Letter from the President

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 ...

Geoscientists Nova Scotia has also received the uncollated data for Part II (Equity Diversity and Inclusivity), and Part III (Maternity/Parental Leave Benefit) questions. Reponses 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.Geo., President, APGNS

Overview

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. The survey reports that the Geoscientists Nova Scotia response rate was 40%, the highest response rate of the group, and that the margin of error for the survey was calculated to be 10.4%.

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

Very broad and general comparisons between the 2021 survey and the previous 2013 and 2015 surveys may be attempted, however, additional caution must be stressed. The 2013 and 2015 surveys were undertaken in cooperation with Ontario (APGO) and Quebec (OGQ). Chart 1 shown below is a job classification flowchart derived from the 2013 and 2015 survey reports. It may also be a relevant guide to the 2021 survey. Select data, shown as averages, and only as a general reference, from the 2013, 2015 and 2021 survey reports are shown in Tables 1 and 2 below. Note the significant differences in the number or respondents as a guide to interpreting the averages.

The 2013 and 2015 surveys were conducted by Infofeedback and the 2021 survey was conducted by Clear Picture. The survey questions were different as is the presentation of the data. Comparisons between the 2013 and 2015 data to the 2021 data must take into account the number of respondents. The total number of geoscientist registrants is different (approx. 2,200 for APGO 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%. The 2021 contractor reported a similar response rate of 40% for APGNS and a margin of error of 10.4%.

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. (The Job Rating Flowchart on the next page should be used to estimate your "Job Rating" and the results reported in the tables in this summary should be closely noted).

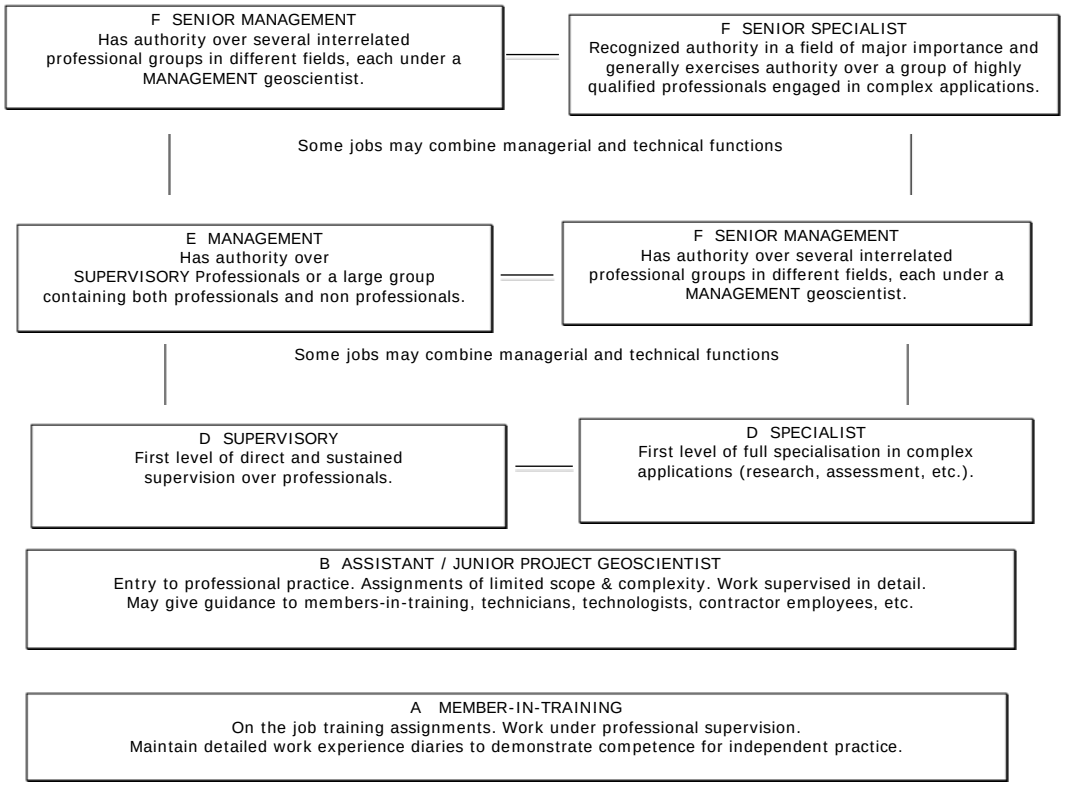
- Salary levels vary among industry sectors.

- Total cash by year of graduation should only be used as a check on career progress relative to others of an equivalent age. Employers and members consistently want and use this information as a check on the more basic level-of-responsibility concept.

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

Chart 1

Job Classification Flowchart*



*modified from the APGNS, APGO, & OGQ 2013 and 2015 Salary and Benefits Surveys

Table 1: Annual Base Salaries by Level of Responsibility – Job Rating
Data from All Associations

Job Rating	Responses								
	# 2013*	# 2015*	# 2021**	% 2013*	% 2015*	% 2021**	Average 2013*	Average 2015*	Average 2021**
A	-	23	11	-	-	4%	-	-	$73,000
B	34	59	30	3%	3%	12%	$60,349	$60,349	$93,500
C	136	212	-	13%	13%	-	$71,625	$71,625	-
D	240	277	59	23%	23%	24%	$78,711	$78,711	$107,946
E	215	248	26	21%	21%	10%	$97,976	$97,976	$103,269
F	146	190	-	14%	14%	-	$116,508	$116,508	-
F+	255	208	34	25%	25%	14%	$149,126	$149,126	$139,113

- no data
*data from APGNS, APGO, & OGQ – 2013 & 2015 Salary Surveys
**data from APGNS, PEGNL, & APEGNB – 2021 Salary Survey

Table 2: Annual Base Salary by Industry Sector
Data from All Associations

Industrial Sector	Responses								
	# 2013*	# 2015*	# 2021**	% 2013*	% 2015*	% 2021**	Average 2013*	Average 2015*	Average 2021**
Mineral & Hydrocarbon Rsources, including exploration & feasibility									
Inventory & mapping	44	73	-	4%	6%	-	$100,834	$89,684	-
Mineral Exploration & prospecting	328	370	31	32%	30%	17%	$111,327	$106,866	$118,710
Oil & Gas exploration	22	29		2%	2%	-	$107,027	$118,253	-
Mining, mineral or hydrocarbon production	176	224	30	17%	18%	17%	$123,487	$120,323	$113,393
Other	39	49	-	4%	4%	-	$113,580	$104,539	-
Environmental & Geoscience									
Industrial Minerals & Materials	18	18	4	2%	1%	2%	$89,333	$85,528	$93,750
Groundwater	128	145	4	13%	12%	2%	$82,550	$89,128	$95,625
Geotechnical	23	46	7	2%	4%	4%	$86,189	$81,996	$137,500
Contaminated Site Management	157	196	15	15%	16%	8%	$91,024	$93,521	$114,000
Other	42	45	-	4%	4%	-	$88,379	$98,725	-
Other									
Financial Services	7	13	-	1	1%	-	$119,938	$108,419	
Education & Research	-	-	8	-	-	4%	-	-	$130,000
Government	-	-	34	-	-	19%	-	-	$94,706
Consulting	-	-	25	-	-	14%	-	-	$98,625

- no data
*data from APGNS, APGO, & OGQ – 2013 & 2015 Salary Survey
**data from APGNS, PEGNL, & APEGNB – 2021 Salary Survey