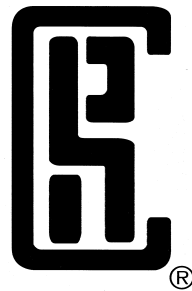


# REPORT ON THE 2015 SALARY SURVEY



BOARD OF CANADIAN REGISTERED  
SAFETY PROFESSIONALS

CONSEIL CANADIEN DES  
PROFESSIONNELS EN SÉCURITÉ  
AGRÉÉS

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## TABLE OF CONTENTS

1. OVERVIEW .....	1
2. PROCEDURE .....	1
3. RESULTS.....	1
Respondent Characteristics by Region .....	2
Respondent Characteristics by Work Experience.....	12
Respondent Characteristics by Employment Setting .....	21
Satisfaction with Certificant Experience.....	29
4. SUMMARY .....	32
5. APPENDIX .....	33
<i>2015 Salary Survey</i> .....	33

## 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 2015.

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). BCRSP uses this data to provide information and assistance to its certificants.

## 2. PROCEDURE

The *2015 Salary Survey* is based on a similar survey that was conducted in every other year since 2005. BCRSP developed final variable categories in the survey with guidance from Assessment Strategies Inc.

All CRSPs registered at the time of the survey were targeted for inclusion. Invitations to complete the survey were sent in August 2015. Certificants were invited to submit their responses online.

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. Additional questions were also included to solicit information on certificant's satisfaction with communications and office interactions with BCRSP. A copy of the *2015 Salary Survey* is found in the Appendix.

## 3. RESULTS

A total of 4,490 invitations to complete the survey online were distributed to CRSPs from across Canada. As of the survey deadline, 1,673 certificants completed the survey. This yields a response rate of 37.3%. This is a 5% decrease in the response rate from 2013, though a 2% increase from 2011.

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

**RESPONDENT CHARACTERISTICS BY REGION**

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 1,673 completed surveys, the majority of respondents were from two provinces: Alberta (35.4%) and Ontario (32.6%).

**Table 1:**

**Province or territory of employment**

	<i>n</i>	%
AB	605	36.2
BC	168	10.0
MB	61	3.6
NB	34	2.0
NL	59	3.5
NT	4	0.2
NS	56	3.3
ON	544	32.5
PE	5	0.3
QC	23	1.4
SK	73	4.4
YT	6	0.4
Outside Canada	35	2.1
Omit	0	
Total	1,673	100%

**What has changed?**

*The overall number of respondents has increased compared to 2013 and 2011 when 1,562 and 1,130 people completed the survey respectively.*

With some exceptions, 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, 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	917	56.0
Central	567	34.6
Atlantic	154	9.4
Omit	35	
Total	1,673	

**What has changed?**

*The percentage of respondents in each region is nearly identical to 2013. The increases in the proportion of Western respondents in previous surveys did not continue in 2015.*

**What is your age?**

On a national level, the most frequently selected category was 40 to 44 years of age.

**Table 3:  
Age by region**

	Western	Central	Atlantic	National
Under 25	0.4%	0.2%	0.0%	0.3%
25-29	3.1%	2.5%	0.0%	2.6%
30-34	8.2%	8.8%	9.7%	8.5%
35-39	12.5%	14.6%	11.7%	13.2%
40-44	17.6%	16.9%	20.8%	17.6%
45-49	14.5%	14.6%	14.3%	14.5%
50-54	16.6%	17.1%	16.9%	16.8%
55-59	17.3%	14.5%	13.6%	16.0%
60-64	6.4%	7.1%	10.4%	7.0%
Over 65	3.1%	1.8%	1.3%	2.4%
Omit	3	11	2	16
Total	917	567	154	1,638

**What has changed?**

*The percentage of respondents in the 30 to 59 years category continued to decrease from 87.9% in 2013 to 86.6% in 2015.*

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

At the national level, two levels of formal education were almost equal. 33.8% had a college occupational health and safety (OHS) certificate/diploma while 31.2% indicated a non-OHS university degree. In the “other” category, the most common responses were post graduate degrees, including Masters Degrees and postgraduate diplomas.

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

	Western	Central	Atlantic	National
College OHS	41.3%	23.5%	26.6%	33.8%
Univ. OHS	8.8%	21.5%	8.4%	13.2%
College other	9.5%	7.4%	13.0%	9.1%
Univ. other	28.2%	33.5%	40.3%	31.2%
Other	12.1%	14.1%	11.7%	12.8%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

*Not much has changed in regards to level of education by region. The most notable change was a 2.8% increase in College OHS degrees in the Western region.*

**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, followed by 5 to 9 years. In 2013, a total of 97.1% 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	3.8%	1.9%	1.3%	2.9%
5 - 9	26.2%	20.3%	24.0%	23.9%
10 - 14	26.9%	28.4%	27.3%	27.5%
15 - 19	19.5%	21.5%	22.1%	20.5%
20 - 24	11.1%	11.1%	13.0%	11.3%
Over 25	12.4%	16.8%	12.3%	13.9%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

Since 2013, the respondents have become, on average, more experienced. The number of respondents with more than 25 years of experience has increased. There was a decrease in respondents with 5 to 9 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 (76.6%) indicated having between 1 and 3 previous employers in the past 10 years. 23.3% of the respondents reported having more than 3 previous employers in the past 10 years. On average, respondents in Western Canada tended to have a slightly higher number of previous employers compared to Central and Atlantic Canada.

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

	Western	Central	Atlantic	National
1 - 3	74.8%	78.5%	80.5%	76.6%
4 - 6	20.6%	17.6%	16.9%	19.2%
7 - 10	2.4%	1.6%	1.3%	2.0%
Over 10	2.2%	2.3%	1.3%	2.1%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

Respondents reported no significant changes to this question since 2013.

**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 (88.5%) and the lowest was found in Atlantic Canada (76.0%).

**Table 7:  
Employment location by region**

	Western	Central	Atlantic	National
Urban/Metro	79.0%	88.5%	76.0%	82.0%
Rural	21.0%	11.5%	24.0%	18.0%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

Since 2013, there has been a 2.4% increase in the number of CRSPs in Western Canada working in a rural location, but a 4.3% decrease in Atlantic CRSPs working in a rural location. The national numbers are largely unchanged.

**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 and Central Canada, the majority of respondents reported working in communities that were larger than 500,000 residents (57% and 55% respectively) Respondents from Atlantic Canada presented a lower and more even distribution of community sizes, with the most frequent size being communities between 200,000 and 500,000 (29.2%).

**Table 8:  
Community size by region**

	Western	Central	Atlantic	National
< 10K	11.5%	4.2%	16.9%	9.5%
10K - 99K	17.3%	15.0%	21.4%	16.9%
100K - 199K	7.3%	13.4%	26.6%	11.2%
200K - 499K	6.8%	12.7%	29.2%	10.9%
500K - 999K	14.1%	14.8%	5.2%	13.5%
> 1,000K	43.1%	39.9%	0.6%	38.0%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

The most notable finding was an increase in the number of respondents from Atlantic Canada working in a community of 100,000 to 200,000 (10.0% increase)

**Are you self-employed?**

Respondents most frequently reported being employed by an organization (89.7%). Between the different regions, the rate of self-employment ranged from a low of 7.4% in Central Canada to a high of 12.3% in Western Canada.

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

	Western	Central	Atlantic	National
Yes	12.3%	7.4%	9.1%	10.3%
No	87.7%	92.6%	90.9%	89.7%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

*Since 2013, the national rate of self-employment has not changed, and the rates have become more similar across regions.*

**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 (26.1%) whereas Central Canada reported manufacturing (18.3%) and Atlantic Canada reported government (24.8%). Overall, these three employment settings accounted for 41.5% of the response across Canada.

**Table 10:  
Employment setting by region**

	Western	Central	Atlantic	National
Agriculture	0.8%	0.0%	0.0%	0.4%
Chemicals	2.1%	1.4%	0.0%	1.6%
Communications	0.4%	0.2%	0.0%	0.3%
Construction	12.7%	10.6%	15.0%	12.1%
Consulting	8.1%	8.5%	4.6%	7.9%
Education	3.5%	6.9%	5.2%	4.8%
Forest products	1.1%	1.8%	0.7%	1.3%
Government	12.8%	17.4%	24.8%	15.4%
Health Care	3.3%	5.9%	3.9%	4.2%
Insurance	0.5%	0.4%	0.0%	0.4%
Manufacturing	5.7%	18.3%	4.6%	9.9%
Mining	3.9%	3.5%	3.3%	3.7%
Petroleum	26.1%	2.0%	10.5%	16.2%
Retail	0.4%	1.8%	2.0%	1.0%
Transportation	2.8%	3.0%	5.9%	3.2%
Utilities	8.2%	8.7%	11.1%	8.6%
Other	7.5%	9.8%	8.5%	8.4%
Omit	0	1	0	1
Total	917	567	154	1,638

**What has changed?**

*Since 2013, there has been a decrease in reporting of employment in mining (0.5%) and petroleum (0.9%), primarily in Western and Atlantic Canada. In contrast, there has been an increase in construction (0.7%), consulting (0.5%), manufacturing (0.9%) and health care (0.5%).*



**Approximately how many people does your company employ?**

In Atlantic Canada, survey respondents most frequently reported working in companies with 250-499 employees (21.4%). In Central Canada, survey respondents most frequently reported working in companies with 2000 to 10,000 employees (32.0% combined). In Western Canada, companies with over 10,000 employees were reported most frequently (16.1%).

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

	Western	Central	Atlantic	National
0-49	13.4%	7.8%	15.6%	11.7%
50-99	4.5%	5.8%	5.2%	5.0%
100-249	10.1%	9.5%	8.4%	9.8%
250-499	10.4%	11.8%	21.4%	11.9%
500-999	8.8%	10.2%	10.4%	9.5%
1,000-1,999	12.2%	9.3%	15.6%	11.5%
2,000-4,999	14.7%	16.0%	16.2%	15.3%
5,000-9,999	9.7%	16.0%	1.9%	11.2%
Over 10,000	16.1%	13.4%	5.2%	14.2%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

Nationally, there are no major trends since 2013. At a regional level, Western Canada trended towards smaller companies, with the exception of companies over 10,000 employees. Central Canada trended towards companies between 2,000 and 10,000 employees.

**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 (27.7% reported supervising 1 to 5 employees) or none at all (52.5%). Respondents in Western Canada tended to supervise more employees.

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

	Western	Central	Atlantic	National
None	48.4%	58.7%	53.9%	52.5%
1-5	30.1%	24.2%	26.6%	27.7%
6-10	11.8%	8.6%	11.0%	10.6%
11-25	6.2%	5.6%	6.5%	6.0%
Over 26	3.5%	2.8%	1.9%	3.1%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

Since 2013, respondents in Atlantic Canada report supervising a higher number of employees, particularly in the 6-10 category (a 3.4% increase). Continuing the trend from 2011, the number of respondents reporting that they do not supervise any employees has increased by 2.1%.

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

The majority of responses (60.9%) to this question could be found at the two ends of the choices (either 1 to 5 sites or over 50 sites).

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

	Western	Central	Atlantic	National
1-5	40.5%	41.8%	37.0%	40.6%
6-10	15.4%	11.3%	17.5%	14.2%
11-20	11.9%	12.5%	9.7%	11.9%
21-50	13.6%	12.9%	11.7%	13.2%
Over 50	18.6%	21.5%	24.0%	20.1%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

Nationally, was an increase in the percentage of respondents in the 21-50 job sites category (2.3%), and a decrease in the over 50 job sites category (1.8%). In Atlantic Canada, the percentage of respondents reporting over 50 job sites rebounded to levels similar to 2011.

**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 (43.6%). The majority of respondents reported working between 31 to 60 hours per week (91.4%).

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

	Western	Central	Atlantic	National
Less than 30	1.5%	1.4%	3.9%	1.7%
31-40	29.4%	35.6%	33.8%	32.0%
41-50	44.9%	42.5%	39.6%	43.6%
51-60	15.4%	16.6%	15.6%	15.8%
61-70	4.7%	2.5%	3.2%	3.8%
71-80	2.7%	1.4%	2.6%	2.3%
Over 80	1.3%	0.0%	1.3%	0.9%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

There was an overall trend toward respondents working slightly shorter hours compared to 2013. In Western Canada there was a 6.4% increase in respondents working 31-40 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 (15.9%). Across Canada, 51.6% 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	0.8%	1.4%	1.3%	1.0%
\$50 to \$59,999	1.3%	1.9%	2.6%	1.6%
\$60K to \$69,999	3.4%	8.6%	8.4%	5.7%
\$70K to \$79,999	8.3%	11.8%	15.6%	10.2%
\$80K to \$89,999	12.3%	20.6%	19.5%	15.9%
\$90K to \$99,999	11.6%	17.6%	14.3%	13.9%
\$100K to \$109,999	14.5%	15.5%	13.0%	14.7%
\$110K to \$119,999	11.0%	7.4%	5.2%	9.2%
\$120K to \$129,999	9.3%	5.3%	6.5%	7.6%
\$130K to \$139,999	6.8%	2.3%	3.9%	4.9%
\$140K to \$149,999	4.8%	1.9%	2.6%	3.6%
\$150K to \$174,999	8.2%	3.4%	2.6%	6.0%
>\$174,999	7.9%	2.1%	4.5%	5.6%
Omit	0	0	0	0
Total	917	567	154	1,638

***What has changed?***  
*Nationally, there was a 5.1% increase in the number of respondents earning over \$100,000 per year.*

***Has your base salary increased in the past 12 months?***

The majority (62%) of respondents reported that they have received a salary increase within the past 12 months. The numbers are nearly identical across the country.

**Table 16:  
Salary increase by region**

	Western	Central	Atlantic	National
Yes	57.1%	71.3%	59.1%	62.2%
No	42.9%	28.7%	40.9%	37.8%
Omit	0	0	0	0
Total	917	567	154	1,638

***What has changed?***  
*Nationally, the number of people reporting a salary increase has decreased by 12.8% and this reduction is mostly attributable to Western and Atlantic Canada.*

***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% (86.2%).

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

	Western	Central	Atlantic	National
1-3	57.2%	71.8%	70.3%	64.2%
4-6	25.7%	18.6%	16.5%	22.0%
7-9	7.0%	4.5%	6.6%	6.0%
10-12	5.1%	2.5%	3.3%	3.9%
13-15	1.0%	1.2%	1.1%	1.1%
16-18	1.1%	0.0%	0.0%	0.6%
19-22	1.0%	0.5%	0.0%	0.7%
Over 22	1.9%	1.0%	2.2%	1.6%
Omit	391	163	63	617
Total	917	567	154	1,638

***What has changed?***

*Since 2013, the frequency of the most common salary increment (1-3%) has increased by 7.8%, while the other categories slightly decreased.*

***How satisfied are you with your OHS career?***

Survey respondents were uniformly satisfied with their OHS career. In combination, 90.3% of the respondents reported being satisfied or very satisfied with their career. Nationally, only 3.6% of respondents reported any degree of dissatisfaction.

**Table 18:  
Career satisfaction by region**

	Western	Central	Atlantic	National
Very Satisfied	44.3%	44.8%	41.6%	44.2%
Satisfied	45.9%	45.0%	51.3%	46.1%
Neither	6.8%	7.2%	5.2%	6.8%
Dissatisfied	2.1%	1.9%	1.3%	2.0%
Very Dissatisfied	1.0%	1.1%	0.6%	1.0%
Omit	0	0	0	0
Total	917	567	154	1,638

***What has changed?***

*Since 2013, there was a 7.2% decrease in the number of respondents reporting being “very satisfied”, and a 7.2% increase in respondents reporting being “satisfied”.*

**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 (68.8%) whereas Western Canada had the largest number of employers paying (75.8%).

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

	Western	Central	Atlantic	National
Employer	75.8%	71.4%	68.8%	73.6%
Self	24.2%	28.6%	31.2%	26.4%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

*There was a slight increase in the number of respondents who had their CRSP fee paid by their employer in all regions. The region with the greatest increase was Atlantic Canada with a rise of 1.2%.*

**Is the CRSP designation a requirement for your job?**

Across all regions, the CRSP designation is generally not a job requirement. Nationally, 42.7% of respondents indicated that the CRSP designation is required.

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

	Western	Central	Atlantic	National
Yes	43.5%	40.4%	46.1%	42.7%
No	56.5%	59.6%	53.9%	57.3%
Omit	0	0	0	0
Total	917	567	154	1,638

**What has changed?**

*Nationally, there was a slight decrease in the number of respondents who indicated that the CRSP designation was a requirement (1.1%). This decrease was largest in Western Canada (2.5%).*

**RESPONDENT CHARACTERISTICS BY  
WORK EXPERIENCE**

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

***What is the highest level of formal education attained?***

For each level of experience, the most commonly selected levels of formal education were 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	37.4%	30.0%	35.1%	32.0%
Univ. OHS	12.8%	11.2%	14.2%	15.9%
College other	8.6%	9.2%	9.0%	9.3%
Univ. other	33.6%	36.0%	24.3%	29.0%
Other	7.7%	13.6%	17.4%	13.8%
Omit	0	0	0	0
Total	444	456	345	428

***What has changed?***

*Nationally, 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	80.6%	73.9%	73.3%	77.1%
4 - 6	17.3%	22.4%	20.9%	17.5%
7 - 10	1.1%	2.4%	2.0%	2.6%
Over 10	0.9%	1.3%	3.8%	2.8%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

There was a 3.3% increase in the number of respondents with 10-14 years of experience who reported having 4-5 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 10-14 years of experience (83.6%) and the lowest was found for those with 15-19 years of experience (80.3%).

**Table 23:  
Employment location by experience**

	3-9	10-14	15-19	20+
Urban/Metro	80.6%	83.6%	80.3%	82.5%
Rural	19.4%	16.4%	19.7%	17.5%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

Among respondents with 3-9 and 15-19 years of experience, there were slight decreases in reporting that they worked in an urban/metropolitan 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 not very apparent. Respondents seem to report fairly similar community sizes regardless of work experience.

**Table 24:  
Community size by experience**

	3-9	10-14	15-19	20+
< 10K	12.4%	7.0%	8.1%	9.6%
10K - 99K	14.9%	19.1%	16.2%	17.1%
100K - 199K	10.6%	12.3%	13.3%	8.9%
200K - 499K	9.7%	11.4%	11.6%	10.7%
500K - 999K	16.0%	11.6%	11.0%	14.5%
> 1,000K	36.5%	38.6%	39.7%	39.3%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

The largest shift occurred among respondents with 3-9 years of experience. There was a 6.0% decrease in the number of respondents with 3-9 years of experience working in communities of 10,000 to 99,999 people, but a 3.5% increase in communities of less than 10,000 people.

**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 second least experience (5.0%) and the highest rates found with the highest levels of experience (18.5%).

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

	3-9	10-14	15-19	20+
Yes	6.8%	5.0%	11.9%	18.5%
No	93.2%	95.0%	88.1%	81.5%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

There were no large changes since 2013. There was a 2.9% decrease in self-employment amongst the 10-14 year group.



**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 5.9% to 11.4%) whereas the responses in chemicals and health care tended to decrease with experience (4.3% to 3.5%, respectively).

**Table 26:**

<b>Employment setting by experience</b>				
	3-9	10-14	15-19	20+
Agriculture	0.2%	0.7%	0.3%	0.5%
Chemicals	0.9%	2.2%	1.5%	2.3%
Communications	0.0%	0.4%	0.6%	0.2%
Construction	14.3%	10.8%	12.5%	11.2%
Consulting	5.9%	5.5%	8.7%	11.4%
Education	4.3%	7.3%	3.8%	3.5%
Forest products	1.4%	0.7%	0.9%	2.1%
Government	12.2%	13.0%	16.9%	19.4%
Health Care	4.8%	4.2%	3.8%	3.7%
Insurance	0.2%	0.4%	0.0%	0.9%
Manufacturing	10.7%	11.4%	9.0%	9.6%
Mining	3.6%	4.2%	4.7%	3.3%
Petroleum	19.0%	15.4%	17.2%	14.3%
Retail	0.2%	2.0%	1.2%	0.7%
Transportation	5.2%	2.6%	2.6%	2.1%
Utilities	9.3%	9.9%	9.6%	5.6%
Other	7.7%	9.5%	6.7%	9.1%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

The one major trend since 2013 concerned respondents working in government settings. Respondents in the 15-19 and 20+ experience groups experienced increases of 2.5% and 7.4%, while respondents in the 3-9 and 10-14 experience groups experienced declines of 2.1% and 6.3%.

**Approximately how many people does your company employ?**

In general, there does not appear to be a strong connection between years of experience and company size.

**Table 27:**

<b>Number of employees by experience</b>				
	3-9	10-14	15-19	20+
0-49	9.2%	7.0%	12.5%	18.0%
50-99	5.6%	4.4%	3.5%	5.8%
100-249	11.3%	8.1%	11.3%	8.2%
250-499	13.5%	13.2%	9.3%	11.0%
500-999	10.4%	9.6%	10.4%	7.7%
1,000-1,999	11.0%	13.6%	9.0%	11.2%
2,000-4,999	14.6%	16.9%	17.4%	12.6%
5,000-9,999	8.8%	11.2%	13.6%	11.7%
Over 10,000	15.5%	16.0%	13.0%	13.8%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

The most significant change since 2013 concerned respondents with 20+ years of experience. There was a 4.6% decrease in the number of respondents who reported working in an organization with 2,000-4,999 employees, while there was a 3.1% increase in reporting working for organizations with 5,000-9,999 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 (25.0% to 30.1% reported supervising 1 to 5 employees) or none at all (40.9% to 65.3% reported not supervising any OHS employees).

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

	3-9	10-14	15-19	20+
None	65.3%	53.5%	46.7%	40.9%
1-5	25.0%	27.9%	30.1%	28.5%
6-10	6.1%	10.3%	13.0%	14.3%
11-25	2.0%	6.1%	6.7%	10.5%
Over 26	1.6%	2.2%	3.5%	5.8%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

Respondents with 3-9 years of experience reported supervising no OHS employees 5.5% more frequently than 2013. Respondents with 20+ years of experience showed a 6.9% decline in supervising 1-5 employees, with a 3.7% increase in supervising 11-25 employees.

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

The majority of respondents (from 32.2% to 49.5%) 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 (14.0% to 28.0%). 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	49.5%	41.2%	38.6%	32.2%
6-10	14.2%	13.2%	14.2%	14.7%
11-20	11.0%	12.1%	13.3%	11.0%
21-50	11.3%	13.4%	15.9%	14.0%
Over 50	14.0%	20.2%	18.0%	28.0%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

The number of individuals who reported serving 1-5 job sites increased 8.2% for respondents with 3-9 years of experience and decreased by 6.6% for respondents more than 20 years of experience.

**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 (40.9% to 48.1% for the different levels of experience). The overall trend was that respondents of all experience levels tended to work fewer hours per week.

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

	3-9	10-14	15-19	20+
Less than 30	0.9%	0.9%	1.7%	3.3%
31-40	37.8%	34.6%	25.8%	26.4%
41-50	41.9%	44.5%	48.1%	40.9%
51-60	11.3%	15.1%	18.3%	19.9%
61-70	4.1%	3.1%	3.5%	4.9%
71-80	2.9%	0.7%	2.0%	3.5%
Over 80	1.1%	1.1%	0.6%	1.2%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

Since 2013, all experience groups reported an increase in the number of respondents who work 31-40 hours per week, with corresponding decreases in higher hour categories.

**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	1.1%	0.9%	1.2%	1.2%
\$50 to \$59,999	3.6%	0.9%	1.2%	0.9%
\$60K to \$69,999	10.8%	5.9%	2.6%	2.3%
\$70K to \$79,999	14.9%	13.4%	5.8%	5.4%
\$80K to \$89,999	17.6%	16.2%	15.9%	12.6%
\$90K to \$99,999	17.1%	14.5%	12.5%	10.7%
\$100K to \$109,999	12.6%	16.4%	13.9%	14.5%
\$110K to \$119,999	7.7%	8.8%	10.1%	9.8%
\$120K to \$129,999	5.6%	7.5%	7.0%	10.3%
\$130K to \$139,999	2.9%	5.3%	6.1%	5.6%
\$140K to \$149,999	2.0%	2.9%	5.2%	5.4%
\$150K to \$174,999	2.3%	3.5%	8.1%	11.0%
> \$174,999	1.8%	3.9%	10.4%	10.3%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

In general, overall salaries increased slightly for all experience groups since 2013. For example, the percentage of respondents reporting a salary of \$100,000 to \$109,999 increased for all groups by 0.9% to 3.4%.

**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 20 or more years of experience.

**Table 32:**

Salary increase by experience				
	3-9	10-14	15-19	20+
Yes	62.8%	66.0%	61.4%	57.2%
No	37.2%	34.0%	38.6%	42.8%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

Since 2013, respondents of all experience levels showed similar declines in the rate of salary increases (between 10.0% and 16.8%).

**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	56.6%	65.7%	67.0%	68.7%
4-6	23.7%	21.5%	22.6%	19.5%
7-9	8.6%	6.3%	3.8%	4.5%
10-12	6.1%	3.6%	2.8%	3.3%
13-15	1.8%	0.3%	0.9%	1.2%
16-18	0.7%	0.0%	0.9%	0.8%
19-22	0.7%	1.3%	0.0%	0.4%
Over 22	1.8%	1.3%	1.9%	1.6%
Omit	165	153	133	182
Total	444	456	345	428

**What has changed?**

Since 2013, all experience groups reported lower salary increases, particularly among respondents with 15 or more years of experience.

**How satisfied are you with your OHS career?**

Survey respondents were uniformly satisfied with their OHS career. Satisfaction tended to increase with experience. Respondents with over 20 years of experience were “very satisfied” 55.1% of the time compared to only 36.9% for respondents with 3-9 years of experience.

**Table 34:  
Career satisfaction by experience**

	3-9	10-14	15-19	20+
Very Satisfied	36.9%	39.3%	48.1%	55.1%
Satisfied	53.4%	50.0%	42.0%	36.7%
Neither	7.0%	7.9%	6.4%	5.6%
Dissatisfied	2.0%	1.5%	2.3%	1.9%
Very Dissatisfied	0.7%	1.3%	1.2%	0.7%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

All respondent groups tended to less frequently report that they were “very satisfied” with their career in comparison to 2013. In particular, respondents with 3-9 years of experience were 9.5% less likely to select this option.

**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 (30.1%).

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

	3-9	10-14	15-19	20+
Employer	72.1%	77.4%	73.3%	69.9%
Self	27.9%	22.6%	26.7%	30.1%
Omit	0	0	0	0
Total	444	456	345	428

**What has changed?**

There was little change, with the exception of the respondents with 15 to 19 years of experience: this group indicated that their employer was slightly less likely to pay their CRSP fee than in 2013.

***Is the CRSP designation a requirement for your job?***

The CRSP designation is stable in terms of being a job requirement. In general, the CRSP is more often identified as being a requirement for more experienced respondents.

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

	3-9	10-14	15-19	20+
Yes	36.7%	42.8%	44.9%	45.6%
No	63.3%	57.2%	55.1%	54.4%
Omit	0	0	0	0
Total	444	456	345	428

***What has changed?***

*Compared to 2013, there was a slight decrease in the requirement to have a CRSP designation in all experience groups.*

**RESPONDENT CHARACTERISTICS BY 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 with highest number of respondents were petroleum (274), government (254), manufacturing (171), and construction (203).

***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 manufacturing sector had the highest number of respondents with university degrees (52.1%) while the petroleum sector had the lowest (35.0%).

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

	Petro.	Gov.	Manu.	Const.
College OHS	42.0%	30.3%	29.2%	41.4%
Univ. OHS	9.1%	14.2%	24.6%	11.3%
College other	9.1%	9.4%	5.8%	8.4%
Univ. other	25.9%	33.5%	27.5%	27.1%
Other	13.9%	12.6%	12.9%	11.8%
Omit	0	0	0	0
Total	274	254	171	203

***What has changed?***

*There was little change apart from the construction sector, where there was an increase in respondents with college OHS degrees, and a decrease in those with university OHS degrees.*

**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 (79.9%) whereas construction presented the lowest rate (67.5%).

**Table 38:**

**Number of previous employers by setting**

	Petro.	Gov.	Manu.	Const.
1 - 3	77.7%	79.9%	73.1%	67.5%
4 - 6	20.4%	17.7%	21.1%	24.1%
7 - 10	1.1%	1.2%	2.9%	4.9%
Over 10	0.7%	1.2%	2.9%	3.4%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**  
*The government and manufacturing sectors reported an increase in the number of previous employers, while the petroleum and construction sectors showed a decrease.*

**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 (88.6%) and the lowest rate was found in the petroleum sector (72.6%).

**Table 39:**

**Employment location by setting**

	Petro.	Gov.	Manu.	Const.
Urban/Metro	72.6%	88.6%	81.9%	79.3%
Rural	27.4%	11.4%	18.1%	20.7%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**  
*The only notable change since 2013 was a 3.9% increase in rural employment settings for the petroleum sector.*



**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 small communities or large communities, while other sectors had more even distributions of community sizes.

**Table 40:  
Community size by setting**

	Petro.	Gov.	Manu.	Const.
< 10K	13.9%	7.9%	6.4%	9.9%
10K – 99K	20.8%	18.9%	18.1%	12.8%
100K - 199K	9.9%	15.4%	12.9%	11.8%
200K - 499K	4.4%	11.0%	14.6%	11.3%
500K - 999K	6.6%	17.7%	14.6%	14.3%
> 1,000K	44.5%	29.1%	33.3%	39.9%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**

The largest change since 2013 was a 6.6% increase in respondents from the manufacturing sector toward communities with 100,000 to 200,000 residents. Construction was the only sector to see an increase in respondents in communities over 1 million residents.

**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 (16.7%).

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

	Petro.	Gov.	Manu.	Const.
Yes	12.4%	2.8%	4.1%	16.7%
No	87.6%	97.2%	95.9%	83.3%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**

Since 2013, there were no major changes in rates of self-employment.

**Approximately how many people does your company employ?**

In general, respondents from construction tended to be employed in smaller companies (46.3% 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	8.8%	4.3%	7.6%	14.8%
50-99	4.4%	6.3%	3.5%	3.4%
100-249	9.1%	10.2%	10.5%	15.8%
250-499	12.0%	15.7%	17.5%	12.3%
500-999	7.7%	8.3%	17.0%	9.4%
1,000-1,999	10.6%	11.0%	11.7%	15.3%
2,000-4,999	17.9%	15.7%	11.1%	11.8%
5,000-9,999	15.0%	6.7%	9.4%	7.4%
Over 10,000	14.6%	21.7%	11.7%	9.9%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**

Since 2013, respondents from the manufacturing and construction sectors were increasingly working in companies with over 1,000 employees. Conversely, respondents from the petroleum and government sectors saw their greatest increase in companies with 250-499 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	48.2%	69.3%	56.7%	35.0%
1-5	28.8%	13.4%	30.4%	33.5%
6-10	10.2%	9.1%	5.8%	20.2%
11-25	8.0%	6.7%	4.7%	5.9%
Over 25	4.7%	1.6%	2.3%	5.4%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**

All sectors reported an increase in the percentage of respondents reporting that they do not supervise any employees, most notably in the petroleum sector (an 8.3% increase).

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

Within the government sector, the majority of respondents served a large number of job sites (56.3% reported 21 or more job sites). In contrast, respondents from the manufacturing sector typically served only a few job sites (63.7% reported serving 1 to 5 sites).

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

	Petro.	Gov.	Manu.	Const.
1-5	50.4%	20.9%	63.7%	36.0%
6-10	16.4%	10.6%	12.3%	20.7%
11-20	9.5%	12.2%	5.8%	17.2%
21-50	12.0%	15.0%	11.1%	14.3%
Over 50	11.7%	41.3%	7.0%	11.8%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**

Patterns were generally stable from 2013. In the petroleum sector, there was a 5.3% increase in the number of respondents supervising 1-5 employees. In manufacturing, where there was a 4.1% increase in the number of respondents supervising 21-50 employees.

**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.

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

	Petro.	Gov.	Manu.	Const.
Less than 30	0.7%	0.8%	1.2%	2.5%
31-40	21.9%	58.7%	24.6%	14.8%
41-50	46.7%	32.7%	50.9%	41.9%
51-60	17.9%	7.5%	18.1%	29.6%
61-70	7.3%	0.0%	3.5%	4.4%
71-80	2.9%	0.4%	1.2%	4.9%
Over 80	2.6%	0.0%	0.6%	2.0%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**

Respondents from the petroleum sector reported a decrease in hours of work per week, with an 8.8% increase in the number of respondents working 31-40 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	0.0%	0.0%	2.9%	2.0%
\$50K to \$59,999	1.1%	0.8%	3.5%	2.5%
\$60K to \$69,999	0.4%	8.7%	15.2%	4.4%
\$70K to \$79,999	2.2%	13.8%	17.0%	6.4%
\$80K to \$89,999	4.0%	25.2%	16.4%	11.3%
\$90K to \$99,999	8.0%	20.5%	12.9%	12.8%
\$100K to \$109,999	12.4%	16.9%	9.9%	10.3%
\$110K to \$119,999	13.1%	6.3%	8.2%	9.9%
\$120K to \$129,999	13.9%	2.8%	2.9%	11.8%
\$130K to \$139,999	13.1%	1.2%	1.8%	4.4%
\$140K to \$149,999	7.3%	2.8%	2.3%	3.4%
\$150K to \$174,999	10.6%	0.8%	2.9%	8.9%
>\$174,999	13.9%	0.4%	4.1%	11.8%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**

The pattern of salaries did not show any strong trends, with the exception of the government sector, where there was an increase in all salary ranges from \$90,000 to \$150,000. There was also a 5.1% decrease in salaries between \$150,000 and \$174,999 in the petroleum sector.

**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	54.0%	63.8%	70.8%	58.6%
No	46.0%	36.2%	29.2%	41.4%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**

Respondents from all sectors were less likely to report a salary increase in the past 12 months compared to 2013. This was particularly the case in the petroleum sector (28.1% decrease), and construction sector (15.0% decrease).

***If your base salary increased, by what percentage?***

In general, respondents from the petroleum and construction sectors 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	45.9%	79.3%	77.0%	47.9%
4-6	34.5%	13.4%	13.1%	32.5%
7-9	8.1%	4.3%	4.9%	7.7%
10-12	4.7%	1.2%	1.6%	10.3%
13-15	2.7%	0.6%	0.0%	0.0%
16-18	1.4%	0.0%	0.8%	0.0%
19-22	0.7%	0.6%	0.8%	0.0%
Over 22	2.0%	0.6%	1.6%	1.7%
Omit	126	90	49	86
Total	274	254	171	203

***What has changed?***

*Respondents from the petroleum and construction sectors reported a decrease in the size of their salary increases compared to 2013. Respondents from the government and manufacturing sectors reported a slight increase in the size of their salary increases.*

***How satisfied are you with your OHS career?***

Survey respondents were fairly 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 petroleum sector (3.7%) and the lowest was in the construction sector (2.5%).

**Table 49:  
Career satisfaction by setting**

	Petro.	Gov.	Manu.	Const.
Very Satisfied	40.9%	44.5%	42.7%	49.8%
Satisfied	47.8%	45.3%	48.5%	43.8%
Neither	7.7%	7.5%	5.3%	3.9%
Dissatisfied	2.2%	1.6%	2.3%	1.0%
Very Dissatisfied	1.5%	1.2%	1.2%	1.5%
Omit	0	0	0	0
Total	274	254	171	203

***What has changed?***

*Since 2013, there was a strong decrease in job satisfaction in the petroleum sector, but an increase in job satisfaction in the government sector.*

**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	76.3%	72.0%	78.9%	62.1%
Self	23.7%	28.0%	21.1%	37.9%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**

Contrary to the trend from 2011-2013, more respondents from the government and construction sectors reported that their CRSP fees were paid by their employer (increases of 5.1% and 6.6%, respectively). Conversely, the petroleum and manufacturing sectors reported slightly fewer employers paying CRSP fees.

**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 government (44.1%) sector. The lowest rates are found in the construction sector (31.5%).

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

	Petro.	Gov.	Manu.	Const.
Yes	38.3%	44.1%	41.5%	31.5%
No	61.7%	55.9%	58.5%	68.5%
Omit	0	0	0	0
Total	274	254	171	203

**What has changed?**

Respondents from the government and manufacturing sectors reported a slight increase in CRSP designation requirements for their jobs, while respondents in the petroleum and construction sectors reported a decrease.

**SATISFACTION WITH CERTIFICANT EXPERIENCE**

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?***

86.6% of respondents reported being “very satisfied” or “satisfied” with the frequency of communication from BCRSP.

**Table 52:  
Frequency of communication**

Not satisfied	1.4%
Somewhat satisfied	12.0%
Satisfied	69.9%
Very satisfied	16.7%
Omit	0
Total	1,673

***What has changed?***

*Compared to 2013, there was a 7.4% increase in respondents who reported they were “satisfied” with the frequency of communication from BCRSP, and a 6.0% decrease in respondents who reported they were “very satisfied”.*

***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 information monthly or quarterly.

**Table 53:  
Frequency of communication**

Monthly	43.8%
Quarterly	28.6%
Annually	2.8%
As new information becomes available	24.9%
Total	217

***What has changed?***

*There was a 7.0% increase in respondents who said they would prefer monthly communication compared to 2013.*

**Are you satisfied with the correspondence and information you receive from the BCRSP (e.g., Governor’s Table, AGM material, e-mails, etc.)?**

The majority of respondents (91.6%) reported being “satisfied” or “very satisfied” with the correspondence and information they receive from the BCRSP. Only 1.1% of respondents were not satisfied.

Individuals who reported “not satisfied” or “somewhat satisfied” 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.

**Table 54:  
Correspondence and information**

Not satisfied	1.1%
Somewhat satisfied	7.3%
Satisfied	77.0%
Very satisfied	14.6%
Omit	0
Total	1,673

**What has changed?**

*There was a tendency for respondents to choose “satisfied” more frequently than “very satisfied” in comparison with 2013.*

**During the past year, how often did you contact the BCRSP office either by telephone or email?**

92% of respondents had contacted the BCRSP office by telephone or email less than three 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	44.7%
1-3 times	47.3%
4-6 times	5.7%
More than 6 times	2.3%
Omit	0
Total	1,673

**What has changed?**

*There was a slight increase in the amount of contact with BSCRSP in comparison with 2013. For example the 4-6 times category saw a 1.5% increase.*



***How would you rate your overall satisfaction with your interactions with the Board office?***

Over 90% of CRSPs who interacted with the Board office reported being “satisfied” or “very satisfied.” Only 1% of respondents reported being dissatisfied with their interactions.

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

Not satisfied	1.0%
Somewhat satisfied	7.0%
Satisfied	70.2%
Very satisfied	21.9%
Omit	0
Total	1,673

***What has changed?***

*Respondents reported an increase in satisfaction with the BCRSP office in comparison with 2013.*

***Based on your experience during the last year, to what extent has the BCRSP provided overall quality service?***

88.3% of respondents indicated that the BCRSP has provided overall quality service “to some extent” or “to a great extent.” Only 2.6% of respondents selected “not at all”.

**Table 57:  
Correspondence and information**

Not at all	2.6%
To a little extent	9.1%
To some extent	58.8%
To a great extent	29.5%
Omit	0
Total	1,673

***What has changed?***

*Respondents reported a slight increase in ratings of service quality in comparison to 2013.*

**Do you use any of the social media channels to connect with the BCRSP?**

91.9% of respondents indicated that they do not use Twitter to connect with BCRSP. 8.1% of respondents do use Twitter to connect with BCRSP.

**Table 58:  
Twitter**

Yes	8.1%
No	91.9%
Omit	0
Total	1,673

60.5% of respondents indicated that they do not use LinkedIn to connect with BCRSP. 39.5% of respondents do use LinkedIn to connect with BCRSP.

**Table 59:  
LinkedIn**

Yes	39.5%
No	60.5%
Omit	0
Total	1,673

**What has changed?**

*There was a 1.7% increase in the use of Twitter and a 5.6% increase in the use of LinkedIn to connect with BCRSP since 2013.*

**4. SUMMARY**

The results of the BCRSP's 2015 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.

This report contains table-by-table highlights on how responses have changed since previous salary surveys. A number of results were consistent over the past two years but there were also some significant changes.

The results of the questions on the certificant's satisfaction with communications and office interactions indicate clearly that CRSPs are generally very satisfied with the level of communication and customer service provided by BCRSP.



## 2015 BCRSP SALARY SURVEY

Dear Certificant:

The 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.***

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. 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  |

3. Are you?

- Self-employed/Consultant       Employed by an organization

4. Which of the following best characterizes how you first entered OHS practice?

- I entered the safety practice after getting a certification/degree in the field.  
 My employer/supervisor needed someone to handle OHS matters and I volunteered.  
 My employer/supervisor asked me to handle OHS matters.  
 My employer had an OHS position open and I applied for it without much experience.  
 I started in a related speciality role (auditing, hygiene, environmental, ergonomics, fire protection, etc.) and expanded to OHS.  
 Other (please specify) \_\_\_\_\_

5. To whom do you report?

- President/CEO/Owner
- Sr. Vice President
- Director
- VP of Operations
- VP of Human Resources
- Plant Manager / Superintendent
- Regional VP
- Other (please specify) \_\_\_\_\_

6. Where is the OHS function located in your organization?

- Operations/Production
- Engineering
- Human Resources /Administration
- Risk Management
- Regulatory Affairs
- Legal
- Other (please specify) \_\_\_\_\_

7. How many OHS professionals does your company employ?

- I am the only one
- 2 - 5
- 6 – 10
- 11 – 25
- 26 – 50
- 51 – 100
- 101 – 250

8. Are you male or female?

- Male
- Female

9. What is your age?

- |                                |                                |                                |   |
|--------------------------------|--------------------------------|--------------------------------|---|
| <input type="checkbox"/> < 25  | <input type="checkbox"/> 35-39 | <input type="checkbox"/> 50-54 | <input type="checkbox"/> > 65                 |
| <input type="checkbox"/> 25-29 | <input type="checkbox"/> 40-44 | <input type="checkbox"/> 55-59 | <input type="checkbox"/> prefer not to answer |
| <input type="checkbox"/> 30-34 | <input type="checkbox"/> 45-49 | <input type="checkbox"/> 60-64 |   |

10. How many employers, including the present one, have you worked for in the OHS field in the past ten years (i.e. - since 2003) including self employment)?

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

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

- |  |   |
|--|---|
| <input type="checkbox"/> College OHS certificate/diploma | <input type="checkbox"/> College non- OHS certificate/diploma |
| <input type="checkbox"/> University OHS degree           | <input type="checkbox"/> University non-OHS degree            |
| <input type="checkbox"/> Other (please specify) _____    |   |

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

- | <u>Location</u>                                  | <u>Population</u>                        |  |
|--|--|--|
| <input type="checkbox"/> Urban/Metropolitan area | <input type="checkbox"/> < 10,000        | <input type="checkbox"/> 200,000 – 499,999 |
| <input type="checkbox"/> Rural                   | <input type="checkbox"/> 10,000-99,999   | <input type="checkbox"/> 500,000 – 999,999 |
|  | <input type="checkbox"/> 100,000-199,999 | <input type="checkbox"/> > 1,000,000       |

13. 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    |

14. Which of the following best describes your role and responsibilities?

- CEO/Owner
- Senior Manager/Director
- Manager
- Supervisor
- Adviser
- HSE/ORR/Local Authority Inspector
- Trainer
- Coordinator
- Specialist
- Other (please specify) \_\_\_\_\_

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

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Agriculture                  | <input type="checkbox"/> Forest Products | <input type="checkbox"/> Petroleum      |
| <input type="checkbox"/> Chemicals                    | <input type="checkbox"/> Government      | <input type="checkbox"/> Retail         |
| <input type="checkbox"/> Communications               | <input type="checkbox"/> Health Care     | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Construction                 | <input type="checkbox"/> Insurance       | <input type="checkbox"/> Utilities      |
| <input type="checkbox"/> Consulting                   | <input type="checkbox"/> Manufacturing   |   |
| <input type="checkbox"/> Education                    | <input type="checkbox"/> Mining          |   |
| <input type="checkbox"/> Other (please specify) _____ |  |   |

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

- |   |   |
|---|---|
| <input type="checkbox"/> < \$49,999           | <input type="checkbox"/> \$100,000 to \$109,999 |
| <input type="checkbox"/> \$50,000 to \$59,999 | <input type="checkbox"/> \$110,000 to \$119,999 |
| <input type="checkbox"/> \$60,000 to \$69,999 | <input type="checkbox"/> \$120,000 to \$129,999 |
| <input type="checkbox"/> \$70,000 to \$79,999 | <input type="checkbox"/> \$130,000 to \$139,999 |
| <input type="checkbox"/> \$80,000 to \$89,999 | <input type="checkbox"/> \$140,000 to \$149,999 |
| <input type="checkbox"/> \$90,000 to \$99,999 | <input type="checkbox"/> \$150,000 to \$174,999 |
| <input type="checkbox"/> >\$174,999           |   |

17. Has your **base salary** increased in the past 12 months?

- YES                                       NO (If **No**, skip Question 20)

18. If your **base salary** increased, by what percent?:

- |                                  |                                    |                                    |                                    |
|----------------------------------|------------------------------------|------------------------------------|------------------------------------|
| <input type="checkbox"/> 1 to 3% | <input type="checkbox"/> 7 to 9%   | <input type="checkbox"/> 13 to 15% | <input type="checkbox"/> 19 to 22% |
| <input type="checkbox"/> 4 to 6% | <input type="checkbox"/> 10 to 12% | <input type="checkbox"/> 16 to 18% | <input type="checkbox"/> > 22%     |

19. Which of the following benefits do you have?

- |   |   |
|---|---|
| <input type="checkbox"/> Bonus                        | <input type="checkbox"/> Profit Sharing   |
| <input type="checkbox"/> Cafeteria Plan               | <input type="checkbox"/> Retiree Medical  |
| <input type="checkbox"/> Onsite Childcare             | <input type="checkbox"/> Retirement Savings Plan  |
| <input type="checkbox"/> Dental Insurance             | <input type="checkbox"/> Short-Term Disability  |
| <input type="checkbox"/> Flexible Spending Plan       | <input type="checkbox"/> Sick Leave   |
| <input type="checkbox"/> Flex Time/Schedule           | <input type="checkbox"/> Stock Options  |
| <input type="checkbox"/> Group Life Insurance         | <input type="checkbox"/> Vision Care  |
| <input type="checkbox"/> Health Care Insurance        | <input type="checkbox"/> Tuition Reimbursement  |
| <input type="checkbox"/> Health Club Membership       | <input type="checkbox"/> Car Allowance  |
| <input type="checkbox"/> Incentive Compensation       | <input type="checkbox"/> Employee Assistance Program EAP                                |
| <input type="checkbox"/> Long-Term Care               | <input type="checkbox"/> Optional Benefits (optional: life insurance, disability, etc.) |
| <input type="checkbox"/> Long-Term Disability         | <input type="checkbox"/> Professional Development Opportunities                         |
| <input type="checkbox"/> Maternity/Paternity Benefits | <input type="checkbox"/> N/A  |
| <input type="checkbox"/> Paid Vacation                |   |
| <input type="checkbox"/> Pension                      |   |

20. My annual CRSP registration fee is paid by:  
 Employer                     Self
21. How many OHS employees do you supervise?  
 None                     6 to 10                     > 26  
 1 to 5                     11 to 25
22. How many employer job sites do you serve?  
 1 to 5                     11 to 20                     > 50  
 6 to 10                     21 to 50
23. On average, how many hours do you work per week?  
 < 30                     51-60                     71-80  
 31-40                     61-70                     > 80  
 41-50
24. Is the CRSP designation a requirement for your job?  
 Yes                     No
25. 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 certificant's satisfaction with communications and office interaction.**

26. Are you satisfied with the frequency of communication you receive from the BCRSP?  
 Not satisfied       Somewhat satisfied       Satisfied       Very satisfied
27. 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 certificants
28. 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
29. If **Not** or **Somewhat** satisfied, what correspondence or information would you like to receive from the BCRSP?  

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30. 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
31. How would you rate your overall satisfaction with your interactions with the Board office?  
 Not satisfied       Somewhat satisfied       Satisfied       Very satisfied
32. 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
33. Do you use any of the social media channels to connect with the BCRSP?
- |                              |                              |
|------------------------------|------------------------------|
| <b><u>Twitter</u></b>        | <b><u>LinkedIn</u></b>       |
| <input type="checkbox"/> Yes | <input type="checkbox"/> Yes |
| <input type="checkbox"/> No  | <input type="checkbox"/> No  |