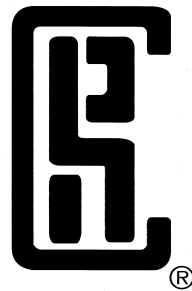


REPORT ON THE 2013 SALARY SURVEY



BOARD OF CANADIAN REGISTERED
SAFETY PROFESSIONALS

CONSEIL CANADIEN DES
PROFESSIONNELS EN SÉCURITÉ
AGRÉÉS

Prepared by:



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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 2013.

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 certificate holders.

2. PROCEDURE

The *2013 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 October 2013. Members 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 certificate holder's satisfaction with communications and office interactions with BCRSP. A copy of the *2013 Salary Survey* is found in the Appendix.

3. RESULTS

A total of 3,699 invitations to complete the survey online were distributed to CRSPs from across Canada. As of the survey deadline, 1,562 certificate holders completed the survey. This yields a response rate of 42.2%. This is a 7% increase in the response rate from 2011 and a 17% increase from 2009.

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 1,562 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	553	35.4%
BC	161	10.3%
MB	58	3.7%
NB	33	2.1%
NL	52	3.3%
NT	7	0.4%
NS	54	3.5%
NU	1	0.1%
ON	509	32.6%
PE	5	0.3%
QC	20	1.3%
SK	73	4.7%
YT	5	0.3%
Outside Canada	31	2.0%
Omit	0	
Total	1,562	100%

What has changed?

The overall number of respondents has increased compared to 2011 and 2009 when 1,130 and 679 people completed the survey respectively. A key change is that Alberta is now the most represented province instead of Ontario.

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, 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	857	56.0
Central	529	34.6
Atlantic	145	9.5
Omit	31	
Total	1,562	

What has changed?

Similar to 2011, the percentage of respondents from Western Canada has increased while the percentage of respondents from Central Canada has decreased.

What is your age?

On a national level, the most frequently selected category was 50 to 54 years of age.

**Table 3:
Age by region**

	Western	Central	Atlantic	National
Under 25	0.1%	0.0%	0%	0.1%
25-29	2.0%	3.0%	2.1%	2.4%
30-34	8.8%	8.9%	6.9%	8.6%
35-39	12.8%	17.0%	11.7%	14.2%
40-44	17.6%	15.9%	18.6%	17.1%
45-49	13.0%	16.6%	16.6%	14.6%
50-54	17.4%	16.8%	19.3%	17.5%
55-59	17.9%	13.0%	16.6%	16.1%
60-64	6.9%	5.1%	7.6%	6.3%
Over 65	2.1%	2.3%	0.7%	2.0%
Omit	13	7	0	20
Total	844	522	145	1,511

What has changed?

In 2011, most respondents (92.6%) were between 30 to 59 years old. This percentage dropped to 87.9% in 2013.

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

At the national level, two levels of formal education were almost equal. 32.5% had a college occupational health and safety (OHS) certificate/diploma while 31.9% indicated a non-OHS university degree. In the “other” category, the most common responses were post graduate degrees, including Masters degrees and postgraduate diplomas. Respondents from Western Canada were more likely to have a college OHS diploma, where respondents from Central and Atlantic Canada were more likely to have a university OHS degree.

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

	Western	Central	Atlantic	National
College OHS	38.5%	24.6%	25.5%	32.5%
Univ. OHS	9.9%	19.5%	7.6%	13.0%
College other	10.4%	8.3%	16.6%	10.3%
Univ. other	28.9%	35.2%	37.9%	31.9%
Other	12.3%	12.5%	12.4%	12.4%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

Not much has changed in regards to level of education by region. All three regions had similar responses to those found in the previous survey.

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 97.3% 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	3.3%	2.3%	1.4%	2.7%
5 - 9	28.7%	23.6%	24.1%	26.5%
10 - 14	26.6%	27.8%	32.4%	27.6%
15 - 19	19.0%	19.1%	18.6%	19.0%
20 - 24	11.6%	13.4%	15.9%	12.6%
Over 25	10.9%	13.8%	7.6%	11.6%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

Since 2011, the respondents have become, on average, more experienced. The number of respondent with more than 20 years of experience has increased slightly. There was an increase in the number of respondents with less than 10 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 (77.5%) indicated having between 1 and 3 previous employers in the past 10 years. In addition, 22.5% 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	75.6%	80.7%	77.2%	77.5%
4 - 6	19.3%	16.3%	19.3%	18.2%
7 - 10	2.9%	1.5%	0.7%	2.2%
Over 10	2.2%	1.5%	2.8%	2.0%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

Since 2011, the average number of previous employers in the past 10 years has increased slightly. For example, there was a 0.7% decrease in the number of people who had fewer than 4 previous employers. There was also a 1.3% increase in the number of respondents who had 4 to 6 previous employers in the past 10 years.

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 (88.1%) and the lowest was found in Atlantic Canada (71.7%).

**Table 7:
Employment location by region**

	Western	Central	Atlantic	National
Urban/Metro	81.4%	88.1%	71.7%	82.8%
Rural	18.6%	11.9%	28.3%	17.2%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

The biggest change since 2011 was a 7.7% increase in the number of CRSPs working in urban centres in Western Canada. Central and Atlantic Canada saw much smaller percentage increases in their urban CRSP population.

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 (57%) or smaller than 100,000 residents (31%). In contrast, Atlantic Canada respondents tended to work in communities smaller than 100,000 residents (52.4%). Respondents from Central Canada presented a more even distribution of community sizes, with the most frequent size being communities larger than 1,000,000 (37.6%).

**Table 8:
Community size by region**

	Western	Central	Atlantic	National
< 10K	8.9%	4.3%	21.4%	8.5%
10K - 99K	22.1%	15.1%	31.0%	20.5%
100K - 199K	5.4%	13.0%	16.6%	9.1%
200K - 499K	6.8%	15.7%	26.9%	11.8%
500K - 999K	15.2%	14.2%	4.1%	13.8%
> 1,000K	41.8%	37.6%	0.0%	36.4%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

The most notable finding was an increase in the number of respondents from Western Canada who reported working in a community of over 1,000,000 people (5.1% increase).

Are you self-employed?

Respondents most frequently reported being employed by an organization (89.6%). Between the different regions, the rate of self-employment ranged from a low of 6.2% in Central Canada to a high of 13.2% in Western Canada.

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

	Western	Central	Atlantic	National
Yes	13.2%	6.2%	9.0%	10.4%
No	86.8%	93.8%	91.0%	89.6%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

Since 2011, the national rate of self-employment has increased by 1.3%. This increase was apparent in all regions, with the largest increase seen in Western Canada (3.4%).

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 government (18.1%) and Atlantic Canada reported government (19.3%) as well. Overall, these two employment settings accounted for 32.5% of the response across Canada.

**Table 10:
Employment setting by region**

	Western	Central	Atlantic	National
Agriculture	0.6%	0.0%	0.0%	0.3%
Chemicals	1.6%	3.4%	0.0%	2.1%
Communications	0.2%	0.6%	0.0%	0.3%
Construction	12.6%	9.1%	13.1%	11.4%
Consulting	7.2%	7.6%	8.3%	7.4%
Education	3.5%	7.6%	5.5%	5.1%
Forest products	0.8%	0.9%	2.1%	1.0%
Government	13.1%	18.1%	19.3%	15.4%
Health Care	3.0%	4.7%	3.4%	3.7%
Insurance	0.2%	0.4%	0.7%	0.3%
Manufacturing	4.7%	16.6%	6.9%	9.0%
Mining	4.7%	2.8%	6.2%	4.2%
Petroleum	27.4%	1.5%	13.1%	17.1%
Retail	0.4%	2.8%	1.4%	1.3%
Transportation	2.8%	3.0%	2.1%	2.8%
Utilities	7.9%	10.0%	9.7%	8.8%
Other	9.2%	10.6%	8.3%	9.6%
Omit	0	1	0	1
Total	857	528	145	1,530

What has changed?

In contrast to 2011, petroleum (17.1%) was the most frequently reported employment setting across Canada. Previously, government (15.4%) had been more frequently reported. Also, construction has increased 2.1% since 2011.

Approximately how many people does your company employ?

In Atlantic Canada, survey respondents most frequently reported working in companies with 250-499 employees (19.3%). In Central Canada, survey respondents most frequently reported working in companies with over 10,000 employees (16.6%). In Western Canada, companies with between 2,000 and 4,999 employees were reported most frequently (17.7%).

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

	Western	Central	Atlantic	National
0-49	12.6%	7.6%	17.2%	11.3%
50-99	3.2%	5.7%	9.0%	4.6%
100-249	10.5%	11.0%	6.2%	10.3%
250-499	9.9%	9.5%	19.3%	10.6%
500-999	10.3%	11.2%	14.5%	11.0%
1,000-1,999	9.7%	12.5%	13.1%	11.0%
2,000-4,999	17.7%	14.7%	10.3%	16.0%
5,000-9,999	10.3%	11.3%	4.1%	10.1%
Over 10,000	15.9%	16.6%	6.2%	15.2%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

There are no major trends since 2011. 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 (30.7% reported supervising 1 to 5 employees) or none at all (50.4%). Respondents in Western Canada tended to supervise more employees.

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

	Western	Central	Atlantic	National
None	43.3%	59.9%	57.9%	50.4%
1-5	32.8%	28.0%	28.3%	30.7%
6-10	11.6%	7.0%	7.6%	9.6%
11-25	7.7%	3.0%	4.8%	5.8%
Over 26	4.7%	2.1%	1.4%	3.5%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

Since 2011, the number of respondents reporting that they do not supervise any employees has increased by 5.3%.

How many employer job sites do you serve?

The majority of responses (62.7%) 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	38.0%	44.6%	42.8%	40.8%
6-10	14.2%	13.8%	12.4%	13.9%
11-20	14.4%	8.9%	14.5%	12.5%
21-50	11.3%	9.8%	12.4%	10.9%
Over 50	22.1%	22.9%	17.9%	21.9%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

Since 2011, the percentage of respondents from Atlantic Canada reporting over 50 job sites has reduced by 4.8%.

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 (44.2%). The majority of respondents reported working between 31 to 60 hours per week (90.4%).

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

	Western	Central	Atlantic	National
Less than 30	1.3%	1.1%	2.8%	1.4%
31-40	23.0%	36.5%	33.1%	28.6%
41-50	44.7%	44.4%	40.0%	44.2%
51-60	20.5%	12.7%	17.9%	17.6%
61-70	4.8%	4.5%	4.1%	4.6%
71-80	3.6%	0.4%	0%	2.2%
Over 80	2.1%	0.4%	2.1%	1.5%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

There was an overall trend toward respondents working slightly shorter hours compared to 2011. There was a shift in Atlantic Canada where there were 10.4% and 9.5% decreases in respondents working 41-50 and 51-60 hours per week, respectively.

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 (16.5%). Across Canada, 46.5% 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%	0.8%	2.1%	1.0%
\$50 to \$59,999	0.9%	3.4%	4.1%	2.1%
\$60K to \$69,999	4.1%	7.6%	15.2%	6.3%
\$70K to \$79,999	8.4%	18.0%	19.3%	12.7%
\$80K to \$89,999	13.2%	22.3%	15.2%	16.5%
\$90K to \$99,999	13.3%	19.1%	9.0%	14.9%
\$100K to \$109,999	11.9%	12.1%	13.8%	12.1%
\$110K to \$119,999	8.6%	5.5%	5.5%	7.3%
\$120K to \$129,999	9.8%	5.3%	6.2%	7.9%
\$130K to \$139,999	6.0%	2.1%	1.4%	4.2%
\$140K to \$149,999	6.0%	0.6%	3.4%	3.9%
\$150K to \$174,999	8.8%	1.9%	0.0%	5.6%
>\$174,999	8.1%	1.5%	4.8%	5.5%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?
Nationally, there was a 9.3% increase in the number of respondents earning over \$100,000 per year.

Has your base salary increased in the past 12 months?

The majority (75%) 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	75.7%	74.5%	73.1%	75.0%
No	24.3%	25.5%	26.9%	25.0%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?
Nationally, the number of people reporting a salary increase has increased by 4.8% and this is reflected evenly across regions.

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% (81.1%).

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

	Western	Central	Atlantic	National
1-3	46.7%	72.3%	57.0%	56.4%
4-6	30.6%	15.5%	22.4%	24.7%
7-9	7.4%	3.8%	6.5%	6.1%
10-12	7.1%	5.8%	7.5%	6.7%
13-15	2.6%	1.3%	0.9%	2.0%
16-18	0.8%	0.0%	0.9%	0.5%
19-22	1.7%	1.0%	0.9%	1.4%
Over 22	3.2%	0.3%	3.7%	2.3%
Omit	206	135	38	379
Total	651	394	107	1,152

What has changed?

This has not changed significantly since 2011.

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	54.5%	46.7%	50.3%	51.4%
Satisfied	36.6%	42.5%	39.3%	38.9%
Neither	6.3%	5.7%	6.2%	6.1%
Dissatisfied	1.9%	4.0%	2.1%	2.6%
Very Dissatisfied	1.0%	1.1%	2.1%	1.0%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

Since 2011, there was a 1.9% increase in the number of respondents who reported being "very satisfied". In addition, there was a 0.6% increase in the number of people who reported being "dissatisfied" or "very dissatisfied".

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 (67.1%) whereas Western Canada had the largest number of employers paying (75.1%).

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

	Western	Central	Atlantic	National
Employer	75.1%	71.3%	67.6%	73.1%
Self	24.9%	28.7%	32.4%	26.9%
Omit	0	0	0	0
Total	857	529	145	1,531

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 Central Canada with an increase of 4.3%.

Is the CRSP designation a requirement for your job?

Across all regions, the CRSP designation is generally not a job requirement. Nationally, 43.8% of respondents indicated that the CRSP designation is required.

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

	Western	Central	Atlantic	National
Yes	46.0%	41.0%	41.4%	43.8%
No	54.0%	59.0%	58.6%	56.2%
Omit	0	0	0	0
Total	857	529	145	1,531

What has changed?

Nationally, there was a slight increase in the number of respondents who indicated that the CRSP designation was a requirement (0.9%). This increase was largest in Atlantic Canada (5.1%).

**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	33.6%	32.8%	35.2%	27.3%
Univ. OHS	13.1%	14.0%	12.1%	14.3%
College other	9.3%	8.6%	13.1%	10.7%
Univ. other	36.0%	32.6%	24.5%	31.8%
Other	8.0%	12.1%	15.1%	15.9%
Omit	0	0	0	0
Total	450	430	298	384

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	79.8%	77.2%	76.8%	75.8%
4 - 6	17.1%	19.1%	17.8%	19.3%
7 - 10	2.2%	1.6%	2.7%	2.3%
Over 10	0.9%	2.1%	2.7%	2.6%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

There was a 4.2% increase in the number of respondents with 20+ years of experience who reported having more than 4-6 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 10-14 years of experience (83.3%) and the lowest was found for those with 20+ years of experience (82.3%).

**Table 23:
Employment location by experience**

	3-9	10-14	15-19	20+
Urban/Metro	82.9%	83.3%	83.2%	82.3%
Rural	17.1%	16.7%	16.8%	17.7%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

Across all experience levels, there was a slight increase in respondents reporting that they work 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	8.9%	5.8%	10.4%	8.9%
10K - 99K	20.9%	23.5%	15.4%	20.8%
100K - 199K	8.2%	8.4%	10.1%	9.6%
200K - 499K	10.4%	14.4%	10.4%	10.9%
500K - 999K	16.0%	11.9%	13.1%	13.8%
> 1,000K	35.6%	36.0%	40.6%	35.9%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

The largest shift occurred among respondents with 15-19 years of experience. There was a 5.8% increase in the number of respondents with 15-19 years of experience working in communities of more than 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 (5.1%) and the highest rates found with the highest levels of experience (19.8%).

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

	3-9	10-14	15-19	20+
Yes	5.1%	7.9%	10.1%	19.8%
No	94.9%	92.1%	89.9%	80.2%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

The most significant change since 2011 was the increase in the number of self-employed respondents in the 10-14 and 20+ groups. Specifically, there was a 3.2% increase in the rate of self-employment in the 10-14 years experience group and a 4.3% 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 5.8% to 11.2%) whereas the responses in chemicals and health care tended to decrease with experience (3.6% to 2.1% and 4.5% to 2.6%, respectively).

**Table 26:
Employment setting by experience**

	3-9	10-14	15-19	20+
Agriculture	0.4%	0.7%	0.0%	0.3%
Chemicals	3.6%	1.4%	1.3%	2.1%
Communications	0.4%	0.2%	0.3%	0.3%
Construction	10.9%	12.3%	10.7%	12.5%
Consulting	5.8%	6.0%	7.0%	11.2%
Education	5.6%	4.2%	5.0%	5.5%
Forest products	2.0%	0.2%	0.7%	0.8%
Government	14.3%	19.3%	14.4%	12.0%
Health Care	4.5%	3.5%	3.7%	2.6%
Insurance	0.4%	0.0%	0.7%	0.5%
Manufacturing	7.8%	9.5%	9.4%	10.2%
Mining	4.5%	3.0%	5.4%	4.2%
Petroleum	16.5%	18.8%	18.1%	15.4%
Retail	2.2%	0.9%	1.0%	0.8%
Transportation	2.9%	3.3%	2.7%	2.6%
Utilities	9.1%	8.1%	9.4%	8.3%
Other	9.1%	8.4%	10.1%	10.9%
Omit	1	0	0	0
Total	449	430	298	384

What has changed?

There were two major trends since 2011. First, the number of respondents who work for the government decreased for most experience groups. For example, there was a 3.5% decrease in the number of respondent in the 20+ experience group who worked for the government. This group also experienced a 6.2% increase in construction.

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:
Number of employees by experience**

	3-9	10-14	15-19	20+
0-49	7.1%	9.8%	9.4%	18.8%
50-99	4.4%	6.0%	1.7%	5.2%
100-249	11.1%	11.6%	9.4%	7.6%
250-499	10.7%	10.5%	10.7%	10.2%
500-999	11.6%	11.9%	10.7%	9.6%
1,000-1,999	12.4%	10.2%	10.4%	9.6%
2,000-4,999	17.8%	14.0%	15.8%	17.2%
5,000-9,999	9.3%	9.1%	15.1%	8.6%
Over 10,000	15.6%	17.0%	16.8%	13.3%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

The most significant change since 2011 was a 5.7% increase in the number of respondents with 10-14 years of experience who reported working in an organization with over 10,000 employees. There was also a 4.6% decrease 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 (27.8% to 35.4% reported supervising 1 to 5 employees) or none at all (59.8% to 38.5% reported not supervising any OHS employees).

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

	3-9	10-14	15-19	20+
None	59.8%	52.8%	44.6%	38.5%
1-5	27.8%	30.2%	31.5%	35.4%
6-10	7.3%	8.4%	9.7%	14.1%
11-25	3.3%	6.0%	8.7%	6.8%
Over 26	1.8%	2.6%	5.4%	5.2%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

Since 2011, all experience groups reported a decrease in those respondents who do not supervise any employees. This decrease was greatest for those with 15-19 years of experience (9.3%). The percentage of these respondents supervising over 26 employees doubled since 2011 from 2.2% to 5.4%.

How many employer job sites do you serve?

The majority of respondents (from 37.9% to 43.0%) 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 (19.5% to 28.1%). 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	41.3%	43.0%	37.9%	38.8%
6-10	16.4%	10.7%	17.1%	12.5%
11-20	11.3%	13.3%	15.1%	10.7%
21-50	10.9%	12.8%	10.4%	9.9%
Over 50	20.0%	20.2%	19.5%	28.1%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

The number of individuals who reported serving over 50 job sites increased for respondents with less than 6 years of experience and more than 20 years of experience (3.8% and 4.6%, respectively).

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

Between 41 and 50 hours of work per week was most frequently selected by the survey respondents (37.5% to 48.8% 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	0.4%	0.5%	1.3%	3.4%
31-40	34.4%	32.3%	20.5%	21.6%
41-50	44.0%	48.8%	47.3%	37.5%
51-60	13.3%	12.6%	22.5%	24.7%
61-70	3.6%	4.7%	4.0%	7.6%
71-80	2.2%	0.7%	3.0%	3.1%
Over 80	2.0%	0.5%	1.3%	2.1%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

Since 2011, all experience groups reported an increase in the number of respondents who work more than 80 hours per week. Correspondingly, all groups also reported a decrease in respondents who work less than 30 hours a week.

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	2.0%	0.7%	0.3%	0.8%
\$50 to \$59,999	3.3%	2.1%	2.0%	0.5%
\$60K to \$69,999	13.1%	4.2%	2.3%	3.4%
\$70K to \$79,999	17.6%	14.9%	8.7%	6.8%
\$80K to \$89,999	20.7%	15.8%	15.8%	12.8%
\$90K to \$99,999	13.3%	19.1%	13.8%	12.5%
\$100K to \$109,999	9.3%	12.6%	12.8%	14.6%
\$110K to \$119,999	5.8%	7.9%	6.7%	8.1%
\$120K to \$129,999	6.9%	7.0%	8.7%	9.4%
\$130K to \$139,999	2.9%	5.3%	5.0%	3.9%
\$140K to \$149,999	1.1%	2.6%	5.7%	8.1%
>\$150,000	1.6%	4.9%	10.1%	8.1%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

In general, overall salaries increased for all experience groups since 2011. The percentage of respondents with 10 to 14 years of experience reporting a salary of \$140K or above increased by 2.5%.

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	76.0%	76.0%	78.2%	69.5%
No	24.0%	24.0%	21.8%	30.5%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

Respondents with 15 to 19 years of experience reported the greatest growth in salary increases. The percentage of this group receiving a salary increase went from 62.4% in 2011 to 78.2% in 2013.

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	52.3%	59.1%	56.9%	57.1%
4-6	25.7%	23.8%	24.6%	25.6%
7-9	6.4%	5.5%	6.9%	5.6%
10-12	8.1%	5.5%	6.5%	6.4%
13-15	2.0%	1.5%	3.0%	1.5%
16-18	0.6%	0.3%	0.4%	0.8%
19-22	2.6%	1.8%	0.4%	0.0%
Over 22	2.3%	2.4%	1.3%	3.0%
Omit	104	102	66	118
Total	346	328	232	266

What has changed?

Not much has changed with this area since 2011. Every group except for those with 20 or more years of experience reported a growth of salary increases of 7% to 9%.

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” 59.1% of the time compared to only 46.4% for respondents with 3-9 years of experience.

**Table 34:
Career satisfaction by experience**

	3-9	10-14	15-19	20+
Very Satisfied	46.4%	47.9%	54.7%	59.1%
Satisfied	43.1%	43.0%	34.6%	32.3%
Neither	7.1%	6.7%	6.4%	3.9%
Dissatisfied	3.1%	1.2%	2.3%	3.6%
Very Dissatisfied	0.2%	1.2%	2.0%	1.0%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

All respondent groups tended to be more satisfied with their career in 2013 in comparison to 2011. Specifically, respondents with 3 to 9 years of experience were 6.6% more likely to indicate that they were “very satisfied”. Also, respondents with 15 to 19 years of experience were 7.2% more likely to indicate that they were “very satisfied”.

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 (33.3%).

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

	3-9	10-14	15-19	20+
Employer	72.2%	75.6%	77.9%	66.7%
Self	27.8%	24.4%	22.1%	33.3%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

Across all experience groups with the exception of 3 to 9 years of experience, respondents indicated that their employer was slightly more likely to pay their CRSP fee than in 2011.

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	37.6%	43.3%	48.0%	46.6%
No	62.4%	56.7%	52.0%	53.4%
Omit	0	0	0	0
Total	450	430	298	384

What has changed?

Compared to 2011, there were increases in the requirements to have a CRSP designation for respondents with 10 to 19 years of experience. The largest increase was in the 15 to 19 years of experience group (3.8% increase). Respondents with 3 to 9 years of experience reported a slight decrease of 2.9%.

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 (268), government (236), construction (182) and manufacturing (143).

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 (50.4%) while the petroleum sector had the lowest (39.2%).

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

	Petro.	Gov.	Manu.	Const.
College OHS	37.3%	33.1%	35.7%	33.0%
Univ. OHS	8.6%	13.1%	21.0%	19.2%
College other	10.8%	11.0%	4.9%	10.4%
Univ. other	30.6%	31.4%	29.4%	24.7%
Other	12.7%	11.4%	9.1%	12.6%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

The construction and manufacturing sectors reported a slight increase in respondents with university OHS degrees, while the government and petroleum sectors reported a slight decrease in this area.

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 (86.0%) whereas construction presented the lowest rate (60.4%).

Table 38:

Number of previous employers by setting

	Petro.	Gov.	Manu.	Const.
1 - 3	72.0%	86.0%	81.8%	60.4%
4 - 6	23.9%	13.1%	16.1%	29.7%
7 - 10	1.1%	0.4%	0.7%	6.6%
Over 10	3.0%	0.4%	1.4%	3.3%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?
 Most of the employment settings showed an increase in the number of previous employers. The exception to this was manufacturing sector which reported an 8.3% increase in respondents with 1 to 3 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 in government (88.6%) and the lowest rate was found in the petroleum sector (76.5%).

Table 39:

Employment location by setting

	Petro.	Gov.	Manu.	Const.
Urban/Metro	76.5%	88.6%	82.5%	78.6%
Rural	23.5%	11.4%	17.5%	21.4%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?
 All four employment settings reported an increase in respondents who work in an urban/metropolitan setting. The petroleum sector reported the biggest change with a 10.6% increase in urban/metropolitan respondents from 2011.

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 manufacturing sector were more likely to be employed in a small community (under 10,000) while petroleum sector respondents were more likely to be in a large community (over 1,000,000 residents).

Table 40:

Community size by setting

	Petro.	Gov.	Manu.	Const.
< 10K	10.8%	3.4%	11.2%	9.3%
10K – 99K	23.9%	23.7%	19.6%	18.1%
100K - 199K	4.1%	11.0%	6.3%	11.5%
200K - 499K	6.0%	12.7%	18.9%	8.2%
500K - 999K	7.8%	18.2%	9.1%	16.5%
> 1,000K	47.4%	30.9%	35.0%	36.3%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

The biggest change since 2011 was a 8.5% increase in respondents from the government sector toward communities with over 1,000,000 residents which 8.5% increase). Respondents from the petroleum sector reported a 3.2% decrease in those working in communities with less than 10,000 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 (18.1%).

Table 41:

Rate of self-employment by setting

	Petro.	Gov.	Manu.	Const.
Yes	15.3%	1.3%	1.4%	18.1%
No	84.7%	98.7%	98.6%	81.9%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

Since 2011, there was an increase in the number of self-employed respondents in the construction sector (9.4%) and a decrease in the number of self-employed respondents in the manufacturing sector (5.4%).

Approximately how many people does your company employ?

In general, respondents from construction tended to be employed in smaller companies (52.1% 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	11.6%	1.7%	5.6%	15.4%
50-99	4.9%	4.7%	4.2%	3.8%
100-249	8.6%	11.9%	13.3%	19.2%
250-499	9.3%	12.3%	16.1%	13.7%
500-999	9.3%	10.6%	19.6%	14.3%
1,000-1,999	9.0%	8.5%	7.7%	11.0%
2,000-4,999	16.4%	16.1%	18.9%	9.9%
5,000-9,999	12.7%	9.7%	7.7%	4.9%
Over 10,000	18.3%	24.6%	7.0%	7.7%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

Since 2011, respondents from the government and petroleum sectors reported an increase in those working in companies with over 10,000 employees (7.1% and 6%, respectively). Conversely, respondents from the manufacturing and construction sectors reported a decrease in those working in companies with over 10,000 employees (5.8% and 4.8%, respectively).

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	39.9%	68.2%	53.1%	30.8%
1-5	30.6%	19.9%	37.1%	38.5%
6-10	14.6%	5.5%	6.3%	16.5%
11-25	8.2%	5.1%	2.1%	7.7%
Over 25	6.7%	1.3%	1.4%	6.6%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

There were no significant changes in this area. All sectors, aside from construction, reported a slight increase in the percentage of respondents reporting that they do not supervise any employees.

How many employer job sites do you serve?

Within the government sector, the majority of respondents served a large number of job sites (55.5% reported 21 or more job sites). In contrast, respondents from the manufacturing sector typically served only a few job sites (64.3% reported serving 1 to 5 sites).

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

	Petro.	Gov.	Manu.	Const.
1-5	45.1%	21.6%	64.3%	36.8%
6-10	16.0%	10.6%	11.9%	18.1%
11-20	12.7%	12.3%	6.3%	17.6%
21-50	10.4%	14.0%	7.0%	13.2%
Over 50	15.7%	41.5%	10.5%	14.3%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

There 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 6.5% since 2011. A similar increase was also reported between 2009 and 2011.

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 and construction sectors tended to work the most hours.

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

	Petro.	Gov.	Manu.	Const.
Less than 30	0.4%	0.0%	0.7%	2.2%
31-40	13.1%	58.1%	25.9%	15.4%
41-50	46.3%	34.3%	53.1%	41.8%
51-60	25.7%	5.5%	16.1%	29.1%
61-70	6.3%	0.8%	3.5%	7.1%
71-80	5.2%	0.4%	0.7%	2.7%
Over 80	3.0%	0.8%	0.0%	1.6%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

Respondents from the petroleum and construction sectors reported an increase in those who work over 61 hours a week (3.8% and 1.8%, respectively).

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	0.4%	0.0%	1.4%	1.6%
\$50K to \$59,999	0.4%	1.7%	5.6%	3.8%
\$60K to \$69,999	1.1%	11.0%	9.1%	4.4%
\$70K to \$79,999	1.5%	21.2%	19.6%	10.4%
\$80K to \$89,999	6.3%	28.8%	21.7%	13.2%
\$90K to \$99,999	7.8%	17.8%	14.0%	7.7%
\$100K to \$109,999	9.3%	10.2%	13.3%	12.6%
\$110K to \$119,999	11.9%	3.4%	2.8%	5.5%
\$120K to \$129,999	14.9%	2.1%	3.5%	9.9%
\$130K to \$139,999	7.5%	0.8%	3.5%	6.6%
\$140K to \$149,999	8.2%	1.3%	1.4%	6.0%
\$150K to \$174,999	15.7%	0.8%	3.5%	6.6%
>\$174,999	14.9%	0.8%	0.7%	11.5%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

Salaries tended to remain stable in the manufacturing and government sectors. There was an increase in the number of respondents from the petroleum sector earning over \$140,000 per year (8.7%).

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	82.1%	69.1%	82.5%	73.6%
No	17.9%	30.9%	17.5%	26.4%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

Respondents from manufacturing (8.1% increase) and petroleum (8.4% increase) were more likely to report a salary increase over the past 12 months compared to 2011. However, respondents from the construction sector were slightly less likely to report a salary increase than in 2011.

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	30.3%	81.5%	74.6%	44.0%
4-6	38.9%	14.2%	16.9%	23.1%
7-9	9.0%	1.2%	3.4%	9.0%
10-12	12.7%	1.2%	2.5%	11.9%
13-15	3.2%	1.2%	0.8%	3.0%
16-18	0.5%	0.0%	0.8%	0.7%
19-22	2.3%	0.0%	0.0%	3.0%
Over 22	3.2%	0.6%	0.8%	5.2%
Omit	47	74	25	48
Total	221	162	118	134

What has changed?

Respondents from the manufacturing, construction and government sectors reported a decrease in the size of their salary increases compared to 2011. Conversely, respondents from the petroleum sector reported a decrease in those receiving the smallest salary increase of 1-3%.

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 manufacturing (6.3%) and the lowest was in the petroleum sector (3.4%).

**Table 49:
Career satisfaction by setting**

	Petro.	Gov.	Manu.	Const.
Very Satisfied	56.0%	39.8%	46.9%	52.7%
Satisfied	36.2%	47.5%	40.6%	33.5%
Neither	4.5%	8.5%	6.3%	8.2%
Dissatisfied	1.5%	3.0%	4.9%	3.8%
Very Dissatisfied	1.9%	1.3%	1.4%	1.6%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

Overall, there was a slight increase in job satisfaction in respondents from all four main sectors. Specially, there was a 6.1% increase in the number of respondents from the construction sector who reported being “satisfied” or “very satisfied”.

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	79.9%	66.9%	83.2%	55.5%
Self	20.1%	33.1%	16.8%	44.5%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

Compared to 2011, more respondents from the petroleum and manufacturing sectors reported that their CRSP fees are paid by their employer (increases of 6.7% and 8%, respectively). Conversely, the government and construction sectors reports that less employers were paying CRSP fees (decreases of 4.4% and 7.6%, respectively).

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 (48.1%) sector. The lowest rates are found in the constructions sector (35.7%).

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

	Petro.	Gov.	Manu.	Const.
Yes	48.1%	42.4%	37.8%	35.7%
No	51.9%	57.6%	62.2%	64.3%
Omit	0	0	0	0
Total	268	236	143	182

What has changed?

Respondents from all four main sectors reported an increase in CRSP designation requirements for their jobs. The greatest increases were in the government (8% increase) and petroleum (3.4% increase) sectors.

SATISFACTION WITH CERTIFICATE HOLDER 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?

85.2% 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	13.4%
Satisfied	62.5%
Very satisfied	22.7%
Omit	0
Total	1,562

What has changed?

Compared to 2011, there was an 11.9% increase in respondents who said they were “very satisfied” with the frequency of communication from BCRSP.

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	36.8%
Quarterly	33.8%
Annually	3.5%
As new information becomes available	26.0%
Total	231

What has changed?

There was a 13.4% increase in respondents who said they would prefer monthly communication compared to 2011.

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 (90.4%) reported being “satisfied” or “very satisfied” with the correspondence and information they receive from the BCRSP. Only 1.7% 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	1.7%
Somewhat satisfied	7.9%
Satisfied	70.3%
Very satisfied	20.1%
Omit	0
Total	1,562

What has changed?

Respondents reported no significant changes regarding this question in comparison to 2011.

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

94% 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	47.4%
1-3 times	46.6%
4-6 times	4.2%
More than 6 times	1.8%
Omit	0
Total	1,562

What has changed?

Respondents reported no significant changes regarding this question in comparison to 2011.

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

Almost 90% 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	8.8%
Satisfied	66.8%
Very satisfied	23.0%
Omit	0
Total	1,562

What has changed?

Respondents reported no significant changes regarding this question in comparison to 2011.

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

87.9% of respondents indicated that the BCRSP has provided overall quality service “to some extent” or “to a great extent.” Only 3% of respondents selected “not at all”.

**Table 57:
Correspondence and information**

Not at all	3.0%
To a little extent	9.1%
To some extent	57.2%
To a great extent	30.7%
Omit	0
Total	1,562

What has changed?

Respondents reported no significant changes regarding this question in comparison to 2011.

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

93.6% of respondents indicated that they do not use Twitter to connect with BCRSP. 6.4% of respondents do use Twitter to connect with BCRSP.

**Table 58:
Twitter**

Yes	6.4%
No	93.6%
Omit	0
Total	1,562

66.1% of respondents indicated that they do not use LinkedIn to connect with BCRSP. 33.9% of respondents do use LinkedIn to connect with BCRSP.

**Table 59:
LinkedIn**

Yes	33.9%
No	66.1%
Omit	0
Total	1,562

What has changed?

These questions did not appear on the 2011 Salary Survey.

4. SUMMARY

The results of the BCRSP's 2013 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. 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.

The results of the questions on the certificate holder'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.



2013 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 / Superintendant
- 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 (ie - since 2003) including self employment)?

- 1-3
- 4-6
- 7-10
- > 10

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

- College OHS certificate/diploma
- University OHS degree
- Other (please specify) _____
- College non- OHS certificate/diploma
- University non-OHS degree

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?

- 0-49
- 50-99
- 100-249
- 250-499
- 500-999
- 1,000-1,999
- 2,000-4,999
- 5,000-9,999
- > 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 | |

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?
- _____
- _____
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?
- | | |
|------------------------------|------------------------------|
| <u>Twitter</u> | <u>LinkedIn</u> |
| <input type="checkbox"/> Yes | <input type="checkbox"/> Yes |
| <input type="checkbox"/> No | <input type="checkbox"/> No |