

## Letter from the President

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On behalf of the Association of Professional Geoscientists of Nova Scotia, (APGNS), we are pleased to provide the Geoscience Salary and Benefits Survey report. The survey was undertaken on behalf of Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL) and the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB) of our collective memberships. The Geoscience survey was part of a larger survey that also included Engineers Nova Scotia and Engineers PEI.

Our three Associations worked collaboratively to gather to present this snapshot of the geoscience profession in Atlantic Canada. This project has been an opportunity to work closely together and create a product that will be valued by our registrants. We thank those members in our Associations who participated in the survey and shared their information that when aggregated gave us data that benefits all members.

The salary survey can be downloaded from the Geoscientists Nova Scotia website at:

[https://www.geoscientistsns.ca/wp-content/uploads/2021/12/2021\\_Geoscientists\\_Salary\\_Survey.pdf](https://www.geoscientistsns.ca/wp-content/uploads/2021/12/2021_Geoscientists_Salary_Survey.pdf) ...

Geoscientists Nova Scotia has also received the uncollated data for Part II (Equity Diversity and Inclusivity), and Part III (Maternity/Parental Leave Benefit) questions. Responses to Parts II and III also provide a snapshot in time, and once reviewed may be used to assist Geoscientists Nova Scotia in developing its strategic objectives as a progressive, accessible, and trusted regulator of the geoscience profession. Once the final results for Parts II and III are reviewed by Council for relevancy, utility, and applicability, in early 2022 Geoscientists Nova Scotia will provide feedback to our registrants related to the insightful responses to Parts II and III of the survey.

We trust you will find this information relevant and useful.

Regards,  
Daniel Parker, P.Ge., President, APGNS

## Overview

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The 2021 Atlantic Canada Geoscience Salary and Benefits Survey is designed to provide geoscientists in Nova Scotia, New Brunswick and Newfoundland and Labrador with industry standard guidelines for compensation and benefits that are available to them.

Compensation and benefit averages and ranges as well as other data are based on survey responses and are only as accurate as the data provided by those survey respondents. This survey polled 550 geoscientists and there were 183 responses, a 33% participation rate. The survey reports that the Geoscientists Nova Scotia response rate was 40%, the highest response rate of the group, (31% for APEGNB and 26% for PEGNL) and that the margin of error for the survey was calculated to be 10.4%.

The overall results can be interpreted with some level of confidence, however, there are many factors that should be taken into consideration when using this study as a resource for compensation and/or planning. For example, the results should be interpreted with caution due to the small sample sizes.

The previous salary and benefits surveys (conducted in 2013 and 2015, and are available on the Association website), were conducted by a different contractor than the 2021 survey. So, the survey questions were different as is the presentation of the data. So, comparisons between the 2013 and 2015 data to the 2021 data must consider the total number of respondents in 2015, (approx. 2,200 for PGO and 1,100 for OGQ, and less than 200 for APGNS). However, in 2015 the contractor noted that the response rate of 34% in total, (approximately 40% for APGNS), and calculated a margin of error of 2.36%.

### HOW TO USE SURVEY RESULTS

To use salary survey data as a guideline it is important to consider all reported results and to keep in mind the following remuneration concepts.

- Income is affected by multiple factors such as seniority, education, level of responsibility (managerial or technical) or “hardship” conditions.
- Salary levels vary among industry sectors.
- Total compensation by year of graduation should only be used as a check on career progress relative to others of an equivalent age.

Sincerely,  
David C. Carter, P.Geo., FGC  
Executive Director and Registrar