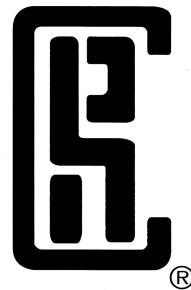


REPORT ON THE 2025 SALARY SURVEY



BOARD OF CANADIAN REGISTERED
SAFETY PROFESSIONALS

CONSEIL CANADIEN DES
PROFESSIONNELS EN SÉCURITÉ
AGRÉÉS

Prepared by:

MEASURE
LEARNING

January 2026

TABLE OF CONTENTS

1. OVERVIEW	1
2. PROCEDURE	1
3. RESULTS	1
Respondent Characteristics by Region	2
Respondent Characteristics by Work Experience.....	13
Respondent Characteristics by Employment Setting	22
Respondent Characteristics by Certification	30
Individuals Working in OHS by Company/Organisation Size.....	39
4. SUMMARY.....	40
5. APPENDIX.....	41
<i>2025 Salary Survey</i>	41

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 2025.

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, work experience, employment setting, and certification). BCRSP uses this data to provide information and assistance to its certificants.

2. PROCEDURE

The 2025 *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 2025. 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

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 *2025 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.

3. RESULTS

A total of 6,237 **invitations** to complete the survey online were distributed to CRSPs and CRSTs from across Canada. As of the survey deadline, 1,819 certificants completed the survey (1,634 CRSPs, 172 CRSTs and 13 holding both certifications). This yields a response rate of 29.2%. This is 3.3% decrease in the response rate from 2023.

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 1,819 completed surveys, the majority of respondents were from two provinces: Alberta (33.2%) and Ontario (31.2%).

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

	<i>n</i>	%
AB	603	33.2
BC	285	15.7
MB	47	2.6
NB	27	1.5
NL	66	3.6
NT	5	0.3
NS	63	3.5
NV	5	0.3
ON	567	31.2
PE	2	0.1
QC	30	1.6
SK	75	4.1
YT	9	0.5
Outside Canada	35	1.9
Omit	0	
Total	1,819	100%

What has changed?

The overall number of respondents has increased slightly compared to 2023 when 1,654 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	1,029	57.7
Central	597	33.5
Atlantic	158	8.9
Omit	35	
Total	1,819	

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	0.0%	0.2%	0.0%	0.1%
25-29	0.6%	2.3%	1.9%	1.3%
30-34	5.1%	7.0%	5.1%	5.7%
35-39	11.4%	14.6%	10.1%	12.3%
40-44	18.6%	17.3%	13.3%	17.7%
45-49	18.4%	14.4%	16.5%	16.9%
50-54	18.6%	16.4%	21.5%	18.1%
55-59	12.1%	12.6%	18.4%	12.8%
60-64	10.6%	9.9%	9.5%	10.3%
Over 65	3.8%	3.9%	3.8%	3.8%
Prefer not to answer	1.1%	1.5%	0.0%	1.1%
Omit	0	0	0	35
Total	1,029	597	158	1,819

What is the highest academic credential you have earned?

On a national level, a majority of respondents had either a college/university certificate (25.4%) or a baccalaureate (27.1%). In Western Canada, respondents are most likely to have a College/University Certificate (29.9%) and in Central Canada and Atlantic Canada, respondents are most likely to have a baccalaureate (30.3% and 27.2%, respectively). Noteworthy is a larger number of respondents with a Master's degree in Central Canada (22.8%) in comparison to Atlantic Canada (17.1%) and Western Canada (and 12.1%).

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

	Western	Central	Atlantic	National
High School	1.2%	0.8%	0.0%	1.0%
College Diploma	25.7%	15.7%	24.7%	22.3%
College/University				
Certificate	29.9%	19.8%	17.7%	25.4%
Baccalaureate	25.3%	30.3%	27.2%	27.1%
Master's	12.1%	22.8%	17.1%	16.1%
Doctorate	0.6%	1.0%	0.0%	0.7%
Post Graduate				
Diploma	3.5%	8.4%	11.4%	5.8%
Other	1.7%	1.2%	1.9%	1.6%
Omit	0	0	0	35
Total	1,029	597	158	1,819

How many years have you been practicing as an OHS professional?

The level of experience most commonly indicated was 20 to 25 years as an OHS professional (23.2%), closely followed by respondents with 15 to 19 years of as an OHS professional (22.9%). A total of 96.2% 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%	1.0%	1.3%	1.0%
3 - 4	2.2%	3.9%	3.2%	2.9%
5 - 9	8.3%	12.9%	12.0%	10.1%
10 - 14	22.7%	18.4%	23.4%	21.4%
15 - 19	26.1%	18.4%	18.4%	22.9%
20 - 25	22.8%	23.1%	25.3%	23.2%
Over 25	16.9%	22.3%	16.5%	18.7%
Omit	0	0	0	35
Total	1,029	597	158	1,819

What has changed?

Since 2023, more respondents have reported having between 20 to 25 years of experience at the National level (+3.5%). In Atlantic Canada, there is an increase in the number of respondents who reported having more than 25 years of experience (+9.0%).

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 (75.8%) indicated having between 1 and 3 previous employers in the past 10 years. 24.2% of the respondents reported having more than 3 previous employers in the past 10 years. On average, respondents in Western Canada tended to have a slightly higher number of previous employers compared to Central and Atlantic Canada.

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

	Western	Central	Atlantic	National
1 - 3	74.2%	77.6%	79.1%	75.8%
4 - 6	20.2%	18.9%	17.1%	19.5%
7 - 10	2.1%	1.5%	0.0%	1.7%
Over 10	3.4%	2.0%	3.8%	3.0%
Omit	0	0	0	35
Total	1,029	597	158	1,819

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 (86.0%) and the lowest was found in Atlantic Canada (79.7%).

Table 7:
Employment location by region

	Western	Central	Atlantic	National
Urban/Metropolitan	80.8%	86.0%	79.7%	82.5%
Rural	19.2%	14.0%	20.3%	17.5%
Omit	37	19	5	96
Total	992	578	153	1,723

What has changed?

Since 2023, more respondents in Atlantic Canada have reported being employed in an Urban/Metropolitan setting (+5.1%).

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 (55.4% and 54.7% 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 (27.5%).

Table 8:
Community size by region

	Western	Central	Atlantic	National
< 10K	8.9%	7.8%	15.7%	9.2%
10K - 99K	19.2%	15.0%	10.8%	17.0%
100K - 199K	9.1%	10.5%	25.5%	11.2%
200K - 499K	7.4%	12.0%	27.5%	10.9%
500K - 999K	8.9%	12.3%	16.7%	10.8%
> 1,000K	46.5%	42.3%	3.9%	40.9%
Omit	435	264	56	790
Total	594	333	102	1,029

What is your employment status?

Respondents most frequently reported being employed by an organization (90.9%). Between the different regions, the rate of self-employment ranged from a low of 5.9% in Central Canada to a high of 11.5% in Western Canada.

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

	Western	Central	Atlantic	National
Self-employed/ Consultant	11.5%	5.9%	6.3%	9.1%
Employed by an organisation	88.5%	94.1%	93.7%	90.9%
Omit	0	0	0	35
Total	1,029	597	158	1,819

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 Mining, quarrying, and oil and gas extraction (17.7%); in Atlantic Canada, it was Construction (17.1%); and in Central Canada, it was Manufacturing (19.4%). Overall, these three employment settings accounted for 41.4% of the responses across Canada.

**Table 10:
Employment setting by region**

	Western	Central	Atlantic	National
Accommodation and food services	0.3%	0.0%	0.6%	0.2%
Administrative and support, waste management and remediation services	0.4%	0.0%	0.0%	0.2%
Agriculture, forestry, fishing and hunting	1.7%	1.3%	1.3%	1.6%
Arts, entertainment and recreation	0.2%	0.3%	0.0%	0.2%
Construction	17.2%	14.4%	17.1%	16.3%
Educational services	5.5%	9.2%	8.9%	7.1%
Finance and Insurance	0.8%	0.7%	1.9%	0.8%
Health care and social assistance	4.7%	4.7%	3.2%	4.5%
Information and cultural industries	0.0%	0.2%	0.0%	0.1%
Management of companies and enterprises	0.5%	0.3%	0.6%	0.4%
Manufacturing	9.5%	19.4%	7.0%	12.6%
Mining, quarrying, and	17.7%	4.2%	10.8%	12.6%

oil and gas extraction	1.9%	1.8%	1.3%	1.8%
Other services (except public administration)				
Professional, scientific and technical services	7.1%	9.9%	5.1%	7.8%
Public administration	9.0%	7.9%	12.0%	8.9%
Real estate and rental and leasing	0.2%	1.2%	0.6%	0.6%
Retail trade	1.0%	1.2%	0.0%	1.0%
Transportation and warehousing	4.1%	6.5%	4.4%	4.9%
Utilities	6.3%	5.2%	7.6%	6.1%
Wholesale trade	0.0%	0.5%	1.3%	0.3%
Other	11.9%	11.1%	16.5%	12.0%
Omit	0	0	0	35
Total	1,029	597	158	1,819

Approximately how many people does your company employ?

In Atlantic Canada, survey respondents most frequently reported working in companies with 0-49 employees (17.1%). In Central Canada and Western Canada, survey respondents most frequently reported working in companies with 10,000 or more employees (19.6% and 15.8%, respectively).

Table 11: Number of employees by region

	Western	Central	Atlantic	National
0-49	13.6%	7.4%	17.1%	11.8%
50-99	5.3%	5.7%	4.4%	5.4%
100-249	11.7%	10.4%	5.7%	10.7%
250-499	12.0%	9.0%	11.4%	10.9%
500-999	10.2%	6.5%	11.4%	9.1%
1,000-1,999	9.6%	12.2%	11.4%	10.7%
2,000-4,999	13.5%	14.6%	15.8%	14.1%
5,000-10,000	8.3%	14.6%	9.5%	10.5%
Over 10,000	15.8%	19.6%	13.3%	16.9%
Omit	0	0	0	35
Total	1,029	597	158	1,819

What has changed?

While the National percentages remained comparable to those from the 2023 salary survey, there was a slight decrease in the number of respondents in Atlantic Canada who reported working for companies with more than 10,000 employees (-3.9%).

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 (31.8% reported supervising 1 to 5 employees) or none at all (51.3%).

Table 12:
Number of employees supervised by region

	Western	Central	Atlantic	National
None	51.3%	52.1%	54.4%	51.3%
1-5	31.8%	31.5%	25.3%	31.8%
6-10	8.6%	7.4%	12.7%	8.6%
11-25	5.6%	5.7%	5.1%	5.6%
Over 25	2.6%	3.4%	2.5%	2.6%
Omit	0	0	0	35
Total	1,029	597	158	1,819

How many employer job sites do you serve?

The majority of responses (64.3%) 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	39.0%	44.4%	44.3%	41.3%
6-10	13.2%	11.4%	8.9%	12.2%
11-20	14.2%	10.2%	13.3%	12.8%
21-50	11.2%	9.5%	11.4%	10.7%
Over 50	22.4%	24.5%	22.2%	23.1%
Omit	0	0	0	35
Total	1,029	597	158	1,819

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

Between 31 and 40 hours of work per week was most frequently selected by the survey respondents (43.0%). The majority of respondents reported working between 31 to 60 hours per week (93.2%).

Table 14:
Hours per week by region

	Western	Central	Atlantic	National
Less than 31	1.7%	2.5%	2.5%	2.1%
31-40	40.7%	46.6%	44.9%	43.0%
41-50	41.7%	40.9%	35.4%	40.9%
51-60	10.2%	7.9%	8.9%	9.3%
61-70	2.7%	1.5%	3.8%	2.4%
71-80	1.7%	0.5%	1.9%	1.3%
Over 80	1.3%	0.2%	2.5%	1.0%
Omit	0	0	0	35
Total	1,029	597	158	1,819

What has changed?

Since 2023, there has been an overall 9.8% increase in respondents who reported working between 31 to 40 hours per week at the National level. This increase was more significant in Western Canada (+10.4%) and Central Canada (+10.0%). There was a decrease of 7.1% in the number of respondents reporting working between 41 to 50 hours per week in Atlantic Canada and a decrease of 5.6% in the number of respondents reporting working between 51 and 60 hours per week in Central Canada.

Please indicate your salary range.

Survey respondents reported a wide range of salary levels. The most frequently reported salary was in the \$100,000 to \$109,999 range (13.8%). Across Canada, 69.4% respondents reported salaries of above \$100,000, which represents an increase of 10.8% compared to the data of 2023 salary survey.

Table 15:
Salary range by region

	Western	Central	Atlantic	National
< \$50K	1.2%	1.5%	2.5%	1.4%
\$50K to \$59,999	0.6%	0.7%	1.3%	0.7%
\$60K to \$69,999	1.0%	1.3%	3.8%	1.3%
\$70K to \$79,999	2.3%	2.8%	7.6%	3.0%
\$80K to \$89,999	5.7%	6.7%	13.9%	6.8%
\$90K to \$99,999	11.5%	10.4%	10.1%	11.0%
\$100K to \$109,999	13.8%	14.6%	10.8%	13.8%
\$110K to \$119,999	11.7%	13.1%	10.8%	12.1%
\$120K to \$129,999	10.3%	11.4%	12.7%	10.9%
\$130K to \$139,999	8.6%	8.7%	5.7%	8.4%
\$140K to \$149,999	9.0%	6.5%	7.0%	8.0%
\$150K to \$174,999	11.6%	10.6%	7.0%	10.8%
\$175K to \$199,999	6.1%	4.9%	1.9%	5.3%
> \$200,000	0.1%	0.2%	0.0%	0.1%
Omit	0	0	0	35
Total	1,029	597	158	1,819

Has your base salary increased in the past 12 months?

The majority (72.5%) 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 (80.6%).

Table 16:
Salary increase by region

	Western	Central	Atlantic	National
Yes	67.7%	80.6%	72.8%	72.5%
No	32.3%	19.4%	27.2%	27.5%
Omit	0	0	0	35
Total	1,029	597	158	1,819

What has changed?

Nationally, the number of respondents reporting a salary increase has decreased by 6.5% compared to 2023, with the most significant decreases in Atlantic Canada and Western Canada (-8.5% and -7.8%, respectively)

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% (84.3%).

Table 17:
Percentage of salary increase by region

	Western	Central	Atlantic	National
1-3	55.7%	54.3%	67.0%	56.1%
4-6	27.8%	31.0%	18.3%	28.2%
7-9	6.5%	5.4%	4.3%	5.9%
10-12	4.7%	4.2%	7.0%	4.7%
13-15	2.2%	2.1%	1.7%	2.1%
16-18	0.3%	0.6%	0.0%	0.4%
19-22	1.3%	0.4%	0.9%	0.9%
Over 22	1.6%	2.1%	0.9%	1.7%
Omit	332	116	43	526
Total	697	481	115	1293

What has changed?

Compared to 2023, the 1-3% salary increment was less frequent in Central Canada (-10.0%), but more frequent in Atlantic Canada (+11.1%). In addition, the salary increment of 4-6% was more frequent in Central Canada compared to 2023 (+8.7%), while it was less frequent in Atlantic Canada (-9.7%). A similar trend was not observed in Western Canada.

How satisfied are you with your OHS career?

Survey respondents were generally satisfied with their OHS career. In combination, 89.1% 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	45.1%	48.4%	48.1%	46.5%
Satisfied	44.0%	41.2%	39.2%	42.7%
Neither	8.5%	8.4%	9.5%	8.5%
Dissatisfied	1.7%	1.5%	1.9%	1.7%
Very Dissatisfied	0.7%	0.5%	1.3%	0.7%
Omit	0	0	0	35
Total	1,029	597	158	1,819

My annual BCRSP fee is paid by?

For most survey respondents, the employer paid the annual BCRSP fee with a national average of 70.2%.

Table 19:
Annual BCRSP fee payment by region

	Western	Central	Atlantic	National
Employer	69.8%	70.5%	72.2%	70.2%
Self	30.2%	29.5%	27.8%	29.8%
Omit	0	0	0	35
Total	1,029	597	158	1,819

Is a BCRSP certification a requirement for your job?

Across all regions, a BCRSP certification is generally not a job requirement. Nationally, 37.9% of respondents indicated that a BCRSP certification is required.

Table 20:
BCRSP certification requirement by region

	Western	Central	Atlantic	National
Yes	40.2%	34.2%	37.3%	37.9%
No	59.8%	65.8%	62.7%	62.1%
Omit	0	0	0	35
Total	1,029	597	158	1,819

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 (25.6%). Respondents with the most 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	0.4%	0.3%	1.0%	1.7%
College Diploma	24.0%	19.8%	24.5%	21.1%
College/University				
Certificate	20.4%	21.6%	27.3%	26.8%
Baccalaureate	25.6%	31.2%	26.1%	26.2%
Master's	16.8%	18.0%	15.3%	16.6%
Doctorate	1.2%	1.3%	0.2%	0.5%
Post Graduate				
Diploma	9.6%	6.7%	4.8%	5.0%
Other	2.0%	1.0%	0.7%	2.1%
Omit	0	0	0	0
Total	250	388	417	764

What has changed?

Since 2023, there were a few changes noted for the respondents with less work experience. More specifically, there was a 5.0% increase in the respondents with 1-9 years of work experience reporting holding a College diploma and a 5.6% decrease for that same group reporting holding a Baccalaureate degree

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 (76.0%) 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	79.2%	71.4%	78.4%	75.1%
4 - 6	18.4%	25.3%	16.5%	18.5%
7 - 10	1.6%	1.5%	2.4%	1.6%
Over 10	0.8%	1.8%	2.6%	4.8%
Omit	0	0	0	0
Total	250	388	417	764

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 1-9 years of experience (86.4%) and the lowest was found for those with 10-14 years of experience (80.0%).

Table 23:
Employment location by experience

	1-9	10-14	15-19	20+
Urban/Metro	86.4%	81.0%	81.9%	82.4%
Rural	13.6%	19.0%	18.1%	17.6%
Omit	8	14	8	32
Total	242	374	409	732

What has changed?

Since 2023, there was an increase of 6.4% in respondents having 1-9 years of experience being employed in an urban/metropolitan setting, while this group reported a reduction of 6.4% in rural 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

	1-9	10-14	15-19	20+
< 10K	10.4%	10.2%	10.4%	7.8%
10K - 99K	22.6%	16.7%	16.2%	16.2%
100K - 199K	10.4%	8.8%	10.8%	12.6%
200K - 499K	10.4%	9.8%	12.9%	10.7%
500K - 999K	11.3%	14.9%	8.7%	9.5%
> 1,000K	34.8%	39.5%	41.1%	43.3%
Omit	135	173	417	764
Total	115	215	241	476

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 (2.8%) and the highest rates found with the highest levels of experience (14.4%).

Table 25:
Rate of employment status by experience

	1-9	10-14	15-19	20+
Self-employed/				
Consultant	2.8%	3.9%	7.9%	14.4%
Employed by an organisation	97.2%	96.1%	92.1%	85.6%
Omit	0	0	0	0
Total	250	388	417	764

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 18.4% to 11.6%).

Table 26:
Employment setting by experience

	1-9	10-14	15-19	20+
Accommodation and food services	0.0%	0.8%	0.0%	0.1%
Administrative and support, waste management and remediation services	0.4%	0.0%	0.0%	0.4%
Agriculture, forestry, fishing and hunting	4.0%	2.1%	1.9%	0.3%
Arts, entertainment and recreation	0.4%	0.0%	0.0%	0.4%
Construction	16.4%	15.7%	14.6%	17.5%
Educational services	4.8%	5.7%	7.9%	7.9%
Finance and Insurance	0.8%	0.5%	1.4%	0.8%
Health care and social assistance	5.6%	4.4%	5.5%	3.5%
Information and cultural industries	0.0%	0.3%	0.0%	0.0%
Management of companies and enterprises	0.4%	0.8%	0.2%	0.4%
Manufacturing	18.4%	13.4%	10.8%	11.6%
Mining, quarrying, and oil and gas extraction	7.6%	11.3%	15.1%	14.1%
Other services (except public administration)	2.8%	1.0%	1.7%	2.0%

Professional, scientific and technical services	7.6%	8.2%	6.7%	8.1%
Public administration	4.8%	11.1%	7.9%	9.4%
Real estate and rental and leasing	1.2%	0.3%	0.7%	0.5%
Retail trade	0.8%	1.3%	1.0%	0.8%
Transportation and warehousing	8.4%	4.6%	5.3%	4.1%
Utilities	5.6%	8.2%	6.0%	4.8%
Wholesale trade	0.0%	0.8%	0.2%	0.1%
Other	10.0%	9.5%	12.9%	13.1%
Omit	0	0	0	0
Total	250	388	417	764

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	8.8%	7.2%	9.1%	16.4%
50-99	4.4%	6.2%	4.3%	5.6%
100-249	15.6%	11.3%	10.6%	9.2%
250-499	15.6%	10.6%	12.9%	8.2%
500-999	11.2%	9.0%	9.1%	8.1%
1,000-1,999	10.0%	12.4%	9.8%	10.7%
2,000-4,999	13.2%	14.2%	14.1%	14.3%
5,000-9,999	9.6%	11.1%	10.1%	10.5%
Over 10,000	11.6%	18.0%	19.9%	17.0%
Omit	0	0	0	0
Total	250	388	417	764

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 (24.8% to 34.3% reported supervising 1 to 5 employees) or none at all (46.3% to 71.2% 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	71.2%	50.8%	49.6%	46.3%
1-5	24.8%	34.3%	30.9%	32.1%
6-10	1.6%	7.5%	10.6%	10.2%
11-25	1.6%	5.4%	5.0%	7.6%
Over 25	0.8%	2.1%	3.8%	3.8%
Omit	0	0	0	0
Total	250	388	417	764

What has changed?

Since 2023, there was an increased in the number of respondents with 1 to 9 years of experience who reported not supervising any OHS employees (5.6%).

How many employer job sites do you serve?

The majority of respondents (from 36.9% to 52.0%) 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 (13.2% to 26.0%). 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	52.0%	44.6%	36.9%	38.7%
6-10	13.2%	10.1%	13.9%	12.0%
11-20	11.6%	12.6%	14.9%	12.2%
21-50	10.0%	10.3%	10.6%	11.0%
Over 50	13.2%	22.4%	23.7%	26.0%
Omit	0	0	0	0
Total	250	388	417	764

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

Between 31 and 40 hours of work per week was most frequently selected by the survey respondents (34.8% to 56.4% 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	1.6%	0.8%	1.4%	3.3%
31-40	56.4%	46.1%	45.1%	34.8%
41-50	37.2%	41.2%	40.3%	42.8%
51-60	2.0%	8.0%	9.4%	12.6%
61-70	0.8%	2.6%	1.0%	3.9%
71-80	1.2%	0.3%	1.4%	1.7%
Over 80	0.8%	1.0%	1.4%	0.9%
Omit	0	0	0	0
Total	250	388	417	764

What has changed?

Since 2023, there was a 6.8% increase in respondents with 1 to 9 years of work experience who reported working between 31 to 40 hours per week and a similar increase of 5.7% for respondents with 15-19 years of work experience in that same range of work hours.

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:

	1-9	10-14	15-19	20+
< \$49,999	1.2%	0.8%	1.7%	1.8%
\$50 to \$59,999	2.4%	0.0%	0.0%	0.8%
\$60K to \$69,999	4.8%	0.8%	0.7%	1.0%
\$70K to \$79,999	11.6%	1.5%	3.1%	0.7%
\$80K to \$89,999	19.2%	5.7%	3.6%	5.0%
\$90K to \$99,999	21.6%	12.6%	9.8%	7.2%
\$100K to \$109,999	14.4%	16.2%	13.4%	12.0%
\$110K to \$119,999	7.6%	16.8%	13.7%	9.9%
\$120K to \$129,999	7.6%	13.1%	10.3%	11.0%
\$130K to \$139,999	3.2%	8.0%	12.5%	8.0%
\$140K to \$149,999	2.8%	8.0%	10.3%	8.5%
\$150K to \$174,999	2.0%	9.8%	10.6%	14.1%
\$175K to \$199,999	1.2%	4.4%	6.0%	7.1%
> \$200,000	0.0%	0.0%	0.2%	0.1%
Omit	0	0	0	0
Total	250	388	417	764

What has changed?

In respondents with 10 to 14 years of work experience, there was an increase of 6.9% in the reported salary range of \$90,000 to 99,999, compared to 2023.

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 (79.2% and 66.9%, respectively).

Table 32:
Salary increase by experience

	1-9	10-14	15-19	20+
Yes	79.2%	77.6%	74.3%	66.9%
No	20.8%	22.4%	25.7%	33.1%
Omit	0	0	0	0
Total	250	388	417	764

What has changed?

Compared to 2023, there were fewer respondents reporting a salary increase in 2025, regardless of the number of years of work experience. Overall, the percentage of respondents reporting a salary increase compared to 2023 was down by 6.1% for those with 20+ years of experience, by 6% for those with 15-19 years of experience, and by 6.8% for those with 1-9 years of experience.

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 3%.

Table 33:
Percentage of salary increase by experience

	1-9	10-14	15-19	20+
1-3	49.5%	55.5%	51.6%	61.1%
4-6	27.3%	30.2%	32.9%	25.2%
7-9	10.6%	4.0%	5.8%	4.9%
10-12	6.1%	4.0%	6.1%	3.7%
13-15	2.5%	1.0%	1.3%	2.9%
16-18	1.0%	0.3%	0.6%	0.2%
19-22	2.0%	1.3%	1.0%	0.6%
Over 22	1.0%	3.7%	0.6%	1.4%
Omit	52	87	107	253
Total	198	301	310	511

What has changed?

Compared to 2023, the most significant change was an increase in the number of respondents reporting a salary increase of 1 to 3%, regardless of work experience and a decrease in those reporting a salary increase of 4 to 6 % 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” 53.1% of the time compared to only 36.0% for respondents with 1-9 years of work experience.

Table 34:
Career satisfaction by experience

	1-9	10-14	15-19	20+
Very Satisfied	36.0%	42.0%	45.3%	53.1%
Satisfied	50.8%	45.4%	44.4%	37.4%
Neither	10.8%	9.3%	9.6%	6.8%
Dissatisfied	1.6%	2.8%	0.5%	1.7%
Very Dissatisfied	0.8%	0.5%	0.2%	0.9%
Omit	0	0	0	0
Total	250	388	417	764

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	66.8%	72.7%	74.8%	66.0%
Self	33.2%	27.3%	25.2%	34.0%
Omit	0	0	0	0
Total	250	388	417	764

What has changed?

More employers paid for the respondents annual BCRSP fees in the 15 to 19 years of work experience category (5.6%) compared to 2023.

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	23.6%	35.8%	41.0%	41.4%
No	76.4%	64.2%	59.0%	58.6%
Omit	0	0	0	0
Total	250	388	417	764

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 (297), Mining, Quarrying, and Oil and Gas Extraction (234), Manufacturing (232), and Public Administration (160).

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	1.3%	3.8%	0.9%	0.6%
College Diploma	25.6%	25.2%	19.4%	21.9%
College/University				
Certificate	33.0%	35.0%	28.4%	16.9%
Baccalaureate	21.9%	18.8%	25.4%	33.8%
Master's	10.8%	9.4%	18.1%	18.8%
Doctorate	0.0%	0.4%	0.9%	0.0%
Post Graduate				
Diploma	5.4%	6.0%	4.7%	6.3%
Other	2.0%	1.3%	2.2%	1.9%
Omit	0	0	0	0
Total	297	234	232	160

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. Manufacturing showed the lowest rate of 1 to 3 previous employers (69.4%), but the highest rate of 4-6 employers (24.6%).

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

	Const.	MQOGE	Manu.	PA
1 - 3	74.7%	73.1%	69.4%	75.0%
4 - 6	18.2%	20.5%	24.6%	20.0%
7 - 10	3.0%	1.7%	1.7%	1.9%
Over 10	4.0%	4.7%	4.3%	3.1%
Omit	9	10	7	7
Total	288	224	225	153

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 (65.2%).

**Table 39:
Employment location by setting**

	Const.	MQOGE	Manu.	PA
Urban/Metro	82.3%	65.2%	80.0%	85.0%
Rural	17.7%	34.8%	20.0%	15.0%
Omit	0	0	0	0
Total	297	234	232	160

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 manufacturing sector were more likely employed in larger community sizes.

Table 40:
Community size by setting

	Const.	MQOGE	Manu.	PA
< 10K	9.0%	19.0%	9.2%	6.1%
10K – 99K	51.5%	26.4%	28.5%	33.7%
100K - 199K	13.8%	27.3%	25.4%	19.4%
200K - 499K	7.2%	13.2%	12.3%	16.3%
500K - 999K	8.4%	12.4%	10.8%	15.3%
> 1,000K	10.2%	1.7%	13.8%	9.2%
Omit	130	113	102	62
Total	167	121	130	98

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 (15.2%).

Table 41:
Rate of employment status by setting

	Const.	MQOGE	Manu.	PA
Self-employed/ Consultant	15.2%	13.7%	5.2%	2.5%
Employed by an organisation	84.8%	86.3%	94.8%	97.5%
Omit	0	0	0	0
Total	297	234	232	160

Approximately how many people does your company employ?

In general, respondents from construction tended to be employed in smaller companies (17.8% with less than 50 employees). Respondents from the public administration sector tended to work for larger organizations (20.0% with over 10,000 employees).

Table 42:
Number of employees by setting

	Const.	MQOGE	Manu.	PA
0-49	17.8%	9.8%	6.9%	3.1%
50-99	6.7%	6.4%	4.3%	5.0%
100-249	17.5%	12.8%	13.8%	7.5%
250-499	8.8%	14.5%	17.2%	13.1%
500-999	10.4%	10.3%	9.9%	7.5%
1,000-1,999	9.8%	14.1%	15.9%	10.0%
2,000-4,999	8.4%	12.4%	13.4%	23.8%
5,000-9,999	8.4%	7.7%	6.9%	10.0%
Over 10,000	12.1%	12.0%	11.6%	20.0%
Omit	0	0	0	0
Total	297	234	232	160

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	40.4%	47.0%	53.0%	58.1%
1-5	35.4%	32.1%	34.9%	21.3%
6-10	11.1%	9.0%	6.5%	10.0%
11-25	8.4%	8.1%	3.4%	8.1%
Over 25	4.7%	3.8%	2.2%	2.5%
Omit	0	0	0	0
Total	297	234	232	160

How many employer job sites do you serve?

Within the public administration sector, the majority of respondents served a large number of job sites (46.9% reported 21 or more job sites). In contrast, in the manufacturing sector respondents typically served only a few job sites (67.7% reported serving 1 to 5 sites).

Table 44:
Number of job sites by setting

	Const.	MQOGE	Manu.	PA
1-5	37.4%	53.4%	67.7%	31.3%
6-10	18.5%	12.8%	9.9%	10.6%
11-20	13.1%	13.7%	11.2%	11.3%
21-50	16.2%	9.8%	4.3%	8.8%
Over 50	14.8%	10.3%	6.9%	38.1%
Omit	0	0	0	0
Total	297	234	232	160

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	2.7%	0.9%	2.6%	1.3%
31-40	23.2%	28.2%	37.1%	62.5%
41-50	49.8%	44.9%	51.3%	30.6%
51-60	16.5%	12.8%	8.2%	3.1%
61-70	4.7%	5.6%	0.4%	0.6%
71-80	2.0%	3.0%	0.4%	1.9%
Over 80	1.0%	4.7%	0.0%	0.0%
Omit	0	0	0	0
Total	297	234	232	160

What has changed?

In the public administration sector, there was a 5.2% increase in respondents reporting working 41 to 50 hours per week compared to 2023.

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	1.3%	1.7%	1.7%	1.3%
\$50K to 59,999	1.0%	0.0%	0.0%	0.0%
\$60K to 69,999	0.7%	0.9%	0.4%	1.3%
\$70K to 79,999	3.4%	0.4%	3.9%	2.5%
\$80K to 89,999	7.7%	4.7%	9.5%	3.8%
\$90K to 99,999	13.8%	6.4%	12.9%	10.0%
\$100K to 109,999	10.4%	7.7%	12.5%	15.0%
\$110K to 119,999	6.1%	4.3%	15.5%	24.4%
\$120K to 129,999	9.1%	10.3%	11.6%	13.8%
\$130K to 139,999	8.4%	9.4%	8.2%	7.5%
\$140K to 149,999	8.1%	12.8%	7.8%	6.3%
\$150K to 174,999	12.5%	15.8%	5.6%	10.0%
\$175K to \$199,999	5.7%	10.7%	6.0%	3.1%
> \$200,000	11.8%	15.0%	4.3%	1.3%
Omit	0	0	0	0
Total	297	234	232	160

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 (79.4%).

Table 47:

	Const.	MQOGE	Manu.	PA
Yes	66.0%	63.7%	77.2%	79.4%
No	34.0%	36.3%	22.8%	20.6%
Omit	0	0	0	0
Total	297	234	232	160

What has changed?

Compared to 2023, a significant drop in the percentage of respondents reporting a salary increase was noted for 2025 across all four sectors, with significant decreases of 9.3% in Public Administration and 9.9% in the mining, quarrying, and oil and gas extraction sector.

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	42.9%	47.7%	56.4%	65.4%
4-6	28.6%	36.9%	27.9%	24.4%
7-9	10.7%	5.4%	6.1%	2.4%
10-12	8.2%	5.4%	5.0%	3.1%
13-15	2.0%	1.3%	1.7%	3.1%
16-18	1.5%	0.7%	0.0%	0.0%
19-22	3.6%	1.3%	0.6%	0.8%
Over 22	2.6%	1.3%	2.2%	0.8%
Omit	101	85	53	33
Total	196	149	179	127

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 89.4%. The rate of dissatisfaction ranged from 3.2% (public administration) to 2.0% (construction).

Table 49:
Career satisfaction by setting

	Const.	MQOGE	Manu.	PA
Very Satisfied	49.8%	45.7%	46.6%	45.0%
Satisfied	39.1%	44.9%	44.0%	42.5%
Neither	9.1%	6.8%	7.3%	9.4%
Dissatisfied	1.3%	1.3%	1.7%	1.9%
Very Dissatisfied	0.7%	1.3%	0.4%	1.3%
Omit	0	0	0	0
Total	297	234	232	160

My annual BCRSP fee is paid by?

For most survey respondents, the employer paid the annual BCRSP fee. Across employment sectors, respondents from the public administration sector (71.9%) 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	63.3%	62.8%	65.9%	71.9%
Self	36.7%	37.2%	34.1%	28.1%
Omit	0	0	0	0
Total	297	234	232	160

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 (39.4%).

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

	Const.	MQOGE	Manu.	PA
Yes	35.0%	27.4%	30.6%	39.4%
No	65.0%	72.6%	69.4%	60.6%
Omit	0	0	0	0
Total	297	234	232	160

What has changed?

Compared to 2023, there was a 8.5% decrease in BCRSP fees being paid by the employer for respondents from the manufacturing sector.

RESPONDENT CHARACTERISTICS BY CERTIFICATION

For the 2025 salary survey results, a new section of the report based on respondents' certification was added. Since this is a new section, no comparison will be made to previous years.

Given the relatively small number of certificants holding the CRST certification ($n = 172$) who completed the salary survey in comparison to those holding the CRSP certification ($n = 1634$), some caution is required when interpreting the results. Furthermore, the respondents who indicated holding both CRST and CRSP certifications ($n = 13$) were amalgamated with the CRSP certificant holders for the purpose of the following analyses.

What is the highest level of formal education attained?

The most commonly selected level of formal education was a college diploma, followed by a college/university certificate for CRSTs (33.1% and 32.6%, respectively). For CRSPs, the most commonly selected level of formal education was a baccalaureate (28.1%).

Table 52:
Level of education by certification

	CRSP	CRST
High School	1.2%	0.0%
College Diploma	20.8%	33.1%
College/University		
Certificate	24.2%	32.6%
Baccalaureate	28.1%	18.0%
Master's	18.0%	4.1%
Doctorate	0.7%	1.2%
Post Graduate		
Diploma	5.7%	8.1%
Other	1.4%	2.9%
Omit	0	0
Total	1,647	172

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

The majority of respondents indicated having between 1 and 3 previous employers in the past 10 years. More specifically, 75.2% of CRSPs and 80.2% of CRSTs reported 1 and 3 employers over the past 10 years.

**Table 53:
Number of previous employers by certification**

	CRSP	CRST
1 - 3	75.2%	80.2%
4 - 6	19.6%	18.0%
7 - 10	1.8%	1.2%
Over 10	3.4%	0.6%
Omit	0	0
Total	1,647	172

What is your employment status?

Respondents from both certifications most frequently reported being employed by an organization. CRSPs reported a slightly higher rate of self-employment compared to CRSTs (9.4% and 5.8%, respectively).

**Table 54:
Rate of employment status by certification**

	CRSP	CRST
Self-employed/ Consultant	9.4%	5.8%
Employed by an organisation	90.6%	94.2%
Omit	0	0
Total	1,647	172

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. CRSTs are slightly more likely to report working in a rural area compared to CRSPs (20.7% and 17.1%, respectively).

Table 55:
Employment location by certification

	CRSP	CRST
Urban/Metro	82.9%	79.3%
Rural	17.1%	20.7%
Omit	59	3
Total	1,588	169

Which of the following best describes the population size of the community in which your primary site of employment is situated?

With respect to certification, differences in community size were apparent. CRSPs were more likely to be employed in a community of over 1,000,000 (42.4%), while CRSTs reported more frequently being employed in a community of 10,000 to 99,000 (35.7%), although 26.2% of CRSTs reported being employed in a community over 1,000,000.

Table 56:
Community size by certification

	CRSP	CRST
< 10K	8.9%	11.9%
10K – 99K	15.4%	35.7%
100K - 199K	11.3%	9.5%
200K - 499K	11.1%	9.5%
500K - 999K	10.9%	7.1%
> 1,000K	42.4%	26.2%
Omit	684	88
Total	963	84

Which of the following best describes your employment setting?

Other	12.0%	11.0%
Omit	0	0
Total	1,647	172

Some differences in employment setting appear to exist between CRSP and CRST respondents. For example, respondents who hold a CRSP certification report Construction are the most frequent employment setting (16.5%), whereas those holding a CRST certification report Manufacturing as the most frequent employment setting (19.2%).

Table 57:
Employment setting by certification

	CRSP	CRST
Accommodation and food services	0.2%	0.0%
Administrative and support, waste management and remediation services	0.2%	0.6%
Agriculture, forestry, fishing and hunting	1.3%	4.1%
Arts, entertainment and recreation	0.2%	0.6%
Construction	16.5%	14.5%
Educational services	7.3%	3.5%
Finance and Insurance	0.9%	0.6%
Health care and social assistance	4.3%	5.8%
Information and cultural industries	0.1%	0.0%
Management of companies and enterprises	0.5%	0.0%
Manufacturing	12.1%	19.2%
Mining, quarrying, and oil and gas extraction	13.1%	11.0%
Other services (except public administration)	1.6%	3.5%
Professional, scientific and technical services	7.8%	7.6%
Public administration	9.2%	4.7%
Real estate and rental and leasing	0.6%	0.6%
Retail trade	0.9%	1.2%
Transportation and warehousing	4.9%	6.4%
Utilities	6.0%	5.2%
Wholesale trade	0.3%	0.0%

Approximately how many people does your company employ?

In general, respondents holding the CRSP certification tended to be employed in larger companies than those holding the CRST certification. More specifically, when considering companies employing more than 1,000 employees, the combined reported percentage is 54.0% for CRSPs and 37.2% for CRSTs.

Table 58:
Number of employees by certification

	CRSP	CRST
0-49	12.0%	9.3%
50-99	5.2%	6.4%
100-249	10.2%	16.9%
250-499	10.3%	15.7%
500-999	8.4%	14.5%
1,000-1,999	11.0%	8.7%
2,000-4,999	14.3%	11.6%
5,000-9,999	10.6%	8.1%
Over 10,000	18.0%	8.7%
Omit	0	0
Total	1,647	172

How many OHS employees do you supervise?

Respondents holding the CRST certification most frequently indicated that they don't supervise OHS employee compared to CRSP certification holders (73.8% and 49.1%, respectively).

Table 59:
Number of employees supervised by certification

	CRSP	CRST
None	49.1%	73.8%
1-5	32.4%	20.9%
6-10	9.1%	2.9%
11-25	6.2%	1.2%
Over 25	3.2%	1.2%
Omit	0	0
Total	1,647	172

How many employer job sites do you serve?

CRSP respondents are more likely to serve a large number of job sites, as 24.5% reported serving over 50 job sites, whereas 8.1% of CRST respondents reported serving over 50 job sites. A majority of CRST respondents reported serving between 1 to 5 job sites (55.8%).

**Table 60:
Number of job sites by certification**

	CRSP	CRST
1-5	39.9%	55.8%
6-10	11.9%	15.1%
11-20	13.3%	8.1%
21-50	10.4%	12.8%
Over 50	24.5%	8.1%
Omit	0	0
Total	1,647	172

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

The majority of respondents reported working between 31 and 50 hours per week. More specifically, 83.3% of CRSPs and 87.2% of CRSTs reported working between 31 and 50 hours per week.

Table 61:

Hours per week by certification

	CRSP	CRST
Less than 30	1.9%	3.5%
31-40	42.0%	48.3%
41-50	41.3%	39.0%
51-60	9.8%	5.2%
61-70	2.6%	1.7%
71-80	1.3%	1.2%
Over 80	1.0%	1.2%
Omit	0	0
Total	1,647	172

Please indicate your salary range.

Survey respondents reported a wide range of salary levels. Salaries tended to be higher for CRSP respondents compared to CRST respondents, as 80.5% of CRSP respondents reported an annual salary above \$100,000, compared to only 30.8% of CRST respondents.

Table 62:
Salary range by certification

	CRSP	CRST
< \$49,999	1.3%	2.9%
\$50K to 59,999	0.5%	2.3%
\$60K to 69,999	0.9%	7.0%
\$70K to 79,999	1.8%	14.0%
\$80K to 89,999	4.9%	24.4%
\$90K to 99,999	10.1%	18.6%
\$100K to 109,999	13.8%	11.0%
\$110K to 119,999	12.8%	3.5%
\$120K to 129,999	11.4%	5.2%
\$130K to 139,999	8.9%	2.9%
\$140K to 149,999	8.6%	2.3%
\$150K to 174,999	11.5%	2.9%
\$175K to \$199,999	5.8%	2.3%
>\$200,000	0.1%	0.0%
Omit	0	0
Total	1,647	172

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, CRST respondents were more likely to have received a salary increase compared to CRSP respondents (76.7% and 72.1%, respectively).

Table 63:
Salary increase by certification

	CRSP	CRST
Yes	72.1%	76.7%
No	27.9%	23.3%
Omit	0	0
Total	1,647	172

If your base salary increased, by what percentage?

In general, the majority of respondents from both certifications received salary increases between 1 to 6% - 85.3% of CRSPs and 75.8% of CRSTs.

**Table 64:
Percentage of salary increase by certification**

	CRSP	CRST
1-3	56.6%	48.5%
4-6	28.6%	27.3%
7-9	5.2%	10.6%
10-12	4.5%	6.8%
13-15	2.1%	1.5%
16-18	0.3%	1.5%
19-22	0.9%	2.3%
Over 22	1.7%	1.5%
Omit	459	40
Total	1,188	132

How satisfied are you with your OHS career?

Survey respondents were fairly satisfied with their OHS career. Across certifications, very high levels of satisfaction were reported, with “very satisfied” or “satisfied” career satisfaction averaging 89.7% for CRSPs and 84.3% for CRSTs.

Table 65:

	CRSP	CRST
Very Satisfied	48.0%	33.7%
Satisfied	41.7%	50.6%
Neither	8.0%	13.4%
Dissatisfied	1.7%	1.2%
Very Dissatisfied	0.6%	1.2%
Omit	0	0
Total	1,647	172

My annual BCRSP fee is paid by?

For most survey respondents, the employer paid the annual BCRSP fee. CRSP respondents (70.0%) were most likely to have their annual BCRSP fee paid by the employer compared to CRST respondents (65.1%).

Table 66:
Annual BCRSP fee payment by certification

	CRSP	CRST
Employer	70.0%	65.1%
Self	30.0%	34.9%
Omit	0	0
Total	1,647	172

Is a BCRSP certification a requirement for your job?

In general, a BCRSP certification is generally not a job requirement. However, it is more likely to be a job requirement for CRSPs compared to CRSTs (39.6% and 18.6%, respectively).

Table 67:
BCRSP certification requirement by certification

	CRSP	CRST
Yes	39.6%	18.6%
No	60.4%	81.4%
Omit	0	0
Total	1,647	172

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 68, 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 (71.3% 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 (80.6% combined).

Table 68:
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	39.4%	15.5%	16.3%	8.8%	8.0%	6.0%	4.4%	0.8%	0.8%	251	
	2-5	14.7%	5.8%	21.0%	20.8%	12.3%	10.9%	6.5%	4.6%	3.4%	414	
	6-10	7.2%	2.2%	7.6%	13.4%	13.4%	16.7%	19.6%	11.2%	8.7%	276	
	11-25	8.0%	2.3%	5.0%	6.3%	10.7%	18.0%	20.0%	12.7%	17.0%	300	
	26-50	2.0%	6.1%	2.0%	6.6%	7.1%	10.2%	22.3%	18.3%	25.4%	197	
	51-100	1.9%	5.2%	8.4%	4.5%	1.9%	5.8%	13.6%	15.6%	42.9%	154	
	101-250	0.9%	0.0%	7.0%	5.7%	2.6%	3.1%	17.2%	17.2%	46.3%	227	

4. SUMMARY

The results of the BCRSP's *2025 Salary Survey* provide information across a variety of variables. Results are provided based on geographical region, career experience, employment setting, and certification. 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. The majority of results were consistent over the past two years but there were also some significant changes.

5. Appendix

2025 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 2025 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.

Measure 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, Measure 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 15, 2025

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. How do you identify your 'race'/ethnicity?

- Indigenous within Canada (e.g., First Nation, Métis, Inuit)
- African/Black (including African-American, African-Canadian, Caribbean)
- East Asian (e.g., Chinese, Taiwanese, Japanese, Korean, etc.)
- European/White
- Indo-Caribbean, Indo-African, Indo-Fijian, West-Indian
- Latin, South or Central American
- Polynesian (e.g., Samoans, Tongan, Niuean, Cook Island Māori, Tahitian Mā'ohi, Hawaiian Mā'oli, Marquesan, New Zealand Māori)
- South Asian (e.g., Afghan, Nepali, Tamil, Bangladeshi, Pakistani, Indian, Sri Lankan, Punjabi)
- Southeast Asian (e.g., Vietnamese, Thai, Cambodian, Malaysian, Filipino/a, Laotian, Singaporean, Indonesian)
- West Asian (e.g., Iraqi, Jordanian, Palestinian, Saudi, Syrian, Yemeni, Armenian, Iranian, Israeli, Turkish)
- 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?

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

- \$175,000 to \$199,999
- >\$200,000

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