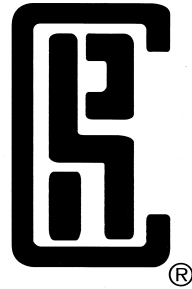


# REPORT ON THE 2011 SALARY SURVEY



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 2011.

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 (e.g., 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 *2011 Salary Survey* is based on a similar survey that was conducted in 2009. 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 September 2011. 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. In 2011, additional questions were also included to solicit information on certificate holder's satisfaction with communications and office interactions.

## 3. RESULTS

### Response Rate

A total of 3,182 invitations to complete the survey online were distributed to CRSPs from across Canada. As of the survey deadline, 1,129 certificate holders completed the survey. This yields a response rate of 35.5%. This is a 10% increase in the response rate from 2009.

In general, results were consistent with the 2009 survey. However, any noteworthy change in response patterns since the previous survey will be highlighted in a section called "What has changed since 2009".

## Respondent Demographic Characteristics

The demographic information collected on the survey is presented below. Where indicated, percentages are computed excluding respondents who did not respond.

**Province or territory employed?** Of the 1,129 completed surveys, the majority of respondents were from two provinces: Ontario (35.2%) and Alberta (31.1%).

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

	<i>n</i>	%
AB	351	31.1%
BC	116	10.3%
MB	44	3.9%
NB	26	2.3%
NL	37	3.3%
NT	5	0.4%
NS	47	4.2%
NU	3	0.3%
ON	397	35.2%
PE	7	0.6%
QC	16	1.4%
SK	47	4.2%
YT	3	0.3%
Outside Canada	29	2.6%
Omit	1	
Total	1,129	100%

### **What has changed since 2009?**

*The overall number of respondents has increased compared to 2009 when only 679 people completed the survey. However, the distribution across provinces has not changed significantly. One change to the 2011 survey was the inclusion of respondents from outside of Canada. These individuals made up 2.6% of the survey sample.*

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). Due to the relatively small numbers, respondents from outside of Canada were not included in the regional analysis.

**Table 2:**  
**Region of employment**

	<i>n</i>	%
Western	566	51.5%
Central	412	37.5%
Atlantic	120	10.9%
Omit	30	
Total	1,099	

### **What has changed since 2009?**

*The regional numbers are similar to those in 2009. There is a slight increase in the percentage of respondents from Western Canada (an increase of 2.6%) and a slight decrease in the percentage of respondents from Central Canada (a decrease of 2.9%).*

**What is your age?** On a national level, the most frequently selected category was 50 to 54 years of age. In 2011, most respondents (92.6%) were between 30 to 59 years old.

**Table 3:  
Age by region**

	Western	Central	Atlantic	National
Under 25	0.0%	0.2%	0.0%	0.1%
25-29	0.9%	1.5%	0.8%	1.1%
30-34	6.8%	10.1%	5.1%	7.9%
35-39	14.2%	16.8%	13.6%	15.1%
40-44	17.0%	13.6%	16.9%	15.7%
45-49	16.5%	18.0%	21.2%	17.6%
50-54	21.3%	18.8%	16.9%	19.9%
55-59	16.7%	14.6%	21.2%	16.4%
60-64	6.6%	6.7%	4.2%	6.4%
Over 65	1.4%	2.0%	0.8%	1.6%
Omit	8	8	2	18
Total	566	413	120	1,099

**What has changed since 2009?**

*The average age of respondents did not change significantly since 2009. Almost 1 out of 5 respondents were between 50-54 years of age. Also, unlike 2009, there was a handful of respondents under 25 years of age.*

**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 OHS certificate/diploma (national rate of 32.9%) while 30.4% indicated a non-OHS university degree. In the “other” category, the most common responses were a high school diploma and incomplete post-secondary education. Respondents from Western Canada were more likely to have a college OHS diploma and respondents from Central Canada were more likely to have a university OHS degree.

**Table 4:  
Level of education by region**

	Western	Central	Atlantic	National
College OHS	40.0%	23.5%	31.9%	32.9%
Univ. OHS	10.4%	18.9%	10.9%	13.7%
College other	13.5%	10.0%	11.8%	12.0%
Univ. other	24.6%	36.4%	37.0%	30.4%
Other	11.5%	11.4%	8.4%	11.1%
Omit	1	1	1	3
Total	566	413	120	1,099

**What has changed since 2009?**

*Given the requirement to have a post-secondary diploma or degree in order to become a CRSP, the categories were changed in the 2011 survey. Notably, the categories for high school or partial post-secondary education were removed. One other refinement for the survey was a distinction between OHS-related and non OHS-related university degrees. This makes longitudinal comparisons difficult.*

**How many years have you been practicing as an OHS professional?** The level of experience most commonly indicated was 10 to 14 years as an OHS professional. In 2011, a total of 96.7% of the survey respondents indicated that they had 5 or more years of professional experience. There were no regional trends.

**Table 5:  
Years of professional practice by region**

	Western	Central	Atlantic	National
3 - 4	3.4%	3.1%	3.3%	3.3%
5 - 9	28.1%	23.2%	24.2%	25.8%
10 - 14	28.1%	31.7%	37.5%	30.5%
15 - 19	15.7%	15.0%	16.7%	15.6%
20 - 24	15.2%	15.7%	9.2%	14.7%
Over 25	9.5%	11.1%	9.2%	10.1%
Omit	0	0	0	0
Total	566	413	120	1,099

**What has changed since 2009?**

*Since 2009, the respondents have become, on average, more experienced. The number of respondent with more than 20 years of experience has increased slightly. Conversely, there was a 1.1% increase in the number of respondents with less than 5 years of experience.*

**How many employers, including the present one, have you worked for in the OHS field in the past 10 years (include self-employment)?** When asked about previous employers, the majority of respondents (78.2%) indicated having between 1 and 3 previous employers in the past 10 years. In addition, 21.9% of the respondents reported having more than 3 previous employers in the past 10 years. On average, respondents in Western Canada tended to have the highest number of previous employers compared to Central and Eastern Canada.

**Table 6:  
Number of previous employers by region**

	Western	Central	Atlantic	National
1 - 3	75.6%	79.9%	84.9%	78.2%
4 - 6	19.8%	15.8%	12.6%	17.5%
7 - 10	2.3%	1.9%	1.7%	2.1%
Over 10	2.3%	2.7%	0.8%	2.3%
Omit	0	1	1	2
Total	566	413	120	1,099

**What has changed since 2009?**

*Since 2009, the average number of previous employers in the past 10 years has increased slightly. For example, there was a 4.1% decrease in the number of people who had fewer than 4 previous employers. There was also a 1% increase in the number of respondents who had more than 7 previous employers in the past 10 years.*

**Respondent Employment Characteristics**

The employment information collected on the survey is presented below. Where indicated, percentages are computed excluding respondents did not respond.

**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 (87.9%) and the lowest was found in Atlantic Canada (70.6%).

**Table 7:  
Employment location by region**

	Western	Central	Atlantic	National
Urban/Metro	73.7%	87.9%	70.6%	78.7%
Rural	26.3%	12.4%	29.4%	21.4%
Omit	0	1	1	2
Total	566	413	120	1,099

**What has changed since 2009?**

*The biggest change since 2009 was an increase in the number of CRSPs working in urban centres in Central Canada. The opposite trend was apparent for Western and Eastern Canada where an increasing number of respondents reported working in rural areas.*

**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 (51.6%) or smaller than 100,000 residents (35.8%). In contrast, Atlantic Canada respondents tended to work in communities smaller than 100,000 residents (49.6%). Respondents from Central Canada presented a more even distribution of community sizes, with the most frequent size being communities larger than 1,000,000 (39.8%).

**Table 8:**

### Community size by region

	Western	Central	Atlantic	National
< 10K	10.6%	5.1%	19.3%	9.5%
10K - 99K	25.2%	17.0%	30.3%	22.6%
100K - 199K	6.6%	14.8%	17.6%	10.9%
200K - 499K	6.0%	11.4%	26.9%	10.3%
500K - 999K	14.9%	11.9%	5.9%	12.8%
> 1,000K	36.7%	39.8%	0.0%	33.9%
Omit	2	1	1	4
Total	566	413	120	1,099

#### What has changed since 2009?

The most notable finding was an increase in the number of respondents from Central Canada who reported working in a community of over 1,000,000 people (6.1% increase). There were no other major trends.

**Are you self-employed?** Respondents most frequently reported being employed by an organization (91.9%). Between the different regions, the rate of self-employment ranged from a low of 5.9% in Atlantic Canada to a high of 9.8% in Western Canada.

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

	Western	Central	Atlantic	National
Yes	9.8%	6.5%	5.9%	8.1%
No	90.2%	93.5%	94.1%	91.9%
Omit	3	0	2	5
Total	566	413	120	1,099

#### What has changed since 2009?

Since 2009, the national rate of self-employment has increased by 1.5%. This increase was apparent in all regions, with the largest increase seen in Western Canada (1.6%).

**Which of the following best describes your employment setting?** Regional differences in employment setting exist between respondents from the three regions. In Western Canada, the most commonly reported setting was petroleum (26.7%) whereas Central Canada reported manufacturing (18.4%) and Atlantic Canada

reported government (29.4%). Overall, these three employment settings accounted for 41.2% of the response across Canada. Under the “other” category, the most common responses were engineering and pharmaceuticals.

**Table 10:  
Employment setting by region**

	Western	Central	Atlantic	National
Agriculture	0.9%	0.0%	0.8%	0.5%
Chemicals	2.5%	3.4%	0.0%	2.6%
Communications	0.4%	1.2%	1.7%	0.8%
Construction	9.4%	8.7%	10.9%	9.3%
Consulting	7.1%	11.1%	7.6%	8.7%
Education	3.9%	6.1%	1.7%	4.5%
Forest products	0.9%	1.0%	3.4%	1.2%
Government	14.7%	12.8%	29.4%	15.6%
Health Care	2.3%	4.6%	4.2%	3.4%
Insurance	0.7%	1.9%	0.8%	1.2%
Manufacturing	5.7%	18.4%	3.4%	10.2%
Mining	5.8%	4.1%	5.0%	5.1%
Petroleum	26.7%	2.2%	7.6%	15.4%
Retail	0.0%	1.2%	0.8%	0.5%
Transportation	4.2%	4.4%	1.7%	4.0%
Utilities	8.5%	9.0%	10.1%	8.8%
Other	6.4%	9.9%	10.9%	8.2%
Omit	1	0	1	2
Total	566	413	120	1,099

#### What has changed since 2009?

One major change to the survey in 2011 was a division of “natural resources” into forest products and petroleum categories. Aside from that, there were no major changes and the regional patterns remain virtually unchanged.

**Approximately how many people does your company employ?** In Atlantic Canada, survey respondents most frequently reported working in companies with 250-499 employees (19.2%). In Central Canada, survey respondents most frequently reported working in companies with over 10,000 employees (17.4%). In Western Canada, companies with between 2,000 and 4,999 employees were reported most frequently (20.8%).

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

	Western	Central	Atlantic	National
0-49	11.8%	9.0%	17.5%	11.4%
50-99	3.5%	5.8%	11.7%	5.3%
100-249	11.3%	10.4%	5.8%	10.4%
250-499	8.3%	12.3%	19.2%	11.0%
500-999	10.6%	10.9%	8.3%	10.5%
1,000-1,999	10.2%	9.0%	9.2%	9.6%
2,000-4,999	20.8%	15.7%	10.8%	17.8%
5,000-9,999	11.5%	9.4%	6.7%	10.2%
Over 10,000	11.8%	17.4%	10.8%	13.8%
Omit	0	0	0	0
Total	566	413	120	1,099

**What has changed since 2009?**

*There are no major trends since 2009. There were few percentage changes greater than 1%.*

**How many OHS employees do you supervise?** For all regions in Canada, survey respondents most frequently indicated that they supervised only a few OHS employees (26.8% reported supervising 1 to 5 employees) or none at all (55.7%). Respondents in Western Canada tended to supervise more employees.

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

	Western	Central	Atlantic	National
None	49.3%	62.6%	62.2%	55.7%
1-5	28.8%	25.5%	21.8%	26.8%
6-10	11.5%	6.1%	10.9%	9.4%
11-25	6.9%	4.1%	5.0%	5.7%
Over 26	3.5%	1.7%	0.0%	2.5%
Omit	0	1	1	2
Total	566	413	120	1,099

**What has changed since 2009?**

*The only notable change since 2009 is that the number of respondents who reported not supervising any OHS employees increased slightly.*

**How many employer job sites do you serve?** The majority of responses (63.5%) to this question could be found at the two ends of

the choices (either 1 to 5 sites or over 50).

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

	Western	Central	Atlantic	National
1-5	41.3%	46.1%	39.5%	42.9%
6-10	12.7%	11.0%	14.3%	12.2%
11-20	13.3%	10.0%	7.6%	11.4%
21-50	12.0%	12.9%	16.0%	12.8%
Over 50	20.7%	20.0%	22.7%	20.6%
Omit	0	3	1	4
Total	566	413	120	1,099

**What has changed since 2009?**

*There was a small change to the survey since 2009. The dividing line between the 3<sup>rd</sup> and 4<sup>th</sup> category was changed from 25 to 20. However, this did not appear to change the response patterns.*

**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 (45.1%). The majority of respondents reported working between 31 to 60 hours per week (90.5%).

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

	Western	Central	Atlantic	National
Less than 30	1.8%	2.7%	2.5%	2.2%
31-40	23.9%	34.9%	34.5%	29.1%
41-50	46.8%	41.2%	50.4%	45.1%
51-60	18.4%	15.6%	8.4%	16.3%
61-70	5.8%	4.1%	1.7%	4.7%
71-80	2.5%	1.2%	1.7%	1.9%
Over 80	0.9%	0.2%	0.8%	0.6%
Omit	0	3	1	4
Total	566	413	120	1,099

**What has changed since 2009?**

*There was an overall trend toward respondents working longer hours compared to 2009. For example, there was a 2.9% increase in the number of respondents who worked over 50 hours per week. There was also a shift in Atlantic Canada. In 2009, no respondents worked more than 70 hours per week, and in 2011, 2.5% of respondents reported working more than 70 hours.*

**Please indicate your salary range.** Survey respondents reported a wide range of salary levels. The most frequently reported salary was in the \$80,000 range (17.9%). Across Canada, 37.2% of respondents reported salaries of above \$100,000. In addition, salaries were higher in Western Canada compared to the other regions.

**Table 15:  
Salary range by region**

	Western	Central	Atlantic	National
< \$49,999	1.1%	1.9%	3.4%	1.6%
\$50K - \$59,999	2.1%	2.7%	10.1%	3.2%
\$60K - \$69,999	4.6%	10.9%	21.0%	8.8%
\$70K - \$79,999	10.3%	24.0%	20.2%	16.5%
\$80K - \$89,999	16.6%	20.9%	13.4%	17.9%
\$90K - \$99,999	15.2%	15.3%	12.6%	15.0%
\$100K - \$109,999	11.3%	10.7%	10.1%	10.9%
\$110K - \$119,999	10.1%	5.1%	5.0%	7.7%
\$120K - \$129,999	9.7%	4.1%	0.8%	6.7%
\$130K - \$139,999	5.0%	1.2%	0.8%	3.1%
\$140K - \$149,999	2.7%	0.5%	0.0%	1.6%
>\$150,000	11.3%	2.9%	2.5%	7.2%
Omit	0	2	0	4
Total	328	271	72	679

**What has changed since 2009?**

The salary ranges were modified in the 2011 survey so it is difficult to make direct comparisons. Nationally, there was a 3% increase in the number of respondents earning over \$100,000 per year.

**Has your base salary increased in the past 12 months?** The majority (70.2%) of survey respondents reported that a salary increase occurred in the last 12 months. The numbers are nearly identical across the country.

**Table 16:  
Salary increase by region**

	Western	Central	Atlantic	National
Yes	70.7%	69.5%	70.6%	70.2%
No	29.3%	30.5%	29.4%	29.8%
Omit	0	0	1	1
Total	566	413	120	1,099

**What has changed since 2009?**

Nationally, the number of people reporting a salary increase was virtually unchanged. However, there was a decrease in the number of people reporting a salary increase in Atlantic Canada (7.2% decrease).

**If your base 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% (79.9%).

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

	Western	Central	Atlantic	National
1-3	44.8%	67.1%	66.7%	55.5%
4-6	29.0%	18.2%	23.8%	24.4%
7-9	8.5%	5.6%	3.6%	6.9%
10-12	8.3%	3.5%	3.6%	6.0%
13-15	2.8%	1.4%	0.0%	1.9%
16-18	1.5%	0.7%	1.2%	1.2%
19-22	2.5%	1.7%	1.2%	2.1%
Over 22	2.8%	1.7%	0.0%	2.1%
Omit	166	127	36	329
Total	566	413	120	1,099

**What has changed since 2009?**

Since 2009, the average percentage salary increase has gone up slightly across Canada. For example, 1.5% more respondents reported salary increases of over 10%.

**How satisfied are you with your OHS career?** Survey respondents were uniformly satisfied with their OHS career. In combination, 91.8% of the respondents reported being satisfied or very satisfied with their career. Nationally, only 3% of respondents reported any degree of dissatisfaction.

**Table 18:  
Career satisfaction by region**

	Western	Central	Atlantic	National
Very Satisfied	50.9%	49.1%	42.0%	49.3%
Satisfied	41.2%	42.6%	48.7%	42.5%
Neither	5.3%	5.1%	5.9%	5.3%
Dissatisfied	2.7%	2.7%	1.7%	2.6%
Very Dissatisfied	0.0%	0.5%	1.7%	0.4%
Omit	0	2	1	3
Total	566	413	120	1,099

**What has changed since 2009?**

Since 2009, there was a 2.5% decrease in the number of respondents who reported being “very satisfied”. In addition, there was a 1.7% increase in the number of people who reported being dissatisfied. Regionally, the biggest shifts occurred in Western and Atlantic Canada where a large number of respondents appeared to have shifted from “very satisfied” to “satisfied”. However, the reverse occurred in Central Canada where satisfaction trended upward.

**My annual CRSP fee is paid by?** For most survey respondents, the employer paid the annual CRSP fee. Atlantic Canada had the fewest employers paying the fee (65.5%) whereas Western Canada had the largest number of employers paying (76.9%).

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

	Western	Central	Atlantic	National
Employer	76.9%	67.0%	65.5%	71.9%
Self	23.1%	33.0%	34.5%	28.1%
Omit	0	1	1	2
Total	566	413	120	1,099

**What has changed since 2009?**

The numbers were virtually unchanged for both Western and Central Canada. However, in Atlantic Canada, there was a drop (5.5%) in the number of respondents who had their CRSP fee paid by their employer.

**Is the CRSP designation a requirement for your job?** Across all regions, the CRSP designation is generally not a job requirement. Nationally, 42.9% of respondents indicated that the CRSP designation is required.

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

	Western	Central	Atlantic	National
Yes	46.1%	40.7%	35.3%	42.9%
No	53.9%	59.3%	64.7%	57.1%
Omit	0	3	1	4
Total	566	413	120	1,099

**What has changed since 2009?**

Nationally, there was an increase in the number of respondents who indicated that the CRSP designation was a requirement (8.3%). This increase was largest in Western Canada (11.9%) and Central Canada (5.5%). The requirement for a CRSP designation only increased slightly in Atlantic Canada (0.7%).

**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 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 levels of formal education were a non-OHS university degree and a college OHS diploma. Respondents with less experience were also more likely to indicate that they had a non-OHS university degree. Respondents with over 15 years of experience were more likely to select “other” and most of these people indicated that they had a high school diploma or an incomplete diploma or degree.

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

	3-9	10-14	15-19	20+
College OHS	33.2%	33.8%	36.7%	28.5%
Univ. OHS	13.7%	14.2%	9.6%	15.5%
College other	11.0%	11.6%	14.1%	12.7%
Univ. other	34.1%	29.4%	26.0%	29.2%
Other	7.9%	11.0%	13.6%	14.1%
Omit	0	0	1	1
Total	328	337	178	285

**What has changed since 2009?**  
It is difficult to track changes since 2009 because the categories were altered in the 2011 survey. More specifically, in 2011, a distinction was made between OHS and non-OHS post-secondary education. However, one consistent finding is that less-experienced respondents tended to have higher levels of formal education.

**How many employers, including the present one, have you worked for in the OHS field in the past ten years (include self-employment)?** For each level of experience, the majority of respondents indicated having between 1 and 3 previous employers in the past ten years. In general, employees with more years of experience tended to work for a higher number of employers.

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

	3-9	10-14	15-19	20+
1 - 3	82.3%	75.7%	74.7%	78.5%
4 - 6	15.5%	21.1%	17.4%	15.1%
7 - 10	1.2%	1.8%	2.8%	3.2%
Over 10	0.9%	1.5%	5.1%	3.2%
Omit	0	0	0	1
Total	328	337	178	285

**What has changed since 2009?**  
Across all experience levels, there was a decrease in the number of respondents who had 1-3 previous employers and an increase in the number of respondents who selected 4-6 previous employers. In addition, there was a 3.5% increase in the number of respondents with 15-19 years of experience who reported having more than 10 previous employers.

**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 15-19 years of experience (82.0%) and the lowest was found for those with 10-14 years of experience (74.5%).

**Table 23:  
Employment location by experience**

	3-9	10-14	15-19	20+
Urban/Metro	78.0%	74.5%	82.0%	80.6%
Rural	22.0%	25.5%	18.0%	19.4%
Omit	0	0	0	1
Total	328	337	178	285

**What has changed since 2009?**  
There were no major trends since 2009. Respondents from all experience groups were much more likely to be employed in an urban setting.

**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 worked in larger centres.

**Table 24:**

<b>Community size by experience</b>				
	3-9	10-14	15-19	20+
< 10K	7.6%	10.1%	10.7%	10.6%
10K - 99K	24.7%	25.3%	16.9%	21.3%
100K - 199K	11.6%	12.5%	9.0%	8.5%
200K - 499K	9.5%	11.3%	13.5%	7.4%
500K - 999K	12.5%	9.5%	15.2%	14.9%
> 1,000K	34.1%	31.3%	34.8%	37.2%
Omit	0	1	0	3
Total	328	337	178	285

**What has changed since 2009?**

The largest shift occurred among respondents with 3-9 years of experience. There was a 1.9% decrease in the number of respondents with 3-9 years of experience working in communities of less than 10,000 residents. Within this experience group, there was a corresponding 7.6% increase in respondents working in communities of over 1,000,000 residents.

**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 (2.8%) and the highest rates found with the highest levels of experience (15.5%).

**Table 25:**

<b>Rate of self-employment by experience</b>				
	3-9	10-14	15-19	20+
Yes	2.8%	4.7%	11.9%	15.5%
No	97.2%	95.3%	88.1%	84.5%
Omit	1	0	2	2
Total	328	337	178	285

**What has changed since 2009?**

The most significant change since 2009 was the increase in the number of self-employed respondents in the 15-19 and 20+ groups. Specifically, there was a 7.1% increase in the rate of self-employment in the 15-19 years' experience group and a 2% increase among respondents with more than 20 years of experience.

**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 6.4% to 12.3%) whereas the responses in construction tended to decrease with experience (10.4% to 6.3%).

**Table 26:**

<b>Employment setting by experience</b>				
	3-9	10-14	15-19	20+
Agriculture	0.6%	0.3%	0.6%	0.7%
Chemicals	2.7%	3.3%	2.2%	2.1%
Communications	1.2%	0.3%	1.1%	0.7%
Construction	10.4%	10.1%	10.1%	6.3%
Consulting	6.4%	7.7%	7.9%	12.3%
Education	4.9%	4.5%	3.9%	4.2%
Forest products	0.9%	0.9%	1.1%	1.8%
Government	13.1%	17.0%	15.2%	15.5%
Health Care	4.6%	3.3%	3.9%	1.4%
Insurance	0.6%	0.3%	1.7%	2.5%
Manufacturing	11.6%	10.1%	8.4%	10.6%
Mining	7.0%	4.2%	5.1%	5.6%
Petroleum	15.5%	17.3%	16.9%	14.1%
Retail	0.3%	0.6%	1.1%	0.4%
Transportation	5.2%	3.9%	3.4%	3.2%
Utilities	7.3%	9.5%	7.9%	9.5%
Other	7.6%	6.8%	9.6%	9.2%
Omit	0	1	0	1
Total	328	337	178	285

**What has changed since 2009?**

*There were two major trends since 2009. First, the number of respondents who work for the government decreased in 2011 for most experience groups. For example, there was a 7.1% decrease in the number of respondent in the 20+ experience group who worked for the government. The largest increases were found in the utilities sector which saw an increase in most groups.*

**Approximately how many people does your company employ?** In general, there appears to be a relation between years of experience and company size. Typically, respondents with less experience tended to work in larger companies.

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

	3-9	10-14	15-19	20+
0-49	7.0%	8.3%	14.0%	17.5%
50-99	4.3%	7.7%	2.2%	4.9%
100-249	11.0%	10.4%	9.6%	9.8%
250-499	12.8%	11.9%	7.3%	9.5%
500-999	8.2%	11.3%	12.4%	10.2%
1,000-1,999	11.3%	11.3%	6.7%	8.4%
2,000-4,999	18.0%	17.5%	19.1%	16.5%
5,000-9,999	11.0%	10.4%	11.2%	8.8%
Over 10,000	16.5%	11.3%	17.4%	14.4%
Omit	0	0	0	0
Total	328	337	178	285

**What has changed since 2009?**

*The most significant change since 2009 was a 7.5% increase in the number of respondents with 3-9 years of experience who reported working in an organization with over 10,000 employees. There was also a 6.7% increase in the number of respondents with 15-19 years of experience working for organizations with fewer than 50 employees.*

**How many OHS employees do you supervise?** For all levels of experience, survey respondents most frequently indicated that they supervised only a few OHS

employees (23.0% to 33.2% reported supervising 1 to 5 employees) or none at all (45.6% to 63.4% reported not supervising any OHS employees).

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

	3-9	10-14	15-19	20+
None	63.4%	54.6%	53.9%	45.6%
1-5	23.8%	26.7%	23.0%	33.2%
6-10	7.0%	10.4%	14.0%	9.5%
11-25	4.0%	6.5%	6.7%	7.1%
Over 26	1.8%	1.8%	2.2%	4.6%
Omit	0	0	0	2
Total	328	337	178	285

**What has changed since 2009?**

*There were no significant changes since 2009. There was a weak trend toward a decrease in the number of OHS employees supervised for all experience groups.*

**How many employer job sites do you serve?**

The majority of respondents (from 37.9% to 49.7%) 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 (16.2% to 23.7%). In general, respondents with more experience tended to serve more job sites.

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

	3-9	10-14	15-19	20+
1-5	49.7%	42.0%	37.9%	39.2%
6-10	12.5%	11.9%	16.4%	9.9%
11-20	11.0%	12.8%	10.7%	11.3%
21-50	10.7%	11.3%	13.6%	15.9%
Over 50	16.2%	22.0%	21.5%	23.7%
Omit	0	1	1	2
Total	328	337	178	285

**What has changed since 2009?**

The number of individuals who reported serving over 50 job sites increased for respondent with less than 15 years of experience. For respondents with more than 15 years of experience, there was a relatively large drop in the number of individuals who reported serving over 50 job sites.

**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 (39.2% to 47.1% for the different levels of experience). The overall trend was that more experienced respondents tended to work more hours per week.

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

	3-9	10-14	15-19	20+
Less than 30	1.5%	0.9%	3.4%	3.5%
31-40	33.3%	31.2%	19.2%	26.9%
41-50	47.1%	46.0%	46.9%	39.2%
51-60	11.3%	15.1%	24.3%	20.8%
61-70	4.3%	3.3%	5.1%	7.4%
71-80	1.8%	2.7%	1.1%	1.4%
Over 80	0.6%	0.9%	0.0%	0.7%
Omit	1	0	1	2
Total	328	337	178	285

**What has changed since 2009?**

Since 2009, there was a slight increase in the number of respondents who worked less than 30 hours per week. As a result, there is a significant trend toward working fewer hours in a week compared to two years ago.

**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 31:  
Salary range by experience**

	3-9	10-14	15-19	20+
< \$49,999	1.8	0.6	2.3	2.5

\$50K - \$59,999	6.1	2.7	1.7	1.1
\$60K - \$69,999	12.2	8.6	7.3	4.9
\$70K - \$79,999	20.7	18.1	12.4	10.9
\$80K - \$89,999	19.8	18.7	14.7	15.8
\$90K - \$99,999	13.7	15.4	19.2	12.7
\$100K - \$109,999	9.8	10.1	10.7	13.4
\$110K - \$119,999	6.7	9.8	6.8	7.4
\$120K - \$129,999	4.0	8.0	5.1	8.8
\$130K - \$139,999	1.5	2.4	3.4	6.3
\$140K - \$149,999	0.9	0.6	2.3	3.2
>\$150,000	2.7	5.0	14.1	13.0
Omit	0	0	1	1
Total	328	337	178	285

**What has changed since 2009?**

Overall salaries increased for all experience groups since 2009. However, since the salary ranges were modified in the 2011 survey, it is difficult to make direct comparisons.

**Has your base 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 than those with more experience.

**Table 32:  
Salary increase by experience**

	3-9	10-14	15-19	20+
Yes	74.1%	75.1%	62.4%	66.5%
No	25.9%	24.9%	37.6%	33.5%
Omit	0	0	0	1
Total	328	337	178	285

**What has changed since 2009?**

With the exception of respondents with 15-19 years of experience, all other respondents were more likely to have a salary increase in the past 12 months. The largest gains were found in respondents with 10-14 years of experience (5.6% more likely) and 20+ years (3.7% more likely).

**If your base 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 33:**  
**Percentage of salary increase by experience**

	3-9	10-14	15-19	20+
1-3	55.8%	53.4%	46.8%	59.8%
4-6	21.5%	28.1%	32.4%	22.2%
7-9	7.0%	7.1%	9.0%	4.2%
10-12	6.2%	5.1%	5.4%	6.3%
13-15	1.7%	2.0%	1.8%	2.6%
16-18	1.7%	1.2%	0.9%	0.5%
19-22	2.1%	2.0%	3.6%	1.6%
Over 22	4.1%	1.2%	0.0%	2.6%
Omit	47	61	39	61
Total	189	200	124	164

**What has changed since 2009?**

*The overall amount of salary increase was smaller across groups since 2009. However, respondents with 3-9 years of experience were more likely to receive a salary increase of over 10% compared to 2009.*

**How satisfied are you with your OHS career?** Survey respondents were uniformly satisfied with their OHS career. Satisfaction tended to increase with experience. For example, respondents with over 20 years of experience were “very satisfied” 59.2% of the time compared to only 39.8% for respondents with 3-9 years of experience.

**Table 34:**  
**Career satisfaction by experience**

	3-9	10-14	15-19	20+
Very Satisfied	39.8%	51.3%	47.5%	59.2%
Satisfied	52.0%	39.2%	43.5%	35.2%
Neither	4.3%	6.5%	7.3%	3.2%
Dissatisfied	3.7%	2.4%	1.7%	2.1%
Very Dissatisfied	0.3%	0.6%	0.0%	0.4%
Omit	2	1	0	1
Total	189	200	124	164

**What has changed since 2009?**

*In general, respondents with 3-9 years of experience tended to be less satisfied in 2011. They were 5.7% less likely to indicate that they were ‘very satisfied’ and 3.5% more likely be “dissatisfied or very dissatisfied” compared to two years ago.*

**My annual CRSP fee is paid by?** For most survey respondents, the employer paid the annual CRSP fee. In addition, more experienced respondents were more likely to pay their CRSP fee themselves (35.2%).

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

	3-9	10-14	15-19	20+
Employer	78.6%	71.2%	73.6%	64.8%
Self	21.4%	28.8%	26.4%	35.2%
Omit	1	0	0	1
Total	328	337	178	285

**What has changed since 2009?**

*Across all experience groups with the exception of 20+ years of experience, respondents indicated that their employer was more likely to pay their CRSP fee. However, these increases were modest.*

**Is the CRSP designation a requirement for your job?** Across all levels of experience, the CRSP designation is increasingly becoming a job requirement. In general, the CRSP was increasingly identified as being a requirement for more experienced respondents.

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

	3-9	10-14	15-19	20+
Yes	40.7%	39.8%	45.8%	46.3%
No	59.3%	60.2%	54.2%	53.7%
Omit	1	0	1	2
Total	328	337	178	285

**What has changed since 2009?**

*Compared to 2009, there were large increases in the requirements to have a CRSP designation across all age groups. The largest increases were in the 15-19 years of experience group (10.3% increase).*

**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 petroleum ( $n = 179$ ), government ( $n = 171$ ), manufacturing ( $n = 117$ ) and construction ( $n = 104$ ).

**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 OHS diploma. The construction sector had the highest number of respondents with post-secondary OHS education (57.7%) while the petroleum sector had the lowest (43.6%).

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

	Petro.	Gov.	Manu	Const.
College OHS	32.4%	37.4%	35.9%	40.4%
Univ. OHS	11.2%	14.6%	20.5%	17.3%
College other	19.0%	12.9%	5.1%	14.4%
Univ. other	23.5%	25.7%	32.5%	17.3%
Other	14.0%	9.4%	6.0%	10.6%
Omit	0	0	0	0
Total	179	171	117	104

**What has changed since 2009?**  
In 2011, the survey distinguished between OHS and non-OHS diplomas or degrees. This was not in the case in 2009. As a result, it is difficult to make comparisons.

**How many employers, including the present one, have you worked for in the OHS field in the past 10 years (include self-employment)?** For each category of work setting, the majority of respondents indicated having between 1 and 3 previous employers in the past 10 years. With 1 to 3 previous employers, government had the highest rate (86.5%) whereas construction presented the

lowest rate (67.3%).

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

	Petro.	Gov.	Manu	Const.
1 - 3	74.3%	86.5%	73.5%	67.3%
4 - 6	21.2%	11.7%	20.5%	26.0%
7 - 10	1.7%	1.2%	3.4%	2.9%
Over 10	2.8%	0.6%	2.6%	3.8%
Omit	0	0	0	0
Total	179	171	117	104

**What has changed since 2009?**  
The biggest change since 2009 was in the manufacturing sector where respondents showed an increase in the number of previous employers. For example, in 2009, 90.3% of respondents in the manufacturing sector said they had 1-3 previous employers. That number dropped to 73.4% in 2011.

**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 (86.5%) and the lowest rate was found in the petroleum sector (65.9%).

**Table 39:  
Employment location by setting**

	Petro.	Gov.	Manu	Const.
Urban/Metro	65.9%	86.5%	82.1%	74.0%
Rural	34.1%	13.5%	17.9%	26.0%
Omit	0	0	0	0
Total	179	171	117	104

**What has changed since 2009?**  
There were no significant changes since 2009. There was a slight decrease in the number of respondents from the construction sector and the government sector who reported working in an urban setting but that decrease was minimal.

**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, respondents from the petroleum sector were more likely to be employed in a small community (under 10,000) but also more likely to be in a large community (over 1,000,000 residents).

**Table 40:  
Community size by setting**

	Petro.	Gov.	Manu	Const.
< 10K	14.0%	4.1%	7.7%	12.5%
10K – 99K	22.9%	27.1%	23.1%	18.3%
100K - 199K	5.0%	13.5%	11.1%	15.4%
200K - 499K	2.8%	17.6%	16.2%	7.7%
500K - 999K	7.8%	15.3%	12.8%	12.5%
> 1,000K	47.5%	22.4%	29.1%	33.7%
Omit	0	1	0	0
Total	179	171	117	104

**What has changed since 2009?**

The biggest change since 2009 was a shift in respondents from the construction sector toward larger communities. It is possible that over the past two years, more construction work is now taking place in large urban settings.

**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 petroleum sector (11.2%). No respondents from government were self-employed.

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

	Petro.	Gov.	Manu	Const.
Yes	11.2%	0.0%	6.8%	8.7%
No	88.8%	100.0%	93.2%	91.3%
Omit	1	1	0	0
Total	179	171	117	104

**What has changed since 2009?**

There was a large increase in the number of self-employed respondents in the manufacturing sector (5.7%) and a decrease in the number of self-employed respondents in the construction sector (2.2%). All other results were consistent.

**Approximately how many people does your company employ?** In general, respondents from construction tended to be employed in smaller companies (48.1% with less than 500 employees). Respondents from the government sector tended to work for larger organizations.

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

	Petro.	Gov.	Manu	Const.
0-49	11.2%	4.7%	11.1%	12.5%
50-99	4.5%	8.2%	5.1%	2.9%
100-249	12.8%	8.8%	12.0%	20.2%
250-499	9.5%	11.1%	17.1%	12.5%
500-999	11.2%	8.8%	13.7%	12.5%
1,000-1,999	9.5%	9.9%	8.5%	6.7%
2,000-4,999	20.1%	21.6%	13.7%	12.5%
5,000-9,999	8.9%	9.4%	6.0%	7.7%
Over 10,000	12.3%	17.5%	12.8%	12.5%
Omit	0	0	0	0
Total	179	171	117	104

**What has changed since 2009?**

There were two notable trends since 2009. First, respondents from the manufacturing sector were more likely to work for smaller organizations. For example, there was an 11.8% increase in the number of respondents working for companies of fewer than 100 people. There was also a large increase in the number of respondents from the construction sector who worked for very large organizations. Specifically, there was a 6.2% increase in the number of respondents working in companies with more than 10,000 employees.

**How many OHS employees do you supervise?** For all categories of employment setting, survey respondents most frequently indicated that they supervised only a few OHS employees or none at all. By sector, respondents from government supervised fewest employees while respondents from construction supervised the most.

**Table 43:  
Number of employees supervised by setting**

	Petro.	Gov.	Manu	Const.
None	43.0%	70.8%	57.3%	35.6%
1-5	30.2%	13.5%	32.5%	34.6%
6-10	16.8%	8.2%	5.1%	17.3%
11-25	6.7%	6.4%	2.6%	7.7%
Over 25	3.4%	1.2%	2.6%	4.8%
Omit	0	0	0	0
Total	179	171	117	104

**What has changed since 2009?**

*The only significant change since 2009 was a downward trend in the number of OHS employees supervised for respondents from the government sector. For example, there was an 8.7% increase in the number of respondents who didn't supervise any OHS employees.*

**How many employer job sites do you serve?**

Within government, the majority of respondents served a large number of job sites (60.6% reported 20 or more job sites). In contrast, respondents from manufacturing typically served only a few job sites (68.4% reported serving 1 to 5 sites).

**Table 44:  
Number of job sites by setting**

	Petro.	Gov.	Manu	Const.
1-5	46.4%	22.9%	68.4%	43.3%
6-10	15.6%	8.8%	10.3%	18.3%
11-20	12.8%	7.6%	7.7%	13.5%
21-50	7.3%	15.9%	6.8%	11.5%
Over 50	17.9%	44.7%	6.8%	13.5%
Omit	0	1	0	0
Total	179	171	117	104

**What has changed since 2009?**

*The most significant finding was an increase in the number of job sites served by respondents from the construction sector. For example, the number of respondents from the construction sector who reported serving less than 6 job sites decreased by 9.1%. There was a corresponding 8% increase in the number of respondents from the construction sector serving 6-20 sites.*

**On average, how many hours do you work per week?** There were several findings across sectors. On average, respondents from the government sector tended to work the fewest hours compared to other respondents. Respondents from the petroleum sector tended to work the most hours.

**Table 45:  
Hours per week by setting**

	Petro.	Gov.	Manu	Const.
Less than 30	0.6%	0.0%	4.3%	2.9%
31-40	10.6%	60.8%	21.4%	17.3%
41-50	52.0%	28.1%	45.3%	45.2%
51-60	26.3%	8.2%	20.5%	25.0%
61-70	6.7%	2.3%	6.0%	5.8%
71-80	3.4%	0.6%	2.6%	1.9%
Over 80	0.6%	0.0%	0.0%	1.9%
Omit	0	0	0	0
Total	179	171	117	104

**What has changed since 2009?**

*There were two main shifts since 2009. A large number of respondents from the government sector shifted from over 40 hours per week to less than 40 hours per week. The reverse happened in the manufacturing sector where a large number of respondents shifted from below 40 hours per week to above 40 hours per week.*

**Please indicate your salary range.** Survey respondents reported a wide range of salary levels. Salaries tended to be higher in the petroleum sector followed by the construction sector. Respondents from the government sector reported the lowest average salaries.

**Table 46:  
Salary range by setting**

	Petro.	Gov.	Manu	Const.
< \$49,999	1.1%	0.0%	2.6%	1.9%
\$50K - \$59,999	1.7%	4.1%	6.8%	4.8%
\$60K - \$69,999	1.1%	12.3%	19.7%	4.8%
\$70K - \$79,999	6.2%	27.5%	17.1%	14.4%
\$80K - \$89,999	6.7%	20.5%	14.5%	14.4%
\$90K - \$99,999	12.9%	19.9%	11.1%	10.6%
\$100K - \$109,999	10.1%	8.2%	14.5%	11.5%
\$110K - \$119,999	12.4%	2.3%	2.6%	12.5%
\$120K - \$129,999	15.7%	2.3%	4.3%	8.7%
\$130K - \$139,999	10.1%	0.6%	1.7%	2.9%
\$140K - \$149,999	2.8%	1.2%	1.7%	1.0%
>\$150,000	19.1%	1.2%	3.4%	12.5%
Omit	1	0	0	0
Total	179	171	117	104

***What has changed since 2009?***

*Salaries tended to remain stable in the manufacturing and construction sectors. There was a modest increase in the number of respondents from the government sector earning over \$120,000 per year (5.3%). It is possible that salaries climbed in the petroleum sector, but it is impossible to be conclusive because, in 2009, the petroleum sector was captured under “natural resources.”*

***Has your base salary increased in the past 12 months?*** The majority of survey respondents reported that a salary increase occurred in the last 12 months. In general, respondents from government were less likely to receive a salary increase than the other three main sectors.

**Table 47:  
Salary increase by setting**

	Petro.	Gov.	Manu	Const.
Yes	73.7%	62.0%	74.4%	74.0%
No	26.3%	38.0%	25.6%	26.0%
Omit	0	0	0	0
Total	179	171	117	104

***What has changed since 2009?***

*Respondents from manufacturing (16.3% increase) and construction (19.3% increase) were much more likely to report a salary increase over the past 12 months compared to 2009. However, respondents from the government sector were much less likely to report a salary increase (14.6% decrease).*

***If your base salary increased, by what percentage?*** In general, respondents from the petroleum sector tended to receive larger salary increases than respondents from the government or construction sectors.

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

	Petro.	Gov.	Manu	Const.
1-3	34.8%	71.7%	63.2%	38.2%
4-6	33.3%	21.7%	14.9%	28.9%
7-9	9.8%	4.7%	6.9%	10.5%
10-12	10.6%	0.0%	6.9%	7.9%
13-15	2.3%	0.9%	3.4%	2.6%
16-18	0.0%	0.9%	3.4%	2.6%
19-22	4.5%	0.0%	0.0%	5.3%
Over 22	4.5%	0.0%	1.1%	3.9%
Omit	39	29	30	29
Total	93	124	97	64

***What has changed since 2009?***

*The rate of salary increase remained unchanged for three of the four employment sectors. However, not only were respondents from the government sector less likely to report a salary increase, those who did saw their salaries increase by a smaller amount. For example, the number of respondents from the government sector who reported an increase of 1-3% increased by 11.7%.*

***How satisfied are you with your OHS career?*** Survey respondents were uniformly satisfied with their OHS career. Across all settings, very high levels of satisfaction were reported. The highest reported rate of dissatisfaction was documented in manufacturing (6.9%) and the lowest was in the petroleum sector (2.2%).

**Table 49:  
Career satisfaction by setting**

	Petro.	Gov.	Manu	Const.
Very Satisfied	52.0%	43.9%	44.4%	44.2%
Satisfied	41.3%	43.9%	43.6%	48.1%
Neither	4.5%	9.4%	5.1%	4.8%
Dissatisfied	2.2%	2.9%	6.0%	1.9%
Very Dissatisfied	0.0%	0.0%	0.9%	1.0%
Omit	0	0	0	1
Total	93	124	97	64

**What has changed since 2009?**

Overall, there was a slight decrease in job satisfaction in respondents from the government sector. Specially, there was a 4.9% decrease in the number of respondents who reported being “satisfied” or “very satisfied”. In the construction sector, a large number of respondents shifted their responses from “very satisfied” to “satisfied” compared to 2009.

**My annual CRSP fee is paid by?** For most survey respondents, the employer paid the annual CRSP fee. Across employment sectors, respondents from the construction sector were less likely to have their annual CRSP fee paid by the employer.

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

	Petro.	Gov.	Manu	Const.
Employer	73.2%	71.3%	75.2%	63.1%
Self	26.8%	28.7%	24.8%	36.9%
Omit	0	0	0	1
Total	179	171	117	104

**What has changed since 2009?**

There were no significant changes in the results from this question since 2009. Any small differences are probably due to random sampling error.

**Is the CRSP designation a requirement for your job?** Across all settings, the CRSP designation is generally not a job requirement. The highest rates where a CRSP designation is a job requirement are found in

the petroleum (44.7%) sector. The lowest rates are found in the constructions sector (33.0%).

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

	Petro.	Gov.	Manu	Const.
Yes	44.7%	34.5%	37.6%	33.0%
No	55.3%	65.5%	62.4%	68.0%
Omit	0	0	0	1
Total	179	171	117	104

**What has changed since 2009?**

There were increases in the number of respondents who indicated that the CRSP was a required designation for the manufacturing (6.4% increase) and the construction (4.4% increase) sectors. There was no increase in the government sector.

**Satisfaction with certificate holder experience**

In 2011, survey respondents were also asked a series of questions on their level of satisfaction with communications and office interaction with BCRSP. The results from these questions are presented in the following section.

**Are you satisfied with the frequency of communication you receive from BCRSP?** Over 78% of respondents reported being “satisfied” with the frequency of communication from BCRSP. An additional 10.8% of respondents reported being “very satisfied.”

**Table 52:  
Frequency of communication**

Not satisfied	1.2%
Somewhat satisfied	10.0%
Satisfied	78.0%
Very satisfied	10.8%
Omit	2
Total	1129

**If Not or Somewhat satisfied, how often would you like to receive information from the BCRSP?** Of the handful of respondents who

were “not satisfied” or ‘somewhat satisfied’, most respondents indicated that they would like to receive new information as it becomes available.

**Table 53:  
Frequency of communication**

Monthly	23.4%
Quarterly	32.3%
Annually	2.4%
As new information becomes available	41.9%
Omit	0
Total	248

*Are you satisfied with the correspondence and information you receive from the BCRSP (i.e. Governor’s Table, AGM material, e-mails, etc)?* The majority of respondents (93.2%) reported being “satisfied” or “very satisfied” with the correspondence and information they receive from the BCRSP. Only 1.8% of respondents were not satisfied.

**Table 54:  
Correspondence and information**

Not satisfied	1.8%
Somewhat satisfied	5.1%
Satisfied	83.8%
Very satisfied	9.4%
Omit	2
Total	1129

*If Not or Somewhat satisfied, what correspondence or information would you like to receive from the BCRSP?* Individuals provided a range of responses. Some of the more common include an e-newsletter, access to a directory of CRSPs and more information about the profession rather than about the professional association. In addition, a handful of francophone respondents indicated that they would prefer more information in French.

*During the past year, how often did you contact the BCRSP office either by telephone or email?* Over 90% of respondents had contacted the BCRSP office by telephone or email less than 3 times in the past year. As a result, it appears that individual CRSPs generally do not communicate with the BCRSP office on a frequent basis.

**Table 55:  
Amount of contact with BCRSP office**

Not at all	45.0%
1-3 times	46.7%
4-6 times	6.2%
More than 6 times	2.1%
Omit	2
Total	1129

*How would you rate your overall satisfaction with your interactions with the Board office?* Almost 92% of CRSPs who interacted with the Board office reported being “satisfied” or “very satisfied.” Less than 2% of respondents reported being dissatisfied with their interactions.

**Table 56:  
Overall satisfaction with BCRSP office**

Not satisfied	1.5%
Somewhat satisfied	6.7%
Satisfied	73.9%
Very satisfied	17.9%
Omit	14
Total	1129

*Based on your experience during the last year, to what extent has the BCRSP provided overall quality service?* Over 86% of respondents indicated that the BCRSP has provided overall quality service “to some extent” or “to a great extent.” Only 4% of respondents selected “not at all”.

**Table 57:  
Correspondence and information**

Not at all	4.0%
------------	------

To a little extent	9.2%
To some extent	61.0%
To a great extent	25.7%
Omit	14
Total	1129

indicate clearly that CRSPs are generally very satisfied with the level of communication and customer service provided by BCRSP.

#### 4. SUMMARY

The results of the BCRSP's *2011 Salary Survey* provide information across a variety of variables. Results 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.

For the first time, this report contains table-by-table highlights on how responses have changed since the previous survey in 2009. A number of results were consistent over the past two years but there were also some significant changes. Most notably, the CRSP designation is increasingly becoming a job requirement. These results are consistent across the country, by various levels of experience and across occupational sectors. In addition, there is evidence that average salaries are also increasing. Job satisfaction remains very high.

There were some significant changes within the government and construction sectors. For the government sector, compared to 2009, respondents were more likely to report fewer hours works, lower salaries, less frequent and smaller salary increases and decreased job satisfaction. For the construction sector, respondents reported working at more job sites, with larger companies and in larger communities.

The results of the new questions on the certificate holder's satisfaction with communications and office interactions



## 2011 BCRSP SALARY SURVEY

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 professionals in Canada.

Please be advised that all data collected via the 2011 BCRSP Salary Survey is confidential. The survey is hosted on a third party secure website and data collected is only reported in aggregate form.

Assessment Strategies Inc has been contracted by the BCRSP to collect and analyze the respondent data. They have signed a confidentiality agreement with the Board and data collected will not be shared or sold to any other organization. At the conclusion of the survey, ASI will remove all data from the online survey engine and transfer response data to a secure, password-protected and encrypted server with restricted access. This data will be kept for data analysis purposes only for a period not exceeding three years.

The Survey Report, which will contain only aggregate data will be published on the BCRSP website and is available upon request from the BCRSP office.

Please complete this survey online at

[www.asitest.ca/bcrspsurvey](http://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 October 30, 2011

BOARD OF CANADIAN REGISTERED SAFETY PROFESSIONALS  
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## 2011 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 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 October 30, 2011

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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 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 field in the past ten years (ie - since 2001) including self employment)?

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

2011 BCRSP Salary Survey

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

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

- College OHS certificate/diploma     College non- OHS certificate/diploma  
 University OHS degree                 University non-OHS degree

Other (please specify) \_\_\_\_\_

8. What is your age?

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

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

- Agriculture                                 Forest Products                                 Petroleum  
 Chemicals                                 Government                                 Retail  
 Communications                         Health Care                                 Transportation  
 Construction                             Insurance                                 Utilities  
 Consulting                                 Manufacturing  
 Education                                 Mining

Other (please specify) \_\_\_\_\_

10. Please indicate your current **base salary** range (not including bonuses, allowances, etc):

- < \$49,999                                 \$100,000 to \$109,999  
 \$50,000 to \$59,999                     \$110,000 to \$119,999  
 \$60,000 to \$69,999                     \$120,000 to \$129,999  
 \$70,000 to \$79,999                     \$130,000 to \$139,999  
 \$80,000 to \$89,999                     \$140,000 to \$149,999  
 \$90,000 to \$99,999                     >\$150,000

11. Has your **base salary** increased in the past 12 months?
- YES  NO (If **No**, skip Question 13)
12. If your **base 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 employees do you supervise?
- None  6 to 10  > 26  
 1 to 5  11 to 25
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?
- < 30  51-60  71-80  
 31-40  61-70  > 80  
 41-50
17. Is the CRSP designation a requirement for your job?
- Yes  No
18. How satisfied are you with your OHS career?
- Very Satisfied  Neither Satisfied nor Dissatisfied  Dissatisfied  
 Satisfied  Very Dissatisfied

**The following questions have been added to the survey to solicit information on certificate holder's satisfaction with communications and office interaction.**

19. Are you satisfied with the frequency of communication you receive from the BCRSP?  
 Not satisfied       Somewhat satisfied       Satisfied       Very satisfied
20. If **Not** or **Somewhat** satisfied, how often would you like to receive information from the BCRSP?  
 Monthly       Quarterly       Annually  
 As new information becomes available for certificate holders
21. Are you satisfied with the correspondence and information you receive from the BCRSP? (i.e. Governor's Table, AGM material, e-mails, etc)  
 Not satisfied       Somewhat satisfied       Satisfied       Very satisfied
22. If **Not** or **Somewhat** satisfied, what correspondence or information would you like to receive from the BCRSP?  
\_\_\_\_\_  
\_\_\_\_\_
23. During the past year, how often did you contact the BCRSP office either by telephone or email?  
 Not at all     1-3 times     4-6 times     More than 6 times
24. How would you rate your overall satisfaction with your interactions with the Board office?  
 Not satisfied       Somewhat satisfied       Satisfied       Very satisfied
25. Based on your experience during the last year, to what extent has the BCRSP provided overall quality service?  
 Not at all     To a little extent     To some extent     To a great extent

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

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