

REPORT ON THE 2005 SALARY SURVEY



BOARD OF CANADIAN REGISTERED
SAFETY PROFESSIONALS

CONSEIL CANADIEN DES
PROFESSIONNELS EN SÉCURITÉ
AGRÉÉS

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1. OVERVIEW

The Board of Canadian Registered Safety Professionals (BCRSP) conducts a survey of all Canadian Registered Safety Professionals (CRSP) every two years. The most recent survey was conducted in 2005.

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

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

2. PROCEDURE

The *2005 Salary Survey* is based on a similar survey that was conducted in 2002. Modifications to this original survey were implemented to compensate for variable ranges that were restrictive and to increase the variability of the collected data. The Board of Canadian Registered Safety Professionals developed final variable categories in the survey with guidance from Assessment Strategies Inc.

Respondent Sample

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

Survey Distribution

The distribution of the Survey took place in March 2005. Members were asked to complete and return the survey to the BCRSP office in Mississauga, Ontario.

Survey Contents

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

3. RESULTS

Response Rate

A total of 1700 survey packages were distributed to CRSPs from across Canada. As of the survey deadline, 735 surveys were returned. This yields a response rate of 43.2%.

Respondent Demographic Characteristics

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

Province or territory employed? Of the 735 completed surveys, the majority of respondents were from two provinces: Ontario (42.5%) and Alberta (25.6%).

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

	<i>n</i>	%
BC	80	10.9
AB	187	25.6
SK	21	2.9
MB	31	4.2
ON	311	42.5
QC	7	1.0
NB	19	2.6
NS	43	5.9
PEI	6	0.8
NL	24	3.3
NT	1	0.1
Omit	4	
Total	735	100.0

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

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

**Table 2:
Region of employment**

	<i>n</i>	%
Western	321	43.9%
Central	318	43.5%
Atlantic	92	12.6%
Omit	4	
Total	735	100.0

What is your age? On a national level, the most frequently selected category was 50 to 54 years of age. Most of the respondents ($n = 684$ or 93.7%) were individuals whose age ranged from 30 to 59 years old.

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

	Western	Central	Atlantic	National
	%	%	%	%
Under 25	0.0	0.0	0.0	0.0
25-29	1.2	1.6	1.1	1.4
30-34	8.7	12.3	6.5	10.0
35-39	9.3	10.4	8.7	9.7
40-44	11.2	13.8	13.0	12.6
45-49	22.4	21.1	18.5	21.3
50-54	24.3	20.8	37.0	24.4
55-59	16.8	14.8	10.9	15.2
60-64	3.4	3.5	3.3	3.4
Over 65	2.2	0.9	1.1	1.5
Omit	1	3	0	8
Total	321	318	92	735

What is the highest level of formal education attained? For each region, the most commonly selected level of formal education was a college diploma/certificate (National rate of 40.8%) while 27.1% indicated a baccalaureate degree was the highest level of format education achieved.

Table 4:

	Level of education by region			
	Western	Central	Atlantic	National
	%	%	%	%
High School	4.7	1.6	7.6	3.7
Partial Univ.	8.7	5.3	14.1	7.9
Diploma	46.7	35.5	37.0	40.8
Degree	21.2	32.1	29.3	27.1
Post grad	13.1	21.8	9.8	16.6
Other	5.3	2.5	1.1	3.6
Omit	1	1	1	19
Total	321	318	92	735

How many years have you been practicing as an OHS&E professional? The level of experience most commonly indicated was 10 to 14 years as an OHS&E professional. A total of 97.7% of the survey respondents indicated that they had 5 or more years of professional experience.

Table 5:

	Years of professional practice by region			
	Western	Central	Atlantic	National
	%	%	%	%
3 - 4	2.8	1.6	2.2	2.3
5 - 9	19.6	25.2	34.8	24.2
10 - 14	27.4	24.8	20.7	25.7
15 - 19	23.7	21.4	20.7	22.3
20 - 24	11.5	12.3	9.8	11.2
Over 25	15.0	14.8	10.9	14.1
Omit	0	0	1	9
Total	321	318	92	735

How many employers, including the present one, have you worked for in the OHS&E field since 1994? When asked about previous employers, the majority of respondents indicated having between 1 and 3 previous employers since 1994. Only 22.9% of the respondents reported having more than 3 previous employers since 1994.

Table 6:

	Number of previous employers by region			
	Western	Central	Atlantic	National
	%	%	%	%
1 - 3	76.3	77.0	77.2	76.7
4 - 6	18.4	18.6	18.5	18.5
7 - 10	1.6	1.9	2.2	1.8
Over 10	3.4	1.9	2.2	2.6
Omit	1	2	0	7
Total	321	318	92	735

Respondent Employment Characteristics

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

Which of the following best describes the location of the community in which your primary site of employment is situated? The majority of respondents reported being employed in an urban setting. The highest rate was found in Central Canada (87.0%) and the lowest was found in Atlantic Canada (75.3%).

**Table 7:
Employment location by region**

	Western	Central	Atlantic	National
	%	%	%	%
Urban	81.9	87.0	75.3	83.3
Rural	18.1	13.0	23.5	16.6
Omit	56	48	11	119
Total	321	318	91	735

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

With respect to community size, regional differences were apparent. In Western Canada, the majority of respondents reported working in communities that were either larger than 500,000 residents (52.4%) or smaller than 100,000 residents (27.7%). In contrast, Atlantic Canada respondents tended to work in communities smaller than 100,000 residents (44.5%). Respondents from Central Canada presented a more even distribution of community sizes, with the most frequent size being communities larger than 1,000,000 (36.8%).

**Table 8:
Community size by region**

	Western	Central	Atlantic	National
	%	%	%	%
< 10K	6.5	6.0	15.2	7.4
10K - 99K	21.2	12.6	29.3	18.5
100K - 199K	8.1	14.5	23.9	12.9
200K - 499K	7.8	13.8	26.1	12.7
500K - 999K	29.0	10.7	3.3	17.8
> 1,000K	23.4	36.8	0.0	26.3
Omit	13	18	2	37
Total	321	318	92	735

Are you self-employed? Respondents most frequently reported being employed by an organization (90.3%). Between the different regions, the rate of self-employment ranged from a low of 5.5% to a high of 13.5%.

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

	Western	Central	Atlantic	National
	%	%	%	%
Yes	13.5	7.1	5.5	9.7
No	86.5	92.9	94.5	90.3
Omit	3	9	0	16
Total	321	318	91	735

Which of the following best describes your employment setting?

Regional differences in employment setting appear to exist between respondents from the three regions. In Western Canada, the most commonly reported setting was natural resources (19.3%) whereas Central Canada reported manufacturing (30.6%) and Atlantic Canada reported government (42.4%). Overall, these three employment settings accounted for 55.4% of the response across Canada. It should be noted that 4% of respondents reported more than one employment setting.

**Table 10:
Employment setting by region**

	Western	Central	Atlantic	National
	%	%	%	%
Agriculture	1.3	0.3	2.2	1.0
Communications	0.3	1.6	1.1	1.0
Construction	8.0	6.3	6.5	7.1
Consulting	12.5	13.9	7.6	12.5
Education	5.1	5.4	6.5	5.4
Government	16.7	19.2	42.4	21.1
Health Care	2.9	6.9	3.3	4.7
Manufacturing	14.8	30.6	19.6	22.4
Natural Res.	19.3	3.2	17.4	11.9
Transportation	3.9	4.1	6.5	4.3
Utilities	7.7	4.4	9.8	6.5
Other	13.5	11.0	15.2	12.6
Omit	10	1	0	15
Total	321	318	92	735

Approximately how many people does your company employ? In Atlantic Canada, survey respondents most frequently reported working in companies with 250-499 employees (17.6%). In Central Canada, survey respondents most frequently reported working in companies with 2,000-4,999 employees (18.0%) In Western Canada, companies with between 2,000 and 4,999 employees were reported most frequently (20.4%).

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

	Western	Central	Atlantic	National
	%	%	%	%
0-49	17.0	12.0	16.5	14.7
50-99	4.4	2.8	11.0	4.5
100-249	8.8	12.0	1.1	9.2
250-499	10.7	11.4	17.6	11.8
500-999	10.7	12.6	15.4	12.1
1,000-1,999	9.1	9.5	9.9	9.4
2,000-4,999	20.4	18.0	13.2	18.5
5,000-9,999	6.9	12.3	8.8	9.5
Over 10,000	11.9	9.5	6.6	10.2
Omit	3	1	1	9
Total	321	318	92	735

How many OHS&E employees do you supervise? For all regions in Canada, survey respondents most frequently indicated that they supervised only a few OHS&E employees (30.8% reported supervising 1 to 5 employees) or none at all (54.3% reported not supervising any OHS&E employees).

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

	Western	Central	Atlantic	National
	%	%	%	%
None	49.5	57.0	62.0	54.3
1-5	32.3	31.0	25.0	30.8
6-10	11.9	7.3	7.6	9.4
11-25	4.1	3.2	2.2	3.4
26-50	0.9	0.6	2.2	1.0
Over 50	1.3	0.9	1.1	1.1
Omit	2	2	0	8
Total	321	318	92	735

How many employer job sites do you serve? The majority of responses (67.8%) to this question could be found at the two ends of the choices (either 1 to 5 sites or over 50 sites). The remaining 32.2% of the response were found for 6 to 50 sites.

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

	Western	Central	Atlantic	National
	%	%	%	%
1-5	36.5	45.1	34.1	39.9
6-10	13.5	11.1	8.8	11.9
11-25	11.3	8.3	15.4	10.5
26-50	11.0	9.2	7.7	9.8
Over 50	27.7	26.3	34.1	27.9
Omit	3	3	1	11
Total	321	318	92	735

On average, how many hours do you work per week? Between 41 and 50 hours of work per week was most frequently (44.4%) selected by the survey respondents. The majority of respondents reported working between 31 to 60 hours per week (90.7%).

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

	Western	Central	Atlantic	National
	%	%	%	%
Less than 10	0.6	0.9	0.0	0.7
10-20	0.6	0.6	0.0	0.6
21-30	2.2	3.2	0.0	2.3
31-40	20.1	27.2	37.0	25.3
41-50	46.1	44.0	40.2	44.4
51-60	24.1	18.4	17.4	20.9
61-70	4.7	4.7	3.3	4.6
71-80	0.6	0.3	0.0	0.4
Over 80	0.9	0.6	2.2	1.0
Omit	2	2	0	8
Total	321	318	92	735

Please indicate your salary range. Survey respondents reported a wide range of salary levels. The most frequently reported salary was \$65,000 to \$69,999 (12.1%) although the majority of responses were found from \$50,000 to \$79,999 (57.5%). Across Canada, 40.2% of respondents reported salaries of \$80,000 or higher.

**Table 15:
Salary range by region**

	Western	Central	Atlantic	National
	%	%	%	%
< \$50K	2.5	2.8	9.9	3.6
\$45K - \$49K	4.7	3.5	14.3	5.3
\$50K - \$54K	6.3	7.6	20.9	8.6
\$55K - \$59K	6.9	8.8	6.6	7.7
\$60K - \$64K	10.4	12.3	12.1	11.4
\$65K - \$69K	12.0	12.9	9.9	12.1
\$70K - \$74K	10.1	12.3	6.6	10.6
\$75K - \$79K	6.3	8.8	4.4	7.1
\$80K - \$84K	6.9	8.2	5.5	7.3
\$85K - \$89K	4.4	5.4	1.1	4.4
\$90K - \$94K	6.0	3.2	4.4	4.5
\$95K - \$99K	6.6	4.4	1.1	4.9
\$100K - \$104K	3.8	2.2	1.1	2.7
\$105K - \$109K	1.9	1.6	0.0	1.5
\$110K - \$114K	1.6	0.9	1.1	1.2
> \$115K	9.5	5.0	1.1	6.4
Omit	4	1	1	10
Total	321	318	92	735

Has your salary increased in the past 12 months? The majority (80.6%) of survey respondents reported that a salary increase occurred in the last 12 months. The affirmative response rate ranged from 71.7% in Western Canada to 84.2% in Atlantic Canada.

**Table 16:
Salary increase by region**

	Western	Central	Atlantic	National
	%	%	%	%
Yes	79.4	84.2	71.7	80.6
No	20.6	15.8	28.3	19.4
Omit	5	1	0	10
Total	321	318	92	735

If your salary increased, by what percentage? For those respondents who reported a salary increase in the previous 12 months, the rate of increase varied from 1% to over 22%. The most common rate of increase was from 1% to 6% (77.8%).

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

	Western	Central	Atlantic	National
	%	%	%	%
1-3	45.0	55.8	69.7	52.8
4-6	25.7	26.4	16.7	25.0
7-9	12.0	7.9	4.5	9.3
10-12	7.2	3.4	4.5	5.2
13-15	2.4	2.3	1.5	2.2
16-18	1.6	0.4	0.0	0.9
19-22	1.2	0.4	0.0	0.7
Over 22	4.8	3.4	3.0	4.0
Omit	72	53	26	155
Total	321	318	92	735

How satisfied are you with your OHS&E career? Survey respondents were uniformly satisfied with their OHS&E career. In combination, 89.7% of the respondents reported being satisfied or very satisfied with their career. Only 2.8% reported any degree of dissatisfaction.

**Table 18:
Career satisfaction by region**

	Western	Central	Atlantic	National
	%	%	%	%
Very Satisfied	54.9	51.4	54.3	53.3
Satisfied	36.7	36.6	34.8	36.4
Neither	6.0	7.9	10.9	7.4
Dissatisfied	2.5	3.8	0.0	2.7
Very Dissatisfied	0.0	0.3	0.0	0.1
Omit	2	1	0	7
Total	321	318	92	735

My annual CRSP fee is paid by? For most survey respondents, the employer paid the annual CRSP fee. Central Canada had the fewest employers paying the fee (63.3%) whereas Atlantic Canada had the most number of employers paying (71.7%).

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

	Western	Central	Atlantic	National
	%	%	%	%
Employer	70.7	68.3	71.7	69.8
Self	29.3	31.7	28.3	30.2
Omit	4	3	0	11
Total	321	318	92	735

Another Perspective: Experience

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

The new levels were created by combining 3-4 years with 5-9 years to create 3-9 years of experience and by combining 20-24 with over 25 years to create over 20 years of work experience. As a result of these combinations, four levels of work experience were used to examine the responses to the survey.

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

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

	3-9	10-14	15-19	20+
	%	%	%	%
High School	2.1	4.3	2.5	81.2
Partial Univ.	7.4	8.6	6.1	13.1
Diploma	38.9	45.5	43.6	1.6
Degree	31.1	25.1	24.5	4.2
Post grad	16.8	12.8	19.6	81.2
Other	3.7	3.7	5.0	13.1
Omit	1	0	1	1
Total	190	187	163	190

How many employers, including the present one, have you worked for in the OHS&E field since 1994? For each level of experience, the majority of respondents indicated having between 1 and 3 previous employers since 1994.

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

	3-9	10-14	15-19	20+
	%	%	%	%
1 - 3	78.8	74.2	73.2	81
4 - 6	18.0	20.4	23.2	13
7 - 10	1.6	2.2	2.4	1.6
Over 10	1.6	3.2	1.2	4.2
Omit	2	1	0	0
Total	189	186	164	191

Which of the following best describes the location of the community in which your primary site of employment is situated? The majority of respondents reported being employed in an urban setting. The highest rate was found for those with 10 to 14 years of experience (89.0%) and the lowest was found for those with 3-9 years (76.5%).

**Table 22:
Employment location by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Urban	76.5	89.0	80.0	87.6
Rural	23.5	11.0	20.0	12.4
Omit	21	41	24	30
Total	170	146	140	161

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

**Table 23:
Community size by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
< 10K	13.7	6.1	7.2	3.8
10K - 99K	24.2	16.0	19.0	18.7
100K - 199K	9.3	14.4	16.3	13.7
200K - 499K	13.2	15.5	10.5	13.7
500K - 999K	13.7	18.2	18.3	24.2
> 1,000K	25.8	29.8	28.8	25.8
Omit	9	6	11	9
Total	182	181	153	182

Are you self-employed? Respondents most frequently reported being employed by an organization. The lowest rate of self-employment was found for respondents with the least experience (4.7%) and the highest rates found with the highest levels of experience (19.0%).

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

	3-9	10-14	15-19	20+
	%	%	%	%
Yes	4.7	7.1	8.0	19.0
No	95.3	92.9	92.0	81.0
Omit	1	3	1	7
Total	190	184	163	184

Which of the following best describes your employment setting? Experience differences in employment setting appear to exist between respondents. For example, the responses in consulting tend to increase with experience (from 10.5% to 19.9%) whereas the responses in manufacturing tend to decrease with experience (27.7% to 18.8%). It should be noted that some respondents selected more than one setting.

**Table 25:
Employment setting by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Agriculture	0.0	0.5	0.0	2.6
Communications	1.0	1.1	0.6	0.5
Construction	7.3	5.9	6.1	8.4
Consulting	10.5	8.0	10.4	19.9
Education	2.6	3.7	9.1	6.3
Government	14.1	22.5	22.0	24.6
Health Care	3.1	3.7	7.9	2.6
Manufacturing	27.7	21.4	18.3	18.8
Natural Res.	14.1	11.2	11.6	8.4
Transportation	2.1	2.7	6.1	4.2
Utilities	5.2	8.0	3.7	6.3
Other	11	16	13	8
Omit	2	2	3	2
Total	189	185	161	189

Approximately how many people does your company employ? In general, there appears to be a relation between years of experience and company size. This is illustrated with the smallest category in which response rate increased with experience (from 7.9% to 28.9%).

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

	3-9	10-14	15-19	20+
	%	%	%	%
0-49	7.9	11.4	9.3	28.9
50-99	5.8	3.8	3.7	4.7
100-249	12.6	9.2	6.8	7.9
250-499	13.1	12.4	13.0	8.9
500-999	15.7	11.4	11.1	10.5
1,000-1,999	9.4	10.8	10.5	6.8
2,000-4,999	14.1	21.1	28.4	12.1
5,000-9,999	12.0	8.1	8.0	9.5
Over 10,000	9.4	11.9	9.3	10.5
Omit	0	2	2	1
Total	191	185	162	190

How many OHS&E employees do you supervise? For all levels of experience, survey respondents most frequently indicated that they supervised only a few OHS&E employees (25.8% to 36.2% reported supervising 1 to 5 employees) or none at all (44.8% to 66.3% reported not supervising any OHS&E employees).

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

	3-9	10-14	15-19	20+
	%	%	%	%
None	66.3	58.1	44.8	46.3
1-5	25.8	28.5	36.2	33.2
6-10	4.7	9.1	11.7	12.6
11-25	2.1	2.7	3.7	5.8
26-50	0.5	0.5	1.8	1.1
Over 50	0.5	1.1	1.8	1.1
Omit	1	1	1	1
Total	190	186	163	190

How many employer job sites do you serve? The majority of responses (from 34.4% to 52.7%) selected the first category of 1 to 5 job sites. A large portion of the respondents also identified the last category of over 50 job sites (17.6% to 38.1%).

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

	3-9	10-14	15-19	20+
	%	%	%	%
1-5	52.7	37.1	34.4	34.4
6-10	11.7	11.3	14.7	10.6
11-25	9.6	14.0	11.7	6.3
26-50	8.5	9.7	11.0	10.6
Over 50	17.6	28.0	28.2	38.1
Omit	3	1	1	2
Total	188	186	163	189

On average, how many hours do you work per week? Between 41 and 50 hours of work per week was most frequently (40.5% to 45.8% for the different levels of experience) selected by the survey respondents. The majority of respondents reported working between 31 to 60 hours per week (84.2% to 94.2%).

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

	3-9	10-14	15-19	20+
	%	%	%	%
Less than 10	0.0	0.0	0.0	2.6
10-20	0.0	0.5	0.0	1.6
21-30	1.1	3.2	1.9	3.2
31-40	27.9	24.1	25.3	23.7
41-50	45.8	46.0	45.7	40.5
51-60	20.5	20.9	22.2	20.0
61-70	3.2	3.7	4.3	6.8
71-80	1.1	0.5	0.0	0.0
Over 80	0.5	1.1	0.6	1.6
Omit	1	0	2	1
Total	190	187	162	190

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

**Table 30:
Salary range by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
< \$50K	3.2	3.8	1.8	5.3
\$45K - \$49K	11.6	3.2	4.3	2.1
\$50K - \$54K	12.7	5.4	7.4	8.9
\$55K - \$59K	9.5	9.7	6.7	5.3
\$60K - \$64K	16.9	11.9	9.8	6.8
\$65K - \$69K	9.5	17.3	12.3	9.5
\$70K - \$74K	11.1	11.4	13.5	6.8
\$75K - \$79K	6.3	5.4	9.8	6.8
\$80K - \$84K	4.8	8.1	7.4	8.9
\$85K - \$89K	4.2	4.9	4.3	4.2
\$90K - \$94K	1.1	4.3	6.1	6.8
\$95K - \$99K	3.7	3.8	4.9	7.9
\$100K - \$104K	2.1	4.3	1.2	3.2
\$105K - \$109K	0.5	0.5	1.2	3.7
\$110K - \$114K	0.5	1.1	1.2	2.1
> \$115K	2.1	4.9	8.0	11.6
Omit	2	2	1	1
Total	189	185	163	190

Has your salary increased in the past 12 months? The majority of survey respondents reported that a salary increase occurred in the last 12 months. Further, those respondents with less experience were more likely to report an increase (87.3%) than those with more experience (73.7%).

**Table 31:
Salary increase by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Yes	87.3	80.1	81.5	73.7
No	12.7	19.9	18.5	26.3
Omit	2	1	2	1
Total	189	186	162	190

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

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

	3-9	10-14	15-19	20+
	%	%	%	%
1-3	45.7	49.0	55.7	62.3
4-6	28.7	28.2	25.2	17.4
7-9	9.8	9.4	10.7	7.2
10-12	7.9	4.7	3.1	4.3
13-15	1.8	4.0	2.3	0.7
16-18	1.8	0.7	0.0	0.7
19-22	0.6	0.0	1.5	0.7
Over 22	3.7	4.0	1.5	6.5
Omit	27	38	33	53
Total	164	149	131	138

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

**Table 33:
Career satisfaction by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Very Satisfied	42.1	51.3	55.8	64.2
Satisfied	46.8	36.4	35.0	26.8
Neither	8.4	8.6	6.7	6.3
Dissatisfied	2.6	3.7	2.5	2.1
Very Dissatisfied	0.0	0.0	0.0	0.5
Omit	1	0	1	1
Total	190	187	163	190

Another Perspective: Employment Setting

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

However, many of the employment settings had only a small sample of respondents. As a result, the four categories with the most responses were selected for this section of the report. The four employment settings were manufacturing ($n = 143$), government ($n = 144$), consulting ($n = 76$) and natural resources ($n = 77$).

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

**Table 34:
Level of education by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
High School	3.5	3.5	1.3	3.9
Partial Univ.	8.5	8.3	7.9	7.8
Diploma	35.9	41.7	32.9	54.5
Degree	31.0	25.0	32.9	20.8
Post grad	20.4	18.8	19.7	10.4
Other	0.7	2.8	5.3	2.6
Omit	1	0	0	0
Total	142	144	76	77

How many employers, including the present one, have you worked for in the OHS&E field since 1994? For each category of work setting, the majority of respondents indicated having between 1 and 3 previous employers since 1994. With 1 to 3 previous employers, manufacturing had the highest rate (83.9%) whereas consulting presented the lowest rate (67.9%).

**Table 35:
Number of previous employers by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
1 - 3	83.9	80.4	69.7	76.3
4 - 6	14.7	14.7	26.3	19.7
7 - 10	1.4	2.1	1.3	2.6
Over 10	0.0	2.8	2.6	1.3
Omit	0	1	0	1
Total	143	143	76	76

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

**Table 36:
Employment location by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
Urban	74.4	91.7	91.7	60.6
Rural	25.6	8.3	8.3	39.4
Omit	22	23	16	11
Total	121	121	60	66

Which of the following best describes the population size of the community in which your primary site of employment is situated? With respect to employment setting, differences in community size were apparent. For example, 12.5% of the natural resource respondents selected the final category (over 1,000,000 people) whereas 29.2% of those in consulting indicated that they were situated in the largest communities.

**Table 37:
Community size by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
< 10K	11.6	2.9	1.4	20.8
10K – 99K	24.6	21.0	12.5	29.2
100K - 199K	11.6	16.7	19.4	12.5
200K - 499K	15.2	16.7	13.9	8.3
500K - 999K	13.8	20.3	23.6	16.7
> 1,000K	23.2	22.5	29.2	12.5
Omit	5	6	4	5
Total	138	138	72	72

Are you self-employed? Respondents from manufacturing, government and natural resources most frequently reported being employed by an organization. However, almost half of the respondents from consulting were self-employed (41.9%).

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

	Manu.	Gov.	Cons.	NR
	%	%	%	%
Yes	1.4	1.4	41.9	7.9
No	98.6	98.6	58.1	92.1
Omit	1	4	2	1
Total	142	140	74	76

Approximately how many people does your company employ? In general, respondents from consulting tend to be employed in smaller companies (65.8% with less than 100 employees) whereas few respondents were employed in large companies within manufacturing (7.7% with less than 100 employees).

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

	Manu.	Gov.	Cons.	NR
	%	%	%	%
0-49	4.2	9.9	57.9	11.7
50-99	3.5	8.5	7.9	1.3
100-249	13.3	5.7	13.2	5.2
250-499	14.7	10.6	3.9	19.5
500-999	20.3	9.9	1.3	11.7
1,000-1,999	11.2	4.3	5.3	9.1
2,000-4,999	15.4	23.4	6.6	20.8
5,000-9,999	9.1	13.5	2.6	9.1
Over 10,000	8.4	14.2	1.3	11.7
Omit	0	3	0	0
Total	143	141	76	77

How many OHS&E employees do you supervise? For all categories of employment setting, survey respondents most frequently indicated that they supervised only a few OHS&E employees (17.6% to 35.9% reported supervising 1 to 5 employees) or none at all (46.8% to 67.6% reported not supervising any OHS&E employees).

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

	Manu.	Gov.	Cons.	NR
	%	%	%	%
None	54.2	67.6	53.3	46.8
1-5	35.9	17.6	34.7	33.8
6-10	5.6	9.9	6.7	15.6
11-25	3.5	2.1	4.0	2.6
26-50	0.7	1.4	1.3	1.3
Over 50	0.0	1.4	0.0	0.0
Omit	1	2	1	0
Total	142	142	75	77

How many employer job sites do you serve?

Within government, the majority of respondents served a large number of job sites (69.1% reported 26 or more job sites, respectively). In contrast, respondents from manufacturing typically served only a few job sites (72.5% reported serving 1 to 5 sites).

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

	Manu.	Gov.	Cons.	NR
	%	%	%	%
1-5	72.5	13.4	25.7	52.0
6-10	10.6	6.3	13.5	12.0
11-25	7.7	11.3	12.2	12.0
26-50	3.5	8.5	12.2	8.0
Over 50	5.6	60.6	36.5	16.0
Omit	1	2	2	2
Total	142	142	74	75

On average, how many hours do you work per week? Between 41 and 50 hours of work per week was most frequently (35.7% to 52.4% for the different employment settings) selected by the survey respondents.

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

	Manu.	Gov.	Cons.	NR
	%	%	%	%
Less than 10	0.0	0.0	2.7	1.3
10-20	1.4	0.0	1.3	0.0
21-30	1.4	2.8	6.7	3.9
31-40	16.8	49.0	14.7	11.7
41-50	52.4	35.7	40.0	40.3
51-60	23.1	9.8	25.3	32.5
61-70	4.2	1.4	5.3	7.8
71-80	0.0	0.0	1.3	1.3
Over 80	0.7	1.4	2.7	1.3
Omit	0	1	1	0
Total	143	143	75	77

Please indicate your salary range. Survey respondents reported a wide range of salary levels. In general, reported levels of salary increased with level of experience. Natural resources respondents reported highest salary rates. For example, 80.2% of the respondents from natural resources reported an annual salary of \$75,000 or higher.

**Table 43:
Salary range by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
< \$50K	2.1	3.5	11.8	1.3
\$45K - \$49K	6.3	4.9	7.9	1.3
\$50K - \$54K	4.9	14.6	13.2	1.3
\$55K - \$59K	11.2	8.3	7.9	1.3
\$60K - \$64K	12.6	18.8	7.9	3.9
\$65K - \$69K	9.1	16.0	13.2	5.3
\$70K - \$74K	9.8	13.9	2.6	5.3
\$75K - \$79K	8.4	5.6	6.6	3.9
\$80K - \$84K	6.3	6.9	2.6	7.9
\$85K - \$89K	7.7	2.1	1.3	5.3
\$90K - \$94K	7.0	2.1	2.6	10.5
\$95K - \$99K	4.2	2.1	6.6	11.8
\$100K - \$104K	2.1	0.7	3.9	14.5
\$105K - \$109K	1.4	0.7	1.3	3.9
\$110K - \$114K	0.7	0.0	1.3	6.6
> \$115K	6.3	0.0	9.2	15.8
Omit	0	0	0	1
Total	143	144	76	76

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

**Table 44:
Salary increase by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
Yes	83.9	81.8	68.0	92.2
No	16.1	18.2	32.0	7.8
Omit	0	1	1	0
Total	143	143	75	77

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

**Table 45:
Percentage of salary increase by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
1-3	48.3	75.0	35.3	29.6
4-6	25.0	13.8	19.6	38.0
7-9	14.2	6.0	17.6	11.3
10-12	3.3	4.3	11.8	9.9
13-15	2.5	0.0	5.9	4.2
16-18	1.7	0.0	0.0	2.8
19-22	0.0	0.9	0.0	0.0
Over 22	5.0	0.0	9.8	4.2
Omit	23	28	25	6
Total	120	116	51	71

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

**Table 46:
Percentage of salary increase by setting**

	Manu.	Gov.	Cons.	NR
	%	%	%	%
Very Satisfied	43.7	59.4	65.3	55.8
Satisfied	43.7	29.4	28.0	35.1
Neither	7.0	9.1	5.3	9.1
Dissatisfied	4.9	2.1	1.3	0.0
Very Dissatisfied	0.7	0.0	0.0	0.0
Omit	1	1	1	0
Total	142	143	75	77

4. SUMMARY

The results of the Board of Canadian Registered Safety Professional's *2005 Salary Survey* provide information across a variety of variables. Responses to the survey are provided based on geographical region, career experience and employment setting. Throughout this report attempts were made to identify consistencies, discrepancies, and trends in the data.

2005 BCRSP SALARY SURVEY

Dear CRSP:

Your Governing Board, in conjunction with Assessment Strategies Inc (ASI), is conducting this salary survey in order to provide all CRSPs with a comprehensive profile of practicing ohs&e professionals in Canada. ***The greater the response is to the survey, the more reliable and valid the results and the more useful the information will be to you, employers and human resource professionals.***

Complete the survey online or complete and mail in the postage paid envelope provided **by Friday, June 3, 2005** to:

BCRSP Survey
6519 - B Mississauga Road
Mississauga, Ontario L5N 1A6

1. Province or Territory employed (although you may have responsibilities in more than one jurisdiction, **please indicate your Province or Territory of residence**):

<input type="checkbox"/> Alberta	<input type="checkbox"/> Northwest Territories	<input type="checkbox"/> Prince Edward Island
<input type="checkbox"/> British Columbia	<input type="checkbox"/> Nova Scotia	<input type="checkbox"/> Québec
<input type="checkbox"/> Manitoba	<input type="checkbox"/> Nunavut	<input type="checkbox"/> Saskatchewan
<input type="checkbox"/> New Brunswick	<input type="checkbox"/> Ontario	<input type="checkbox"/> Yukon
<input type="checkbox"/> Newfoundland & Labrador		

2. Approximately how many people does your company/organization employ?

<input type="checkbox"/> 0-49	<input type="checkbox"/> 250-499	<input type="checkbox"/> 2,000-4,999
<input type="checkbox"/> 50-99	<input type="checkbox"/> 500-999	<input type="checkbox"/> 5,000-9,999
<input type="checkbox"/> 100-249	<input type="checkbox"/> 1,000-1,999	<input type="checkbox"/> > 10,000

3. How many years have you been practising as an ohs&e professional?

<input type="checkbox"/> 3-4 years	<input type="checkbox"/> 10-14 years	<input type="checkbox"/> 20-24 years
<input type="checkbox"/> 5-9 years	<input type="checkbox"/> 15-19 years	<input type="checkbox"/> > 25 years

4. Are you?

<input type="checkbox"/> Self-employed	<input type="checkbox"/> Employed by an organization
--	--

5. How many employers, including the present one, have you worked for in the ohs&e field since 1994 (include self employment)?

<input type="checkbox"/> 1-3	<input type="checkbox"/> 7-10
<input type="checkbox"/> 4-6	<input type="checkbox"/> > 10

6. Which of the following best describes the location and population size of the community in which your primary site of employment is located?

Location

- Urban/Metropolitan area
- Rural

Population

- < 10,000
- 10,000-99,999
- 100,000-199,999
- 200,000 – 499,999
- 500,000 – 999,999
- > 1,000,000

7. What is the highest level of **formal education** you have attained?

- High school graduate
- Partial college/university
- College diploma/certificate
- University undergraduate degree
- Post-graduate degree
- Other (please specify) _____

8. What is your age?

- < 25
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- > 65

9. Which of the following best describes your employment setting?

- Agriculture
- Communications
- Construction
- Consulting
- Education
- Government
- Health Care
- Manufacturing
- Natural Resources
- Transportation
- Utilities
- Other (please specify) _____

10. Please indicate your current salary range:

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



11. Has your salary increased in the past 12 months?
 YES NO (If 'No', proceed to Question 13)
12. If your salary increased, by what percent?
 1 to 3% 7 to 9% 13 to 15% 19 to 22%
 4 to 6% 10 to 12% 16 to 18% > 22%
13. My annual 'CRSP' registration fee is paid by:
 Employer Self
14. How many ohs&e employees do you supervise?
 None 6 to 10 26 to 50
 1 to 5 11 to 25 > 50
15. How many employer job sites do you serve?
 1 to 5 11 to 20 > 50
 6 to 10 21 to 50
16. On average, how many hours do you work per week?
 < 10 31-40 61-70
 10-20 41-50 71-80
 21-30 51-60 > 80
17. How satisfied are you with your ohs&e career?
 Very Satisfied Neither Satisfied nor Dissatisfied Dissatisfied
 Satisfied Very Dissatisfied

***The Board of Canadian Registered Safety Professionals wishes to thank you for your input.
Your participation is crucial to the success of this project.***