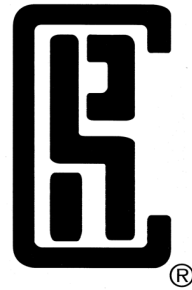


REPORT ON THE 2023 SALARY SURVEY



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) and Canadian Registered Safety Technicians (CRSTs) every two years. The most recent survey was conducted in the Fall of 2023.

Meazure Learning Inc. 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.

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. A copy of the *2023 Salary Survey* is found in the Appendix.

BCRSP believes that embracing diversity, equity, inclusion, and accessibility as organizational values is a way to intentionally make space for positive outcomes. Questions related to diversity factors were added to this year's survey. The aggregated data from these questions will be used by BCRSP to help determine opportunities for growth, consideration for scheduling activities, to better understand the population BCRSP serves, and to inform the business community regarding the general make-up of the safety profession.

2. PROCEDURE

The *2023 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 Meazure Learning Inc.

All CRSPs and CRSTs registered at the time of the survey were targeted for inclusion. Invitations to complete the survey were sent in September-October 2023. Certificants were invited to submit their responses online.

Respondents were asked to provide demographic and employment information. Demographic information include age, gender, level of education, years of experience, number of previous employers and province or territory of employment. Employment information was

3. RESULTS

A total of 5091 invitations to complete the survey online were distributed to CRSPs and CRSTs from across Canada. As of the survey deadline, 1,654 certificants completed the survey (1,524 CRSPs, 120 CRSTs and 10 holding both certifications). This yields a response rate of 32.5%. This is a 1.5% decrease in the response rate from 2021.

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?". Changes in a single category that were less than 5% or from a small sample (under 200 respondents) were generally not considered noteworthy.

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 1,654 completed surveys, the majority of respondents were from two provinces: Alberta (33.6%) and Ontario (30.8%).

Table 1:

Province or territory of employment

	<i>n</i>	%
AB	539	32.6
BC	266	16.1
MB	46	2.8
NB	20	1.2
NL	55	3.3
NT	3	0.2
NS	56	3.4
NV	5	0.3
ON	522	31.6
PE	3	0.2
QC	24	1.5
SK	76	4.6
YT	3	0.2
Outside Canada	36	2.2
Omit	0	
Total	1,654	100%

What has changed?

The overall number of respondents has decreased slightly compared to 2021 when 1,917 people completed the survey.

With some exceptions, the number of respondents from each province remain insufficient 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, Nunavut, 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	938	58.0
Central	546	33.7
Atlantic	134	8.3
Omit	36	
Total	1,654	

What is your age?

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

**Table 3:
Age by region**

	Western	Central	Atlantic	National
Under 25	0.1%	0.0%	0.0%	0.1%
25-29	1.7%	2.9%	0.7%	2.0%
30-34	7.6%	8.4%	6.7%	7.8%
35-39	13.2%	13.0%	14.2%	13.2%
40-44	16.4%	16.7%	15.7%	16.4%
45-49	17.3%	16.3%	14.9%	16.7%
50-54	19.3%	14.1%	18.7%	17.5%
55-59	11.4%	13.2%	15.7%	12.4%
60-64	8.4%	10.8%	9.0%	9.3%
Over 65	3.0%	3.5%	3.7%	3.2%
Prefer not to answer	1.6%	1.1%	0.7%	1.4%
Omit	0	0	0	36
Total	938	546	134	1,618

What is the highest academic credential you have earned?

On a national level, a majority of respondents had either a college/university certificate (27.1%) or a baccalaureate (26.6%). In Western Canada and Atlantic Canada, respondents are most likely to have a College/University Certificate (respectively, 31.2% and 28.4%) and in Central Canada, respondents are most likely to have a baccalaureate (31.1%). Noteworthy is a larger number of respondents with a Master's degree in Central Canada (23.3%) in comparison to Atlantic Canada (15.7%) and Western Canada (and 10.6%).

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

	Western	Central	Atlantic	National
High School	1.7%	1.3%	0.7%	1.5%
College Diploma	26.3%	14.8%	22.4%	22.1%
College/University Certificate	31.2%	19.6%	28.4%	27.1%
Baccalaureate	24.5%	31.1%	23.1%	26.6%
Master's	10.6%	23.3%	15.7%	15.3%
Doctorate	0.1%	0.7%	0.0%	0.3%
Post Graduate Diploma	3.1%	7.7%	9.7%	5.2%
Other	2.5%	1.5%	0.0%	1.9%
Omit	0	0	0	36
Total	938	546	134	1,618

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 (24.8%), closely followed by respondents with 15 to 19 years of as an OHS professional (24.2%). A total of 96.9% 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
1 - 2	0.9%	1.3%	0.0%	0.9%
3 - 4	2.0%	2.2%	3.0%	2.2%
5 - 9	14.4%	13.0%	14.2%	13.9%
10 - 14	27.0%	20.3%	27.6%	24.8%
15 - 19	24.7%	22.9%	25.4%	24.2%
20 - 25	18.6%	20.9%	22.4%	19.7%
Over 25	12.5%	19.4%	7.5%	14.4%
Omit	0	0	0	36
Total	938	546	134	1,618

What has changed?

Since 2021, more respondents from Atlantic Canada have reported having between 20 to 25 years of experience (5.3%) and in the same region, the fewer respondents reported having more than 25 years of experience (-5.8%). A new option of 1 – 2 years of experience was added to the survey in 2023, which accounts for roughly 1% of all respondents.

How many employers, including the present one, have you worked for in the OHS field in the past 10 years (includes self-employment)?

When asked about previous employers, the majority of respondents (74.4%) indicated having between 1 and 3 previous employers in the past 10 years. 25.6% 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	71.1%	79.9%	74.6%	74.4%
4 - 6	21.9%	17.2%	19.4%	20.1%
7 - 10	3.6%	1.5%	3.0%	2.8%
Over 10	3.4%	1.5%	3.0%	2.7%
Omit	0	0	0	36
Total	938	546	134	1,618

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 (89.3%) and the lowest was found in Atlantic Canada (74.6%).

**Table 7:
Employment location by region**

	Western	Central	Atlantic	National
Urban/Metropolitan	81.1%	89.3%	74.6%	83.3%
Rural	18.9%	10.7%	25.4%	16.7%
Omit	34	13	4	87
Total	904	533	130	1,567

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 (54.4% and 56.4% 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 499,000 residents (28.1%).

**Table 8:
Community size by region**

	Western	Central	Atlantic	National
< 10K	9.8%	5.7%	19.1%	9.1%
10K - 99K	16.9%	13.6%	23.6%	16.2%
100K - 199K	9.0%	15.0%	22.5%	12.0%
200K - 499K	9.8%	9.3%	28.1%	10.9%
500K - 999K	11.1%	13.3%	6.7%	11.5%
> 1,000K	43.3%	43.1%	0.0%	40.4%
Omit	227	126	45	428
Total	711	420	89	1,226

What is your employment status?

Respondents most frequently reported being employed by an organization (90.3%). Between the different regions, the rate of self-employment ranged from a low of 5.5% in Central Canada to a high of 12.3% in Western Canada.

**Table 9:
Rate of employment status by region**

	Western	Central	Atlantic	National
Self-employed/Consultant	12.3%	5.5%	9.0%	9.7%
Employed by an organisation	87.7%	94.5%	91.0%	90.3%
Omit	0	0	0	36
Total	938	546	134	1,618

Which of the following best describes your employment setting?

The employment setting options were modified in the 2023 survey to be more comprehensive. Regional differences in employment setting exist between respondents from the three regions. In Western Canada and Atlantic Canada, the two most commonly reported settings were Mining, quarrying, and oil and gas extraction (at 19.6% and 17.9%, respectively) and Construction (at 17.8% and 13.4%, respectively). In Central Canada, respondents reported Manufacturing (19.6%) and Construction (12.5%) as the most common employment settings. Overall, these three employment settings accounted for 41.8% of the responses across Canada.

**Table 10:
Employment setting by region**

	Western	Central	Atlantic	National
Accommodation and food services	0.6%	0.2%	0.7%	0.5%
Administrative and support, waste management and remediation services	0.3%	0.9%	0.7%	0.6%
Agriculture, forestry, fishing and hunting	1.7%	1.1%	0.7%	1.4%
Arts, entertainment and recreation	0.3%	0.4%	0.0%	0.3%
Construction	17.8%	12.5%	13.4%	15.6%
Educational services	5.0%	9.2%	9.0%	6.7%
Finance and Insurance	1.0%	0.4%	0.0%	0.7%

Health care and social assistance	4.9%	4.9%	5.2%	4.9%
Information and cultural industries	0.1%	0.5%	0.0%	0.2%
Management of companies and enterprises	0.7%	0.5%	0.0%	0.6%
Manufacturing	8.4%	19.6%	6.0%	12.0%
Mining, quarrying, and oil and gas extraction	19.6%	4.0%	17.9%	14.2%
Other services (except public administration)	1.3%	0.9%	0.0%	1.1%
Professional, scientific and technical services	6.1%	7.7%	4.5%	6.5%
Public administration	9.0%	7.5%	12.7%	8.8%
Real estate and rental and leasing	0.7%	0.9%	0.0%	0.7%
Retail trade	0.4%	1.8%	0.0%	0.9%
Transportation and warehousing	4.1%	7.7%	6.0%	5.4%
Utilities	6.4%	6.6%	10.4%	6.8%
Wholesale trade	0.0%	0.5%	0.0%	0.2%
Other	11.5%	12.1%	12.7%	11.8%
Omit	0	0	0	36
Total	938	546	134	1,618

Approximately how many people does your company employ?

In Atlantic Canada, survey respondents most frequently reported working in companies with 0-49 employees (20.9%). In Central Canada, survey respondents most frequently reported working in companies with 2000 or more employees (45.1% combined). In Western Canada, companies with either over 10,000 employees (18.0%) were reported most frequently.

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

	Western	Central	Atlantic	National
0-49	13.4%	7.3%	15.7%	11.6%
50-99	5.3%	7.9%	2.2%	5.9%
100-249	11.4%	9.3%	9.0%	10.5%
250-499	9.3%	9.7%	10.4%	9.5%
500-999	11.1%	9.5%	9.7%	10.4%
1,000-1,999	9.6%	10.8%	13.4%	10.3%
2,000-4,999	13.1%	15.6%	14.2%	14.0%
5,000-10,000	10.1%	11.9%	8.2%	10.6%
Over 10,000	16.6%	17.9%	17.2%	17.1%
Omit	0	0	0	36
Total	938	546	134	1,618

What has changed?

While the National percentages remained comparable to those from the 2021 salary survey, a few changes were observed in Atlantic Canada. There was an increase in the number of respondents from that region who reported working for companies with more than 10,000 employees (5.8%), whereas a decrease was observed in that same region for companies with 0-49 employees (-5.2%) and those with 250-499 employees (-6.1%).

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 (32.4% reported supervising 1 to 5 employees) or none at all (51.9%).

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

	Western	Central	Atlantic	National
None	50.7%	53.5%	53.7%	51.9%
1-5	33.0%	33.0%	26.1%	32.4%
6-10	7.7%	6.6%	8.2%	7.4%
11-25	6.4%	4.4%	9.7%	6.0%
Over 25	2.1%	2.6%	2.2%	2.3%
Omit	0	0	0	36
Total	938	546	134	1,618

How many employer job sites do you serve?

The majority of responses (65.3%) to this question could be found at the two ends of the options (either 1 to 5 sites or over 50 sites).

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

	Western	Central	Atlantic	National
1-5	42.2%	46.5%	41.0%	43.6%
6-10	14.1%	11.4%	11.2%	12.9%
11-20	11.3%	11.4%	11.9%	11.4%
21-50	11.0%	8.8%	13.4%	10.4%
Over 50	21.4%	22.0%	22.4%	21.7%
Omit	0	0	0	36
Total	938	546	134	1,618

What has changed?
In Atlantic Canada, more repondants reported managing 11 to 25 employees compared to 2021 (an increase of 6.5%), whereas a decrease was noted in respondents reporting managing 6 to 10 employees in that same region (- 5.1%).

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 (42.8%). The majority of respondents reported working between 31 to 60 hours per week (92.2%).

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

	Western	Central	Atlantic	National
Less than 31	3.6%	1.9%	2.5%	2.9%
31-40	30.3%	36.6%	39.9%	33.2%
41-50	45.0%	44.3%	42.4%	44.5%
51-60	12.0%	13.5%	8.9%	12.2%
61-70	4.0%	2.6%	5.1%	3.6%
71-80	2.6%	0.6%	0.0%	1.7%
Over 80	2.6%	0.5%	1.3%	1.8%
Omit	0	0	0	36
Total	938	546	134	1,618

What has changed?

Since 2021, there has been a 6.8% increase in respondents who reported working between 31 to 40 hours per week in Western Canada and an increase of 7.4% in Central Canada in that same category. In addition, there was a decrease of 5.8% of the number of respondents from Central Canada reporting working between 51 to 60 hours per week.

Please indicate your salary range.

Survey respondents reported a wide range of salary levels. The most frequently reported salary was in the \$100,000 range (16.7%). Across Canada, 67.6% of respondents reported salaries of above \$100,000. On average, salaries were higher in Western Canada compared to the other regions.

**Table 15:
Salary range by region**

	Western	Central	Atlantic	National
< \$50K	1.6%	1.1%	1.3%	1.4%
\$50K to \$59,999	0.8%	1.1%	5.1%	1.3%
\$60K to \$69,999	2.4%	2.7%	5.7%	2.8%
\$70K to \$79,999	6.4%	7.5%	20.9%	8.0%
\$80K to \$89,999	11.4%	12.4%	10.8%	11.7%
\$90K to \$99,999	14.6%	19.4%	17.7%	16.4%
\$100K to \$109,999	16.5%	16.5%	8.9%	15.9%
\$110K to \$119,999	9.4%	10.6%	5.7%	9.5%
\$120K to \$129,999	10.9%	8.3%	7.6%	9.8%
\$130K to \$139,999	6.8%	5.9%	4.4%	6.3%
\$140K to \$149,999	4.5%	3.9%	1.9%	4.1%
\$150K to \$174,999	6.3%	5.3%	3.8%	5.8%
>\$174,999	8.4%	5.1%	6.3%	7.2%
Omit	0	0	0	36
Total	938	546	134	1,618

Has your base salary increased in the past 12 months?

The majority (79.0%) of respondents reported that they have received a salary increase within the past 12 months, with Central Canada reporting the highest frequency of salary increases (84.4%).

**Table 16:
Salary increase by region**

	Western	Central	Atlantic	National
Yes	75.5%	84.4%	81.3%	79.0%
No	24.5%	15.6%	18.7%	21.0%
Omit	0	0	0	36
Total	938	546	134	1,618

What has changed?

Nationally, the number of respondents reporting a salary increase has increased by 20.7% compared to 2021 (23.9% in Western Canada, 23.1% in Atlantic Canada, and 14.4 in Central 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 rates of increase was from 1 to 6% (80.2%).

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

	Western	Central	Atlantic	National
1-3	57.7%	64.3%	55.9%	60.2%
4-6	24.2%	22.3%	28.0%	23.8%
7-9	5.1%	3.9%	3.2%	4.4%
10-12	6.3%	4.8%	4.3%	5.5%
13-15	1.6%	1.8%	3.2%	1.8%
16-18	0.5%	0.5%	1.1%	0.5%
19-22	1.1%	0.5%	1.1%	0.8%
Over 22	3.5%	2.0%	3.2%	2.9%
Omit	231	86	26	379
Total	707	460	9108	1,275

What has changed?

Compared to 2021, the 1-3% salary increment was less frequent in both Western and Central Canada (-11.4% and 15.1%, respectively), but the salary increment of 4-6% was more frequent (8.2% and 10.3%, respectively). That trend was not observed in Atlantic Canada.

How satisfied are you with your OHS career?

Survey respondents were generally satisfied with their OHS career. In combination, 89.4% of the respondents reported being satisfied or very satisfied with their career. Nationally, only 2.4% of respondents reported any degree of dissatisfaction.

**Table 18:
Career satisfaction by region**

	Western	Central	Atlantic	National
Very Satisfied	40.6%	48.5%	42.5%	43.4%
Satisfied	48.3%	41.6%	47.0%	45.9%
Neither	8.6%	7.3%	8.2%	8.2%
Dissatisfied	2.2%	1.8%	1.5%	2.0%
Very Dissatisfied	0.2%	0.7%	0.7%	0.4%
Omit	0	0	0	36
Total	938	546	134	1,618

My annual BCRSP fee is paid by?

For most survey respondents, the employer paid the annual BCRSP fee with a national average of 72.2%.

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

	Western	Central	Atlantic	National
Employer	71.3%	74.0%	71.6%	72.2%
Self	28.7%	26.0%	28.4%	27.8%
Omit	0	0	0	36
Total	938	546	134	1,618

What has changed?

In Western Canada, the percentage of employer who paid the annual BCRSP fee has increased by 6.0% since 2021.

Is a BCRSP certification a requirement for your job?

Across all regions, a BCRSP certification is generally not a job requirement. Nationally, 36.9% of respondents indicated that a BCRSP certification is required.

**Table 20:
BCRSP certification requirement by region**

	Western	Central	Atlantic	National
Yes	37.0%	36.6%	37.3%	36.9%
No	63.0%	63.4%	62.7%	63.1%
Omit	0	0	0	36
Total	938	546	134	1,618

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. Work experience was combined into 4 categories: 1 to 9 years, 10 to 14 years, 15 to 19 years and over 20 years of experience.

What is the highest level of formal education attained?

The most commonly selected level of formal education for respondents with less work experience was a Baccalaureate degree (31.2%). Respondents with more work experience were generally more likely to indicate that they had college/university certificate.

Table 21:

Level of education by experience				
	1-9	10-14	15-19	20+
High School	0.7%	0.2%	1.5%	3.0%
College Diploma	19.0%	23.0%	23.0%	22.0%
College/University Certificate	21.1%	26.4%	30.6%	27.0%
Baccalaureate	31.2%	27.9%	27.0%	22.8%
Master's	16.5%	14.6%	12.6%	18.3%
Doctorate	0.7%	0.2%	0.0%	0.5%
Post Graduate Diploma	7.9%	5.7%	4.3%	4.5%
Other	2.9%	2.0%	1.0%	1.9%
Omit	0	0	0	0
Total	279	405	396	574

What has changed?

Since 2021, there was a few changes noted for the repondants with less work experience. More specifically, there was a 5.8% increase in the respondents with 1-9 years of work experience reporting holding a Master's degree. For that same group, there was a decrease in both College Diploma and College/University Certificate (-5.9% and -5.1%, respectively).

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 (74.1%) 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				
	1-9	10-14	15-19	20+
1 - 3	82.1%	65.7%	77.0%	74.2%
4 - 6	17.2%	27.7%	18.2%	17.9%
7 - 10	0.7%	3.2%	3.0%	3.7%
Over 10	0.0%	3.5%	1.8%	4.2%
Omit	0	0	0	0
Total	279	405	396	574

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 over 20 years of experience (85.4%) and the lowest was found for those with 1-9 years of experience (80.0%).

**Table 23:
Employment location by experience**

	1-9	10-14	15-19	20+
Urban/Metro	80.0%	82.2%	83.6%	85.4%
Rural	20.0%	17.8%	16.4%	14.6%
Omit	9	18	11	14
Total	270	387	385	560

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**

	1-9	10-14	15-19	20+
< 10K	10.3%	9.7%	10.0%	8.1%
10K - 99K	18.7%	17.3%	13.4%	15.4%
100K - 199K	11.8%	10.3%	12.4%	12.9%
200K - 499K	12.3%	11.0%	12.0%	9.4%
500K - 999K	8.4%	10.7%	12.0%	12.7%
> 1,000K	38.4%	41.0%	40.2%	41.4%
Omit	76	105	105	118
Total	203	300	291	456

What is your employment status?

Respondents most frequently reported being employed by an organization. The lowest rate of self-employment was found for respondents with the least amount of experience (2.5%) and the highest rates found with the highest levels of experience (15.5%).

Table 25:

Rate of employment status by experience

	1-9	10-14	15-19	20+
Self-employed/Consultant	2.5%	5.9%	9.8%	15.5%
Employed by an organisation	97.5%	94.1%	90.2%	84.5%
Omit	0	0	0	0
Total	279	405	396	574

Which of the following best describes your employment setting?

Some differences in employment setting appear to exist between respondents with various level of work experience. For example, the responses in manufacturing tended to decrease with experience (from 18.3% to 10.8%).

Table 26:

Employment setting by experience

	1-9	10-14	15-19	20+
Accommodation and food services	1.1%	0.7%	0.0%	0.3%
Administrative and support, waste management and remediation services	0.0%	0.0%	0.8%	1.0%
Agriculture, forestry, fishing and hunting	1.4%	1.5%	2.0%	0.9%
Arts, entertainment and recreation	1.1%	0.2%	0.3%	0.0%
Construction	14.3%	16.3%	15.7%	15.9%
Educational services	5.4%	3.0%	6.3%	10.1%
Finance and Insurance	1.4%	0.7%	0.0%	0.7%
Health care and social assistance	5.7%	5.9%	4.8%	3.7%
Information and cultural industries	0.0%	0.2%	0.0%	0.5%
Management of companies and enterprises	0.0%	0.5%	0.8%	0.9%
Manufacturing	18.3%	9.1%	13.4%	10.8%
Mining, quarrying, and oil and gas extraction	12.2%	15.8%	15.7%	13.9%

Other services (except public administration)	1.1%	1.5%	1.0%	0.7%
Professional, scientific and technical services	3.6%	7.4%	6.6%	7.1%
Public administration	7.5%	9.4%	9.1%	8.2%
Real estate and rental and leasing	0.7%	1.0%	0.5%	0.9%
Retail trade	1.4%	1.0%	1.0%	0.5%
Transportation and warehousing	9.0%	5.7%	5.3%	3.5%
Utilities	5.7%	7.2%	5.8%	7.5%
Wholesale trade	0.0%	0.2%	0.0%	0.3%
Other	10.0%	12.6%	11.1%	12.5%
Omit	0	0	0	0
Total	279	405	396	574

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. However, small companies with 0-49 employees tend to have more experienced employees.

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

	1-9	10-14	15-19	20+
0-49	9.0%	7.4%	12.9%	14.3%
50-99	4.3%	5.4%	7.8%	5.6%
100-249	11.5%	15.8%	8.6%	7.1%
250-499	11.1%	7.4%	11.9%	8.4%
500-999	12.5%	9.9%	8.3%	11.3%
1,000-1,999	10.8%	8.1%	9.1%	12.5%
2,000-4,999	13.6%	15.3%	13.1%	13.9%
5,000-9,999	12.9%	8.9%	11.1%	10.1%
Over 10,000	14.3%	21.7%	17.2%	16.7%
Omit	0	0	0	0
Total	279	405	396	574

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 (26.5% to 34.3% reported supervising 1 to 5 employees) or none at all (44.8% to 65.6% reported not supervising any OHS employees). The number of OHS employees supervised tend to increase with experience.

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

	1-9	10-14	15-19	20+
None	65.6%	52.3%	50.8%	44.8%
1-5	26.5%	32.8%	32.6%	34.3%
6-10	3.2%	8.6%	7.6%	9.1%
11-25	3.2%	5.2%	6.1%	8.0%
Over 25	1.4%	1.0%	3.0%	3.8%
Omit	0	0	0	0
Total	279	405	396	574

What has changed?

Since 2021, there was an increased in the number of repondents with 1 to 9 years of experience who reported supervising 1 to 5 OHS employees (5.1%).

How many employer job sites do you serve?

The majority of respondents (from 38.3% to 51.6%) 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 (14.3% to 25.3%). In general, respondents with more experience tended to serve more job sites.

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

	1-9	10-14	15-19	20+
1-5	51.6%	44.9%	43.9%	38.3%
6-10	12.5%	12.1%	11.4%	14.3%
11-20	11.5%	12.3%	10.6%	12.0%
21-50	10.0%	8.6%	12.6%	10.1%
Over 50	14.3%	22.0%	21.5%	25.3%
Omit	0	0	0	0
Total	279	405	396	574

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 (41.6% to 44.4% for the different levels of work 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**

	1-9	10-14	15-19	20+
Less than 31	0.7%	0.5%	2.3%	4.5%
31-40	49.8%	40.7%	39.4%	32.9%
41-50	41.6%	43.7%	44.4%	42.2%
51-60	5.4%	8.1%	8.6%	13.9%
61-70	1.1%	2.2%	2.8%	4.0%
71-80	0.7%	2.7%	1.3%	1.0%
Over 80	0.7%	2.0%	1.3%	1.4%
Omit	0	0	0	0
Total	279	405	396	574

What has changed?

Since 2021, there was a 9.3% increase in respondents with 1 to 9 and 15 to 19 years of work experience who reported working between 31 to 40 hours per 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**

	1-9	10-14	15-19	20+
< \$49,999	0.0%	0.5%	1.5%	2.3%
\$50 to \$59,999	2.5%	0.0%	0.5%	0.7%
\$60K to \$69,999	8.2%	1.2%	1.8%	0.7%
\$70K to \$79,999	9.0%	6.7%	5.1%	4.0%
\$80K to \$89,999	17.2%	10.4%	6.1%	5.2%
\$90K to \$99,999	19.0%	12.6%	13.4%	11.0%
\$100K to				
\$109,999	17.9%	19.5%	18.9%	12.4%
\$110K to				
\$119,999	9.7%	15.3%	12.9%	8.9%
\$120K to				
\$129,999	5.4%	9.9%	9.8%	12.2%
\$130K to				
\$139,999	3.6%	8.4%	7.1%	6.4%
\$140K to				
\$149,999	1.8%	5.4%	6.1%	8.5%
\$150K to				
\$174,999	3.2%	5.7%	9.3%	11.3%
> \$174,999	2.5%	4.4%	7.6%	16.4%
Omit	0	0	0	0
Total	279	405	396	574

What has changed?

In respondents with 10 to 14 years of work experience, there was an increase of 7.0% in the reported salary range of \$110,000 to 119,999, compared to 2021, and a decrease of 9.0% in the reported salary range of \$90,000 to \$99,999.

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 1 to 9 years of work experience were more likely to report an increase than those with 20 or more years of work experience (86.0% and 73.0%, respectively).

Table 32:

Salary increase by experience				
	1-9	10-14	15-19	20+
Yes	86.0%	80.7%	80.3%	73.0%
No	14.0%	19.3%	19.7%	27.0%
Omit	0	0	0	0
Total	279	405	396	574

What has changed?

Compared to 2021, there were significantly more respondents reporting a salary increase regardless of the number of years of work experience. Salary increase was reported by 24.2% more respondents in the 1 to 9 years of work experience group compared to 2021; by 19.9% more respondents in the 10 to 14 years of experience group; by 22.2% more respondents in the 15 to 19 years of experience group; and by 17.9% more respondents in the more than 20 years of experience group.

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

	1-9	10-14	15-19	20+
1-3	44.2%	42.3%	48.9%	53.1%
4-6	33.8%	31.9%	33.1%	32.3%
7-9	8.3%	12.0%	7.3%	6.7%
10-12	6.7%	7.7%	5.7%	4.3%
13-15	3.3%	1.8%	1.3%	1.4%
16-18	0.0%	0.9%	1.3%	0.2%
19-22	1.3%	0.6%	0.9%	1.2%
Over 22	2.5%	2.8%	1.6%	0.7%
Omit	39	79	79	574
Total	240	326	317	418

What has changed?

Compared to 2021, the most significant change was an increase in the number of respondents reporting a salary increase of 4 to 6%, regardless of work experience and a decrease in those reporting a salary increase of 1 to 3 % in all groups.

How satisfied are you with your OHS career?

Overall, survey respondents reported being satisfied with their OHS career. Satisfaction tended to increase with experience. Respondents with over 20 years of experience were “very satisfied” 51.7% of the time compared to only 35.8% for respondents with 1-9 years of work experience.

Table 34:

Career satisfaction by experience				
	1-9	10-14	15-19	20+
Very Satisfied	35.8%	37.5%	42.4%	51.7%
Satisfied	52.3%	48.9%	48.5%	39.4%
Neither	10.0%	10.4%	7.1%	6.4%
Dissatisfied	1.4%	3.0%	1.8%	1.7%
Very Dissatisfied	0.4%	0.2%	0.3%	0.7%
Omit	0	0	0	0
Total	279	405	396	574

My annual BCRSP fee is paid by?

For most survey respondents, the employer paid the annual BCRSP fee.

Table 35:

Annual BCRSP fee payment by experience				
	1-9	10-14	15-19	20+
Employer	72.0%	77.0%	69.2%	69.5%
Self	28.0%	23.0%	30.8%	30.5%
Omit	0	0	0	0
Total	279	405	396	574

What has changed?

More employers paid for the respondents annual BCRSP fees in the 10 to 14 years of work experience category (8.4%) and in the more than 20 years of experience category (7.2%) compared to 2021.

Is a BCRSP certification a requirement for your job?

In general, a BCRSP certification is more often identified as being a requirement for more experienced respondents. Yet, for the majority of respondents, a BCRSP certification is not a job requirement.

**Table 36:
BCRSP certification requirement by experience**

	1-9	10-14	15-19	20+
Yes	21.1%	35.3%	39.9%	42.2%
No	78.9%	64.7%	60.1%	57.8%
Omit	0	0	0	0
Total	279	405	396	574

**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 Construction (259), Mining, Quarrying, and Oil and Gas Extraction (240), Manufacturing (203), and Public Administration (142).

Since the employment setting categories were expanded and redefined for the 2023 survey, the identification of significant changes compared to the 2021 survey results is somewhat challenging and may be less reliable. For comparison purposes, the new category Mining, Quarrying and Oil and Gas Extraction (MQOGE) will be compared to the category Petroleum sector from 2021 and the new category Public Administration (PA) will be compared to the Government sector category from 2021.

What is the highest level of formal education attained?

The most commonly selected level of formal education was a college or university certificate for three out of the four employment settings. The sole exception was the public administration sector for which respondents were more likely to report a baccalaureate degree.

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

	Const.	MQOGE	Manu.	PA
High School	2.3%	2.5%	1.5%	0.7%
College Diploma	23.9%	25.4%	15.8%	24.6%
College/University Certificate	34.7%	35.0%	27.6%	12.7%
Baccalaureate	23.2%	17.9%	26.1%	36.6%
Master's	7.3%	12.9%	20.2%	19.0%
Doctorate	0.8%	0.0%	0.5%	0.0%
Post Graduate Diploma	4.6%	3.8%	7.4%	4.9%
Other	3.1%	2.5%	1.0%	1.4%
Omit	0	0	0	0
Total	259	240	203	142

What has changed?

Since 2021, the number of respondents from the public administration sector with a baccalaureate degree has increased by 6.2%.

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. Construction showed the lowest rate of 1 to 3 previous employers (64.9%), but the highest rate of 4-6 employers (25.9%).

Table 38:

Number of previous employers by setting

	Const.	MQOGE	Manu.	PA
1 - 3	64.9%	67.9%	78.3%	76.8%
4 - 6	25.9%	23.3%	18.2%	18.3%
7 - 10	5.0%	5.0%	0.5%	3.5%
Over 10	4.2%	3.8%	3.0%	1.4%
Omit	0	0	0	0
Total	259	240	203	142

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 lowest rate was found in the mining, quarrying, and oil and gas extraction sector (63.6%).

Table 39:

Employment location by setting

	Const.	MQOGE	Manu.	PA
Urban/Metro	85.1%	63.6%	85.8%	83.7%
Rural	14.9%	36.4%	14.2%	16.3%
Omit	10	29	6	7
Total	249	231	197	135

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 mining, quarrying, and oil and gas extraction sector were more likely to be employed in smaller communities, while respondents from the construction sector were more likely employed in larger community sizes.

**Table 40:
Community size by setting**

	Const.	MQOGE	Manu.	PA
< 10K	7.7%	22.8%	10.5%	6.5%
10K – 99K	13.3%	21.0%	17.6%	18.7%
100K - 199K	8.2%	16.2%	13.1%	10.3%
200K - 499K	10.7%	7.8%	11.1%	10.3%
500K - 999K	9.7%	3.0%	11.1%	16.8%
> 1,000K	50.5%	29.3%	36.6%	37.4%
Omit	63	73	50	35
Total	196	167	153	107

What is your employment status?

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 (19.3%).

**Table 41:
Rate of employment status by setting**

	Const.	MQOGE	Manu.	PA
Self-employed/ Consultant	19.3%	13.8%	5.4%	1.4%
Employed by an organisation	80.7%	86.3%	94.6%	98.6%
Omit	0	0	0	0
Total	259	240	203	142

Approximately how many people does your company employ?

In general, respondents from construction tended to be employed in smaller companies (19.7% with less than 50 employees). Respondents from the public administration sector tended to work for larger organizations (26.1% with over 10,000 employees).

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

	Const.	MQOGE	Manu.	PA
0-49	19.7%	10.8%	6.9%	2.8%
50-99	7.3%	5.4%	7.9%	3.5%
100-249	13.9%	10.4%	15.3%	8.5%
250-499	7.7%	10.0%	12.8%	11.3%
500-999	13.5%	12.1%	12.8%	12.0%
1,000-1,999	8.5%	10.8%	11.3%	10.6%
2,000-4,999	12.0%	11.7%	12.3%	16.9%
5,000-9,999	10.4%	12.1%	7.9%	8.5%
Over 10,000	6.9%	16.7%	12.8%	26.1%
Omit	0	0	0	0
Total	259	240	203	142

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 the public administration sector supervised fewer employees while respondents from construction supervised the most.

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

	Const.	MQOGE	Manu.	PA
None	40.2%	46.7%	51.2%	62.0%
1-5	38.6%	29.2%	37.4%	21.8%
6-10	7.7%	12.1%	6.4%	4.2%
11-25	10.0%	8.3%	3.4%	6.3%
Over 25	3.5%	3.8%	1.5%	5.6%
Omit	0	0	0	0
Total	259	240	203	142

What has changed?

Since 2021, the manufacturing sector has shown a 5.4% decrease in respondents who indicated supervising no OHS employees. A similar trend was observed for the mining, quarrying, and oil and gas extraction sector, with a 7.1% decrease in respondents who indicated supervising no OHS employees.

How many employer job sites do you serve?

Within the public administration sector, the majority of respondents served a large number of job sites (50.0% reported 21 or more job sites). In contrast, in the manufacturing sector respondents typically served only a few job sites (73.4% reported serving 1 to 5 sites).

Table 44:

Number of job sites by setting

	Const.	MQOGE	Manu.	PA
1-5	40.2%	55.4%	73.4%	20.4%
6-10	13.5%	14.6%	8.9%	15.5%
11-20	14.7%	12.5%	9.4%	14.1%
21-50	12.7%	8.3%	4.4%	12.0%
Over 50	18.9%	9.2%	3.9%	38.0%
Omit	0	0	0	0
Total	259	240	203	142

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

On average, respondents from the public administration sector tended to work the fewest hours compared to respondents from the other sectors.

Table 45:

Hours per week by setting

	Const.	MQOGE	Manu.	PA
Less than 30	3.1%	1.3%	2.5%	1.4%
31-40	17.8%	24.2%	35.5%	68.3%
41-50	54.1%	45.4%	52.7%	25.4%
51-60	17.4%	15.4%	5.4%	2.8%
61-70	3.9%	4.6%	1.5%	1.4%
71-80	1.9%	4.2%	2.0%	0.7%
Over 80	1.9%	5.0%	0.5%	0.0%
Omit	0	0	0	0
Total	259	240	203	142

What has changed?

In the construction and manufacturing sectors, there was, respectively, a 5.9% and a 8.9% decrease in respondents reporting working 51 to 60 hours per week compared to 2021, and a 10,9% and 10,8% increase, respectively, in respondents reporting working 31 to 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 mining, quarrying, and oil and gas extraction sector, followed by the construction sector.

**Table 46:
Salary range by setting**

	Const.	MQOGE	Manu.	PA
< \$49,999	1.5%	1.3%	1.5%	0.7%
\$50K to 59,999	0.0%	0.4%	1.0%	0.7%
\$60K to 69,999	2.7%	1.7%	3.4%	0.7%
\$70K to 79,999	5.0%	1.3%	5.9%	2.8%
\$80K to 89,999	10.0%	2.1%	10.8%	9.9%
\$90K to 99,999	11.6%	7.1%	19.2%	17.6%
\$100K to 109,999	13.1%	9.2%	14.8%	26.1%
\$110K to 119,999	13.1%	6.3%	7.4%	12.7%
\$120K to 129,999	8.1%	14.2%	10.3%	7.7%
\$130K to 139,999	4.6%	8.8%	7.9%	7.7%
\$140K to 149,999	5.4%	10.0%	3.9%	7.7%
\$150K to 174,999	12.4%	15.4%	6.9%	3.5%
>\$174,999	12.4%	22.5%	6.9%	2.1%
Omit	0	0	0	0
Total	259	240	203	142

Has your base salary increased in the past 12 months?

The majority of survey respondents reported a salary increase in the last 12 months. In general, respondents from the public administration sector were the most likely to have received a salary increase (88.7%).

**Table 47:
Salary increase by setting**

	Const.	MQOGE	Manu.	PA
Yes	73.0%	73.8%	82.8%	88.7%
No	27.0%	26.3%	17.2%	11.3%
Omit	0	0	0	0
Total	259	240	203	142

What has changed?

Compared to 2021, a significant increase was noted in the number of respondents reporting a salary increase in the past 12 months for all four sectors (ranging from 12.5% in manufacturing up to 38.1% in mining, quarrying, and oil and gas extraction).

If your base salary increased, by what percentage?

In general, respondents from the mining, quarrying, and oil and gas extraction, and construction sectors tended to receive larger salary increases than respondents from the other sectors.

Table 48:

Percentage of salary increase by setting				
	Const.	MQOGE	Manu.	PA
1-3	40.7%	35.6%	44.6%	65.9%
4-6	37.0%	42.4%	35.1%	21.4%
7-9	10.6%	10.2%	7.7%	6.3%
10-12	3.7%	6.2%	5.4%	3.2%
13-15	3.2%	1.7%	3.6%	0.8%
16-18	0.5%	1.1%	0.6%	0.8%
19-22	1.6%	1.1%	1.2%	0.8%
Over 22	2.6%	1.7%	1.8%	0.8%
Omit	70	63	35	16
Total	189	177	168	126

How satisfied are you with your OHS career?

Survey respondents were fairly satisfied with their OHS career. Across all settings, very high levels of satisfaction were reported, with all sectors reporting “very satisfied” or “satisfied” career satisfaction averaging 88.2%. The rate of dissatisfaction ranged from 2.5% (manufacturing) to 1.2% (construction).

Table 49:

Career satisfaction by setting				
	Const.	MQOGE	Manu.	PA
Very Satisfied	41.7%	42.1%	38.4%	38.7%
Satisfied	47.1%	46.3%	49.3%	49.3%
Neither	10.0%	9.6%	9.9%	9.2%
Dissatisfied	0.8%	2.1%	1.5%	2.1%
Very Dissatisfied	0.4%	0.0%	1.0%	0.7%
Omit	0	0	0	0
Total	259	240	203	142

My annual BCRSP fee is paid by?

For most survey respondents, the employer paid the annual BCRSP fee. Across employment sectors, respondents from the manufacturing sector (74.4%) were most likely to have their annual BCRSP fee paid by the employer.

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

	Const.	MQOGE	Manu.	PA
Employer	64.9%	68.3%	74.4%	72.5%
Self	35.1%	31.7%	25.6%	27.5%
Omit	0	0	0	0
Total	259	240	203	142

What has changed?

Compared to 2021, there was a 5.8% increase in BCRSP fees being paid by the employer for respondents from the construction sector, and a 6.9% increase in the mining, quarrying, and oil and gas extraction sector.

Is a BCRSP certification a requirement for your job?

Across all settings, a BCRSP certification is generally not a job requirement. The highest rates where a BCRSP certification is a job requirement are found in the public administration sector (38.0%). The lowest rates are found in the manufacturing sector (25.1%).

**Table 51:
BCRSP certification requirement by setting**

	Const.	MQOGE	Manu.	PA
Yes	33.6%	31.3%	25.1%	38.0%
No	66.4%	68.8%	74.9%	62.0%
Omit	0	0	0	0
Total	259	240	203	142

INDIVIDUALS WORKING IN OHS BY COMPANY/ORGANISATION SIZE

In addition to exploring the demographic and employment information by region, experience, and employment setting, the relationship between the number of individuals working specifically in OHS and the total number of individuals employed by a company/organization is also of interest.

As shown in Table 52, companies or organisations more likely to employ only one or a few OHS employees have a tendency to be smaller in size, compared to those that employ a large number of OHS employees.

For example, over half of the respondents who reported being the only OHS employee in their company/organization (69.8% combined) were employed by companies/organisations with less than 250 employees in total. The majority of respondents who reported working along more than 100 OHS colleagues in their company/organisation, were more likely to be working for companies/organisations with over 2,000 employees (83.3% combined).

**Table 52:
Individuals working in OHS by company/organization size**

		Number of people employed by company/organization								Total	
		0-49	50-99	100-249	250-499	500-999	1,000-1,999	2,000-4,999	5,000-9,999		Over 10,000
Number of individual working in OHS employed by company/organisation	1	37.2%	12.8%	19.8%	12.8%	9.1%	2.1%	4.1%	1.2%	0.8%	242
	2-5	15.6%	7.6%	17.1%	13.9%	14.6%	12.7%	9.5%	5.4%	3.7%	410
	6-10	7.2%	2.1%	6.0%	11.1%	17.9%	21.3%	17.0%	9.8%	7.7%	235
	11-25	5.3%	1.2%	4.9%	10.6%	14.2%	15.0%	22.0%	8.5%	18.3%	246
	26-50	1.8%	5.9%	1.2%	4.1%	4.1%	8.9%	20.1%	17.8%	36.1%	169
	51-100	0.0%	11.4%	5.4%	1.3%	2.7%	4.0%	14.8%	21.5%	38.9%	149
	101-250	0.5%	0.0%	8.4%	3.4%	1.5%	3.0%	16.3%	21.2%	45.8%	203

4. SUMMARY

The results of the BCRSP's *2023 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 the previous salary survey. A number of results were consistent over the past two years but there were also some significant changes.

2023 BCRSP SALARY SURVEY

Dear Certificant:

The Governing Board is conducting this salary survey in order to provide certificants with a comprehensive profile of the 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.

Please be advised that all data collected via the 2023 BCRSP Salary Survey is confidential. The survey is hosted on a third party secure website and data collected is only reported in aggregate form.

The BCRSP believes that embracing diversity, equity, inclusion, and accessibility as organizational values is a way to intentionally make space for positive outcomes. As such, questions to this survey have been added related to diversity factors. Aggregate data will be used by the BCRSP to help determine opportunities for growth, consideration for scheduling activities, to better understand the population we serve, and to help inform the business community regarding the general make-up of the safety profession. Aggregate data may also be shared with BCRSP's partners (for example CABHSP, WOHSS, etc.) to help inform them of the make-up of the BCRSP certificant population for the same purposes.

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

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

Access to the online survey closes October 22, 2023

1. Primary Province or Territory Employed:

- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland & Labrador
- Northwest Territories
- Nova Scotia
- Nunavut
- Ontario
- Prince Edward Island
- Québec
- Saskatchewan
- Yukon
- Outside Canada

2. What is your gender?

- Male
- Female
- Non-binary
- Prefer not to disclose

3. What is your ethnicity?

- White/Caucasian
- South Asian (East Indian, Pakistani, Sri Lankan)
- Chinese
- Black
- Filipino
- Arab/West Asian (Armenian, Egyptian, Iranian, Lebanese, Moroccan)
- Latin American
- Southeast Asian (Vietnamese, Cambodian, Laotian, Thai)
- Korean
- Japanese
- Indigenous/Aboriginal
- Pacific Islander
- Multiracial
- Prefer not to disclose
- Other (please specify):

4. What languages are you fluent in?

- English
- French
- Spanish
- Mandarin
- Cantonese
- Japanese
- Korean
- Arabic
- Russian
- German
- Italian
- Portuguese
- Indo Aryan Language
- Indigenous Language
- Other (please specify):
- Prefer not to disclose

5. What is your age?

- < 25
- 25 - 29
- 30 - 34
- 35 - 39
- 40 - 44
- 45 - 49
- 50 - 54
- 55 - 59
- 60 - 64
- > 65
- Prefer not to answer

6. Which BCRSP certifications do you hold?

- CRSP
- CRST
- Both

7. How many years have you been practising in OHS?

- 1 - 2 years
- 3 - 4 years
- 5 - 9 years
- 10 - 14 years
- 15 - 19 years
- 20 - 25 years
- > 25 years

8. Are you:

- Self-employed/Consultant
- Employed by an organization

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

- I entered the safety practice after completing my formal education (degree, diploma)
- 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.
- I got involved in safety through my union affiliation initially
- Other (please specify):

10. To whom do you report?

- Chief Operating Officer
- Director
- OHS Manager/Supervisor
- Plant Manager / Superintendent
- President/CEO/Owner
- Regional VP
- Self-Employed/Consultant
- Vice President
- VP of Human Resources
- VP of Operations
- Other (please specify):

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

- Engineering
- Facilities Management
- Human Resources /Administration
- Legal
- Operations/Production
- Regulatory Affairs
- Risk Management
- Safety Has Its Own Department
- Other (please specify):

12. How many individuals working specifically in OHS does your company employ?

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

13. How many employers, including the present one, have you worked for in the OHS field in the past ten years (i.e. - since 2013) including self employment?

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

14. What is the highest academic credential you have earned?

- High School
- College/University certificate
- College Diploma
- Baccalaureate
- Master's
- Doctorate
- Post Graduate Diploma
- Other (please specify):

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

Location

- Urban/Metropolitan area
- Rural

Population

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

16. 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

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

- CEO/Owner
- Vice President
- Senior Manager/Director
- Manager
- Supervisor
- Adviser
- HSE/ORR/Local Authority Inspector
- Trainer
- Coordinator
- Specialist
- Project Manager
- Safety Consultant
- Other (please specify):

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

- Agriculture, forestry, fishing and hunting
- Accommodation and food services
- Administrative and support, waste management and remediation services
- Arts, entertainment and recreation
- Construction
- Educational services
- Finance and Insurance
- Health care and social assistance
- Information and cultural industries
- Management of companies and enterprises
- Manufacturing
- Mining, quarrying, and oil and gas extraction
- Other services (except public administration)
- Professional, scientific and technical services
- Public administration
- Real estate and rental and leasing
- Retail trade
- Transportation and warehousing
- Utilities
- Wholesale trade
- Other (please specify):

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

- < \$50,000
- \$50,000 to \$59,999
- \$60,000 to \$69,999
- \$70,000 to \$79,999
- \$80,000 to \$89,999
- \$90,000 to \$99,999
- \$100,000 to \$109,999
- \$110,000 to \$119,999
- \$120,000 to \$129,999
- \$130,000 to \$139,999
- \$140,000 to \$149,999
- \$150,000 to \$174,999
- >\$174,999

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

- Yes
- No

21. If your base salary increased, by what percent?

- 1 to 3%
- 4 to 6%
- 7 to 9%
- 10 to 12%
- 13 to 15%
- 16 to 18%
- 19 to 22%
- > 22%

22. Which of the following benefits do you have?

- Bonus
- Cafeteria Plan
- Car Allowance
- Dental Insurance
- Employee Assistance Program EAP
- Flex Time/Schedule
- Flexible Spending Plan
- Group Life Insurance
- Health Care Insurance
- Health Club Membership
- Incentive Compensation
- Long-Term Care
- Long-Term Disability
- Maternity/Paternity Benefits
- Onsite Childcare
- Optional Benefits (optional: life insurance, disability, etc.)
- Paid Professional Development Opportunities
- Paid Vacation
- Pension
- Profit Sharing
- Retiree Medical
- Retirement Savings Plan
- Short-Term Disability

- Sick Leave
- Stock Options
- Tuition Reimbursement
- Vision Care
- N/A

23. How many OHS employees do you supervise?

- None
- 1 to 5
- 6 to 10
- 11 to 25
- > 25

24. My annual BCRSP registration fee is paid by:

- Employer
- Self

25. How many employer job sites do you serve?

- 1 to 5
- 6 to 10
- 11 to 20
- 21 to 50
- > 50

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

- < 31
- 31 - 40
- 41 - 50
- 51 - 60
- 61 - 70
- 71 - 80
- > 80

27. Is holding a BCRSP certification a requirement for your job?

- Yes
- No

28. How satisfied are you with your OHS career?

- Very Satisfied
- Satisfied
- Neither Satisfied nor Dissatisfied
- Dissatisfied
- Very Dissatisfied

29. Do you have any disabilities?

- Yes
- No
- Prefer not to disclose

30. If Yes, please indicate how you self-identify:

- Person living with a physical (mobility, flexibility, dexterity, pain-related) disability
- Person living with a learning disability
- Person living with a mental health-related disability
- Person living with low vision/vision disability
- Person who has difficulty hearing
- Person living with a memory disability
- Person living with a disability not listed above, please describe:
- Prefer not to disclose

31. Are you active/reserve military personnel or veteran?

- No
- Active Military
- Reservist
- Veteran
- Prefer not to disclose

32. Are you the primary caregiver of children or other dependents?

- Yes
- No
- Prefer not to disclose

33. What is your sexual orientation?

- Asexual
- Bisexual
- Gay or Lesbian
- Heterosexual or straight
- Pansexual
- Queer
- Prefer not to disclose
- Other (please specify):

34. What is your religion or belief system?

- Agnosticism
- Atheism
- Buddhism
- Christianity
- Hinduism
- Islam
- Judaism
- Sikhism
- Indigenous Spirituality
- Prefer not to disclose
- Other (please specify):