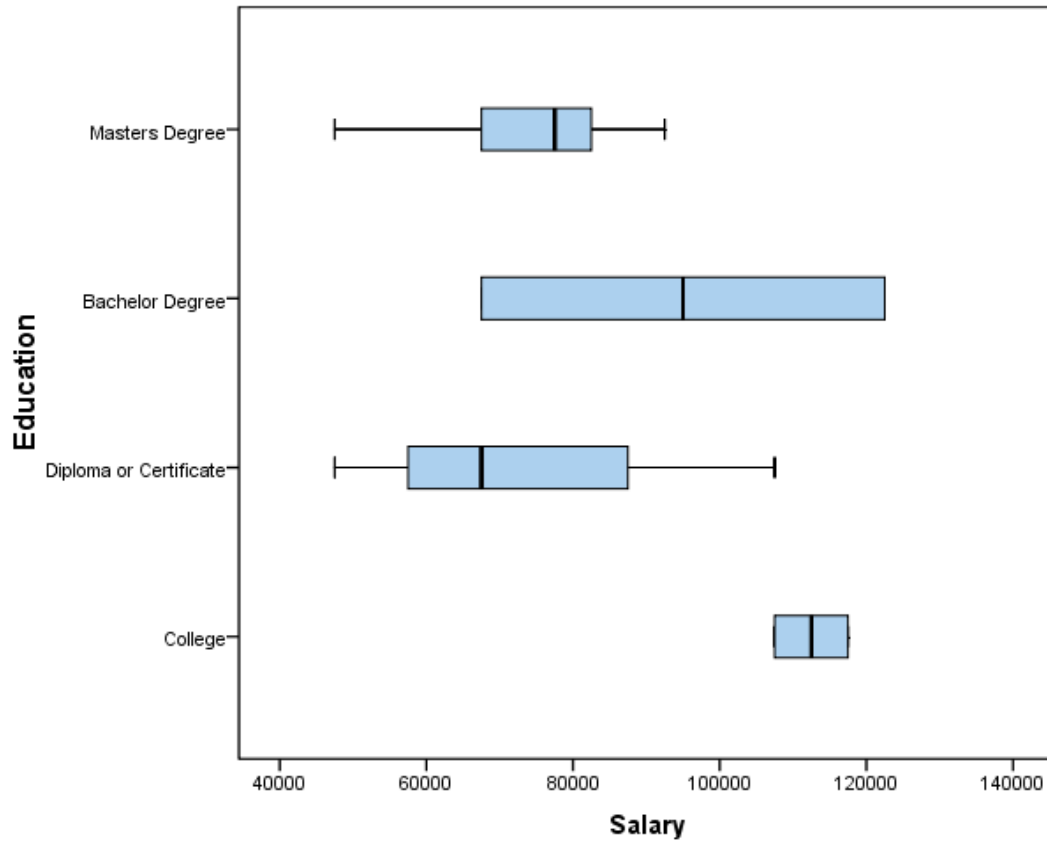
### Satisfaction with profession (Maritimes)



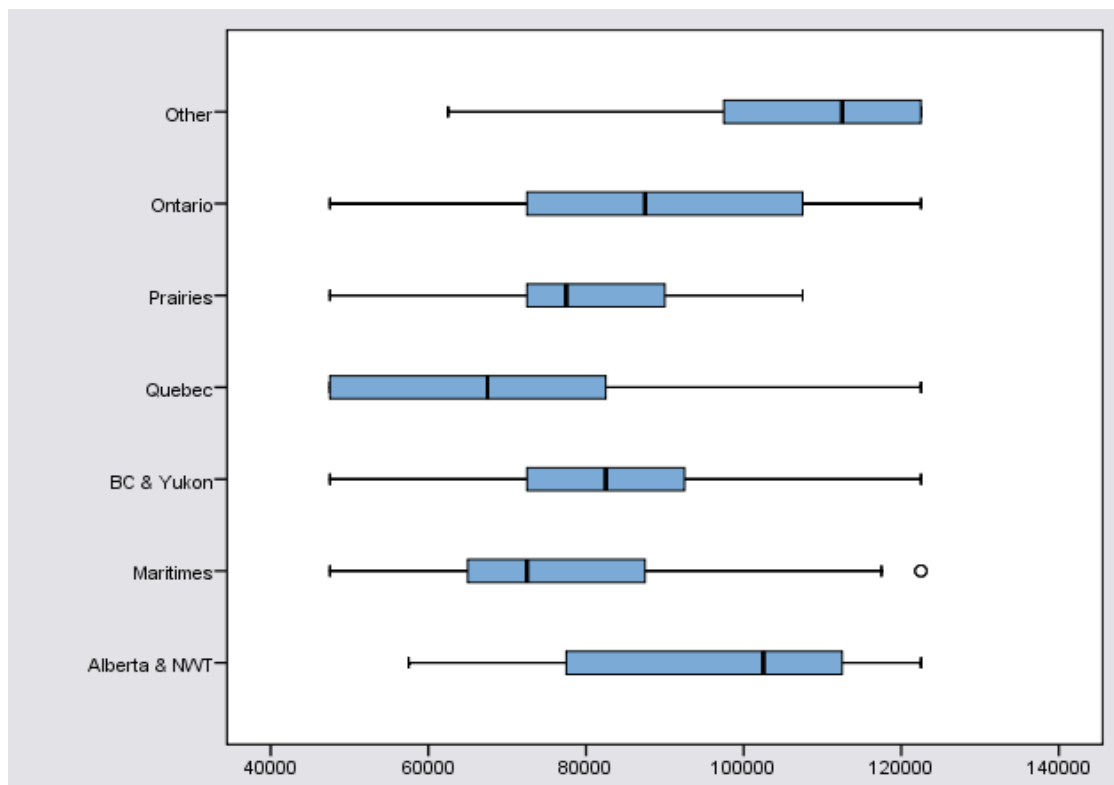
**Figure 6: Maritimes: Satisfaction with the Profession. Answer to question “How satisfied are you with your Occupational Hygiene career?” (N=19)**



**Figure 7: Maritimes; annual salaries by industry sector (N=19) boxes show mean and interquartile range**



**Figure 8: Maritimes, Salary levels by educational attainment**



**Figure 9: Salary ranges by geographic area.**

Mean salaries were highest in Other Region (mostly from USA, \$112,500, n=13) followed by Alberta and NWT (\$102,500, n=65), Ontario (\$89,600, n=121), BC and Yukon (\$83,250, n=48), the Prairies (SK, MB, \$77,500, n=19), Maritimes (NS, NB, PEI and NF, \$73,500, n=19), and Quebec (\$69,000, n=101).

## Educational Training of Occupational Hygiene Professionals (Maritimes)

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**Table 1: Training Background**

Degree Subject	Maritimes (%)	National (%)
Occupational Hygiene	52.6	43.0
Occupational Health	15.8	12.7
Chemistry	10.5	14.5
Environmental Science	10.5	6.2
Safety	5.3	4.4
Engineering	5.3	3.9
Physics	0	0.3
Biology	0	4.1
Kinesiology	0	0.5
Ergonomics	0	0.3
Medicine	0	0.3
Business Administration	0	1.6
Other	0	8.3
<b>Total (N)</b>	<b>19</b>	<b>386</b>

APPENDIX G:

# 2010 CROSS CANADA OCCUPATIONAL HYGIENE SALARY SURVEY

## 2010 Cross Canada Occupational Hygiene Salary Survey

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### Objective

The Canadian 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