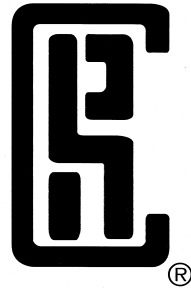


REPORT ON THE 2009 SALARY SURVEY



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 (CRSPs) every two years. The most recent survey was conducted in 2009.

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 BCRSP in using the data to provide information and assistance to its certificate holders.

2. PROCEDURE

The *2009 Salary Survey* is based on a similar survey that was conducted in 2007. 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 (CRSPs) registered at the time of the survey were targeted for inclusion.

Survey Distribution

Invitations to complete the survey were sent in May 2009. Members were invited to submit their responses online.

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 or territory 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. EXECUTIVE SUMMARY

Compared to 2007, several large trends were evident. On average, CRSPs have become an older group with more work experience. Although their average salary has increased, over the past year, fewer CRSPs are reporting salary increases. Those who do report a salary increase are reporting, on average, smaller increases. As a group, CRSPs have also tended to supervise fewer employees, service fewer job sites, have fewer previous employers and work less in self-employment compared to 2007.

Out of the four employment sectors highlighted in this report, the construction sector seems to have undergone the most change since 2007. Overall, respondents from the construction field now tend to work for smaller companies, service fewer job sites and have experienced the largest drop in average salary.

4. RESULTS

Response Rate

A total of 2710 invitations to complete the survey online were distributed to CRSPs from across Canada. As of the survey deadline, 679 certificate holders completed the survey. This yields a response rate of 25.1%.

In general, results were consistent with the 2007 survey. However, any noteworthy change in response patterns since the previous survey will be highlighted.

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 679 completed surveys, the majority of respondents were from two provinces: Ontario (39.0%) and Alberta (30.6%).

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

	<i>n</i>	%
AB	205	30.6%
BC	64	9.5%
MB	25	3.7%
NB	20	3.0%
NL	15	2.2%
NT	4	0.6%
NS	34	5.1%
NU	1	0.1%
ON	262	39.0%
PE	2	0.3%
QC	9	1.3%
SK	28	4.2%
YT	2	0.3%
Omit	8	
Total	679	100%

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	328	48.9%
Central	271	40.4%
Atlantic	72	10.7%
Omit	8	
Total	679	100%

What is your age? On a national level, the most frequently selected category was 50 to 54 years of age. *This represents a change from the 2007 survey, when the most commonly selected category was 40 to 49 years of age.* In 2009, most respondents (92.0%) ranged in age 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	0.6	2.2	0.0	1.2
30-34	10.1	12.5	11.1	11.1
35-39	14.6	18.8	15.3	16.4
40-44	13.7	12.5	19.4	13.7
45-49	17.7	16.2	16.7	17.1
50-54	23.2	18.8	20.8	21.0
55-59	14.3	10.7	11.1	12.7
60-64	4.6	7.0	5.6	5.8
Over 65	1.2	1.1	0.0	1.0
Omit	0	0	0	2
Total	328	271	72	679

What is the highest level of formal education you have attained? For each region, the most commonly selected level of formal education was a college diploma (national rate of 42.9%) while 28.0% indicated a baccalaureate degree was the highest level of format education achieved. *Since 2007, there was a 1.5% increase in the number of respondents with a diploma, degree or post-graduate degree.*

Table 4:

	Level of education by region			
	Western	Central	Atlantic	National
	%	%	%	%
High School	4.6	1.8	6.9	3.7
Partial Univ.	7.0	6.6	6.9	6.8
Diploma	55.5	31.7	27.8	42.9
Degree	18.0	37.6	37.5	28.0
Post grad	11.3	19.2	15.3	15.0
Other	3.7	3.0	5.6	3.5
Omit	0	0	0	1
Total	328	271	72	679

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. In 2007, the most commonly selected option was 5-9 years. In 2009, a total of 97.8% 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	2.1	2.6	1.4	2.2
5 - 9	23.5	28.1	27.8	25.7
10 - 14	30.5	28.5	30.6	29.5
15 - 19	18.6	17.4	20.8	18.3
20 - 24	14.3	11.5	6.9	12.6
Over 25	11.0	11.9	12.5	11.7
Omit	0	1	0	2
Total	328	271	72	679

How many employers, including the present one, have you worked for in the OHS&E field since 2000 (include self employment)? When asked about previous employers, the majority of respondents (82.3%) indicated

having between 1 and 3 previous employers since 2000. *Nationally, this represents a 6.5% increase compared to 2007.* Only 17.7% of the respondents reported having more than 3 previous employers since 2000.

Table 6:

Number of previous employers by region

	Western	Central	Atlantic	National
	%	%	%	%
1 - 3	80.5	84.5	83.3	82.3
4 - 6	14.0	14.4	13.9	14.2
7 - 10	3.4	0.7	0.0	1.9
Over 10	2.1	0.4	2.8	1.6
Omit	0	0	0	1
Total	328	271	72	679

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/metropolitan setting. The highest rate was found in Central Canada (83.4%) and the lowest was found in Atlantic Canada (75.0%). *These results are similar to those found in the 2007 survey.*

Table 7:

Employment location by region

	Western	Central	Atlantic	National
	%	%	%	%
Urban/Metro	77.4	83.4	75.0	79.2
Rural	22.6	16.6	25.0	20.8
Omit	0	0	0	1
Total	328	271	72	679

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 (52.7%) or smaller than 100,000 residents (32.5%). In contrast, Atlantic Canada respondents tended to work in communities smaller than 100,000 residents (51.4%). Respondents from Central Canada presented a more even distribution of community sizes, with the most frequent size being communities larger than 1,000,000 (33.7%). *These results are similar to those found in the 2007 survey.*

**Table 8:
Community size by region**

	Western	Central	Atlantic	National
	%	%	%	%
< 10K	9.8	7.0	15.3	9.2
10K - 99K	22.7	17.4	36.1	22.1
100K - 199K	6.7	15.6	16.7	11.4
200K - 499K	8.0	12.6	27.8	11.9
500K - 999K	15.3	13.7	4.2	13.5
> 1,000K	37.4	33.7	0.0	31.9
Omit	2	1	0	5
Total	328	271	72	679

Are you self-employed? Respondents most frequently reported being employed by an organization (93.4%). Between the different regions, the rate of self-employment ranged from a low of 5.2% to a high of 8.2%. *Nationally, the rate of self-employment has decreased by 2.2% since 2007.*

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

	Western	Central	Atlantic	National
	%	%	%	%
Yes	8.2	5.2	5.6	6.6
No	91.8	94.8	94.4	93.4
Omit	0	1	0	2
Total	328	271	72	679

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 (24.7%) whereas Central Canada reported

manufacturing (21.0%) and Atlantic Canada reported government (38.9%). Overall, these three employment settings accounted for 46.3% of the response across Canada. *Nationally, the biggest change is in the manufacturing sector, which saw a 2.9% decrease since 2007.*

**Table 10:
Employment setting by region**

	Western	Central	Atlantic	National
	%	%	%	%
Agriculture	0.6	1.1	0.0	0.7
Communications	0.0	1.1	0.0	0.4
Construction	12.2	6.3	8.3	9.4
Consulting	8.2	11.8	11.1	9.9
Education	3.4	5.5	4.2	4.3
Government	15.2	17.0	38.9	18.3
Health Care	4.0	5.5	2.8	4.4
Manufacturing	7.9	21.0	9.7	13.7
Natural Res.	24.7	3.7	6.9	14.3
Transportation	3.7	4.4	0.0	3.5
Utilities	6.1	10.3	5.6	7.7
Other	14.0	12.2	12.5	13.3
Omit	0	0	0	1
Total	328	271	72	679

Approximately how many people does your company employ? In Atlantic Canada, survey respondents most frequently reported working in companies with 250-499 employees (19.4%). In Central Canada, survey respondents most frequently reported working in companies with 2,000-4,999 employees (16.6%). In Western Canada, companies with between 2,000 and 4,999 employees were reported most frequently (18.3%). *These results are similar to those found in the 2007 survey.*

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

	Western	Central	Atlantic	National
	%	%	%	%
0-49	11.0	11.1	13.9	11.2
50-99	2.7	2.2	11.1	3.4
100-249	10.4	16.2	11.1	12.7
250-499	10.7	9.6	19.4	11.1
500-999	11.9	10.0	2.8	10.2
1,000-1,999	12.8	8.1	15.3	11.1
2,000-4,999	18.3	16.6	12.5	16.8
5,000-9,999	12.2	10.7	2.8	10.6
Over 10,000	10.1	15.5	11.1	12.9
Omit	0	0	0	2
Total	328	271	72	679

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 (29.4% reported supervising 1 to 5 employees) or none at all (53.0%).

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

	Western	Central	Atlantic	National
	%	%	%	%
None	45.1	61.6	56.9	53.0
1-5	31.9	25.1	34.7	29.4
6-10	9.5	9.2	5.6	9.0
11-25	9.2	1.8	2.8	5.5
26-50	2.5	1.8	0.0	1.9
Over 50	1.8	0.4	0.0	1.2
Omit	2	0	0	3
Total	328	271	72	679

How many employer job sites do you serve? The majority of responses (65.9%) to this question could be found at the two ends of the choices (either 1 to 5 sites or over 50 sites). The remaining 34.1% of the response were found for 6 to 50 sites. *These results are similar to those found in the 2007 survey.*

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

	Western	Central	Atlantic	National
	%	%	%	%
1-5	44.6	45.8	38.9	44.8
6-10	10.2	9.6	13.9	10.3
11-25	11.1	8.1	13.9	10.1
26-50	13.9	14.8	9.7	13.7
Over 50	20.1	21.8	23.6	21.1
Omit	5	0	0	7
Total	328	271	72	679

On average, how many hours do you work per week? Between 41 and 50 hours of work per week was most frequently selected by the survey respondents (49.9%). The majority of respondents reported working between 31 to 60 hours per week (93.2%). *Compared to 2007, 4.9% fewer respondents reported working more than 51 hours per week.*

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

	Western	Central	Atlantic	National
	%	%	%	%
Less than 10	0.3	0.4	0.0	0.3
10-20	0.0	1.1	0.0	0.4
21-30	0.9	0.7	0.0	0.7
31-40	23.1	31.9	40.3	28.3
41-50	52.0	48.5	45.8	49.9
51-60	18.5	12.6	9.7	15.0
61-70	3.1	3.3	4.2	3.6
71-80	1.5	0.4	0.0	1.0
Over 80	0.6	1.1	0.0	0.7
Omit	3	1	0	5
Total	328	271	72	679

Please indicate your salary range. Survey respondents reported a wide range of salary levels. The most frequently reported salary was above \$120,000 (15.4%). Across Canada, 55.7% of respondents reported salaries of \$85,000 or higher. *This represents a 7.8% increase since 2007 indicating that, on average, respondent salaries have increased.* The largest salary increases were seen in Western Canada while average salaries dropped in Eastern Canada.

**Table 15:
Salary range by region**

	Western	Central	Atlantic	National
	%	%	%	%
< \$49,999K	0.6	1.1	2.7	1.0
\$50K - \$54,999K	0.3	3.3	2.7	1.7
\$55K - \$59,999K	0.9	1.9	6.8	1.9
\$60K - \$64,999K	2.4	4.4	12.3	4.2
\$65K - \$69,999K	3.9	5.2	13.7	5.4
\$70K - \$74,999K	5.4	14.8	6.8	9.2
\$75K - \$79,999K	8.9	13.7	6.8	10.6
\$80K - \$84,999K	7.1	13.0	15.1	10.2
\$85K - \$89,999K	8.3	10.4	2.7	8.4
\$90K - \$94,999K	7.7	4.1	13.7	6.8
\$95K - \$99,999K	7.4	5.6	4.1	6.3
\$100K - \$104,999K	6.8	4.8	1.4	5.5
\$105K - \$109,999K	5.1	4.1	1.4	4.5
\$110K - \$114,999K	5.7	3.0	1.4	4.4
\$115K - \$119,999K	5.7	3.0	1.4	4.4
>\$120,000	23.8	7.8	6.8	15.4
Omit	0	2	0	4
Total	328	271	72	679

Has your salary increased in the past 12 months? The majority (69.4%) of survey respondents reported that a salary increase occurred in the last 12 months. The affirmative response rate ranged from 67.3% in Western Canada to 77.9% in Atlantic Canada. Nationally, this represents a 12.7% decrease in the number of respondents reporting a salary increase.

**Table 16:
Salary increase by region**

	Western	Central	Atlantic	National
	%	%	%	%
Yes	67.3	69.7	77.8	69.4
No	32.7	30.3	22.2	30.6
Omit	1	0	0	2
Total	328	271	72	679

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% (81.1%). *Compared to 2007, 10.3% fewer respondents reported a salary increase of more than 6%.*

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

	Western	Central	Atlantic	National
	%	%	%	%
1-3	37.3	64.6	41.1	48.5
4-6	36.4	24.9	41.1	32.6
7-9	11.8	4.2	5.4	7.9
10-12	5.0	2.1	5.4	4.0
13-15	2.3	2.1	0.0	1.9
16-18	1.4	0.5	0.0	0.9
19-22	2.3	1.1	0.0	1.5
Over 22	3.6	0.5	7.1	2.8
Omit	108	82	16	209
Total	328	271	72	679

How satisfied are you with your OHS&E career? Survey respondents were uniformly satisfied with their OHS&E career. In combination, 93.9% of the respondents reported being satisfied or very satisfied with their career. *Nationally, this represents a 1.2% increase since 2007.* Only 1.3% reported any degree of dissatisfaction.

**Table 18:
Career satisfaction by region**

	Western	Central	Atlantic	National
	%	%	%	%
Very Satisfied	55.1	46.3	56.9	51.8
Satisfied	39.4	46.3	38.9	42.1
Neither	4.0	6.3	2.8	4.7
Dissatisfied	0.6	0.7	1.4	0.7
Very Dissatisfied	0.9	0.4	0.0	0.6
Omit	3	1	0	5
Total	328	271	72	679

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 (67.2%) whereas Western Canada had the largest number of employers paying (77.4%). *These results are similar to those found in the 2007 survey.*

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

	Western	Central	Atlantic	National
	%	%	%	%
Employer	77.4	67.2	70.8	72.5
Self	22.6	32.8	29.2	27.5
Omit	1	0	0	2
Total	328	271	72	679

Is the CRSP designation a requirement for your job? Across all regions, the CRSP designation is generally not a job requirement. Nationally, 34.6% of respondents indicated that the CRSP designation is required. *These results are similar to those found in the 2007 survey.*

**Table 20:
CRSP designation requirement by region**

	Western	Central	Atlantic	National
	%	%	%	%
Yes	34.2	35.2	34.7	34.6
No	65.8	64.8	65.3	65.4
Omit	3	1	0	5
Total	328	271	72	679

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. In general, the number of respondents indicating a diploma, degree or post graduate degree increased among respondents with less than 15 years of experience.

**Table 21:
Level of education by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
High School	2.1	3.0	5.6	4.9
Partial Univ.	2.1	6.5	8.9	11.0
Diploma	49.2	44.5	45.2	31.7
Degree	32.3	31.0	21.8	24.4
Post grad	11.6	14.0	12.9	22.0
Other	2.6	1.0	5.6	6.1
Omit	0	0	0	0
Total	189	200	124	164

How many employers, including the present one, have you worked for in the OHS&E field since 2000 (include self employment)? For each level of experience, the majority of respondents indicated having between 1 and 3 previous employers since 2000. Across all levels of experience, more employees reported working for 1-3 employers, with the largest increase found in employees with 20+ years of experience.

**Table 22:
Number of previous employers by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
1 - 3	84.1	80.0	82.3	82.9
4 - 6	14.8	17.0	12.1	11.6
7 - 10	1.1	1.5	4.0	1.8
Over 10	0.0	1.5	1.6	3.7
Omit	0	0	0	0
Total	189	200	124	164

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/metropolitan setting.

The highest rate was found for those with 20+ years of experience (81.1%) and the lowest was found for those with 10-14 years of experience (78.0%). *These results are similar to those found in the 2007 survey.*

**Table 23:
Employment location by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Urban/Metro	78.3	78.0	79.8	81.1
Rural	21.7	22.0	20.2	18.9
Omit	0	0	0	0
Total	189	200	124	164

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 24:
Community size by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
< 10K	9.5	10.1	8.9	8.0
10K - 99K	25.9	19.7	23.4	19.8
100K - 199K	11.6	12.1	10.5	11.1
200K - 499K	15.3	12.1	11.3	8.0
500K - 999K	11.1	15.2	11.3	16.0
> 1,000K	26.5	30.8	34.7	37.0
Omit	0	2	0	2
Total	189	200	124	164

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 (2.1%) and the highest rates found with the highest levels of experience (13.5%). Overall, there was a significant drop (12.3%) in the rate of self-employment among respondents with more than 10 years of experience.

**Table 25:
Rate of self-employment by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Yes	2.1	6.5	4.8	13.5
No	97.9	93.5	95.2	86.5
Omit	0	0	0	1
Total	189	200	124	164

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 tended to increase with experience (from 7.4% to 11.6%) whereas the responses in manufacturing tended to decrease with experience (13.2% to 11.6%). Among employees with more than 15 years of experience, there was a drop in the number of respondents working in the consulting field (4.7%) and an increase in those working in the government sector (8.5%).

**Table 26:
Employment setting by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Agriculture	0.0	1.0	0.8	1.2
Communications	0.0	0.5	0.0	1.2
Construction	9.5	11.0	10.5	6.7
Consulting	7.4	10.0	11.3	11.6
Education	5.3	4.0	2.4	4.3
Government	20.6	13.5	16.9	22.6
Health Care	5.3	6.5	1.6	3.0
Manufacturing	13.2	13.5	17.7	11.6
Natural Res.	14.3	19.0	12.1	10.4
Transportation	3.2	4.0	1.6	4.9
Utilities	6.9	8.5	8.9	6.7
Other	14.3	8.5	16.1	15.9
Omit	0	0	0	0
Total	189	200	124	164

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 (0-49) in which response rate increased with experience (from 6.3% to 17.8%).

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

	3-9	10-14	15-19	20+
	%	%	%	%
0-49	6.3	13.0	7.3	17.8
50-99	3.7	4.0	2.4	3.1
100-249	17.5	10.5	16.1	7.4
250-499	12.7	9.0	11.3	11.7
500-999	12.2	6.5	9.7	12.9
1,000-1,999	12.2	10.0	12.9	9.8
2,000-4,999	15.9	19.0	18.5	13.5
5,000-9,999	10.6	11.0	9.7	11.0
Over 10,000	9.0	17.0	12.1	12.9
Omit	0	0	0	1
Total	189	200	124	164

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 (27.0% to 31.9% reported supervising 1 to 5 employees) or none at all (42.7% to 61.2% reported not supervising any OHS&E employees). *These results are similar to those found in the 2007 survey.*

**Table 28:
Number of employees supervised by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
None	61.2	58.0	42.7	44.8
1-5	29.3	27.0	30.6	31.9
6-10	6.4	7.0	15.3	9.8
11-25	3.2	5.0	4.8	9.2
26-50	0.0	1.0	4.8	3.1
Over 50	0.0	2.0	1.6	1.2
Omit	1	0	0	1
Total	189	200	124	164

How many employer job sites do you serve? The majority of respondents (from 36.9% to 48.4%) indicated that they served 1 to 5 job sites. A large portion of the respondents also identified the last category of over 50 job sites (12.2% to 31.9%). *These results are similar to those found in the 2007 survey.*

**Table 29:
Number of job sites by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
1-5	47.9	45.7	48.4	36.9
6-10	13.3	10.1	10.5	6.9
11-25	12.2	13.1	4.8	8.1
26-50	14.4	11.6	12.9	16.3
Over 50	12.2	19.6	23.4	31.9
Omit	1	1	0	4
Total	189	200	124	164

On average, how many hours do you work per week? Between 41 and 50 hours of work per week was most frequently selected by the survey respondents (46.6% to 52.8% for the different levels of experience). The majority of respondents reported working between 31 to 60 hours per week (88.9% to 95.7%). Compared to 2007, more respondents tended to work 31-60 hours, while fewer respondents, across all age groups, worked more than 60 hours.

**Table 30:
Hours per week by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Less than 10	0.0	0.5	0.0	0.6
10-20	0.0	0.0	0.8	1.2
21-30	1.1	0.5	0.0	1.2
31-40	34.8	27.6	27.4	22.7
41-50	49.7	52.8	49.2	46.6
51-60	11.2	14.1	16.1	19.6
61-70	2.7	2.5	4.0	5.5
71-80	0.0	1.0	2.4	1.2
Over 80	0.5	1.0	0.0	1.2
Omit	2	1	0	1
Total	189	200	124	164

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. *Compared to 2007, an increasing number of respondents with more than 15 years of experience reported salaries above \$105,000.*

salary increases.

**Table 31:
Salary range by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
< \$49,999K	2.1	1.0	0.0	0.6
\$50K - \$54,999K	3.7	1.5	0.8	0.6
\$55K - \$59,999K	3.2	2.0	1.6	0.6
\$60K - \$64,999K	7.9	5.4	2.4	0.0
\$65K - \$69,999K	10.0	4.0	4.1	2.9
\$70K - \$74,999K	13.2	8.4	6.5	7.0
\$75K - \$79,999K	15.3	10.4	8.1	7.6
\$80K - \$84,999K	12.6	8.9	8.1	10.5
\$85K - \$89,999K	7.9	10.9	7.3	7.0
\$90K - \$94,999K	4.7	8.4	9.8	5.3
\$95K - \$99,999K	5.3	6.4	9.8	4.7
\$100K - \$104,999K	2.6	5.9	4.9	8.8
\$105K - \$109,999K	1.6	4.5	5.7	7.0
\$110K - \$114,999K	1.6	5.4	4.1	6.4
\$115K - \$119,999K	1.6	5.4	4.1	6.4
>\$120,000	6.8	11.4	22.8	24.6
Omit	0	1	0	2
Total	189	200	124	164

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 (75.5%) were more likely to report an increase than those with more experience (62.8). *Compared to 2007, across all levels of experience, fewer respondents reported a salary increase.*

**Table 32:
Salary increase by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Yes	75.5	69.5	68.5	62.8
No	24.5	30.5	31.5	37.2
Omit	1	0	0	0
Total	189	200	124	164

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%. *Compared to 2007, respondents with 20+ years of experience tended to report much smaller*

**Table 33:
Percentage of salary increase by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
1-3	47.9	45.3	45.9	55.3
4-6	31.7	34.5	34.1	30.1
7-9	9.9	8.6	10.6	1.9
10-12	3.5	3.6	1.2	7.8
13-15	2.8	1.4	2.4	1.0
16-18	0.0	2.2	1.2	0.0
19-22	0.7	2.2	1.2	1.9
Over 22	3.5	2.2	3.5	1.9
Omit	47	61	39	61
Total	189	200	124	164

How satisfied are you with your OHS&E career? Survey respondents were uniformly satisfied with their OHS&E career. Satisfaction tended to increase with experience. *One trend compared to 2007 is that, across all experience categories, fewer respondents reported being “very satisfied” and more respondents reported being “satisfied”.*

**Table 34:
Career satisfaction by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Very Satisfied	45.5	47.2	58.1	59.5
Satisfied	45.5	44.7	39.5	37.4
Neither	8.6	5.0	1.6	2.5
Dissatisfied	0.0	2.5	0.0	0.0
Very Dissatisfied	0.5	0.5	0.8	0.6
Omit	2	1	0	1
Total	189	200	124	164

My annual CRSP fee is paid by? For most survey respondents, the employer paid the annual CRSP fee.

**Table 35:
Annual CRSP fee payment by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Employer	76.6	72.0	75.8	65.9
Self	23.4	28.0	24.2	34.1
Omit	1	0	0	0
Total	189	200	124	164

Is the CRSP designation a requirement for your job? Across all levels of experience, the CRSP designation is generally not a job requirement. *The largest increase in this requirement, compared to 2007, is among respondents with less than 15 years of experience.*

**Table 36:
CRSP designation requirement by experience**

	3-9	10-14	15-19	20+
	%	%	%	%
Yes	31.0	32.2	35.5	40.5
No	69.0	67.8	64.5	59.5
Omit	2	1	0	1
Total	189	200	124	164

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 ($n = 93$), government ($n = 124$), natural resources ($n = 97$) and construction ($n = 64$). *These responses are consistent with 2007.*

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. Although there was an increase in the number of respondents with post graduate degrees, this was more apparent in the manufacturing and construction sectors.

**Table 37:
Level of education by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
High School	2.2	6.5	4.1	9.4
Partial Univ.	5.4	4.0	8.2	6.3
Diploma	33.3	41.9	61.9	56.3
Degree	33.3	25.8	16.5	17.2
Post grad	22.6	17.7	6.2	10.9
Other	3.2	4.0	3.1	0.0
Omit	0	0	0	0
Total	93	124	97	64

How many employers, including the present one, have you worked for in the OHS&E field since 2000 (include self employment)? For each category of work setting, the majority of respondents indicated having between 1 and 3 previous employers since 2000. With 1 to 3 previous employers, manufacturing had the highest rate (90.3%) whereas construction presented the lowest rate (71.9%). *The number of respondents working for 1-3 previous employers increased across all sectors since 2007, and the largest increases were seen in the manufacturing and construction sectors.*

**Table 38:
Number of previous employers by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
1 - 3	90.3	86.3	78.4	71.9
4 - 6	6.5	12.1	16.5	21.9
7 - 10	1.1	0.0	4.1	4.7
Over 10	2.2	1.6	1.0	1.6
Omit	0	0	0	0
Total	93	124	97	64

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/metropolitan setting. The highest rate was found in government (87.1%) and the lowest was found with natural resources (60.8%). *Compared to 2007, more respondents from the*

manufacturing and government sectors reporting working in a rural area.

**Table 39:
Employment location by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
Urban/Metro	67.7	87.1	60.8	76.6
Rural	32.3	12.9	39.2	23.4
Omit	0	0	0	0
Total	93	124	97	64

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, 22.6 of the manufacturing respondents selected the final category (over 1,000,000 people) whereas 46.1% of those in construction indicated that they were situated in communities with over 500,000 residents.

**Table 40:
Community size by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
< 10K	15.1	4.8	16.5	12.7
10K – 99K	31.2	25.8	24.7	20.6
100K - 199K	12.9	13.7	9.3	12.7
200K - 499K	10.8	21.0	1.0	7.9
500K - 999K	7.5	14.5	11.3	17.5
> 1,000K	22.6	20.2	37.1	28.6
Omit	0	0	0	1
Total	93	124	97	64

Are you self-employed? Respondents from all four sectors most frequently reported being employed by an organization. The highest rate of self-employment was found in the construction sector (10.9%). *Compared to 2007, the largest drop in self-employment rates was found in the natural resource sector.*

**Table 41:
Rate of self-employment by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
Yes	1.1	0.8	5.2	10.9
No	98.9	99.2	94.8	89.1
Omit	0	0	0	0
Total	93	124	97	64

Approximately how many people does your company employ? In general, respondents from construction tended to be employed in smaller companies (48.5% with less than 500 employees) whereas few respondents were employed in large companies within the natural resources sector (6.2% with more than 10,000 employees). *Since 2007, the largest shift was found in the construction sector, where respondents shifted from large companies (10,000 employees) to small companies (0-49 employees).*

**Table 42:
Number of employees by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
0-49	2.2	7.3	8.2	14.1
50-99	2.2	7.3	1.0	3.1
100-249	24.7	11.3	10.3	17.2
250-499	18.3	10.5	11.3	14.1
500-999	11.8	11.3	11.3	12.5
1,000-1,999	8.6	11.3	10.3	9.4
2,000-4,999	12.9	17.7	18.6	12.5
5,000-9,999	7.5	6.5	22.7	10.9
Over 10,000	11.8	16.9	6.2	6.3
Omit	0	0	0	0
Total	93	124	97	64

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 (21.8% to 36.5% reported supervising 1 to 5 employees) or none at all (38.1% to 62.1% reported not supervising any OHS&E employees). The trend of employees working for smaller companies is also reflected in these numbers. *Since 2007, more respondents indicated that*

they supervise fewer employees. This is most evident in the construction sector.

Table 43:
Number of employees supervised by setting

	Manu.	Gov.	NR	Const.
	%	%	%	%
None	57.0	62.1	44.3	38.1
1-5	30.1	21.8	28.9	36.5
6-10	4.3	10.5	12.4	12.7
11-25	3.2	4.8	10.3	11.1
26-50	2.2	0.8	3.1	1.6
Over 50	3.2	0.0	1.0	0.0
Omit	0	0	0	1
Total	93	124	97	64

How many employer job sites do you serve?

Within government, the majority of respondents served a large number of job sites (61.8% reported 26 or more job sites). In contrast, respondents from manufacturing typically served only a few job sites (73.1% reported serving 1 to 5 sites). The number of respondents reporting that they serviced fewer than 5 job sites increased across all sectors, and this increase was more apparent in the construction and natural resource sectors.

Table 44:
Number of job sites by setting

	Manu.	Gov.	NR	Const.
	%	%	%	%
1-5	73.1	19.5	55.7	52.4
6-10	11.8	6.5	6.2	14.3
11-25	1.1	12.2	14.4	9.5
26-50	8.6	18.7	11.3	11.1
Over 50	5.4	43.1	12.4	12.7
Omit	0	1	0	1
Total	93	124	97	64

On average, how many hours do you work per week?

Between 41 and 50 hours of work per week was most frequently selected by the survey respondents (37.9% to 61.9% for the different employment settings). *These responses are consistent with 2007.*

Table 45:
Hours per week by setting

	Manu.	Gov.	NR	Const.
	%	%	%	%
Less than 10	0.0	0.0	0.0	0.0
10-20	0.0	0.0	0.0	1.6
21-30	3.2	0.0	1.0	0.0
31-40	16.1	55.6	9.3	17.5
41-50	61.3	37.9	61.9	39.7
51-60	14.0	4.0	20.6	31.7
61-70	3.2	1.6	4.1	6.3
71-80	2.2	0.0	2.1	1.6
Over 80	0.0	0.8	1.0	1.6
Omit	0	0	0	1
Total	93	124	97	64

Please indicate your salary range. Survey respondents reported a wide range of salary levels. Natural resources respondents reported the highest salary rates. For example, 96.0% of the respondents from natural resources reported an annual salary of \$75,000 or higher. *Compared to 2007, larger increases in average salary (>\$120,000) were seen in the manufacturing and natural resource sectors, while reported salaries dropped in the construction sector.*

Table 46:
Salary range by setting

	Manu.	Gov.	NR	Const.
	%	%	%	%
< \$49,999K	1.1	0.0	0.0	1.5
\$50K - \$54,999K	6.4	0.0	0.0	2.9
\$55K - \$59,999K	2.1	2.4	0.0	1.5
\$60K - \$64,999K	4.3	9.5	0.0	1.5
\$65K - \$69,999K	4.3	10.3	1.9	2.9
\$70K - \$74,999K	14.9	13.5	1.9	2.9
\$75K - \$79,999K	12.8	17.5	1.9	5.9
\$80K - \$84,999K	7.4	14.3	6.8	8.8
\$85K - \$89,999K	8.5	7.9	6.8	7.4
\$90K - \$94,999K	3.2	4.8	2.9	7.4
\$95K - \$99,999K	3.2	6.3	8.7	10.3
\$100K - \$104,999K	8.5	4.0	7.8	5.9
\$105K - \$109,999K	5.3	3.2	5.8	1.5
\$110K - \$114,999K	3.2	3.2	9.7	7.4
\$115K - \$119,999K	3.2	3.2	9.7	7.4
>\$120,000	11.7	0.0	35.9	25.0
Omit	1	0	0	0
Total	93	124	97	64

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 from construction (54.7%) were less likely to report an increase than those in the other areas (58.1% to 76.6%). *Compared to 2007, every sector reported less instances of a salary increase, with large drops seen in the manufacturing (24.2%), natural resource (13.2%) and construction (24.0%) sectors.*

**Table 47:
Salary increase by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
Yes	58.1	76.6	69.1	54.7
No	41.9	23.4	30.9	45.3
Omit	0	0	0	0
Total	93	124	97	64

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%. *Compared to 2007, across all sectors, respondents tended to report smaller salary increases.*

**Table 48:
Percentage of salary increase by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
1-3	63.0	60.0	32.8	34.3
4-6	16.7	29.5	38.8	31.4
7-9	7.4	4.2	11.9	14.3
10-12	7.4	2.1	4.5	2.9
13-15	0.0	2.1	3.0	2.9
16-18	1.9	0.0	1.5	2.9
19-22	1.9	1.1	3.0	2.9
Over 22	1.9	1.1	4.5	8.6
Omit	39	29	30	29
Total	93	124	97	64

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

were reported. The highest reported rate of dissatisfaction was documented in manufacturing (3.3%) and the lowest was in natural resources and construction (0.0%). *These responses are consistent with 2007.*

**Table 49:
Career satisfaction by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
Very Satisfied	48.4	50.8	53.6	66.7
Satisfied	45.2	41.9	42.3	28.6
Neither	3.2	5.6	4.1	4.8
Dissatisfied	2.2	0.8	0.0	0.0
Very Dissatisfied	1.1	0.8	0.0	0.0
Omit	0	0	0	1
Total	93	124	97	64

My annual CRSP fee is paid by? For most survey respondents, the employer paid the annual CRSP fee.

**Table 50:
Annual CRSP fee payment by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
Employer	78.5	69.4	86.6	64.1
Self	21.5	30.6	13.4	35.9
Omit	0	0	0	0
Total	93	124	97	64

Is the CRSP designation a requirement for your job? Across all settings, the CRSP designation is generally not a job requirement. The highest rates are found in the government (34.7%) and manufacturing (31.2%) settings. *Compared to 2007, the largest increase in the use of the CRSP designation was in the government sector.*

**Table 51:
CRSP designation requirement by setting**

	Manu.	Gov.	NR	Const.
	%	%	%	%
Yes	31.2	34.7	28.9	28.6
No	68.8	65.3	71.1	71.4
Omit	0	0	0	1
Total	93	124	97	64

5. SUMMARY

The results of the BCRSP's *2009 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.

However, all sectors, including the construction sector, still report high rates of job satisfaction as CRSPs.



2009 BCRSP SALARY SURVEY

Please complete this survey online at

www.asitest.ca/bcrspsurvey

Enter *USER ID* (your last name, eg. **Jones**) and
PASSWORD (your registration number with hyphen, eg. **00-0000**)

The survey closes Tuesday, June 30, 2009

BOARD OF CANADIAN REGISTERED SAFETY PROFESSIONALS
6519 - B MISSISSAUGA ROAD
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2009 BCRSP SALARY SURVEY

Dear Certificate Holder:

Your Governing Board, in conjunction with Assessment Strategies Inc (ASI), is conducting this salary survey in order to provide CRSPs with a comprehensive profile of practicing ohs&e professionals in Canada. ***The greater the response 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.***

Access to the online survey closes Tuesday, June 30, 2009

-
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 | | <input type="checkbox"/> Outside Canada |

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 2000 (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**, skip Question 12)
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. Is the CRSP designation a requirement for your job?
 Yes No
18. How satisfied are you with your ohs&e career?
 Very Satisfied Neither Satisfied nor Dissatisfied Dissatisfied
 Satisfied Very Dissatisfied
19. How many years have you been a CRSP?
 3-4 years 10-14 years 20-24 years
 5-9 years 15-19 years > 25 years

***The Governing Board thanks you for your input.
Your participation is crucial to the success of this project.***

Survey results will be posted to the "About Us" section of the website.