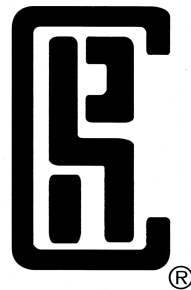


REPORT ON THE 2019 SALARY SURVEY



BOARD OF CANADIAN REGISTERED
SAFETY PROFESSIONALS

CONSEIL CANADIEN DES
PROFESSIONNELS EN SÉCURITÉ
AGRÉÉS

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1. OVERVIEW

The Board of Canadian Registered Safety Professionals (BCRSP) conducts a survey of all Canadian Registered Safety Professionals (CRSPs) every two years. The most recent survey was conducted in 2019.

Yardstick Assessment Strategies 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.

2. PROCEDURE

The *2019 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 Yardstick Assessment Strategies Inc.

All CRSPs registered at the time of the survey were targeted for inclusion. Invitations to complete the survey were sent in June 2019. Certificants were invited to submit their responses online.

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

collected on community size and location, self employment, employment setting, number of employees, number of employees supervised, number of job sites, hours per work week, current salary, salary increase and career satisfaction. A copy of the *2019 Salary Survey* is found in the Appendix.

3. RESULTS

A total of 5,537 invitations to complete the survey online were distributed to CRSPs from across Canada. As of the survey deadline, 2,072 certificants completed the survey. This yields a response rate of 37.4%. This is a 9.1% increase in the response rate from 2017.

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 2,072 completed surveys, the majority of respondents were from two provinces: Alberta (36.2%) and Ontario (29.0%).

Table 1:

Province or territory of employment

	<i>n</i>	%
AB	750	36.2
BC	286	13.8
MB	80	3.9
NB	31	1.5
NL	72	3.5
NT	5	0.2
NS	65	3.1
NV	8	0.3
ON	600	29.0
PE	5	0.2
QC	33	1.6
SK	84	4.1
YT	6	0.3
Outside Canada	47	2.3
Omit	0	
Total	2,072	100%

What has changed?

The overall number of respondents has increased compared to 2017 and 2015 when 1,396 and 1,673 people completed the survey respectively.

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	1219	60.2
Central	633	31.3
Atlantic	173	8.5
Omit	47	
Total	2,025	

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	0.2%	0.0%	0.0%	0.1%
25-29	2.1%	2.5%	1.7%	2.2%
30-34	9.5%	9.8%	11.1%	9.7%
35-39	15.0%	15.0%	12.1%	14.8%
40-44	14.8%	16.3%	17.9%	15.5%
45-49	16.5%	14.7%	14.5%	15.8%
50-54	15.9%	16.0%	19.1%	16.2%
55-59	12.6%	13.3%	12.1%	12.7%
60-64	9.0%	7.9%	9.2%	8.7%
Over 65	2.8%	3.2%	2.3%	2.9%
Prefer not to answer	1.6%	1.4%	0.0%	1.4%
Omit	0	0	0	47
Total	1,219	633	173	2,025

What is the highest academic credential you have earned?

On a national level, majority of respondents had either a college/university certificate (31.0%) or a baccalaureate (27.2%). Central Canada has the highest level of respondents with a Baccalaureate (35.5%). In 2017, this question had different answer options, including a distinction between OHS and non-OHS degrees, and had a large number of respondents selecting the “other” category (11.5%) at the national level. This “other” category included a large number of postgraduate qualifications, including Master’s degree. The results indicate similar results in terms of the number of respondents holding a Master’s (12.3%). Noteworthy is a larger number of respondents with a Master’s degree in Central Canada (18.6%), compare to the rest of the country.

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

	Western	Central	Atlantic	National
High School	2.1%	1.7%	3.5%	2.1%
College Diploma	25.8%	18.8%	24.9%	23.5%
College/University Certificate	36.7%	21.3%	26.0%	31.0%
Baccalaureate	22.5%	35.5%	29.5%	27.2%
Master’s	9.1%	18.6%	11.6%	12.3%
Doctorate	0.6%	0.6%	0.0%	0.5%
Other	3.3%	3.3%	4.6%	3.4%
Omit	0	0	0	47
Total	1,219	633	173	2,025

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

The level of experience most commonly indicated was 10 to 14 years as an OHS professional. In 2017, a total of 97.3% of the survey respondents indicated that they had 5 or more years of professional experience.

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

	Western	Central	Atlantic	National
3 - 4	0.9%	1.6%	0.0%	1.0%
5 - 9	22.3%	17.7%	27.7%	21.3%
10 - 14	30.3%	21.3%	23.7%	26.9%
15 - 19	21.3%	25.9%	22.5%	22.9%
20 - 24	12.4%	17.2%	13.3%	14.0%
Over 25	12.8%	16.3%	12.7%	13.9%
Omit	0	0	0	47
Total	1,219	633	173	2,025

What has changed?

Since 2017, respondents in Atlantic Canada have become slightly more experienced, with a 5.9% increase of respondents with 5-9 years of experience and 3.87% decrease in 3-4 years of experience.

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

When asked about previous employers, the majority of respondents (76.1%) indicated having between 1 and 3 previous employers in the past 10 years. 23.9% of the respondents reported having more than 3 previous employers in the past 10 years. On average, respondents in Western Canada tended to have 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	73.9%	81.5%	78.0%	76.1%
4 - 6	22.3%	14.7%	17.9%	19.6%
7 - 10	2.0%	2.2%	1.7%	2.0%
Over 10	2.7%	1.6%	2.3%	2.3%
Omit	0	0	0	47
Total	1,219	633	173	2,025

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 (85.6%) and the lowest was found in Atlantic Canada (70.5%).

**Table 7:
Employment location by region**

	Western	Central	Atlantic	National
Urban/Metro	78.3%	87.0%	71.3%	80.4%
Rural	21.7%	13.0%	28.7%	19.6%
Omit	14	10	2	73
Total	1205	623	171	1999

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 (55.7% and 50.9% respectively) Respondents from Atlantic Canada presented a lower and more even distribution of community sizes, with the most frequent size being communities between 200,000 and 500,000 (27.9%).

**Table 8:
Community size by region**

	Western	Central	Atlantic	National
< 10K	12.4%	6.3%	18.4%	11.0%
10K - 99K	19.2%	12.7%	24.3%	17.5%
100K - 199K	5.4%	15.9%	21.3%	10.1%
200K - 499K	7.2%	14.2%	27.9%	11.1%
500K - 999K	15.4%	11.2%	6.6%	13.4%
> 1,000K	40.3%	39.7%	1.5%	36.9%
Omit	222	106	37	412
Total	997	527	136	1660

What is your employment status?

Respondents most frequently reported being employed by an organization (88.4%). Between the different regions, the rate of self-employment ranged from a low of 6.0% in Central Canada to a high of 14.4% in Western Canada.

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

	Western	Central	Atlantic	National
Self-employed/Consultant	14.4%	6.0%	12.1%	11.6%
Employed by an organisation	85.6%	94.0%	87.9%	88.4%
Omit	0	0	0	47
Total	1,219	633	173	2,025

Which of the following best describes your employment setting?

Regional differences in employment setting exist between respondents from the three regions. In Western Canada, the most commonly reported setting was petroleum (21.2%) whereas Central Canada reported manufacturing (15.3%) and Atlantic Canada reported government (24.3%). Overall, these three employment settings accounted for 37.5% of the response across Canada.

**Table 10:
Employment setting by region**

	Western	Central	Atlantic	National
Agriculture	0.7%	0.2%	0.0%	0.4%
Chemicals	1.8%	1.7%	0.6%	1.7%
Communications	0.3%	1.1%	1.2%	0.6%
Construction	14.0%	11.8%	16.2%	13.5%
Consulting	9.2%	9.2%	5.8%	8.9%
Education	4.9%	9.6%	1.7%	6.1%
Forest products	0.7%	0.9%	1.7%	0.9%
Government	12.2%	13.1%	24.3%	13.5%
Health Care	4.3%	5.8%	6.4%	4.9%
Insurance	0.4%	0.3%	0.0%	0.3%
Manufacturing	7.0%	15.3%	4.6%	9.4%
Mining	4.8%	4.3%	2.3%	4.4%
Petroleum	21.2%	1.7%	15.0%	14.6%
Retail	0.9%	1.9%	1.7%	1.3%
Transportation	3.0%	3.6%	5.2%	3.4%
Utilities	6.0%	7.7%	4.6%	6.4%
Other	8.6%	11.5%	8.7%	9.5%
Omit	0	0	0	47
Total	1,219	633	173	2,025

What has changed?

Since 2017, there has been a significant increase in the number of respondents from the government sector in Atlantic Canada (+11.3%) Canada.

Approximately how many people does your company employ?

In Atlantic Canada, survey respondents most frequently reported working in companies with 250-499 employees (22.0%). In Central Canada, survey respondents most frequently reported working in companies with 2000 or more employees (45.6% combined). In Western Canada, companies with either over 10,000 employees (17.1%) or less than 50 employees (14.5%) were reported most frequently.

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

	Western	Central	Atlantic	National
0-49	14.5%	7.7%	16.2%	12.5%
50-99	6.0%	5.8%	8.1%	6.1%
100-249	11.4%	10.1%	6.4%	10.6%
250-499	10.5%	10.4%	22.0%	11.5%
500-999	8.0%	8.1%	5.2%	7.8%
1,000-1,999	9.5%	12.2%	9.8%	10.4%
2,000-4,999	14.0%	16.4%	12.7%	14.7%
5,000-9,999	8.9%	12.0%	7.5%	9.8%
Over 10,000	17.1%	17.2%	12.1%	16.7%
Omit	0	0	0	47
Total	1,219	633	173	2,025

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 (29.4% reported supervising 1 to 5 employees) or none at all (55.4%). Respondents in Western Canada tended to supervise more employees.

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

	Western	Central	Atlantic	National
None	52.2%	55.0%	60.1%	53.7%
1-5	32.7%	31.3%	26.6%	31.8%
6-10	8.0%	8.1%	8.1%	8.0%
11-25	4.2%	3.9%	4.0%	4.1%
Over 26	3.0%	1.7%	1.2%	2.4%
Omit	0	0	0	47
Total	1,219	633	173	2,025

How many employer job sites do you serve?

The majority of responses (63.8%) 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	43.8%	42.8%	41.6%	43.3%
6-10	15.4%	11.7%	15.0%	14.2%
11-20	12.6%	10.1%	11.0%	11.7%
21-50	9.3%	11.4%	13.9%	10.3%
Over 50	18.9%	24.0%	18.5%	20.5%
Omit	0	0	0	47
Total	1,219	633	173	2,025

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

Between 41 and 50 hours of work per week was most frequently selected by the survey respondents (45.1%). The majority of respondents reported working between 31 to 60 hours per week (91.3%).

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

	Western	Central	Atlantic	National
Less than 30	2.9%	2.8%	1.2%	2.7%
31-40	33.2%	37.1%	43.4%	35.3%
41-50	41.1%	44.7%	35.8%	41.8%
51-60	15.0%	12.5%	14.5%	14.2%
61-70	3.3%	2.2%	2.9%	2.9%
71-80	3.0%	0.3%	1.2%	2.0%
Over 80	1.6%	0.3%	1.2%	1.1%
Omit	0	0	0	47
Total	1,219	633	173	2,025

What has changed?

Since 2019, there has been a significant increase in the number of respondents who reported working between 31 to 40 hours per week at the national level (+6.4%). This increase has been more pronounced in both Western Canada (+7.5%) and Atlantic Canada (+14.8%), demonstrating an overall reduction in the average number of hours worked per week for these regions.

Please indicate your salary range.

Survey respondents reported a wide range of salary levels. The most frequently reported salary was in the \$90,000 range (18.3%). Across Canada, 51.7% 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
< \$49,999	1.3%	0.9%	4.6%	1.5%
\$50 to \$59,999	1.7%	1.3%	3.5%	1.7%
\$60K to \$69,999	2.7%	3.6%	8.7%	3.5%
\$70K to \$79,999	7.9%	11.1%	20.8%	10.0%
\$80K to \$89,999	12.5%	13.4%	17.9%	13.2%
\$90K to \$99,999	16.1%	24.8%	9.8%	18.3%
\$100K to \$109,999	14.4%	18.0%	4.6%	14.7%
\$110K to \$119,999	9.8%	7.4%	8.7%	9.0%
\$120K to \$129,999	9.1%	5.4%	6.9%	7.8%
\$130K to \$139,999	6.0%	4.9%	2.3%	5.3%
\$140K to \$149,999	5.2%	3.6%	3.5%	4.5%
\$150K to \$174,999	6.5%	2.2%	5.2%	5.0%
>\$174,999	6.8%	3.3%	3.5%	5.4%
Omit	0	0	0	47
Total	1,219	633	173	2,025

What has changed?

Nationally, the most frequently reported salary has moved from the \$80,000 range in 2017 to the \$90,000 range in 2019.

Has your base salary increased in the past 12 months?

The majority (64.0%) 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 (76.8%).

**Table 16:
Salary increase by region**

	Western	Central	Atlantic	National
Yes	57.6%	76.8%	62.4%	64.0%
No	42.4%	23.2%	37.6%	36.0%
Omit	0	0	0	47
Total	1,219	633	173	2,025

What has changed?

Regionally, the number of people reporting a salary increase has increased by 7.7% in Western Canada compared to 2017.

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% (83.3%).

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

	Western	Central	Atlantic	National
1-3	58.1%	69.1%	65.7%	62.9%
4-6	22.1%	18.3%	18.5%	20.4%
7-9	6.1%	3.7%	3.7%	5.0%
10-12	7.1%	3.5%	3.7%	5.5%
13-15	2.3%	2.1%	3.7%	2.3%
16-18	1.3%	0.8%	0.9%	1.1%
19-22	0.9%	0.6%	0.9%	0.8%
Over 22	2.1%	1.9%	2.8%	2.1%
Omit	517	147	65	776
Total	702	486	108	1296

What has changed?

Since 2017, the frequency of the most common salary increment (1-3%) has increased in Central Canada (6.4%), but decreased in Western Canada (-6.1%).

How satisfied are you with your OHS career?

Survey respondents were generally satisfied with their OHS career. In combination, 90.0% of the respondents reported being satisfied or very satisfied with their career. Nationally, only 2.7% of respondents reported any degree of dissatisfaction.

**Table 18:
Career satisfaction by region**

	Western	Central	Atlantic	National
Very Satisfied	45.8%	54.5%	43.9%	48.3%
Satisfied	42.8%	38.2%	46.2%	41.7%
Neither	8.3%	5.5%	6.9%	7.3%
Dissatisfied	2.4%	1.6%	2.9%	2.2%
Very Dissatisfied	0.7%	0.2%	0.0%	0.5%
Omit	0	0	0	47
Total	1,219	633	173	2,025

What has changed?

Since 2017, respondents in Central Canada who reported being very satisfied with their OHS career has increased by 8.0%.

My annual CRSP fee is paid by?

For most survey respondents, the employer paid the annual CRSP fee. Central Canada had the largest number of employers paying these fees (74.6%).

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

	Western	Central	Atlantic	National
Employer	67.0%	74.6%	65.9%	69.3%
Self	33.0%	25.4%	34.1%	30.7%
Omit	0	0	0	47
Total	1,219	633	173	2,025

Is the CRSP designation a requirement for your job?

Across all regions, the CRSP designation is generally not a job requirement. Nationally, 38.4% of respondents indicated that the CRSP designation is required.

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

	Western	Central	Atlantic	National
Yes	38.6%	39.8%	31.2%	38.4%
No	61.4%	60.2%	68.8%	61.6%
Omit	0	0	0	47
Total	1,219	633	173	2,025

**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: 3 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 (31.0%). Respondents with more work experience were more likely to indicate that they had college/university certificate.

Table 21:

Level of education by experience

	3-9	10-14	15-19	20+
High School	0.4%	0.7%	1.3%	5.9%
College Diploma	24.9%	23.1%	24.1%	22.0%
College/University Certificate	28.4%	35.1%	32.8%	28.2%
Baccalaureate	31.0%	27.1%	26.5%	25.0%
Master's	12.0%	9.7%	11.2%	15.2%
Doctorate	0.2%	1.3%	0.2%	0.3%
Other	3.1%	3.0%	3.9%	3.4%
Omit	0	0	0	0
Total	458	558	464	592

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 (73.0%) 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**

	3-9	10-14	15-19	20+
1 - 3	77.3%	75.1%	78.2%	73.0%
4 - 6	21.0%	21.3%	18.5%	18.9%
7 - 10	0.9%	1.6%	1.9%	3.0%
Over 10	0.9%	2.0%	1.3%	5.1%
Omit	0	0	0	0
Total	458	558	464	592

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 (83.3%) and the lowest was found for those with 3-9 years of experience (76.8%).

**Table 23:
Employment location by experience**

	3-9	10-14	15-19	20+
Urban/Metro	76.8%	78.9%	82.4%	83.3%
Rural	23.2%	21.1%	17.6%	16.7%
Omit	6	4	5	11
Total	452	554	459	581

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

With respect to community size, differences in work experience were not very apparent. Respondents seem to report fairly similar community sizes regardless of work experience.

Table 24:

Community size by experience

	3-9	10-14	15-19	20+
< 10K	14.7%	12.7%	9.3%	8.4%
10K - 99K	18.3%	18.1%	17.1%	16.5%
100K - 199K	10.6%	8.6%	9.3%	10.8%
200K - 499K	10.8%	12.4%	12.9%	9.8%
500K - 999K	11.4%	12.7%	14.7%	13.9%
> 1,000K	34.2%	35.5%	36.7%	40.5%
Omit	98	116	77	83
Total	360	442	387	509

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 (5.2%) and the highest rates found with the highest levels of experience (21.1%).

Table 25:

Rate of self-employment by experience

	3-9	10-14	15-19	20+
Self-employed/ Consultant	5.2%	9.1%	10.3%	21.1%
Employed by an organisation	94.8%	90.9%	89.7%	78.9%
Omit	0	0	0	0
Total	458	558	464	592

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 construction tended to decrease with experience (from 17.5% to 11.3%).

Table 26:

Employment setting by experience				
	3-9	10-14	15-19	20+
Agriculture	0.7%	0.7%	0.4%	0.0%
Chemicals	0.9%	2.5%	1.7%	1.7%
Communications	1.3%	0.4%	0.6%	0.3%
Construction	17.5%	13.1%	14.0%	11.3%
Consulting	7.2%	8.1%	7.5%	11.3%
Education	5.0%	6.5%	5.0%	6.3%
Forest products	1.3%	0.2%	0.9%	1.0%
Government	10.9%	12.4%	15.5%	14.5%
Health Care	4.8%	5.2%	3.7%	4.9%
Insurance	0.2%	0.2%	0.2%	0.8%
Manufacturing	9.6%	8.8%	9.7%	10.1%
Mining	5.5%	4.7%	4.3%	3.5%
Petroleum	14.8%	15.4%	17.0%	13.3%
Retail	1.3%	1.4%	1.1%	1.2%
Transportation	3.7%	4.1%	1.9%	3.5%
Utilities	6.8%	6.8%	6.3%	5.7%
Other	8.5%	9.7%	10.1%	10.3%
Omit	0	0	0	0
Total	458	558	464	592

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				
	3-9	10-14	15-19	20+
0-49	10.3%	8.6%	11.6%	17.9%
50-99	5.7%	6.5%	6.7%	5.1%
100-249	13.1%	10.2%	9.1%	9.5%
250-499	12.9%	12.5%	11.9%	8.8%
500-999	7.6%	8.6%	7.1%	7.8%
1,000-1,999	10.9%	10.4%	10.6%	8.6%
2,000-4,999	12.0%	15.6%	15.5%	16.2%
5,000-9,999	11.6%	10.0%	9.7%	8.6%
Over 10,000	15.9%	17.6%	17.9%	17.6%
Omit	0	0	0	0
Total	458	558	464	592

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 (30.1% to 34.2% reported supervising 1 to 5 employees) or none at all (45.8% to 62.0% 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**

	3-9	10-14	15-19	20+
None	62.9%	54.1%	50.9%	45.8%
1-5	30.1%	34.2%	30.4%	32.8%
6-10	3.7%	8.8%	9.9%	9.8%
11-25	2.4%	1.3%	5.2%	7.4%
Over 26	0.9%	1.6%	3.7%	4.2%
Omit	0	0	0	0
Total	458	558	464	592

How many employer job sites do you serve?

The majority of respondents (from 37.5% to 50.4%) 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 (14.2% to 24.0%). In general, respondents with more experience tended to serve more job sites.

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

	3-9	10-14	15-19	20+
1-5	50.4%	45.5%	37.5%	40.7%
6-10	16.6%	14.2%	15.1%	12.2%
11-20	10.0%	11.1%	12.9%	12.2%
21-50	8.7%	9.7%	11.6%	11.0%
Over 50	14.2%	19.5%	22.8%	24.0%
Omit	0	0	0	0
Total	458	558	464	592

What has changed?

Since 2017, there was an increased in the number of repondents with over 20 years of work experience who reported serving 1 to 5 job sites (6.5%).

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

Between 41 and 50 hours of work per week was most frequently selected by the survey respondents (39.4% to 43.4% 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**

	3-9	10-14	15-19	20+
Less than 30	0.9%	1.4%	1.1%	6.1%
31-40	40.8%	39.6%	33.6%	28.7%
41-50	43.4%	41.0%	41.6%	39.4%
51-60	10.0%	11.3%	18.5%	17.4%
61-70	2.4%	2.5%	2.4%	4.7%
71-80	1.1%	2.3%	1.9%	2.7%
Over 80	1.3%	1.8%	0.9%	1.0%
Omit	0	0	0	0
Total	458	558	464	592

Please indicate your salary range.

Survey respondents reported a wide range of salary levels. In general, reported levels of salary increased with level of experience.

**Table 31:
Salary range by experience**

	3-9	10-14	15-19	20+
< \$49,999	1.1%	1.1%	0.9%	3.0%
\$50 to \$59,999	3.9%	1.3%	1.1%	1.7%
\$60K to \$69,999	7.2%	3.8%	1.7%	1.9%
\$70K to \$79,999	15.1%	10.2%	9.7%	4.7%
\$80K to \$89,999	18.3%	16.8%	10.8%	7.9%
\$90K to \$99,999	21.4%	21.0%	16.6%	14.2%
\$100K to \$109,999	12.4%	12.5%	14.4%	16.9%
\$110K to \$119,999	5.7%	9.7%	10.3%	9.5%
\$120K to \$129,999	6.3%	7.2%	8.0%	9.3%
\$130K to \$139,999	3.9%	3.8%	7.3%	6.6%
\$140K to \$149,999	2.0%	3.4%	7.1%	5.7%
\$150K to \$174,999	1.5%	5.7%	5.4%	7.4%
> \$174,999	1.1%	3.6%	6.7%	11.1%
Omit	0	0	0	0
Total	458	558	464	592

What has changed?

Since 2017, there was an increase in respondents with 10 to 14 years of work experience and those with over 20 years of work experience who reported working between 31 to 40 hours per week (9.0% and 9.4% increase respectively)

Has your base salary increased in the past 12 months?

The majority of survey respondents reported that a salary increase occurred in the last 12 months. Further, those respondents with less experience were more likely to report an increase than those with 20 or more years of experience (70.7% and 59.1%, respectively).

Table 32:

Salary increase by experience				
	3-9	10-14	15-19	20+
Yes	70.7%	60.8%	67.7%	59.1%
No	29.3%	39.2%	32.3%	40.9%
Omit	0	0	0	0
Total	458	558	464	592

What has changed?

The largest reported number of salary increase since 2017 concerned respondents with 3-9 years (6.4%) and those with 10-14 years of work experience (5.2%).

If your base salary increased, by what percentage?

For those respondents who reported a salary increase in the previous 12 months, the rate of increase varied from 1% to over 22%. The most common rate of increase was from 1% to 6%.

Table 33:

Percentage of salary increase by experience

	3-9	10-14	15-19	20+
1-3	51.9%	67.6%	63.7%	66.6%
4-6	23.5%	19.5%	18.2%	19.4%
7-9	6.8%	2.9%	7.6%	4.3%
10-12	8.6%	4.7%	3.8%	5.4%
13-15	4.6%	2.1%	1.6%	1.4%
16-18	1.2%	0.9%	1.3%	0.9%
19-22	0.6%	1.2%	1.6%	0.0%
Over 22	2.8%	1.2%	2.2%	2.0%
Omit	324	339	314	350
Total	134	219	150	242

How satisfied are you with your OHS career?

Survey respondents were uniformly satisfied with their OHS career. Satisfaction tended to increase with experience. Respondents with over 20 years of experience were “very satisfied” 59.5% of the time compared to only 37.6% for respondents with 3-9 years of work experience.

**Table 34:
Career satisfaction by experience**

	3-9	10-14	15-19	20+
Very Satisfied	37.6%	44.8%	51.5%	59.5%
Satisfied	49.1%	45.3%	38.6%	33.8%
Neither	11.1%	7.0%	7.1%	4.1%
Dissatisfied	1.7%	1.8%	2.8%	2.4%
Very Dissatisfied	0.4%	1.1%	0.0%	0.3%
Omit	0	0	0	0
Total	458	558	464	592

What has changed?

There was an increase of 6.6% in the number of respondents with 3-9 years of experience who reported being neither satisfied nor dissatisfied with their OHS career since 2017.

My annual CRSP fee is paid by?

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

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

	3-9	10-14	15-19	20+
Employer	75.1%	68.8%	69.8%	62.2%
Self	24.9%	31.2%	30.2%	37.8%
Omit	0	0	0	0
Total	458	558	464	592

What has changed?

More employers paid for the respondents annual CRSP fees in the 3-9 years of work experience category (9.2%) since 2017, while fewer employers paid the fees for those in the 10-14 years of work experience (-5.2%).

Is the CRSP designation a requirement for your job?

In general, the CRSP is more often identified as being a requirement for more experienced respondents.

Table 36:

CRSP designation requirement by experience

	3-9	10-14	15-19	20+
Yes	31.2%	36.0%	43.8%	41.7%
No	68.8%	64.0%	56.3%	58.3%
Omit	0	0	0	0
Total	458	558	464	592

What has changed?

Compared to 2017, there was a slight decrease in the requirement to have a CRSP designation for respondents with 15-19 years of experience (-6.0%).

RESPONDENT CHARACTERISTICS BY EMPLOYMENT SETTING

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

However, many of the employment settings had only a small sample of respondents. As a result, the four categories with the most responses were selected for this section of the report. The four employment settings with highest number of respondents were petroleum (304), construction (277), government (274), and manufacturing (192).

What has changed?

Compared to 2017, the manufacturing sector has replaced consulting as one of the top four employment settings.

What is the highest level of formal education attained?

For each category of employment setting, the most commonly selected level of formal education was a college or university certificate. The manufacturing and government sectors had higher numbers of respondents with university degrees (Baccalaureate and Master’s degrees), while the petroleum and construction sectors had higher numbers of respondents with college diplomas or certificates.

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

	Petro.	Const.	Gov.	Manu.
High School	3.6%	2.9%	0.4%	1.6%
College Diploma	25.7%	28.5%	25.9%	20.3%
College/University Certificate	38.5%	35.7%	26.3%	35.4%
Baccalaureate	19.7%	21.7%	27.4%	27.1%
Master’s	9.9%	6.9%	15.3%	13.5%
Doctorate	0.0%	0.0%	0.4%	0.0%
Other	2.6%	4.3%	4.4%	2.1%
Omit	0	0	0	0
Total	304	277	274	192

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 (67.1%) but the highest rate of 4-6 employers (26.7%).

Table 38:

Number of previous employers by setting

	Petro.	Const.	Gov.	Manu.
1 - 3	76.0%	67.1%	79.6%	81.3%
4 - 6	20.4%	26.7%	15.7%	16.1%
7 - 10	1.3%	3.6%	2.6%	1.6%
Over 10	2.3%	2.5%	2.2%	1.0%
Omit	0	0	0	0
Total	304	277	274	192

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 petroleum sector (64.8%).

Table 39:

Employment location by setting

	Petro.	Const.	Gov.	Manu.
Urban/Metro	64.8%	84.5%	85.6%	85.8%
Rural	35.2%	15.5%	14.4%	14.2%
Omit	3	6	3	0
Total	301	271	271	192

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

With respect to employment setting, differences in community size were apparent. For example, respondents from the petroleum and construction sector were more likely to be employed in small communities or large communities, while respondents from the government or manufacturing sectors were more likely employed in medium or large community sizes.

**Table 40:
Community size by setting**

	Petro.	Const.	Gov.	Manu.
< 10K	21.6%	8.6%	7.4%	7.7%
10K – 99K	24.4%	15.9%	17.9%	19.2%
100K - 199K	6.0%	8.2%	14.0%	10.3%
200K - 499K	3.6%	11.4%	14.4%	13.5%
500K - 999K	8.4%	13.6%	14.8%	17.3%
> 1,000K	36.0%	42.3%	31.4%	32.1%
Omit	54	57	45	36
Total	250	220	229	156

Are you self-employed?

Respondents from all four sectors most frequently reported being employed by an organization. The highest rate of self-employment was found in the consulting sector (13.7%).

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

	Petro.	Const.	Gov.	Manu.
Yes	12.5%	13.7%	1.1%	6.3%
No	87.5%	86.3%	98.9%	93.8%
Omit	0	0	0	0
Total	304	277	274	192

What has changed?

Since 2017, there was slight decrease in self-employment in the petroleum sector (5.0%).

Approximately how many people does your company employ?

In general, respondents from construction tended to be employed in smaller companies (16.6% with less than 50 employees). Respondents from the government sector tended to work for larger organizations (26.3% with over 10,000).

Table 42:

Number of employees by setting				
	Petro.	Const.	Gov.	Manu.
0-49	8.2%	16.6%	1.8%	7.3%
50-99	6.6%	7.6%	5.8%	7.8%
100-249	14.1%	18.1%	8.4%	15.1%
250-499	14.5%	13.4%	11.3%	14.6%
500-999	6.6%	10.5%	8.0%	9.9%
1,000-1,999	11.5%	9.0%	10.6%	12.0%
2,000-4,999	13.5%	10.8%	19.3%	14.6%
5,000-9,999	8.2%	6.9%	8.4%	10.9%
Over 10,000	16.8%	7.2%	26.3%	7.8%
Omit	0	0	0	0
Total	304	277	274	192

How many OHS employees do you supervise?

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

Table 43:

Number of employees supervised by setting				
	Petro.	Const.	Gov.	Manu.
None	54.6%	36.5%	62.0%	59.9%
1-5	30.6%	45.5%	23.7%	28.6%
6-10	7.9%	9.0%	5.5%	6.8%
11-25	4.3%	4.0%	5.1%	4.2%
Over 25	2.6%	5.1%	3.6%	0.5%
Omit	0	0	0	0
Total	304	277	274	192

What has changed?

The construction sector shows a 6.7% decrease in respondents from companies with 1,000-1,999 employees, and the government sector shows a 8.4% increase in respondents from companies with 2,000-4,999 employee, but a 5.3% decrease in respondents from organisations larger than 10,000 employees, compared to 2017.

How many employer job sites do you serve?

Within the government sector, the majority of respondents served a large number of job sites (50.3% reported 21 or more job sites). In contrast, respondents from the manufacturing sector typically served only a few job sites (67.2% reported serving 1 to 5 sites).

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

	Petro.	Const.	Gov.	Manu.
1-5	53.3%	40.1%	23.4%	67.2%
6-10	16.8%	18.4%	13.5%	15.1%
11-20	9.5%	17.3%	12.8%	6.3%
21-50	11.2%	10.8%	14.2%	5.2%
Over 50	9.2%	13.4%	36.1%	6.3%
Omit	0	0	0	0
Total	304	277	274	192

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

On average, respondents from the government sector tended to work the fewest hours compared to other respondents.

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

	Petro.	Const.	Gov.	Manu.
Less than 30	1.3%	2.9%	0.7%	2.1%
31-40	23.0%	18.8%	60.6%	31.3%
41-50	45.7%	45.5%	29.9%	52.1%
51-60	18.4%	22.7%	6.2%	12.5%
61-70	5.3%	5.4%	1.1%	1.6%
71-80	3.3%	2.9%	1.1%	0.5%
Over 80	3.0%	1.8%	0.4%	0.0%
Omit	0	0	0	0
Total	304	277	274	192

What has changed?

Respondents from the both the petroleum and government sectors reported a decrease in hours of work per week, with respectively a 8.4% and 7.2% increase in the number of respondents working 31-40 hours per week since 2017.

Please indicate your salary range.

Survey respondents reported a wide range of salary levels. Salaries tended to be higher in the petroleum sector followed by the construction sector. Respondents from the government and manufacturing sectors reported lower average salaries.

**Table 46:
Salary range by setting**

	Petro.	Const.	Gov.	Manu.
< \$49,999	0.3%	1.4%	0.0%	0.0%
\$50K to 59,999	0.7%	2.5%	0.4%	4.2%
\$60K to 69,999	3.0%	4.7%	4.0%	6.8%
\$70K to 79,999	3.9%	7.2%	13.1%	10.9%
\$80K to 89,999	3.3%	15.2%	15.3%	17.7%
\$90K to 99,999	6.6%	17.0%	23.0%	19.3%
\$100K to 109,999	11.5%	11.9%	23.0%	15.6%
\$110K to 119,999	11.8%	8.3%	7.3%	7.8%
\$120K to 129,999	16.8%	9.0%	4.0%	6.3%
\$130K to 139,999	8.9%	4.3%	4.4%	6.3%
\$140K to 149,999	8.9%	2.9%	2.2%	1.0%
\$150K to 174,999	11.5%	6.1%	1.1%	1.0%
>\$174,999	12.8%	9.4%	2.2%	3.1%
Omit	0	0	0	0
Total	304	277	274	192

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 manufacturing sector were more likely to receive a salary increase (76.0%) than the other three main sectors.

**Table 47:
Salary increase by setting**

	Petro.	Const.	Gov.	Manu.
Yes	62.2%	60.3%	65.3%	76.0%
No	37.8%	39.7%	34.7%	24.0%
Omit	0	0	0	0
Total	304	277	274	192

What has changed?

Since 2017, respondents from the petroleum sector reported more salary increases (24.3%), while respondents from the government and construction sectors reported less salary increases (-6.5% and -5.8%, respectively)

If your base salary increased, by what percentage?

In general, respondents from the construction sector tended to receive larger salary increases than respondents from the other sectors.

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

	Petro.	Const.	Gov.	Manu.
1-3	49.7%	45.5%	77.7%	71.2%
4-6	27.0%	25.1%	13.4%	17.8%
7-9	8.5%	10.8%	5.6%	3.4%
10-12	8.5%	8.4%	2.2%	4.1%
13-15	2.6%	3.6%	0.0%	1.4%
16-18	2.1%	1.8%	0.0%	1.4%
19-22	0.5%	2.4%	0.0%	0.0%
Over 22	1.1%	2.4%	1.1%	0.7%
Omit	115	110	95	46
Total	81	101	127	71

How satisfied are you with your OHS career?

Survey respondents were fairly uniformly satisfied with their OHS career. Across all settings, very high levels of satisfaction were reported, with construction reporting the most “very satisfied” career satisfaction (47.7%). The rate of dissatisfaction ranged from 4.0% (government) to 1.8% (construction).

**Table 49:
Career satisfaction by setting**

	Petro.	Const.	Gov.	Manu.
Very Satisfied	46.4%	47.7%	46.0%	45.8%
Satisfied	42.4%	43.7%	43.1%	41.7%
Neither	8.2%	6.9%	6.9%	9.4%
Dissatisfied	3.0%	1.1%	3.6%	2.6%
Very Dissatisfied	0.0%	0.7%	0.4%	0.5%
Omit	0	0	0	0
Total	304	277	274	192

My annual CRSP fee is paid by?

For most survey respondents, the employer paid the annual CRSP fee. Across employment sectors, respondents from the manufacturing sector (75.0%) were most likely to have their annual CRSP fee paid by the employer.

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

	Petro.	Const.	Gov.	Manu.
Employer	70.7%	58.1%	67.5%	75.0%
Self	29.3%	41.9%	32.5%	25.0%
Omit	0	0	0	0
Total	304	277	274	192

What has changed?

Compared to 2017, there was an increase in all sectors in CRSP fees being paid by employer; the largest increase was from the petroleum sector (7.1%).

Is the CRSP designation a requirement for your job?

Across all settings, the CRSP designation is generally not a job requirement. The highest rates where a CRSP designation is a job requirement are found in the manufacturing sector (37.0%). The lowest rates are found in the construction sector (26.0%).

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

	Petro.	Const.	Gov.	Manu.
Yes	32.2%	26.0%	35.4%	37.0%
No	67.8%	74.0%	64.6%	63.0%
Omit	0	0	0	0
Total	304	277	274	192

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 (73.4% 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 (83.1% 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	44.1%	11.8%	17.5%	10.9%	5.7%	4.2%	3.9%	0.9%	0.9%	331
	2-5	10.4%	8.4%	17.8%	17.3%	10.6%	11.8%	11.8%	6.3%	5.5%	490
	6-10	10.1%	1.4%	8.7%	17.8%	13.6%	12.9%	17.8%	8.4%	9.1%	286
	11-25	6.6%	2.7%	4.5%	8.1%	9.3%	18.6%	21.3%	14.4%	14.7%	334
	26-50	7.9%	7.5%	4.6%	4.2%	4.2%	8.8%	19.2%	13.8%	29.7%	239
	51-100	0.0%	12.3%	6.5%	5.2%	3.2%	3.9%	13.5%	21.9%	33.5%	155
	101-250	0.0%	0.4%	3.4%	6.3%	2.5%	4.2%	16.9%	13.5%	52.7%	237

4. SUMMARY

The results of the BCRSP's *2019 Salary Survey* provide information across a variety of variables. Results are provided based on geographical region, career experience and employment setting. Throughout this report attempts were made to identify consistencies, discrepancies, and trends in the data.

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

2019 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 2019 BCRSP Salary Survey is confidential. The survey is hosted on a third party secure website and data collected is only reported in aggregate form.

Yardstick Assessment Strategies 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, YAS will remove all data from the 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 June 24, 2019

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. How many years have you been practising in OHS?

- 3 - 4 years
- 5 - 9 years
- 10 - 14 years
- 15 - 19 years
- 20 - 24 years
- > 25 years

3. What is your employment status?

- Self-employed/Consultant
- Employed by an organization

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

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

5. Which BCRSP certifications do you hold?

- CRSP
- CRST

6. To whom do you report?

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

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

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

8. 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

9. What is your gender?

- Male
- Female
- Prefer not to answer
- Other (please specify) _____

10. 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

11. How many employers, including the present one, have you worked for in the OHS field in the past ten years (i.e. - since 2009) including self employment?

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

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

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

13. 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

14. 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

15. 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
- Other (please specify) _____

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

- Agriculture
- Chemicals
- Communications
- Construction
- Consulting
- Education
- Forest Products
- Government
- Health Care
- Insurance
- Manufacturing
- Mining
- Petroleum
- Retail
- Transportation
- Utilities
- Other (please specify) _____

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

- < \$49,999
- \$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

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

- Yes
- No (If No, skip to question 20)

19. 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%

20. Which of the following benefits do you have?

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

21. How many OHS employees do you supervise?

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

22. My annual BCRSP registration fee is paid by:

- Employer
- Self

23. How many employer job sites do you serve?

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

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

- < 30
- 31 - 40
- 41 - 50
- 51 - 60
- 61 - 70
- 71 - 80
- > 80

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

- Yes
- No

26. How satisfied are you with your OHS career?

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