



**Association of Professional Geoscientists  
of Nova Scotia/Association of  
Professional Geoscientists of  
Ontario/Ordre des géologues du Québec**

**Compensation and Benefits Study**

Final Report

November 9 2015



## Letter from the Presidents

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On behalf of the Association of Professional Geoscientists of Nova Scotia, the Association of Professional Geoscientists of Ontario, and the Ordre des géologues du Québec, we are pleased to provide this Compensation and Benefits Study of our collective memberships.

Our three associations worked collaboratively to gather, analyse and present this snapshot of the geoscience profession in Eastern Canada. This study is an update from the 2013 survey.

This project was an opportunity for our three Associations to work closely together to create a product that is valued by our memberships. 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.

We trust you will find this information relevant and useful.

Regards,

Paul Bateson, P.Geo., President, APGNS

Mark Priddle, P.Geo., President, APGO

Robert Wares, P.Geo., D.Sc., President OGQ

## Overview

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The Compensation and Benefits Study is designed to provide geoscientists in Nova Scotia, Ontario and Québec with industry standard guidelines for compensation and benefits available to them. The results can be used for negotiating employment contracts, considering the costs and benefits of additional education or training or looking towards a change in job status.

The report is also a reference for students who are considering geoscience as a career and human resource departments as they determine policies and practices.

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. The response rate of 34% and margin of error 1.97% put this study at the high end of studies of this type.

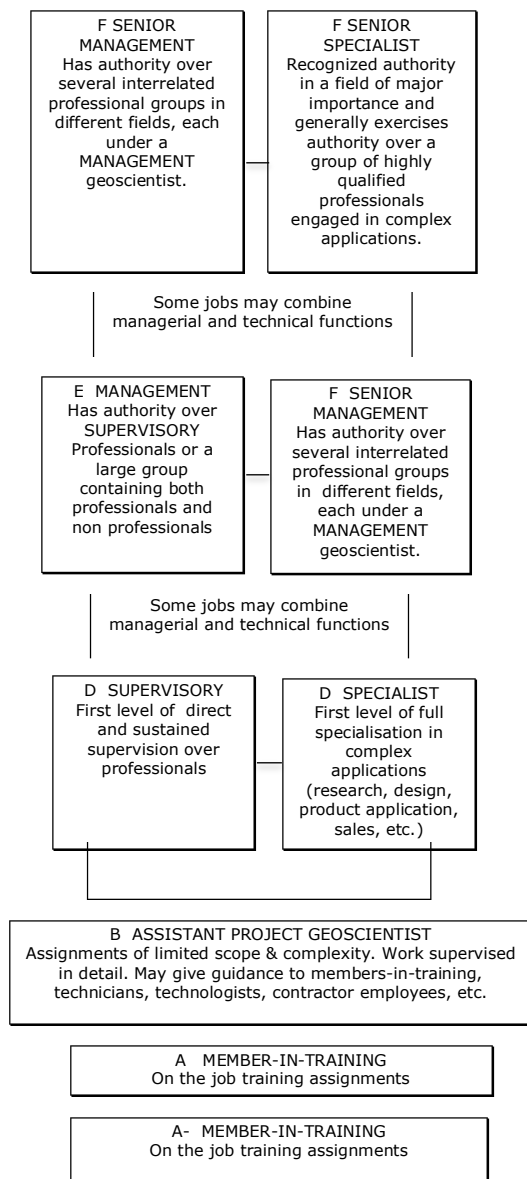
The overall results can be interpreted with confidence. However, since compensation levels vary significantly with the demographic characteristics of the respondents and the organizational profiles of their employers, these factors should be taken into consideration when using this study as a resource for compensation planning. As well, results for sub-groups (e.g. based on respondent profile and work setting) should be interpreted with caution when the sample sizes are smaller.

### **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.

## Job Classification Flowchart



## Annual Base Salaries by Level of Responsibility

Job Rating	Responses		Base Salary					
	#	%	Average	D. 1	Q. 1	Median	Q. 3	D. 9
A	23	2%	\$70,000	\$43,400	\$57,000	\$70,000	\$85,000	\$103,200
B	59	5%	\$70,000	\$43,996	\$54,000	\$70,000	\$86,050	\$102,600
C	212	17%	\$74,000	\$50,000	\$59,875	\$74,000	\$86,775	\$99,960
D	277	23%	\$80,600	\$55,000	\$67,000	\$80,600	\$95,000	\$120,000
E	248	20%	\$96,678	\$67,350	\$80,750	\$96,678	\$120,000	\$145,900
F	190	16%	\$117,000	\$84,300	\$100,000	\$117,000	\$147,500	\$179,000
F+	208	17%	\$140,000	\$74,700	\$105,000	\$144,500	\$175,000	\$228,600

## Base Salary by Level of Education and Years Since Graduation

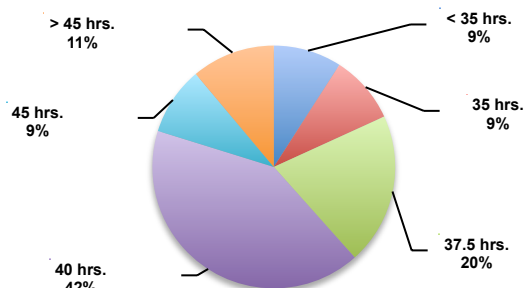
Salary Statistics	Years Since Graduation			
	2 - 10 years	11 - 20 years	21 - 30 years	31 or more
	B.A. or B.Sc. or Equivalent			
	N=135	N=136	N=137	N=112
Q1	\$60,000	\$72,000	\$88,000	\$83,975
Q2	\$72,538	\$90,000	\$108,000	\$115,000
Q3	\$84,500	\$108,500	\$137,805	\$150,000
Q4	\$150,000	\$275,000	\$325,000	\$450,000
	M.A. or M.Sc. or Equivalent			
	N=133	N=145	N=129	N=146
Q1	\$58,560	\$80,000	\$87,000	\$80,500
Q2	\$70,000	\$95,000	\$110,000	\$104,000
Q3	\$82,000	\$115,000	\$140,000	\$141,125
Q4	\$163,000	\$250,000	\$330,000	\$325,000
	Ph.D. or Equivalent			
	N=13	N=47	N=34	N=69
Q1	\$73,000	\$71,500	\$84,000	\$85,000
Q2	\$82,000	\$85,000	\$105,000	\$120,000
Q3	\$85,000	\$116,000	\$127,250	\$158,000
Q4	\$101,000	\$200,000	\$350,000	\$280,000

## Base Salary and Industrial Sector

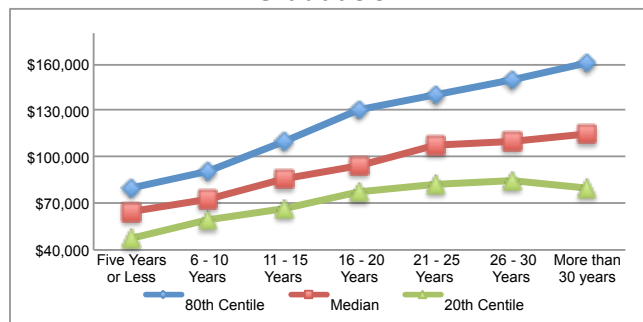
Industrial Sector	Responses		Base Salary		Mean Job Rating	
	#	%	Average	Median	Score	Level
<b>Mineral or hydrocarbon resources:</b>						
Inventory and mapping	73	6%	\$89,684	\$80,000	480	D
Mineral exploration, prospecting	370	30%	\$106,866	\$100,000	541	E
Oil & gas exploration	29	2%	\$118,253	\$100,000	487	E
Mining, mineral or hydrocarbon production	224	18%	\$120,323	\$104,000	510	E
Other	49	4%	\$104,539	\$89,600	522	E
<b>Environmental and engineering geology:</b>						
Industrial minerals & materials	18	1%	\$85,528	\$85,000	489	E
Groundwater	145	12%	\$89,128	\$87,000	489	D
Engineering geology, geotechnics	46	4%	\$81,996	\$84,500	473	D
Contaminated site management	196	16%	\$93,521	\$90,000	510	E
Other	45	4%	\$98,725	\$95,000	473	D
<b>Other:</b>						
Financial services	13	1%	\$108,419	\$110,000	495	E
Outside resources or environmental and engineering geology	43	3%	\$96,485	\$94,000	512	E

Association of Professional Geoscientists of Nova Scotia/Association of Professional Geoscientists of Ontario/Ordre des géologues du Québec  
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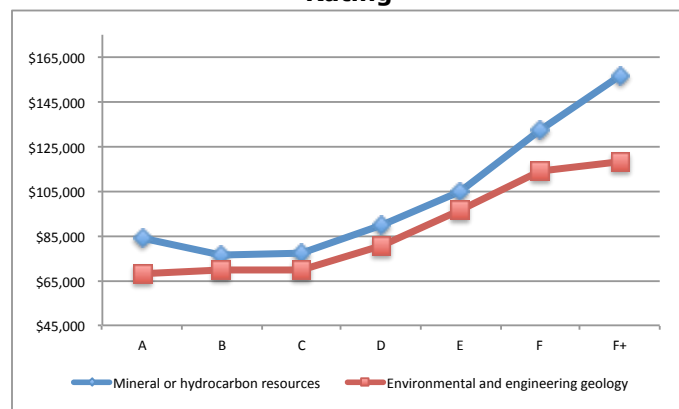
## Hours Worked per Week



## Mean Annual Compensation by Years Since Graduation



## Mean Annual Compensation by Industry and Job Rating

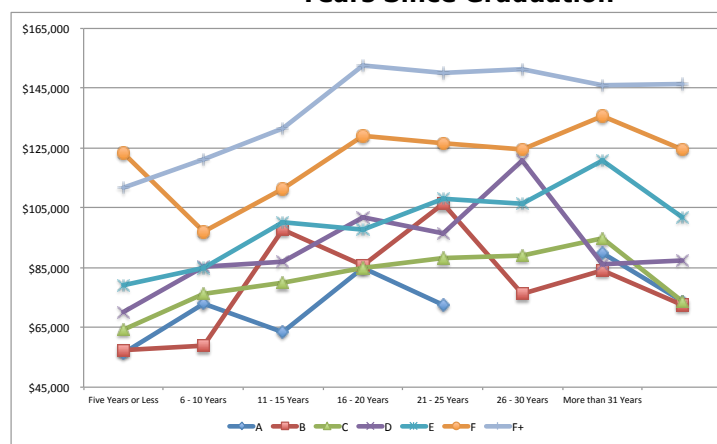


## Charge Out Rate and Industrial Sector

	#	%	Average	Median
Daily Charge Out Rate				
Mineral or Hydrocarbon Resources				
Inventory and mapping	15	4%	\$976	\$1,000
Mineral exploration, prospecting	153	45%	\$725	\$650
Oil & gas exploration	9	3%	\$989	\$1,200
Mining, mineral or hydrocarbon production	12	4%	\$955	\$1,000
Environmental and Engineering Geology				
Industrial minerals & materials	5	1%	\$1,251	\$1,250
Groundwater	48	14%	\$1,122	\$1,200
Engineering geology, geotechnics	9	3%	\$828	\$720
Contaminated site management	60	18%	\$1,011	\$980

	#	%	Average	Median
Hourly Charge Out Rate				
Mineral or Hydrocarbon Resources				
Inventory and mapping	18	4%	\$147	\$163
Mineral exploration, prospecting	132	29%	\$102	\$100
Oil & gas exploration	12	3%	\$121	\$128
Mining, mineral or hydrocarbon production	16	4%	\$133	\$125
Environmental and Engineering Geology				
Industrial minerals & materials	11	2%	\$132	\$120
Groundwater	82	18%	\$143	\$140
Engineering geology, geotechnics	24	5%	\$134	\$138
Contaminated site management	121	27%	\$133	\$120

## Mean Annual Compensation by Job Rating and Years Since Graduation



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# Introduction

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## Context

### Ordre des géologues du Québec

Established by law in 2001, the primary mission of the Ordre des géologues du Québec (OGQ) is to ensure the protection of the public by overseeing the practice of the profession in Québec. The Ordre des géologues du Québec is responsible for regulating the practice of its members. Through various mechanisms of the professional system, it ensures that the services provided by its members meet high quality standards and that their conduct complies with the rules of professional ethics set forth in the *Code of Ethics*

### Association of Professional Geologists of Ontario

The Professional Geoscientists Act, 2000 received Royal Assent on June 23, 2000 and established the Association of Professional Geoscientists of Ontario (APGO). APGO governs the practice of professional geoscience in Ontario and reports to the Minister of Northern Development and Mines. The legislation protects the public and investors by establishing a regulated association of geoscientists with the power to admit only qualified persons, to encourage continuing professional competence, to discipline members for professional misconduct and to prevent unqualified individuals from practising.

### Association of Professional Geoscientists of Nova Scotia

The Geoscience Profession Act of 2002, established the Association of Professional Geoscientists of Nova Scotia (APGNS) with the mandate to regulate geoscience practice and to register geoscientists in Nova Scotia. APGNS members have demonstrated the academic training and practical experience which is required to ensure competent professional geoscience practice. The Act provides "right to title" and "license to practice" with respect to geoscience in Nova Scotia. APGNS maintains these privileges by setting and ensuring high standards of geoscience education and professional practice.

The requirements for admission into the profession are rigorous. The Act provides for sanctions to prevent the illegal practice of geoscience by unlicensed individuals and members who fail to uphold the Association's Code of Ethics.

## Goals and Objectives

The primary goal of the survey is to provide a report on the compensation and benefits of members of the three participating professional associations for the year 2014. As well, the report covers additional information of a more general nature. It adds to the baseline information collected in the past to serve as a basis of comparison over time, maximizes the response rate, ensures the objectivity of the report and protects the anonymity of the respondents.

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## Method

All members of the three participating professional associations for whom an email address was available were asked to complete an online survey developed by Infofeedback in collaboration with them. Parallel English- and French-language forms were provided at the discretion of respondents.

Association members received a personalized email in memo style from David Carter, Executive Director and Registrar at APGNS, Gord White, CEO at APGO and Alain Liard, Directeur général et Secrétaire at OGQ.

The emails explained the rationale for the survey and the benefits to respondents. To access their questionnaire, participants clicked on an encrypted link in the email. The invitation to participate email was sent on May 6<sup>th</sup> 2015. Reminders were sent on May 14<sup>th</sup>, May 25<sup>th</sup>, June 1<sup>st</sup> and June 4<sup>th</sup>. The survey was closed on June 8<sup>th</sup> 2015

The emails are presented in Appendix A, the questionnaire in Appendix B.

## Job Rating

A job rating was calculated for each respondent according to guidelines used by the Association of Professional Engineers and Geoscientists of Alberta (APEGA) and the Association of Professional Engineers and Geophysicists of British Columbia (APEGBC).

The scoring system is based on 11 job rating factors:

- duties
- education
- experience
- recommendations decision and commitments
- supervision received
- leadership authority and/or supervision exercised
- supervision scope
- physical demands
- job environment
- absence from base of operations and accident and health hazards

## SURVEY NOTES

- The salaries quoted in the tables are BASE salaries in effect in December 31, 2014 and includes the amount before any overtime, bonus, additional cash or compensation is given.
  - Commissions, fringe benefits, profit sharing are not included in the salary results, and are reported separately.
  - The statistical measures used in compiling the tables are the median, quartiles (Q3, Q1), deciles (D9, D1) and average. The median salary is the salary at which 50% of the respondent salaries are higher and 50% are lower. The Q3 salary is the salary at which 25% of the respondent salaries are higher and 75% are lower. The D1 salary has 10% of the salaries lower and 90% of the salaries higher. D9 salary has 10% of the salaries higher and 90% lower
-

Figure 1 illustrates the Job Rating Flowchart describing both the managerial and technical functions at each level. Comparisons of incomes are difficult to do directly since income is affected by multiple factors such as seniority, education, level of responsibility (managerial or technical) or hardship conditions. For this reason, we used a job rating scale to develop scores that reflect multiple factors. The method used is detailed in a separate document available from the Ordre des géologues du Québec or the Association of Professional Geoscientists of Ontario, see Job Rating section on the following page for a listing of factors.

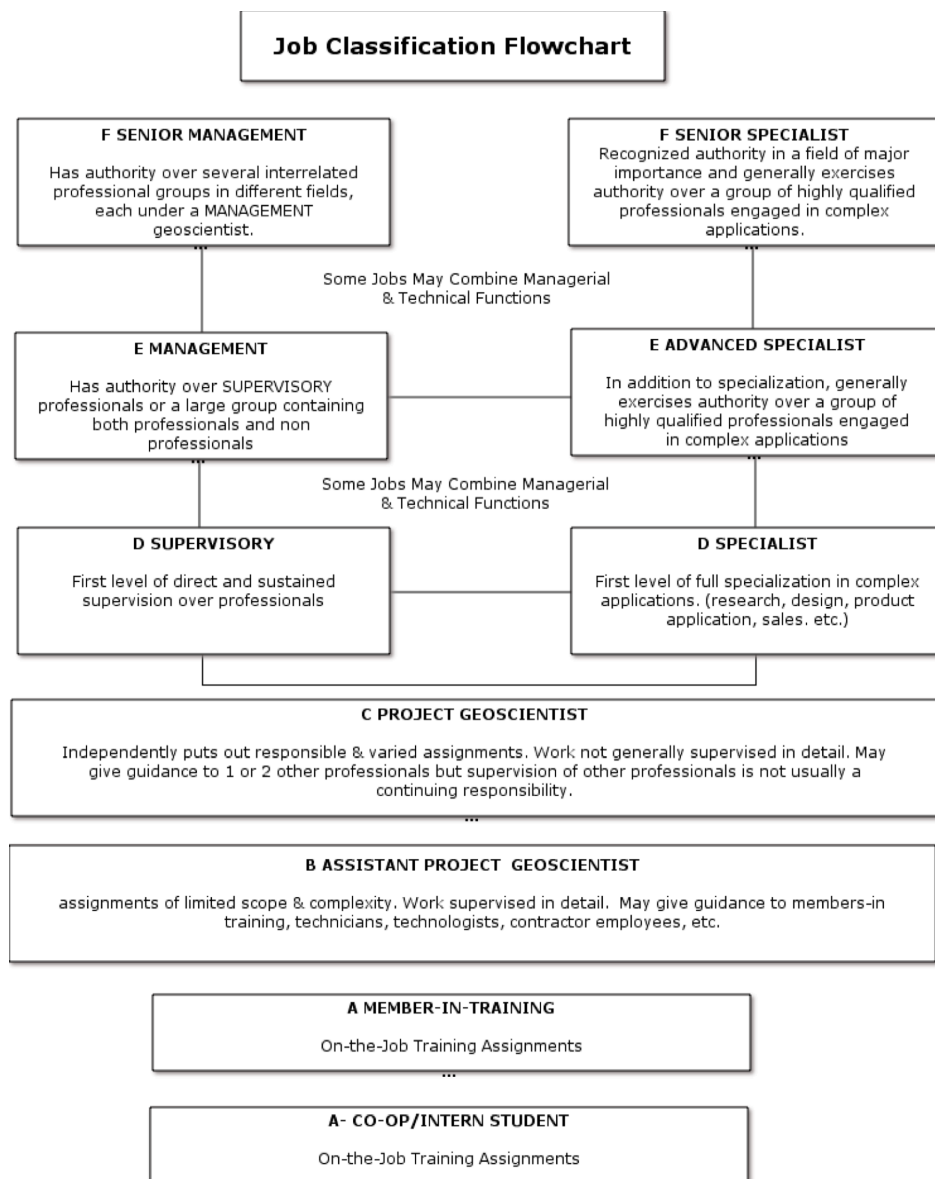


Figure 1 Job Classification Flowchart

Since jobs rated as "A-" identify students, they are not included in the study.



## Results

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### Response Rate and Responses

Of the 4,364 emails sent out, 1,468 questionnaires were filled out for an overall completion rate of 33.7%. This rate is consistent with a margin of error of 1.97% (how far off from a “true” score a particular result might be) 19 times out of 20 (the percent of time that the true percentage of the population would lie within the margin of error of 5%).

All three organizations showed high rates of participation. Four of ten OGQ (45.5%) and APGNS (44.7%) members responded to the survey producing margins of error of 3.22% and 7.87%, respectively. The small number of members at APGNS (N=189) compared to OGQ (N=1102) accounts for the differences in the margin of error. Three of ten APGO members (28.7%) participated, resulting in a margin of error of 2.51%.

The response rates and margins of error indicate that the overall results, as well as the results for each organization, may be interpreted with confidence.

### Presentation of the Results

#### Table Totals

While 1,468 geoscientists participated in the survey, not all of them answered each question. As a result, the total number of respondents represented in each table will be less than the total 1,468 survey participants. Percentages in the tables are based on the response to the question, or to a cross-tabulation of questions. In order to provide a comprehensive picture of the results, each table shows a total for the responses to the questions on which the table is based — “total for table” — and “total for survey” of 1,468. These details are not provided when the number of responses does not warrant it, or where multiple cross tabulations are made in a table.

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## Rounding

Percentages are also detailed in the tables. Where percentages are calculated by column, they will add up to 100%, the only exception being cases of rounding error. This is illustrated in Table 1.

Table 1  
Percentages

	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Full-time salaried employee (>35 hours/week)	890	48	532	310	69%	64%	70%	69%
Full-time contract employee (>35 hours/week)	57	*	28	28	*	1%	4%	6%
Part-time salaried employee (<35 hours/week)	32	*	13	15	*	5%	2%	3%
Part-time contract employee (<35 hours/week)	20	*	12	6	*	3%	2%	1%
Owner (corporation)	43	*	26	13	*	5%	3%	3%
Partner (legal partnership)	12	*	7	*	*	1%	1%	*
Self Employed (sole proprietorship)	101	9	62	30	8%	12%	8%	7%
Full-time student (graduate/post-graduate studies)	40	*	30	9	*	1%	4%	2%
Retired	34	*	20	10	*	5%	3%	2%
Unemployed (involuntary or on leave)	56	*	31	24	*	1%	4%	5%
Total for Table	1285	75	761	449	99%	98%	101%	99%
Total for Survey	1468	85	882	501	88%	88%	86%	90%

The results show that 1,285 respondents of the survey sample total of 1,468 responded to the question about their work status, with 890 identifying themselves as full-time salaried employees. Of this number 48, 532 and 310 hold memberships in APGNS, APGO and OGQ, respectively.

Asterisks appear when the number of respondents in a cell falls below five.

Using the example from Table 1, the results show that respondents from APGO and OGQ are very close to those for the entire survey sample: 70% and 69% compared to 69% for the total. This status gets a somewhat lower weight in Nova Scotia where 64% of respondents report being full-time salaried employees.

Percentages related to "total for survey" indicates the proportion of the 1,468 respondents who responded to the questions on which the table is based. These details are not reported where the number of responses does not justify it or where multiple cross-tabulations are presented in the same table.

As illustrated in Table 2, tables where more precise breakout categories — professional speciality, organization size, industrial sector, etc. — are reported often have percentages calculated by row.

Table 2  
 Percentages Calculated by Row

Number of Employees	Cell Phone - personal use of covered		Field Gear Allowance		Home Office Computers and/of Peripherals	
	#	%	#	%	#	%
1	26	23%	17	15%	23	21%
2-10	103	40%	56	22%	61	24%
11-50	151	49%	115	38%	69	23%
51-100	49	52%	40	43%	19	20%
101-500	98	49%	65	32%	54	27%
501-1000	31	37%	31	37%	20	24%
1001-5000	45	40%	44	39%	20	18%
Over 5000	78	59%	60	45%	26	20%
Total for Table	581		428		292	
Total for Survey	1468	40%	1468	29%	1468	20%

The results show that 103 respondents working in companies with 2 – 10 employees report having the personal usage of their cell phone paid by their employer. The percentage is calculated by dividing 103 by 259 — the number of respondents who work in organizations with 2 – 10 employees — indicating that 40% receive the benefit.

In the row “Total for Survey,” the total number of respondents is 1468, unless only a sub-sample was surveyed. The percentages are calculated as a function of the “Total for the Table.” For example, 581 respondents received a cell phone benefit. The percentage is 40% and it appears in the last row of the table under the heading “Cell Phone – personal use of covered” and the subheading “%.”

Note: The calculation of percentages by row or column will vary throughout the report. Readers are alerted to changes. Footnotes indicate how the percentages are calculated.

## Statistical Indicators

### Average and Median

The average and the median are the two statistical indicators used to represent the results for salaries, consulting fees and additional cash compensation and to help make comparisons with peers.

The average is usually the most reliable and valid indicator. However, it can be distorted, especially where very high or low values — outliers — are included in the calculation. For this reason, we also present the median value, the result that is half way between the highest score and the lowest one.

Where the results are normally distributed, the mean and the median will be identical. As the differences between the mean and the median increase, the reader should consider the median as a result that is representative of the group.

## **Methodological Note**

The job classification rating is based on the answers to 18 questions. However, not all respondents answered all the questions. In these cases, respondents who answered less than 18 questions would bias the results downward. The methodological challenge is to determine how many questions can be skipped before the respondent is eliminated from the analyses.

An analysis of the results showed that missing a maximum of four questions would minimize the bias while including 90% of all respondents. For this reason, analyses using the job classification rating are based on a maximum of 1,314 respondents rather than the 1,468 who participated in the study.

The job classification ratings also include two categories of activity that may not be relevant for all respondents: accidents and hazards, and physical demands. In these cases, respondents were able to indicate that the activities were “not applicable” for them. This presents a scoring problem since up to 150 points can be awarded as a result of working in jobs where accidents, hazards and physical demands “are applicable.” As a result, the job rating scores of participants responding “not applicable” would have been artificially lowered and, in many cases, moved them to a lower job rating category.

To correct for possible bias, the job rating data were weighted. An average score was calculated for each of the job rating items where accidents, hazards and physical demands “were applicable.” These values were added to the overall job rating scores of respondents for whom the items were “not applicable.” The weighting minimizes downward bias in the job rating scores and provides a more accurate measure for all participants.

## Respondent Profile

### Employment Status<sup>1</sup>

Table 3  
 Current Employment Status in Primary Work Situation

	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Full-time salaried employee <sup>2</sup>	890	48	532	310	69%	64%	70%	69%
Full-time contract employee	57	*	28	28	*	1%	4%	6%
Part-time salaried employee <sup>3</sup>	32	*	13	15	*	5%	2%	3%
Part-time contract employee	20	*	12	6	*	3%	2%	1%
Owner (corporation)	43	*	26	13	*	5%	3%	3%
Partner (legal partnership)	12	*	7	*	*	1%	1%	*
Self Employed (sole proprietorship)	101	9	62	30	8%	12%	8%	7%
Full-time student (graduate/post-graduate studies)	40	*	30	9	*	1%	4%	2%
Retired	34	*	20	10	*	5%	3%	2%
Unemployed (involuntary or on leave)	56	*	31	24	*	1%	4%	5%
Total for Table	1285	75	761	449	99%	98%	101%	99%
Total for Survey	1468	85	882	501	88%	88%	86%	90%

The results show a dramatic increase in the number of respondents describing themselves as “full-time salaried employees: 25% in 2013, 69% in 2015.

Table 4 shows that about nine of ten respondents describe their work as Geoscience. This is almost identical to the profile obtained in the 2013 survey.

Table 4  
 Type of Work

	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Geoscience Work	1221	72	738	411	88%	91%	89%	86%
Engineering Work	164	7	89	68	12%	9%	11%	14%
Total for Table	1385	79	827	479	99%	99%	99%	99%
Total for Survey	1468	85	882	501	99%	97%	99%	99%

<sup>1</sup> Percentages in this section are based on column totals. See Presentation of the Results, page 4 for details.

<sup>2</sup> Full-time is at least 35 hours per week

<sup>3</sup> Part-time is less than 35 hours per week

The results presented in Table 5 are based Job Classification System described in Figure 1 on page 3.

The Score is the average Job Rating for those who answered "yes" and "no." The "Level" gives the corresponding Job Rating Classification using the scale from A to F+ illustrated in Figure 1.

Table 5  
 Work is Considered to be at Management Level

	Total			APGNS			APGO			OGQ		
	Mean Job Rating			Mean Job Rating			Mean Job Rating			Mean Job Rating		
	#	Score	Level	#	Score	Level	#	Score	Level	#	Score	Level
Yes	721	598	F	37	593	E	414	617	F	270	570	E
No	656	416	D	42	447	D	409	412	D	205	419	D
Total for Table	1377			79			823			475		
Total for Survey	1468											

## Role

Table 6  
 Role in Primary Work Situation

	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Field, Mine or Project Geoscientist	481	27	257	197	35%	34%	31%	41%
Manager	314	13	186	115	23%	16%	22%	24%
Teacher/Professor	24	*	14	9	2%	*	2%	2%
Researcher	53	7	33	13	4%	9%	4%	3%
Advisor/Consultant	363	25	239	99	26%	32%	29%	21%
Other duty	152	6	98	48	11%	8%	12%	10%
Total for the table	1387	79	827	481	101%	100%	100%	101%
Total for Survey	1468	85	882	501	94%	93%	94%	96%

## Academic Training

Table 7  
 Highest Level of Academic Achievement Obtained

Level of Achievement	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
No university degree	20	*	20	*	*	%	2%	*
B.A. or equivalent	14	*	9	*	*	1%	1%	*
B.Sc. or equivalent	574	36	329	209	41%	45%	40%	43%
M.A. or equivalent	11	*	5	6	*	%	1%	1%
M.Sc. or equivalent	570	32	347	191	41%	40%	42%	40%
M.B.A.	17	*	9	7	*	1%	1%	1%
Ph.D. or equivalent	184	10	108	66	13%	13%	13%	14%
Total On-Scale	1390	80	827	483	99%	100%	100%	100%
Total for Survey	1468	85	882	501	95%	94%	94%	96%

Table 8  
 Year of Graduation with Highest Level of Achievement Obtained

Year	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Before 1971	38	7	26	5	3%	9%	3%	1%
1971-1975	58	*	43	12	4%	*	5%	3%
1976-1980	102	9	60	33	8%	12%	8%	7%
1981-1985	184	9	124	51	14%	12%	16%	11%
1986-1990	182	10	108	64	14%	13%	14%	14%
1991-1995	128	*	81	47	10%	*	10%	10%
1996-2000	189	10	102	77	14%	13%	13%	17%
2001-2005	174	13	93	68	13%	17%	12%	15%
2006-2010	237	14	147	76	18%	19%	19%	16%
After 2010	33	*	*	32	2%	*	*	7%
Total for Table	1325	75	785	465	100%	99%	100%	101%
Total for Survey	1468	85	882	501	90%	88%	89%	93%

Table 9  
 Years Working in Current Field

Years	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
1 - 10 years	463	25	243	195	33%	31%	29%	40%
11 - 20 years	356	14	213	129	26%	18%	26%	27%
21 - 30 years	338	17	220	101	24%	21%	27%	21%
31 or more	234	24	150	60	17%	30%	18%	12%
Total for Table	1391	80	826	485	100%	100%	100%	100%
Total for Survey	1468	85	882	501	95%	94%	94%	97%

Table 10  
 Years Working with Current Employer

Year	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
1 - 10 years	1001	55	580	366	74%	71%	72%	77%
11 - 20 years	239	14	143	82	18%	18%	18%	17%
21 - 30 years	92	6	64	22	7%	8%	8%	5%
31 or more	24	*	18	*	2%	*	2%	*
Total for Table	1356	78	805	473	101%	101%	100%	100%
Total for Survey	1468	85	882	501	92%	92%	91%	94%

Table 11  
 Years Working in the Private and Public Sectors

Years	Private Sector		Public Sector	
	Number of Responses	% of Responses	Number of Responses	% of Responses
1 - 10 years	383	33%	72	32%
11 - 20 years	289	25%	64	28%
21 - 30 years	282	25%	55	24%
31 or more	196	17%	37	16%
Total for Table	1150	100%	228	100%
Total for Survey	1468			

Respondents in the three sectors reported working for their current employer for about the same amount of time: public sector 18.4 years; private sector, 17.1 years; private practice, 20.4 years.



## Specialty

Table 12  
 Professional Specialty

Specialty	Number of Responses	% of Responses	% of Responses by Grouping
<b>Environmental &amp; engineering geology</b>			
Materials testing	10	1%	
Groundwater supply	84	6%	
Environmental site assessment and site remediation	188	14%	26%
Geotechnics	23	2%	
Land Management/Environmental Assessment	41	3%	
<b>Mineral and Oil Exploration</b>			
Mineral exploration	387	29%	30%
Hydrocarbon exploration	13	1%	
<b>Resource Definition &amp; Mining</b>			
Mine development	96	7%	17%
Mineral deposits assessment (definition of resources)	135	10%	
<b>Survey Work</b>			
Geological mapping and inventory	75	6%	13%
Geochemistry	45	3%	
Geophysics	60	4%	
<b>Finance</b>			
Other	129	10%	15%
Mining analyst	68	5%	
Total for Table	1354	100%	101%
Total for Survey	1468	93%	

## Work Environment

Table 13  
 Work Environment by Nova Scotia, Ontario and Quebec

	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Private Practice	823	34	448	341	60%	43%	56%	71%
Private Sector	221	15	164	42	16%	19%	20%	9%
Public Sector	318	31	193	94	23%	39%	24%	20%
Total for Table	1362	80	805	477	99%	101%	100%	100%
Total for Survey	1468	85	882	501	93%	94%	91%	95%

Table 14  
 Category of Primary Work Situation

Category and Sub-Category	Number of Responses	% of Responses
Private Practice Total	578	43%
Private Practice: consulting group	339	25%
Private Practice: testing laboratory	23	2%
Private Practice: self-employed	106	8%
Private Practice: environmental or groundwater services company	87	6%
Private Practice: other	23	2%
Private Sector Total	549	40%
Private Sector: mineral or hydrocarbon producing company	299	22%
Private Sector: mineral or hydrocarbon exploration company (Junior)	165	12%
Private Sector: other	85	6%
Public Sector Total	228	17%
Public Sector: provincial ministry or agency	102	8%
Public Sector: federal department or agency	19	1%
Public Sector: crown corporation	17	1%
Public Sector: university or college	51	4%
Public Sector: other	39	3%
Total for Table	1355	100%
Total for Survey	1468	92%

Table 15  
 Organization Size by Work Environment

Number of Employees	Total		Private Practice		Private Sector		Public Sector	
	#	%	#	%	#	%	#	%
1	111	9%	101	18%	8	2%	*	*
2-10	259	20%	112	20%	113	22%	34	16%
11-50	306	24%	137	24%	113	22%	55	25%
51-100	94	7%	45	8%	25	5%	24	11%
101-500	202	16%	68	12%	97	19%	37	17%
501-1000	84	6%	16	3%	51	10%	17	8%
1001-5000	113	9%	27	5%	52	10%	34	16%
Over 5000	132	10%	60	11%	57	11%	15	7%
Total for Table	1301	101%	566	101%	516	101%	217	100%
Total for Survey	1468	89%	603	94%	549	94%	228	95%

Table 16  
 Industrial Sector by Work Environment

Sector	Total		Private Practice		Private Sector		Public Sector	
	#	%	#	%	#	%	#	%
Mineral or hydrocarbon resources	823	63%	249	43%	488	91%	85	46%
Environmental and engineering geology	478	37%	331	57%	48	9%	98	54%
Total for Table	1301	100%	580	100%	536	100%	183	100%
Total for Survey	1468	89%	603	96%	549	98%	228	80%

Table 17  
 Professional Specialty by Work Environment

Specialty	Total		Private Practice		Private Sector		Public Sector	
	#	%	#	%	#	%	#	%
Environmental & engineering geology	346	26%	236	40%	38	7%	72	33%
Mineral & oil exploration	400	30%	139	23%	235	44%	24	11%
Resource definition & mining	231	17%	64	11%	162	30%	4	2%
Survey work	180	13%	65	11%	46	9%	68	31%
Finance and other	197	15%	88	15%	57	11%	50	23%
Total for Table	1354	101%	592	100%	538	101%	218	100%
Total for Survey	1468	92%	603	98%	549	98%	218	96%

## Organization Size

Table 18  
 Organization Size in Nova Scotia, Ontario and Québec

Number of Employees	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
1	111	11	59	41	9%	15%	8%	9%
2-10	259	16	135	108	20%	23%	18%	23%
11-50	306	20	172	114	24%	28%	22%	25%
51-100	94	3	61	30	7%	4%	8%	6%
101-500	202	7	115	80	16%	10%	15%	17%
501-1000	84	3	43	38	6%	4%	6%	8%
1001-5000	113	3	81	29	9%	4%	11%	6%
Over 5000	132	8	101	23	10%	11%	13%	5%
Total for Table	1301	71	767	463	101%	99%	101%	99%
Total for Survey	1468	85	882	501	89%	84%	87%	92%

Table 19  
 Organization Size by Industrial Sector

Sector	All Sectors		Mineral or hydrocarbon resources		Environmental and engineering geology		Other <sup>4</sup>	
	#	%	#	%	#	%	#	%
1	111	9%	88	11%	15	3%	*	*
2-10	259	20%	197	26%	47	10%	11	18%
11-50	306	24%	182	24%	116	26%	6	10%
51-100	94	7%	37	5%	50	11%	7	12%
101-500	202	16%	109	14%	81	18%	10	17%
501-1000	84	6%	53	7%	26	6%	*	*
1001-5000	113	9%	53	7%	46	10%	11	18%
Over 5000	132	10%	51	7%	72	16%	8	13%
Total for Table	1301	101%	770	101%	453	100%	60	100%
Total for Survey <sup>5</sup>	1468	89%	823	94%	478	94%	60	98%

Table 20  
 Organization Size by Professional Specialty

	All Specialties		Environmental & Engineering Geology		Resource Definition & Mining		Mineral & Oil Exploration		Survey Work		Finance & Other	
	#	%	#	%	#	%	#	%	#	%	#	%
1	111	9%	11	3%	15	7%	57	15%	13	7%	12	6%
2-10	259	20%	31	9%	34	16%	135	36%	24	14%	32	17%
11-50	306	24%	82	24%	41	19%	91	24%	47	27%	40	22%
51-100	94	7%	39	12%	8	4%	13	3%	16	9%	17	9%
101-500	202	16%	53	16%	49	23%	33	9%	40	23%	27	15%
Over 500	329	25%	119	36%	69	32%	44	12%	34	20%	57	31%
Total for Table	1301	101%	335	100%	216	101%	373	* 99%	174	100%	185	100%
Total for Survey	1468	89%	346	97%	231	94%	400	93%	180	97%	197	94%

<sup>4</sup> Financial services, outside resources or environmental and engineering geology (includes educational institutions)

<sup>5</sup> The results for Industrial Sector represent the sub-set of respondents who provided an answer; "Total for Survey" includes all respondents.

## Industrial Sector

Table 21  
 Industrial Sectors

Sectors and Sub-Sector	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
<b>Mineral or hydrocarbon resources:</b>								
Inventory and mapping	75	1	34	40	6%	1%	4%	8%
Mineral exploration, prospecting	430	20	231	179	32%	25%	29%	38%
Oil & gas exploration	32	3	12	17	2%	4%	1%	4%
Mining, mineral or hydrocarbon production	236	7	145	84	17%	9%	18%	18%
Other	50	3	26	21	4%	4%	3%	4%
Total for Mineral or Hydrocarbon Resources	823	34	448	341	61%	43%	55%	72%
<b>Environmental and Engineering Geology:</b>								
Industrial minerals & materials	21	1	10	10	2%	1%	1%	2%
Groundwater	151	11	127	13	11%	14%	16%	3%
Engineering geology, geotechnics	49	3	27	19	4%	4%	3%	4%
Contaminated site management	206	19	127	60	15%	24%	16%	13%
Other	51	6	27	18	4%	8%	3%	4%
Total for Environmental and Engineering Geology	478	40	318	120	36%	51%	39%	26%
<b>Other:</b>								
Financial services	14	1	9	4	1%	1%	1%	1%
Outside resources or environmental and engineering geology (includes educational institutions)	47	5	30	12	3%	6%	4%	3%
Total for Other	61	6	39	16	4%	7%	5%	4%
Total for Table	1362	70	663	362	101%	100%	100%	100%
Total for Survey	1468	85	882	501	93%	94%	91%	95%

Table 22  
 Professional Specialty by Industrial Sector

Specialty	All Specialties		Mineral or hydrocarbon resources		Environmental and engineering geology		Other	
	#	%	#	%	#	%	#	%
Environmental & engineering geology	346	26%	15	2%	315	67%	11	19%
Mineral & oil exploration	400	30%	384	48%	3	1%	6	10%
Resource definition & mining	231	17%	224	28%	2	%	2	3%
Survey work	180	13%	129	16%	38	8%	11	19%
Finance & other	197	15%	53	7%	109	23%	29	49%
Total for Table	1354	101%	805	101%	467	99%	59	100%
Total for Survey	1468	93%	823	98%	478	98%	61	97%

## Employment Profile

### Work Related Travel

Of the 1468 survey participants, 190 reported making overnight work-related trips. Table 23 details the number of weeks spent on travel by those who made work-related trips.

Table 23  
 Work Related Travel

Weeks Spent on Overnight Trips	Number of Responses	% of Responses
1	4	3%
2	6	4%
3 - 4	11	7%
5 - 10	12	8%
More than 10	125	79%
Total for Table	158	83%
Total for Survey	190	83%

Table 24  
 Destinations of Work Related Trips

Destinations	Number of Responses	% of Responses
Ontario	477	37%
Québec	365	28%
Elsewhere in Canada	46	4%
United States	52	4%
Central and South America	62	5%
Asia	23	2%
Africa	53	4%
Europe	12	1%
Australia or Pacific	10	1%
Atlantic Canada	67	5%
Western and Northern Canada	115	9%
Total for Survey	1282	87%

## Hours Worked

### Base Work Week Excluding Overtime

Table 25  
 Base Work Week Excluding Overtime

Hours	Number of Responses	% of Responses
Less than 35	130	9%
35	128	9%
37.5	281	20%
40	558	41%
45	126	9%
More than 45	154	11%
Total	1377	99%
Total for Survey	1468	94%

### Typical Work Week Including Overtime

Table 26  
 Typical Work Week Including Overtime

Hours	Number of Responses	% of Responses
Less than 35	116	9%
35	68	5%
37.5	122	9%
40	358	26%
41	9	1%
42	58	4%
43 – 45	273	20%
46 - 50	178	13%
More than 50	179	13%
Total	1361	100%
Total for Survey	1468	93%



## Rotations

Table 27  
 Work at a Remote Location on a Rotation

	Total		Mineral or Hydrocarbon Resources		Environmental and Engineering Geology		Other	
	#	%	#	%	#	%	#	%
Yes	190	14%	178	22%	8	2%	*	*
No	1184	86%	642	78%	467	98%	59	97%
Total for Table	1374	100%	820	100%	475	100%	61	100%
Total for Survey	1468	94%	823	100%	478	100%	61	100%

### Rotation Sequence

Table 28  
 Number of Weeks Worked in Relation to the Weeks Off

Rotation Schedule	Number of Responses	% of Responses
3 weeks onsite/ 2weeks offsite	10	5%
2 weeks onsite/ 2weeks offsite	6	3%
4 weeks onsite/ 2weeks offsite	31	17%
6 weeks onsite/ 2weeks offsite	15	8%
Other	125	67%
Total for Table	187	100%
Total for Survey	190	98%

### Rotation Work Day

Table 29  
 Details of Rotation Day

Hours Worked	Number of Responses	% of Responses
Less than 7	*	*
8	9	5%
9	8	5%
10	49	29%
11	29	17%
12	71	42%
More than 12	5	3%
Total	171	101%
Total for Survey	190	90%

## Months Worked

Table 30  
 Number of Months Worked Including Paid Vacation

Months	Number of Responses	% of Responses
1	28	2%
2	18	1%
3	15	1%
4	21	2%
5	11	1%
6	33	3%
7	16	1%
8	14	1%
9	23	2%
10	22	2%
11	28	2%
12	1013	82%
Total for Table	1242	100%
Total for Survey	1468	84%

## Advancement

Table 31  
 Ratings of the Opportunity for Respondent Advancement in Current Employment by Industrial Sector

Ratings	Total		Mineral or Hydrocarbon Resources		Environmental And Engineering Geology		Other	
	#	%	#	%	#	%	#	%
Excellent	186	16%	106	16%	68	16%	9	18%
Good	423	37%	231	35%	171	39%	15	30%
Fair	348	30%	202	31%	133	30%	10	20%
Poor	198	17%	115	18%	66	15%	16	32%
Total for Table	1155	100%	654	100%	438	100%	50	100%
Total for Survey	1468	79%	823	79%	478	92%	61	82%

## Secondary Work Situation

Table 32  
 Secondary Employment Related To Geoscience

	Number of Responses	% of Responses
Yes	139	33%
No	283	67%
Total for Table	422	100%
Total for Survey	1468	29%

Table 33  
 Role in Secondary Employment

Role	Number of Responses	% of Responses
Field, mine or project Geoscientist	34	25%
Manager	18	13%
Teacher/Professor	18	13%
Researcher	7	5%
Advisor/Consultant	36	27%
Other duty	21	16%
Total for Table	134	99%
Total for Survey	139	96%

Table 34  
 Secondary Employment Revenue

	Number of Responses	Average	Median
Revenue	75	\$23,977	\$13,000

Table 35  
 Hours per Week Worked in Secondary Employment

Hours	Number of Responses	% of Responses
Less than one hour	11	10%
1 - 5	37	32%
6 - 10	34	30%
11 - 15	12	11%
16 - 20	8	7%
More than 20	12	11%
Total for Table	114	101%
Total for Survey	1468	8%

## Job Rating

Table 36  
 Distribution of Respondents by Job Rating

Job Rating Level	Number of Responses	% of Responses
A	28	2%
B	66	5%
C	227	17%
D	293	22%
E	261	20%
F	213	16%
F+	226	17%
Total for Table	1314	90%
Total for Survey	1468	90%

## Salary/Annual Income

Base salary is defined as the amount paid before overtime, bonus, additional cash compensation or benefit.

### Base Salary by Job Rating

Table 37  
 Base Salary and Job Rating Level

Job Rating	Respondents at each Rating Level		Base Salary					
	#	%	Average	D. 1	Q. 1	Median	Q. 3	D. 9
A	23	2%	\$73,669	\$43,400	\$57,000	\$70,000	\$85,000	\$103,200
B	59	5%	\$72,539	\$43,996	\$54,000	\$70,000	\$86,050	\$102,600
C	212	17%	\$73,630	\$50,000	\$59,875	\$74,500	\$86,775	\$99,960
D	277	23%	\$87,204	\$55,000	\$67,000	\$80,600	\$95,000	\$120,000
E	248	20%	\$102,022	\$67,350	\$80,750	\$97,940	\$120,000	\$145,900
F	190	16%	\$124,693	\$84,300	\$100,000	\$117,500	\$147,500	\$179,000
F+	208	17%	\$146,412	\$74,700	\$105,000	\$140,000	\$175,000	\$228,600
Total for Table	1217	100%						
Total for Survey	1468	83%						

## Base Salary by Size of Organization

Table 38  
 Base Salary and Size of Organization

Number of Employees	Number of Responses	% of Responses	Average	Median	Average Score <sup>6</sup>	Average Level
1	69	6%	\$86,829	\$74,000	580	E
2 – 10	228	19%	\$101,289	\$90,000	527	E
11 - 50	291	24%	\$97,535	\$85,000	495	E
51 - 100	91	8%	\$94,985	\$91,000	474	E
101 - 500	198	17%	\$105,317	\$97,750	508	E
501 - 1000	80	7%	\$103,600	\$99,750	496	E
1001 - 5000	110	9%	\$120,738	\$102,000	493	E
Over 5000	126	11%	\$109,892	\$102,000	511	E
Total for Table	1080	100%				
Total for Survey	1468	74%				

<sup>6</sup> Details of the Job Rating are described in the introduction.

## Base Salary by Industrial Sector

Table 39  
 Base Salary and Industrial Sector

Industrial Sector	Responses in Each Sector		Base Salary		Mean Job Rating	
	#	%	Average	Median	Score <sup>7</sup>	Level
<b>Mineral or hydrocarbon resources:</b>						
Inventory and mapping	73	6%	\$89,684	\$80,000	480	D
Mineral exploration, prospecting	370	30%	\$106,866	\$100,000	541	E
Oil & gas exploration	29	2%	\$118,253	\$100,000	487	E
Mining, mineral or hydrocarbon production	224	18%	\$120,323	\$104,000	510	E
Other	49	4%	\$104,539	\$89,600	522	E
<b>Environmental and engineering geology:</b>						
Industrial minerals & materials	18	1%	\$85,528	\$85,000	489	E
Groundwater	145	12%	\$89,128	\$87,000	489	D
Engineering geology, geotechnics	46	4%	\$81,996	\$84,500	473	D
Contaminated site management	196	16%	\$93,521	\$90,000	510	E
Other	45	4%	\$98,725	\$95,000	473	D
<b>Other:</b>						
Financial services	13	1%	\$108,419	\$110,000	495	E
Outside resources or environmental and engineering geology (includes educational institutions)	43	3%	\$96,485	\$94,000	512	E
Total for Table	1362	101%				
Total for Survey	1468	93%				

<sup>7</sup> The Score and Level are the mean Job Rating and equivalent Job Class calculated for the respondents in the group. This information is useful when comparing two groups differentiated by one factor whereby any significant difference in Job Rating between the two groups may imply that the two groups are not fully comparable on other factors.

## Base Salary by Professional Specialty

Table 40  
 Base Salary and Professional Specialty

	Responses in each		Base Salary		Mean Job Rating	
	#	%	Average	Median		Score <sup>8</sup>
<b>Environmental &amp; engineering geology</b>						
Materials testing	9	1%	\$89,417	\$94,000	473	D
Groundwater supply	80	6%	\$89,613	\$87,341	490	E
Environmental site assessment and site remediation	183	15%	\$97,927	\$94,800	531	E
Geotechnics	21	2%	\$85,125	\$82,000	430	D
Land Management/ Environmental Assessment	39	3%	\$96,686	\$91,000	496	E
<b>Mineral and Oil Exploration</b>						
Mineral exploration	331	27%	\$107,394	\$100,000	539	E
Hydrocarbon exploration	12	1%	\$101,780	\$98,000	439	D
<b>Resource Definition &amp; Mining</b>						
Mine development	91	7%	\$111,610	\$90,000	529	E
Mineral deposits assessment (definition of resources)	125	10%	\$122,690	\$110,000	529	E
<b>Survey Work</b>						
Geological mapping and inventory	69	6%	\$84,919	\$80,000	465	D
Geochemistry	39	3%	\$93,140	\$89,000	464	D
Geophysics	57	5%	\$101,563	\$95,000	491	E
<b>Finance</b>						
Other	120	10%	\$109,648	\$95,041	506	E
Mining analyst	62	5%	\$80,038	\$75,000	461	D
Total for Table	1238	100%				
Total for Survey	1468	84%				

<sup>8</sup> The Score and Level are the mean Job Rating and equivalent Job Class calculated for the respondents in the group. This information is useful when comparing two groups differentiated by one factor whereby any significant difference in Job Rating between the 2 groups may imply that the two groups are not fully comparable on other factors.

## Level of Education and Years Since Graduation

Table 41 details the impact of level of education and years of experience on base salary. The columns show the results for five ranges of years since graduation. The rows are grouped into three levels of education and the base salary statistics within each level by quartiles, mean and median.<sup>9</sup>

Table 41				
Base Salary by Level of Education and Years Since Graduation				
Salary Statistics	Years Since Graduation			
	2 - 10 years	11 - 20 years	21 - 30 years	31 or more
B.A. or B.Sc. or Equivalent				
	N=135	N=136	N=137	N=112
Q1	\$60,000	\$72,000	\$88,000	\$83,975
Mean	\$72,538	\$95,889	\$114,926	\$115,000
Median	\$72,000	\$90,000	\$108,000	\$127,449
Q3	\$84,500	\$108,500	\$137,805	\$150,000
Maximum	\$150,000	\$275,000	\$325,000	\$450,000
M.A. or M.Sc. or M.B.A. or Equivalent				
	N=133	N=145	N=129	N=146
Q1	\$58,945	\$80,000	\$87,000	\$80,500
Mean	\$75,674	\$100,404	\$116,707	\$116,389
Median	\$70,000	\$95,000	\$110,000	\$104,000
Q3	\$82,000	\$115,000	\$140,000	\$141,125
Maximum	\$163,000	\$250,000	\$330,000	\$325,000
Ph.D. or Equivalent				
	N=13	N=47	N=34	N=69
Q1	\$73,000	\$71,500	\$84,000	\$85,000
Mean	\$79,294	\$96,660	\$118,746	\$125,504
Median	\$82,000	\$85,000	\$105,000	\$120,000
Q3	\$85,000	\$116,000	\$127,250	\$158,000
Maximum	\$101,000	\$200,000	\$350,000	\$280,000

The table shows that both level of education and the number of years of experience since graduation have a positive impact on base salary.

<sup>9</sup> Q1 (first quartile) is the value obtained at the first 25% of the population; Q3 (third quartile) at the 75% mark.



## Consulting Fees

### Hourly Charge Out Rate

Table 42  
 Hourly Charge Out Rate and Size of Organization

Number of Employees	Number of Responses	% of Responses	Average	Median
1	85	20%	\$106	\$100
2 – 10	75	18%	\$108	\$100
11 - 50	90	21%	\$135	\$124
51 - 100	31	7%	\$141	\$140
101 - 500	56	13%	\$150	\$153
501 - 1000	18	4%	\$136	\$150
1001 - 5000	21	5%	\$123	\$140
Over 5000	45	11%	\$156	\$150
Total for Table	421	99%		
Total for Survey	459 <sup>10</sup>	92%		

Table 43  
 Hourly Charge Out Rate and Work Environment

Work Environment	Number of Responses	% of Responses	Average	Median
Private Practice: consulting group	236	52%	\$143	\$140
Private Practice: testing laboratory	10	2%	\$105	\$118
Private Practice: self-employed	75	16%	\$104	\$100
Private Practice: environmental or groundwater services company	59	13%	\$133	\$120
Private Practice: other	7	2%	\$81	\$80
Private Sector: mineral or hydrocarbon producing company	12	3%	\$94	\$64
Private Sector: mineral or hydrocarbon exploration company (Junior)	20	4%	\$78	\$73
Private Sector: other	24	5%	\$125	\$128
Total for Table	458	100%		
Total for Survey	459 <sup>11</sup>	100%		

<sup>10</sup> The number of survey participants who answered the questions about organizational size and per diem charge out rate is 459.

<sup>11</sup> The number of survey participants who answered the questions about work environment and per diem charge out rate is 459.

Table 44  
 Hourly Charge Out Rate and Industrial Sector

Industrial Sector	Responses		Charge Out Rate	
	#	%	Average	Median
<b>Mineral or hydrocarbon resources:</b>				
Inventory and mapping	18	4%	\$147	\$163
Mineral exploration, prospecting	132	29%	\$102	\$100
Oil & gas exploration	12	3%	\$121	\$128
Mining, mineral or hydrocarbon production	16	4%	\$133	\$125
Other	12	3%	\$205	\$198
<b>Environmental and engineering geology:</b>				
Industrial minerals & materials	11	2%	\$132	\$120
Groundwater	82	18%	\$143	\$140
Engineering geology, geotechnics	24	5%	\$134	\$138
Contaminated site management	121	27%	\$133	\$120
Other	18	4%	\$150	\$150
<b>Other:</b>				
Financial services	*	*	*	*
Outside resources or environmental and engineering geology (includes educational institutions)	*	*	*	*
Total for Table	452	100%		
Total for Survey	459 <sup>12</sup>	98%		

<sup>12</sup> The number of survey participants who answered the questions about industrial sector and hourly charge out rate is 459.

Table 45  
Hourly Charge Out Rate and Professional Specialty

Professional Specialty	Number of Responses	% of Responses	Average	Median
Environmental & Engineering Geology				
Materials testing	3	1%	\$72	\$67
Groundwater supply	40	9%	\$134	\$124
Environmental site assessment and site remediation	112	25%	\$145	\$140
Geotechnics	9	2%	\$135	\$120
Land Management/Environmental Assessment	18	4%	\$141	\$150
Mineral & Oil Exploration				
Mineral exploration	105	23%	\$88	\$75
Hydrocarbon exploration	5	1%	\$87	\$100
Resource Definition & Mining				
Mine development	4	1%	\$149	\$263
Mineral deposits assessment (definition of resources)	48	11%	\$165	\$165
Survey Work				
Geological mapping and inventory	8	2%	\$121	\$150
Geochemistry	21	5%	\$133	\$140
Geophysics	16	4%	\$149	\$150
Finance				
Other	35	8%	\$131	\$125
Mining analyst	31	7%	\$118	\$105
Total for the Table	455			
Total for Survey	1468	31%		

Table 46  
Hourly Charge Out Rate by Job Rating Level

Level <sup>13</sup>	Number of Responses	% of Responses	Average	Median
A	8	2%	\$73	\$71
B	12	3%	\$86	\$91
C	59	14%	\$103	\$100
D	88	20%	\$110	\$108
E	96	22%	\$124	\$125
F	98	22%	\$151	\$150
F+	75	17%	\$152	\$156
Total for Table	436	100%		
Total for Survey	459 <sup>14</sup>	95%		

<sup>13</sup> Details of Job Rating are provided in the introduction.

<sup>14</sup> The number of survey participants who answered the questions contributing to the job rating scale and per diem charge out rate is 459.

*Per-Diem Charge Out Rate*

Table 47  
 Per-Diem Charge Out Rate and Size of Organization

Number of Employees	Number of Responses	% of Responses	Average	Median
1	85	27%	\$781	\$750
2 – 10	81	26%	\$736	\$650
11 - 50	61	19%	\$1,099	\$1,000
51 - 100	14	4%	\$1,069	\$1,088
101 - 500	26	8%	\$1,153	\$1,285
501 - 1000	11	3%	\$1,323	\$1,387
1001 - 5000	12	4%	\$1,034	\$1,160
Over 5000	27	9%	\$1,106	\$1,200
Total for Table	317	100%		
Total for Survey	347 <sup>15</sup>	91%		

Table 48  
 Per-Diem Charge Out Rate and Work Environment

Work Environment	Number of Responses	% of Responses	Average	Median
Private Practice: consulting group	152	44%	\$1,041	\$1,000
Private Practice: testing laboratory	5	1%	\$1,190	\$1,125
Private Practice: self-employed	86	25%	\$755	\$750
Private Practice: environmental or groundwater services company	33	10%	\$1,004	\$825
Private Practice: other	7	2%	\$689	\$600
Private Sector: mineral or hydrocarbon producing company	10	3%	\$826	\$490
Private Sector: mineral or hydrocarbon exploration company (Junior)	27	8%	\$567	\$510
Private Sector: other	13	4%	\$916	\$1,000
Public Sector: provincial ministry or agency	*	*	*	*
Public Sector: federal department or agency	*	*	*	*
Public Sector: crown corporation	*	*	*	*
Public Sector: university or college	6	2%	\$1,517	\$1,550
Public Sector: other	*	*	*	*
Private Practice: geophysical services company	*	*	*	*
Total for Table	346	100%		
Total for Survey	347	100%		

<sup>15</sup> The number of survey participants who answered the questions about organizational size and per diem charge out rate is 347, as is the number for work environment and per diem charge out rate.

Table 49  
 Per-Diem Charge Out Rate and Industrial Sector

Industrial Sector	Number of Responses	% of Responses	Average	Median
<b>Mineral or hydrocarbon resources:</b>				
Inventory and mapping	15	4%	\$976	\$1,000
Mineral exploration, prospecting	153	45%	\$725	\$650
Oil & gas exploration	9	3%	\$989	\$1,200
Mining, mineral or hydrocarbon production	12	4%	\$955	\$1,000
Other	10	3%	\$1,566	\$1,580
<b>Environmental and engineering geology:</b>				
Industrial minerals & materials	5	1%	\$1,251	\$1,250
Groundwater	48	14%	\$1,122	\$1,200
Engineering geology, geotechnics	9	3%	\$828	\$720
Contaminated site management	60	18%	\$1,011	\$980
Total for Table	332	100%	\$928	\$1,080
Total for Survey	339	97%		

Table 50  
 Per-Diem Charge Out Rate and Professional Specialty

Professional Specialty	Number of Responses	% of Responses	Average	Median
Environmental & Engineering Geology				
Materials testing	*	*	*	*
Groundwater supply	12	4%	\$1,069	\$1,050
Environmental site assessment and site remediation	50	16%	\$1,250	\$1,220
Geotechnics	*	*	*	*
Land Management/Environmental Assessment	15	5%	\$1,169	\$1,200
Mineral & Oil Exploration				
Mineral exploration	120	38%	\$703	\$600
Hydrocarbon exploration	3	1%	\$900	\$1,000
Resource Definition & Mining				
Mine development	*	*	*	*
Mineral deposits assessment (definition of resources)	36	11%	\$1,061	\$1,040
Survey Work				
Geological mapping and inventory	8	3%	\$976	\$1,200
Geochemistry	10	3%	\$1,250	\$1,200
Geophysics	5	2%	\$970	\$1,200
Finance				
Other	30	9%	\$1,050	\$1,063
Mining analyst	21	7%	\$923	\$800
Total for Table	318	100%		
Total for Survey	321	100%		

Table 51  
 Per-Diem Charge Out Rate by Job Rating Level

Job Rating Level	Number of Responses	% of Responses	Average	Median
A	*	*	*	*
B	8	2%	\$378	\$326
C	32	10%	\$680	\$582
D	65	20%	\$773	\$700
E	70	21%	\$906	\$890
F	79	24%	\$1,042	\$1,000
F+	74	22%	\$1,087	\$1,000
Total for Table	329	100%		
Total for Survey	347	95%		

## Salary Income Adjustments

### *Change from December 31 2013 to December 31 2014*

Table 52 shows that 388 respondents (31% of those responding to the survey item) had not seen a change in their salary from December 2013 through the end of 2015. Just over half reported an increase (56%), with 45% receiving a raise of between 1% and 5%. Only 13% of respondents reported a decrease, with 10% seeing a drop of between 6% and 10%.

Table 52  
 Change in Salary Income from December 31 2013 to December 31 2014

Change	Number of Responses	Percent of Responses
Increase of more than 10%	79	6%
Increase 6% - 10%	64	5%
Increase 1% - 5%	559	45%
No Change	388	31%
Decrease 1% - 5%	32	3%
Decrease 6% - 10%	124	10%
Decrease of more than 10%	0	
Total for Table	1246	
Total for Survey	1468	85%

### *Change in Salary Income from December 31 2013 to December 31 2014 by Size of Organization*

Table 53  
 Change in Salary Income from December 31 2013 to December 31 2014 by Size of Organization

Change	Total	1	2-10	11-50	51-100	101-500	501+
Number of Responses							
More than 10% increase	79	*	14	17	8	8	26
Increase 6% - 10%	64	*	11	20	4	7	17
Increase 1% - 5%	559	13	56	128	40	109	185
No Change	388	46	108	81	27	42	58
Decrease 1% - 5%	32	*	*	5	*	7	6
Decrease 6% - 10%	124	36	42	18	*	8	7
More than 10% decrease	113	36	40	13	*	6	5
Percent of Responses							
	Total	1	2-10	11-50	51-100	101-500	501+
More than 10% increase	6%	*	6%	6%	10%	4%	9%
Increase 6% - 10%	5%	*	5%	7%	5%	4%	6%
Increase 1% - 5%	45%	13%	24%	48%	48%	60%	62%
No Change	31%	44%	46%	30%	32%	23%	19%
Decrease 1% - 5%	3%	*	*	2%	*	4%	2%
Decrease 6% - 10%	10%	35%	18%	7%	*	4%	2%
More than 10% decrease	9%	35%	17%	5%	*	3%	2%

*Change in Salary Income from December 31 2013 to December 31 2014 by Industrial Sector*

Table 54  
 Change in Salary Income from December 31 2013 to December 31 2014 by Industrial Sector

Change	Total	Mineral or hydrocarbon resources	Environmental and engineering geology	Other
Number of Responses				
More than 10%	79	53	25	*
Increase 6% - 10%	64	36	26	*
Increase 1% - 5%	559	277	246	32
No Change	388	252	114	16
Decrease 1% - 5%	32	20	11	*
Decrease 6% - 10%	124	102	15	*
Decrease more than 10%	113	96	11	*
Percent of Responses				
More than 10%	6%	7%	6%	*
Increase 6% - 10%	5%	5%	6%	*
Increase 1% - 5%	45%	37%	56%	63%
No Change	31%	34%	26%	31%
Decrease 1% - 5%	3%	3%	3%	*
Decrease 6% - 10%	10%	14%	3%	*
Decrease more than 10%	9%	13%	3%	*

*Change in Salary Income from December 31 2013 to December 31 2014 by Professional Specialty*

Table 55  
 Change in Salary Income from December 31 2013 to December 31 2014 by Professional Specialty

Change	Total	Environmental & engineering geology	Mineral & oil exploration	Resource definition & mining	Survey work	Finance & other
Number of Responses						
Increase more than 10%	79	21	28	17	7	5
Increase 6% - 10%	64	21	12	11	13	6
Increase 1% - 5%	559	183	104	93	72	97
No Change	388	77	138	63	50	54
Decrease 1% - 5%	32	7	9	10	*	*
Decrease 6% - 10%	124	11	70	19	13	9
Percent of Responses						
Increase more than 10%	6%	7%	8%	8%	4%	3%
Increase 6% - 10%	5%	7%	3%	5%	8%	3%
Increase 1% - 5%	45%	57%	29%	44%	46%	55%
No Change	31%	24%	38%	30%	32%	31%
Decrease 1% - 5%	3%	2%	2%	5%	*	2%
Decrease 6% - 10%	10%	3%	19%	9%	8%	5%



*Change in Salary Income from December 31 2013 to December 31 2014 by Job Rating Level*

Table 56  
 Change in Salary Income from December 31 2013 to December 31 2014 by Job Rating Level

		Job Rating Level						
Change	Total	A	B	C	D	E	F	F+
Number of Responses								
Increase more than 10%	79	1	5	16	20	7	11	18
Increase 6% - 10%	64	0	2	23	15	17	2	5
Increase 1% - 5%	559	14	24	77	136	115	91	77
No Change	388	4	22	66	75	68	65	71
Decrease 1% - 5%	32	0	2	6	4	10	3	4
Decrease 6% - 10%	124	4	3	16	17	17	26	32
Decrease more than 10%	113	3	3	15	14	16	23	31
Percent of Responses								
Increase more than 10%	6%	4%	9%	8%	7%	3%	6%	9%
Increase 6% - 10%	5%	%	3%	11%	6%	7%	1%	2%
Increase 1% - 5%	45%	61%	41%	38%	51%	49%	46%	37%
No Change	31%	17%	38%	32%	28%	29%	33%	34%
Decrease 1% - 5%	3%	%	3%	3%	1%	4%	2%	2%
Decrease 6% - 10%	10%	17%	5%	8%	6%	7%	13%	15%
Decrease more than 10%	9%	13%	5%	7%	5%	7%	12%	15%

*Change in Salary Income Anticipated from December 31 2014 to December 31 2015*

Table 57 shows that 439 respondents (36% of those responding to the survey item) do not anticipate a change in their salary from December 2015 through the end of 2015. Half anticipate an increase (50%), with 45% looking forward to a raise of between 1% and 5%. Only 11% of respondents reported a decrease, with 8% seeing a drop of between 6% and 10%.

Table 57  
 Change in Salary Income Anticipated from December 31 2014 to December 31 2015

Change	Number of Responses	Percent of Responses
Increase more than 10%	67	5%
Increase 6% - 10%	38	3%
Increase 1% - 5%	553	45%
No Change	439	36%
Decrease 1% - 5%	36	3%
Decrease 6% - 10%	96	8%
Decrease more than 10%	0	
Total for Table	1229	
Total for Survey	1468	84%

*Change in Salary Income Anticipated from December 31 2014 to December 31 2015 by Size of Organization*

Table 58  
 Change Anticipated from December 31 2014 to December 31 2015 by Size of Organization

Change	Total	1	2-10	11-50	51-100	101-500	501+
Number of Responses							
Increase more than 10%	67	12	14	9	5	9	15
Increase 6% - 10%	38	0	4	15	2	3	13
Increase 1% - 5%	553	7	66	121	46	100	182
No Change	439	51	115	97	25	55	75
Decrease 1% - 5%	36	1	3	10	5	7	6
Increase 6% - 10%	96	31	32	13	1	4	5
Decrease more than 10%	94	30	32	12	1	4	5
Percent of Responses							
Increase more than 10%	5%	12%	6%	3%	6%	5%	5%
Increase 6% - 10%	3%	%	2%	6%	2%	2%	4%
Increase 1% - 5%	45%	7%	28%	46%	55%	56%	61%
No Change	36%	50%	49%	37%	30%	31%	25%
Decrease 1% - 5%	3%	1%	1%	4%	6%	4%	2%
Increase 6% - 10%	8%	30%	14%	5%	1%	2%	2%
Decrease more than 10%	8%	29%	14%	5%	1%	2%	2%

*Change in Salary Income Anticipated from December 31 2014 to December 31 2015 by Industrial Sector*

Table 59

Change in Salary Income Anticipated from December 31 2014 to December 31 2015 by Industrial Sector

Change	All	Mineral or Hydrocarbon Resources	Environmental and Engineering Geology	Other
Number of Responses				
More than 10% increase	67	44	20	*
Increase 6% - 10%	38	17	18	*
Increase 1% - 5%	553	269	254	27
No Change	439	300	116	17
Decrease 1% - 5%	36	17	17	*
Decrease 6% - 10%	96	81	9	*
More than 10% decrease	94	79	9	*
Percent of Responses				
More than 10% increase	5%	6%	5%	*
Increase 6% - 10%	3%	2%	4%	*
Increase 1% - 5%	45%	37%	59%	54%
No Change	36%	41%	27%	34%
Decrease 1% - 5%	3%	2%	4%	*
Decrease 6% - 10%	8%	11%	2%	*
More than 10% decrease	8%	11%	2%	*

*Change in Salary Income Anticipated from December 31 2014 to December 31 2015 by Professional Specialty*

Table 60

Change in Salary Income Anticipated from December 31 2014 to December 31 2015 by Professional Specialty

Change	All	Environmental & Engineering Geology	Mineral & Oil Exploration	Resource Definition & Mining	Survey Work	Finance & Other
Number of Responses						
Increase more than 10%	67	14	19	17	9	7
Increase 6% - 10%	38	14	7	9	5	*
Increase 1% - 5%	553	192	102	93	59	97
No Change	439	83	161	72	65	51
Decrease 1% - 5%	36	11	5	5	8	5
Decrease 6% - 10%	96	5	60	14	7	10
Decrease more than 10%	*	*	*	*	*	*
Percent of Responses						
Increase more than 10%	5%	4%	5%	8%	6%	4%
Increase 6% - 10%	3%	4%	2%	4%	3%	*
Increase 1% - 5%	45%	60%	29%	44%	39%	56%
No Change	36%	26%	45%	34%	42%	29%
Decrease 1% - 5%	3%	3%	1%	2%	5%	3%
Decrease 6% - 10%	8%	2%	17%	7%	5%	6%
Decrease more than 10%	*	*	*	*	*	*

*Change in Salary Income Anticipated from December 31 2014 to December 31 2015 by Job Rating Level*

Table 61

Change in Salary Income Anticipated from December 31 2014 to December 31 2015 by Job Rating Level

Change	All	Job Rating Level						
		A	B	C	D	E	F	F+
Number of Responses								
Increase more than 10%	67	2	5	11	14	9	7	15
Increase 6% - 10%	38	0	2	10	9	8	3	6
Increase 1% - 5%	553	9	21	99	141	106	88	71
No Change	439	9	23	67	85	89	69	76
Decrease 1% - 5%	36	2	0	6	6	5	10	4
Increase 6% - 10%	96	1	5	7	10	15	18	32
Decrease more than 10%	94	1	5	7	10	14	17	32
Percent of Responses								
Increase more than 10%	5%	9%	9%	6%	5%	4%	4%	7%
Increase 6% - 10%	3%	%	4%	5%	3%	3%	2%	3%
Increase 1% - 5%	45%	39%	38%	50%	53%	46%	45%	35%
No Change	36%	39%	41%	34%	32%	38%	35%	37%
Decrease 1% - 5%	3%	9%	%	3%	2%	2%	5%	2%
Increase 6% - 10%	8%	4%	9%	4%	4%	6%	9%	16%
Decrease more than 10%	8%	4%	9%	4%	4%	6%	9%	16%

## Additional Cash Compensation

### *Overtime: Cash Only*

Of the survey participants who responded to the question about receiving only cash compensation for overtime, no more than 10% (N=144) reported receiving it.

### *Overtime: Compensation Provided by Time Off or a Combination of Cash and Time Off*

Half the respondents (N = 733) reported that they did not receive compensation for overtime work. Somewhat fewer (N = 582) responded to specific questions about the type of compensation provided to them.

The tables in this section show the percentages as a function of the number of employees in each row. For example, Table 62 shows that there are 259 respondents who work in organizations with two to ten employees: 114 (44%) receive compensation for their overtime work; 19 (7%) get cash payments; 41 (16%) can take time off in lieu of a cash payment; 26 (10%) are compensated through a combination of cash and time off.

The second to last row titled, Total for the Table, shows the number of respondents who answered the questions for Overtime Provided, Cash Payment for Overtime, Time off in Lieu of Cash Payment and a Combination of Cash and Time Off. For example, of the 1301 respondents who reported the size of their organization, 614 (47%) also answered the question about overtime being provided; 136 (10%) indicated that they received a cash payment.

The last row shows the total of 1468 respondents in the survey sample and the 735 who receive overtime compensation. The percent of those responding to each question is also presented in the last row. For example, 614 of 735 (84%) respondents indicated that they were provided with overtime compensation; 136 of 735 (19%) received cash compensation.

Table 62  
 Overtime Compensation by Size of Organization

Size of Organization	Employees #	Overtime Provided		Cash Payment for Overtime		Time Off in Lieu of Cash Payment		Cash and Time Off	
		#	%	#	%	#	%	#	%
1	111	29	26%	5	5%	5	5%	*	*
2 - 10	259	114	44%	19	7%	41	16%	26	10%
11-50	306	164	54%	34	11%	68	22%	61	20%
51-100	94	59	63%	6	6%	23	24%	21	22%
101-500	202	92	46%	23	11%	38	19%	32	16%
501-1000	84	47	56%	20	24%	7	8%	18	21%
1001-5000	113	50	44%	16	14%	14	12%	17	15%
Over 5000	132	59	45%	13	10%	28	21%	16	12%
Total for Table	1301	614	47%	136	10%	224	17%	192	15%
Total for Survey	1468	735	84%	735	19%	735	30%	735	26%

Table 63  
 Overtime Compensation by Industrial Sector

Industrial Sector	Respondents in Each Sector	Overtime Compensation is Provided		Cash Payment for Overtime		Time Off in Lieu of Cash Payment		Cash and Time Off	
	#	#	%	#	%	#	%	#	%
Mineral or hydrocarbon resources	823	367	45%	87	11%	141	17%	102	12%
Environmental and engineering geology	478	244	51%	53	11%	82	17%	96	20%
Other work	61	29	48%	4	7%	10	16%	4	7%
Total for Table	1362	640		144	11%	233	17%	202	15%
Total for Survey	1468	735	87%	735	19%	735	18%	735	26%

Table 64  
 Overtime Compensation by Professional Specialty

Specialty	Respondents in Each Specialty	Overtime Provided		Cash Payment for Overtime		Time Off in Lieu of Cash Payment		Cash and Time Off	
	#	#	%	#	%	#	%	#	%
Environmental & Engineering Geology	346	165	48%	37	11%	54	16%	68	20%
Mineral & Oil Exploration	400	155	39%	29	7%	57	14%	36	9%
Resource Definition & Mining	231	113	49%	37	16%	41	18%	33	14%
Survey Work	180	97	54%	15	8%	40	22%	35	19%
Finance & Other	197	104	53%	20	10%	40	20%	25	13%
Total for Table	1354	634		138		232		197	
Total for Survey	1468	735	86%	144	96%	236	98%	202	98%

Table 65  
 Other Types of Cash Compensation by Level

Job Rating Level	Respondents at Each Level	Overtime Provided		Cash Payment for Overtime		Time Off in Lieu of Cash Payment		Cash and Time Off	
	#	#	%	#	%	#	%	#	%
A	28	11	39%	*	*	*	*	5	18%
B	66	34	52%	11	17%	14	21%	9	14%
C	227	149	66%	41	18%	48	21%	56	25%
D	293	170	58%	50	17%	51	17%	69	24%
E	261	117	45%	16	6%	51	20%	33	13%
F	213	77	36%	11	5%	34	16%	18	8%
F+	226	62	27%	7	3%	29	13%	8	4%
Total for Table	1314	620		140	11%	231	18%	198	15%
Total for Survey	1468	735	84%	735	19%	735	31%	735	27%

## Other Cash Compensation<sup>16</sup>

### *Remote Locations or Difficult Conditions Premium: Cash Only*

Of the survey participants who responded to the question about receiving cash compensation for remote locations or difficult conditions, no more than 9% (N=127) reported receiving it.

### *Other Cash Compensation Provided by a Cash Benefits Premium*

Table 66  
 Respondents Receiving a Cash Benefits Premium by Size of Organization

Number of Employees	Number of Responses	% of Responses
1	*	*
2 - 10	34	13%
11-50	62	24%
51-100	16	6%
101-500	59	23%
501-1000	28	11%
1001-5000	24	9%
Over 5000	36	14%
Total for Table	261	
Total for Survey	1468	18%

16 Percentages in this section are based on the number of respondents in each category divided by the total for the table. See Presentation of the Results, page 4, for details.

Table 67  
 Respondents Receiving a Cash Benefits Premium by Industrial Sector

Industrial Sector	Number Receiving Benefit	% Receiving Benefit
<b>Mineral or hydrocarbon resources:</b>		
Inventory and mapping	16	6%
Mineral exploration, prospecting	63	23%
Oil & gas exploration	5	2%
Mining, mineral or hydrocarbon production	77	28%
Other	9	3%
<b>Environmental and engineering geology:</b>		
Industrial minerals & materials	6	2%
Groundwater	21	8%
Engineering geology, geotechnics	14	5%
Contaminated site management	53	19%
Other environmental and engineering geology	7	3%
Other: Financial Services	4	1%
Other: Outside resources or environmental and engineering geology (includes educational institutions).	3	1%
Total for Table	278	101%
Total for Survey	1468	19%

Table 68  
 Respondents Receiving a Cash Benefits Premium by Level

Job Rating Level	Number Receiving Benefit	% Receiving Benefit
A	*	*
B	10	4%
C	47	17%
D	74	27%
E	57	21%
F	35	13%
F+	47	17%
Total for Table	273	
Total for Survey	1468	19%



## Other Cash Compensation

### *Other Cash Compensation Provided by a Performance/Merit Bonus*

Table 69  
 Respondents Receiving a Performance/Merit Bonus by Size of Organization

Number of Employees	Number of Responses	% of Responses
1	*	*
2 - 10	56	11%
11-50	113	23%
51-100	36	7%
101-500	106	21%
501-1000	53	11%
1001-5000	54	11%
Over 5000	76	15%
Total for Table	497	
Total for Survey	1468	34%

Table 70  
 Respondents Receiving a Performance/Merit Bonus by Industrial Sector

Industrial Sector	Number of Responses	% of Responses
<b>Mineral or hydrocarbon resources:</b>		
Inventory and mapping	15	3%
Mineral exploration, prospecting	125	24%
Oil & gas exploration	11	2%
Mining, mineral or hydrocarbon production	174	34%
Other	24	5%
<b>Environmental and engineering geology:</b>		
Industrial minerals & materials	*	*
Groundwater	38	7%
Engineering geology, geotechnics	11	2%
Contaminated site management	78	15%
Other	16	3%
<b>Other:</b>		
Financial services	8	2%
Outside resources or environmental and engineering geology <sup>17</sup>	9	2%
Total for Table	513	
Total for Survey	1468	35%

<sup>17</sup> Includes educational institutions

Table 71  
 Respondents Receiving a Performance/Merit Bonus by Level

Job Rating Level	Number of Responses	% of Responses
A	7	1%
B	20	4%
C	71	14%
D	118	23%
E	93	18%
F	101	20%
F+	93	18%
Total for Table	503	
Total for Survey	1468	34%

*Other Cash Compensation Provided by Commissions*

Of the survey participants who responded to the question about receiving commissions, less than 1% (N=5) reported receiving it.

*Other Cash Compensation Provided by Other Payments*

Of the survey participants who responded to the question about receiving other payments, 7% (N=98) reported receiving it.

*Other Cash Compensation Provided by a Share of Profit*

Table 72  
 Respondents Receiving a Share of Profit by Size of Organization

Number of Employees	Number of Responses	% of Responses
1	6	4%
2 - 10	21	13%
11-50	52	31%
51-100	10	6%
101-500	33	20%
501-1000	18	11%
1001-5000	8	5%
Over 5000	19	11%
Total for Table	167	
Total for Survey	1468	11%

Table 73  
 Respondents Receiving a Share of Profit by Industrial Sector

Industrial Sector	Number of Responses	% of Responses
<b>Mineral or hydrocarbon resources:</b>		
Inventory and mapping	7	4%
Mineral exploration, prospecting	35	20%
Oil & gas exploration	2	1%
Mining, mineral or hydrocarbon production	35	20%
Other	7	4%
<b>Environmental and engineering geology:</b>		
Industrial minerals & materials	*	*
Groundwater	29	16%
Engineering geology, geotechnics	8	5%
Contaminated site management	40	23%
Other	7	4%
<b>Other:</b>		
Financial services	*	*
Outside resources or environmental and engineering geology (includes educational institutions)	*	*
Total for Table	167	
Total for Survey	1468	12%

Table 74  
 Respondents Receiving a Share of Profit by Level

Job Rating Level	Number of Responses	% of Responses
A	*	*
B	5	3%
C	14	8%
D	37	22%
E	28	16%
F	48	28%
F+	36	21%
Total for Table	172	
Total for Survey	1468	12%

#### *Other Cash Compensation Provided by Payment in Shares of the Company*

Of the survey participants who responded to the question about receiving payment in shares by the company, no more than 12% (N=169) reported receiving it.

### *Other Cash Compensation Provided by Other Payments*

Of the survey participants who responded to the question about receiving other payments, 7% (N=98) reported receiving it.

## **Total Compensation<sup>18</sup>**

Average total compensation is \$117,939, with a median of \$100,000. These results show annual gains of 6% and 4% for average and median compensation, annually since the last survey.

Table 75  
Total Compensation by Job Rating Level

Job Rating Level	Responses at Each Level		Total Compensation					
	#	%	Average	10%	25%	Median	75%	90%
A	16	1%	\$88,149	\$53,750	\$66,125	\$82,500	\$100,000	\$106,000
B	53	5%	\$80,511	\$45,000	\$58,760	\$71,000	\$130,000	\$155,500
C	189	17%	\$78,036	\$48,000	\$60,000	\$78,600	\$92,000	\$110,000
D	258	23%	\$92,559	\$55,700	\$70,000	\$85,000	\$105,000	\$138,300
E	224	20%	\$114,365	\$63,300	\$79,000	\$105,000	\$137,000	\$170,000
F	183	16%	\$143,830	\$82,000	\$106,250	\$130,000	\$173,500	\$218,000
F+	201	18%	\$184,888	\$80,000	\$118,000	\$156,000	\$210,000	\$325,000
Total for Table	1124	100%						
Total for Survey	1468	77%						

### *Total Compensation by Organization Size*

Table 76  
Total Compensation by Organization Size

Number of Employees	Number of Responses	% of Responses	Average	Median
1	73	7%	\$88,533	\$70,000
2-10	215	19%	\$111,466	\$90,000
11-50	261	23%	\$108,226	\$92,500
51-100	84	8%	\$104,773	\$95,000
101-500	185	17%	\$124,933	\$110,000
501-1000	80	7%	\$124,167	\$113,591
1001-5000	99	9%	\$145,713	\$110,000
Over 5000	114	10%	\$136,069	\$120,000
Total for Table	1111	100%		
Total for Survey	1468	76%		

<sup>18</sup> Percentages in this section are based on column totals. See Presentation of the Results, page 4, for details.

*Total Compensation by Industrial Sector*

Table 77  
 Total Compensation by Industrial Sector

Industrial Sector	Responses in Each Sector				Mean Job rating	
	#	%	Average	Median	Score <sup>19</sup>	Level
<b>Mineral or hydrocarbon resources:</b>						
Inventory and mapping	68	6%	\$104,603	\$88,500	480	D
Mineral exploration, prospecting	348	30%	\$118,978	\$102,519	541	E
Oil & gas exploration	30	3%	\$119,275	\$102,000	487	E
Mining, mineral or hydrocarbon production	215	19%	\$157,443	\$126,000	510	E
Other	44	4%	\$115,198	\$107,375	522	E
<b>Environmental and engineering geology:</b>						
Industrial minerals & materials	19	2%	\$86,171	\$80,000	489	E
Groundwater	132	11%	\$93,744	\$87,750	489	E
Engineering geology, geotechnics	39	3%	\$92,923	\$90,000	473	D
Contaminated site management	178	15%	\$104,473	\$95,000	510	E
Other	40	3%	\$103,158	\$99,000	473	D
<b>Other:</b>						
Financial services	11	1%	\$143,626	\$138,000	489	E
Outside resources or environmental and engineering geology (includes educational institutions)	38	3%	\$104,937	\$107,500	495	E
Total for Table	1162					
Total for Survey	1468	79%				

<sup>19</sup> The Score and Level are the mean Job Rating and equivalent Job Class calculated for the respondents in the group. This information is useful when comparing two groups differentiated by one factor whereby any significant difference in Job Rating between the two groups may imply that the two groups are not fully comparable on other factors.

*Total Compensation by Professional Specialty*

Table 78  
 Total Compensation by Professional Specialty

Professional Specialty	Responses in Each Specialty		Mean Job Rating			
	#	%	Average	Median	Score <sup>20</sup>	Level
Environmental & Engineering Geology						
Materials testing	8	1%	\$99,875	\$115,000	473	D
Groundwater supply	73	6%	\$94,179	\$88,000	490	E
Environmental site assessment and site remediation	167	15%	\$111,732	\$100,797	531	E
Geotechnics	19	2%	\$92,395	\$85,000	430	D
Land management/Environmental assessment	34	3%	\$104,322	\$93,750	496	E
Mineral & Oil Exploration						
Mineral exploration	317	28%	\$123,432	\$105,000	539	E
Hydrocarbon exploration	10	1%	\$104,137	\$106,500	439	D
Resource Definition & Mining						
Mine development	86	7%	\$141,436	\$109,500	525	E
Mineral deposits assessment (definition of resources)	120	10%	\$143,973	\$120,000	529	E
Survey Work						
Geological mapping and inventory	64	6%	\$94,563	\$86,500	465	D
Geochemistry	35	3%	\$109,721	\$90,000	464	D
Geophysics	49	4%	\$118,995	\$108,181	491	E
Finance						
Other	110	10%	\$125,994	\$105,000	506	E
Mining analyst	59	5%	\$87,293	\$76,031	461	D
Total for Table	1151	101%				
Total for Survey	1468	78%				

<sup>20</sup> The Score and Level are the mean Job Rating and equivalent Job Class calculated for the respondents in the group. This information is useful when comparing two groups differentiated by one factor whereby any significant difference in Job Rating between the two groups may imply that the two groups are not fully comparable on other factors.

*Total Compensation, Level of Education and Years Since Graduation*

Table 79 shows that both level of education and the number of years of experience since graduation have a positive impact on total compensation.

Table 79  
 Total Compensation by Level of Education and Years Since Graduation

Years Since Graduation	B.A. or B.Sc. or Equivalent			M.A. or M.Sc. or M.B.A. or Equivalent			Ph.D. or Equivalent		
	#	Average	Median	#	Average	Median	#	Average	Median
One year or less	91	\$64,614	\$56,000	57	\$67,806	\$64,500	3	\$84,667	\$85,000
2 - 10 years	168	\$87,657	\$84,500	167	\$84,701	\$80,000	37	\$80,794	\$78,000
11 - 20 years	104	\$133,354	\$110,000	147	\$125,768	\$102,000	47	\$118,387	\$90,000
21 - 30 years	158	\$122,507	\$109,500	131	\$167,311	\$124,000	50	\$130,243	\$125,000
31 years or more	61	\$134,380	\$102,000	54	\$131,146	\$108,000	35	\$127,020	\$120,000

## Stock Options

Table 80  
 Stock Options by Organization Size

Number of Employees	Number of Responses	% of Responses
1	21	6%
2-10	101	31%
11-50	79	24%
51-100	10	3%
101-500	37	11%
501-1000	21	6%
1001-5000	27	8%
Over 5000	29	9%
Total for Table	325	98%
Total for Survey	1468	22%

*Stock Options by Industrial Sector*

Table 81  
 Stock Options by Industrial Sector

Industrial Sector	Number of Responses	% of Responses
<b>Mineral or hydrocarbon resources:</b>		
Inventory and mapping	6	2%
Mineral exploration, prospecting	170	49%
Oil & gas exploration	13	4%
Mining, mineral or hydrocarbon production	86	25%
Other	*	*
<b>Environmental and engineering geology:</b>		
Industrial minerals & materials	6	2%
Groundwater	22	6%
Engineering geology, geotechnics	7	2%
Contaminated site management	28	8%
Other	*	*
<b>Other:</b>		
Financial services	*	*
Outside resources or environmental and engineering geology (includes educational institutions)	*	*
Total for Table	347	100%
Total for Survey	1468	24%



*Stock Options by Professional Specialty*

Table 82  
 Stock Options by Professional Specialty

Professional Specialty	Number of Responses	% of Responses
Environmental & Engineering Geology		
Materials testing	*	*
Groundwater supply	10	3%
Environmental site assessment and site remediation	29	8%
Geotechnics	*	*
Mineral & Oil Exploration		
Mineral exploration	155	45%
Hydrocarbon exploration	*	*
Resource Definition & Mining		
Mine development	40	12%
Mineral deposits assessment (definition of resources)	44	13%
Survey Work		
Geological mapping and inventory	9	3%
Geochemistry	12	3%
Geophysics	8	2%
Finance & Other		
Other	18	5%
Mining analyst	6	2%
Total for Table	343	
Total for Survey	1468	23%

*Stock Options by Level*

Table 83  
 Stock Options by Job Rating

Job Rating Level	Number of Responses	% of Responses
A	*	*
B	9	3%
C	47	14%
D	58	17%
E	66	20%
F	65	19%
F+	88	26%
Total for Table	336	
Total for Survey	1468	23%

## Benefits

### Job Ratings

The results presented in Table 84 show the percent of respondents at each job rating level who receive a benefit when compared to all respondents at the same level. For example, 15% of respondents at the B-Level receive a cash benefit payment.

Table 84  
 Benefits and Job Ratings

Benefits	Job Rating Levels						
	A	B	C	D	E	F	F+
Additional Cash Compensation							
Cash benefit payments	11%	15%	21%	25%	22%	16%	21%
Share of Profit	14%	8%	6%	13%	11%	23%	16%
Performance/Merit Bonus	25%	30%	31%	40%	36%	47%	41%
Commissions	4%	0%	0%	1%	0%	0%	0%
Payment in shares of the company	0%	8%	9%	13%	9%	16%	19%
Other Payments	18%	5%	3%	4%	8%	5%	15%
Overtime							
Time off in lieu of a cash payment	14%	21%	21%	17%	20%	16%	13%
Time off and cash payments	18%	14%	25%	24%	13%	8%	4%
Other Compensation							
Stock Options	12%	15%	21%	20%	26%	31%	39%
Car or a car allowance	11%	6%	10%	6%	9%	11%	21%
Parking at your regular work place	7%	6%	8%	10%	10%	16%	13%
Pension							
A defined benefit pension plan	36%	32%	28%	33%	28%	18%	21%
Employer contribution to your RRSP	39%	44%	41%	40%	41%	43%	38%
Insurance							
Life insurance/accidental death and dismemberment	68%	71%	68%	72%	69%	69%	69%
Extended health care/major medical insurance	50%	61%	62%	70%	67%	65%	65%
Dental plan	64%	77%	70%	71%	67%	66%	66%
Long term disability insurance	46%	61%	65%	69%	65%	62%	60%
Employee assistance program	39%	48%	47%	52%	50%	50%	42%
Legal plan	11%	12%	17%	12%	13%	13%	14%
Prescription drug plan	64%	76%	71%	75%	71%	67%	67%
Travel accident insurance	46%	48%	51%	54%	52%	56%	62%

## Retirement Benefits

### Organization Size

Table 85 details the number and percent of respondents from each size category who receive a defined benefit pension or an employer contribution to an RRSP. For example, in organizations with between 2 and 10 employees, 33 of 259 (10%) respondents report receiving a defined benefit pension; 49 of 259 (18%), an employer contribution to an RRSP.

Table 85  
 Defined Benefit Pension Plan and Employer Contribution to RRSP by Type of Work by Organization

Size Category	Employees	Defined Benefit Pension		Employer Contribution to RRSP	
	#	#	%	#	%
1	111	7	2%	5	5%
2-10	259	33	10%	49	19%
11-50	306	72	21%	132	43%
51-100	94	30	9%	47	50%
101-500	202	75	22%	115	57%
501-1000	84	36	10%	40	48%
1001-5000	113	50	14%	54	48%
Over 5000	132	42	12%	81	61%
Total for Table	1301	345		523	
Total for Survey	89% of 1468		24%	1468	36%

*Industrial Sector*

Table 86  
 Defined Benefit Pension Plan and Employer Contribution to RRSP by Industrial Sector

Industrial Sector	Respondents in each Sector	Defined Benefit Pension		Employer Contribution to RRSP	
	#	#	%	#	%
<b>Mineral or hydrocarbon resources:</b>					
Inventory and mapping	75	35	47%	16	21%
Mineral exploration, prospecting	430	63	15%	86	20%
Oil & gas exploration	32	5	16%	6	19%
Mining, mineral or hydrocarbon production	236	86	36%	130	55%
Other	50	15	30%	27	54%
<b>Environmental and engineering geology:</b>					
Industrial minerals & materials	21	*	*	11	52%
Groundwater	151	50	33%	82	54%
Engineering geology, geotechnics	49	10	20%	31	63%
Contaminated site management	206	40	19%	125	61%
Other	51	17	33%	24	47%
<b>Other:</b>					
Financial services	14	8	57%	*	*
Outside resources or environmental and engineering geology (includes educational institutions)	47	23	49%	12	26%
Total for Table	1362	356		552	
Total for Survey	93% of 1468		24%	1468	38%

## Health and Insurance Benefits

Of the survey participants who responded to the question about receiving a legal plan, no more than 12% (N=180) reported receiving it.

### Size of Organization

Table 87

Life Insurance, Extended Health/Major Medical, Dental and Long Term Disability by Size of Organization

Size	Employees for each Size	Life Insurance		Extended Health /Major Medical		Dental Plan		Long term disability	
	#	#	%	#	%	#	%	#	%
1	111	13	12%	13	12%	13	12%	5	5%
2-10	259	120	46%	105	41%	105	41%	97	37%
11-50	306	238	78%	220	72%	220	72%	214	70%
51-100	94	75	80%	74	79%	74	79%	73	78%
101-500	202	168	83%	162	80%	162	80%	154	76%
501-1000	84	73	87%	67	80%	67	80%	70	83%
1001-5000	113	101	89%	92	81%	92	81%	100	88%
Over 5000	132	116	88%	110	83%	110	83%	112	85%
Total for Table	1301	904		843		843		825	
Total for Survey	89% of 1468		62%		57%		57%		56%

Table 88

Employee Assistance, Prescription Drug Plan and Travel Accident Insurance by Size of Organization

Size	Respondents for each Size	Employee Assistance Program		Prescription Drug Plan		Travel Accident Insurance	
	#	#	%	#	%	#	%
1	111	5	5%	13	12%	12	11%
2-10	259	46	18%	110	42%	81	31%
11-50	306	146	48%	247	81%	182	59%
51-100	94	53	56%	81	86%	65	69%
101-500	202	134	66%	172	85%	122	60%
501-1000	84	63	75%	71	85%	55	65%
1001-5000	113	77	68%	102	90%	79	70%
Over 5000	132	96	73%	117	89%	93	70%
Total for Table	1301	620		913		689	
Total for Survey	89% of 1468		42%		62%		47%

*Industrial Sector*

Table 89  
 Life Insurance, Extended Health/Major Medical, Dental and Long Term Disability  
 by Industrial Sector

Industrial Sector	Respondents in each Sector	Life Insurance		Extended Health /Major Medical		Dental Plan		Long Term Disability	
	#	#	%	#	%	#	%	#	%
<b>Mineral or hydrocarbon resources:</b>									
Inventory and mapping	75	48	64%	41	55%	37	49%	43	57%
Mineral exploration, prospecting	430	208	48%	194	45%	210	49%	176	41%
Oil & gas exploration	32	17	53%	15	47%	16	50%	13	41%
Mining, mineral or hydrocarbon production	236	201	85%	186	79%	201	85%	184	78%
Other	50	39	78%	32	64%	34	68%	35	70%
<b>Environmental and engineering geology:</b>									
Industrial minerals & materials	21	15	71%	11	52%	14	67%	11	52%
Groundwater	151	126	83%	124	82%	133	88%	121	80%
Engineering geology, geotechnics	49	37	76%	33	67%	38	78%	33	67%
Contaminated site management	206	172	83%	164	80%	168	82%	168	82%
Other	51	41	80%	37	73%	36	71%	37	73%
<b>Other:</b>									
Financial services	14	9	64%	10	71%	9	64%	8	57%
Outside resources or environmental and engineering geology (includes educational institutions)	47	33	70%	34	72%	32	68%	33	70%
Total for Table	1362	956		881		928		862	
Total for Survey	93% of 1468		65%		60%		63%		59%

Table 90  
 Life Insurance, Extended Health/Major Medical, Dental and Long Term Disability  
 by Private Practice, Private Sector, Public Sector

Industrial Sector	Respondents in each Sector	Life Insurance		Extended Health /Major Medical		Dental Plan		Long Term Disability	
	#	#	%	#	%	#	%	#	%
Private Practice	603	370	61%	349	58%	376	62%	330	55%
Private Sector	549	411	75%	370	67%	410	75%	369	67%
Public Sector	228	171	75%	167	73%	148	65%	169	74%
Total for Table	1380	952		886		954		868	
Total for Survey	94% of 1468		65%		60%		64%		59%

Table 91  
 Employee Assistance Program, Prescription Drug Plan, Travel Accident Insurance by Private Practice,  
 Private Sector, Public Sector

Industrial Sector	Respondents in each Sector	Employee Assistance Program		Prescription Drug Plan		Travel Accident Insurance	
	#	#	%	#	%	#	%
Private Practice	603	228	38%	367	61%	309	51%
Private Sector	549	284	52%	416	76%	312	57%
Public Sector	228	140	61%	178	78%	107	47%
Total for Table	1380	652		961		728	
Total for Survey	94% of 1468		44%		65%		50%

Table 92  
 Employee Assistance, Prescription Drug Plan and Travel Accident Insurance by Industrial Sector

Industrial Sector	Respondents in each Sector	Employee Assistance Program		Prescription Drug Plan		Travel Accident Insurance	
	#	#	%	#	%	#	%
<b>Mineral or hydrocarbon resources:</b>							
Inventory and mapping	75	30	40%	50	67%	24	32%
Mineral exploration, prospecting	430	99	23%	210	49%	168	39%
Oil & gas exploration	32	9	28%	18	56%	11	34%
Mining, mineral or hydrocarbon production	236	152	64%	202	86%	151	64%
Other	50	26	52%	38	76%	29	58%
<b>Environmental and engineering geology:</b>							
Industrial minerals & materials	21	11	52%	15	71%	11	52%
Groundwater	151	93	62%	127	84%	96	64%
Engineering geology, geotechnics	49	29	59%	41	84%	28	57%
Contaminated site management	206	129	63%	169	82%	137	67%
Other	51	30	59%	40	78%	31	61%
<b>Other:</b>							
Financial services	14	9	64%	9	64%	6	43%
Outside resources or environmental and engineering geology	47	28	60%	35	74%	30	64%
Total for Table	1362	645		954		722	
Total for Survey	93% of 1468		44%		65%		49%

Table 93  
 Employee Assistance, Prescription Drug Plan and Travel Accident Insurance by Job Rating Level

Job Rating Level	Respondents at each Level	Employee Assistance Program		Prescription Drug Plan		Travel Accident Insurance	
	#	#	%	#	%	#	%
A	28	11	39%	18	64%	13	46%
B	66	32	48%	50	76%	32	48%
C	227	107	47%	161	71%	115	51%
D	293	153	52%	220	75%	157	54%
E	261	130	50%	186	71%	135	52%
F	213	106	50%	142	67%	120	56%
F+	226	95	42%	151	67%	140	62%
Total for Table	1314	634		928		712	
Total for Survey	89% of 1468		43%		63%		49%



## Fringe Benefits

*All Respondents*

Table 94  
 Fringe Benefits

Benefit	Number Receiving the Benefit	% Receiving the Benefit
Professional Association Membership Dues	800	54%
Conference Registration and Travel	656	45%
Cell Phone - personal use of covered	613	42%
Field Gear Allowance	453	31%
Flex-Time and/or Compressed Work Week	397	27%
Home Office Computers and/or Peripherals	305	21%
Regular "Work from Home" Days	294	20%
Educational Assistance	270	18%
Maternity/Paternity Enhancements (e.g. top up EI)	193	13%
The company provides you with a car or a car allowance	149	10%
The company pays for parking at your regular work place	148	10%
Club Membership(s) - business/dining- fitness	139	9%
Business Class Airfare (on trips over 3 hrs.)	110	7%
Legal/Financial/Retirement Counselling	100	7%
Time and/or Resources for External Volunteer Role	100	7%
Scholarship Program for Children	94	6%
Sabbaticals (either paid or unpaid)	76	5%
Low/No Interest Short/Long Term Loan Program	40	3%
Other	36	2%
Spouse's Travel Expenses for Conferences	14	1%
Paid Child Care When Travelling on Business	10	1%

*Size of Organization*

Table 95  
 Professional Association Membership Dues, Conference Registration and Travel and Educational  
 Assistance by Size of Organization

Size	Employees	Professional Association Membership Dues		Conference Registration and Travel		Educational Assistance	
	#	#	%	#	%	#	%
1	111	27	24%	23	21%	*	*
2-10	259	117	45%	117	45%	30	12%
11-50	306	204	67%	168	55%	65	21%
51-100	94	57	61%	45	48%	20	21%
101-500	202	131	65%	102	50%	41	20%
501-1000	84	62	74%	46	55%	22	26%
1001-5000	113	77	68%	51	45%	33	29%
Over 5000	132	82	62%	69	52%	46	35%
Total for Table	1301	757	58%	621	48%	261	20%
Total for Survey	87% of 1468		52%	42%		18%	

Table 96  
 Cell Phone, Field Gear Allowance, Home Office Equipment by Size of Organization

Size	Employees	Cell Phone - personal use of covered		Field Gear Allowance		Home Office Computers and/of Peripherals	
	#	#	%	#	%	#	%
1	111	26	23%	17	15%	23	21%
2-10	259	103	40%	56	22%	61	24%
11-50	306	151	49%	115	38%	69	23%
51-100	94	49	52%	40	43%	19	20%
101-500	202	98	49%	65	32%	54	27%
501-1000	84	31	37%	31	37%	20	24%
1001-5000	113	45	40%	44	39%	20	18%
Over 5000	132	78	59%	60	45%	26	20%
Total for Table	1301	581	45%	428	33%	292	22%
Total for Survey	87% of 1468		40%	29%		20%	

Table 97  
 Flex-Time and/or Compressed Work Week, Regular "Work from Home" Days and by Size of Organization

Size	Employees	Flex-Time and/or Compressed Work Week		Regular "Work from Home" Days	
	#	#	%	#	%
1	111	17	15%	16	14%
2-10	259	57	22%	48	19%
11-50	306	110	36%	55	18%
51-100	94	32	34%	26	28%
101-500	202	55	27%	54	27%
501-1000	84	25	30%	17	20%
1001-5000	113	33	29%	22	19%
Over 5000	132	45	34%	37	28%
Total for Table	1301	374	29%	275	21%
Total for Survey	87% of 1468		25%	19%	

*Industrial Sector*

Table 98  
 Professional Association Membership Dues, Conference Registration and Travel and Educational  
 Assistance by Industrial Sector

Industrial Sector	Respondents in each Sector	Professional Association Membership Dues		Conference Registration and Travel		Educational Assistance	
	#	#	%	#	%	#	%
<b>Mineral or hydrocarbon resources:</b>							
Inventory and mapping	75	20	27%	42	56%	16	21%
Mineral exploration, prospecting	430	226	53%	198	46%	38	9%
Oil & gas exploration	32	16	50%	13	41%	6	19%
Mining, mineral or hydrocarbon production	236	182	77%	104	44%	52	22%
Other	50	35	70%	30	60%	11	22%
<b>Environmental and engineering geology:</b>							
Industrial minerals & materials	21	10	48%	9	43%	*	*
Groundwater	151	87	58%	82	54%	30	20%
Engineering geology, geotechnics	49	22	45%	16	33%	8	16%
Contaminated site management	206	144	70%	104	50%	76	37%
Other	51	28	55%	27	53%	9	18%
<b>Financial Services:</b>							
Other: Financial services	14	9	64%	7	50%	*	*
Other: Outside resources or environmental and engineering geology (includes educational institutions).	47	14	30%	19	40%	13	28%
Total for Table	1362	793		651		266	
Total for Survey	93% of 1468		54%		44%		18%

Table 99  
 Cell Phone, Field Gear Allowance, Home Office Equipment by Industrial Sector

Industrial Sector	Respondents in each Sector	Cell Phone - personal use of covered		Field Gear Allowance		Home Office Computers and/of Peripherals	
	#	#	%	#	%	#	%
<b>Mineral or hydrocarbon resources:</b>							
Inventory and mapping	75	21	28%	25	33%	14	19%
Mineral exploration, prospecting	430	148	34%	106	25%	105	24%
Oil & gas exploration	32	9	28%	*	*	7	22%
Mining, mineral or hydrocarbon production	236	100	42%	71	30%	51	22%
Other	50	26	52%	12	24%	8	16%
<b>Environmental and engineering geology:</b>							
Industrial minerals & materials	21	11	52%	7	33%	7	33%
Groundwater	151	75	50%	79	52%	30	20%
Engineering geology, geotechnics	49	30	61%	16	33%	11	22%
Contaminated site management	206	147	71%	104	50%	45	22%
Other	51	26	51%	13	25%	11	22%
<b>Financial Services:</b>							
Other: Financial services	14	5	36%	*	*	*	*
Other: Outside resources or environmental and engineering geology (includes educational institutions).	47	10	21%	11	23%	11	23%
Total for Table	1362	608	45%	448	33%	303	22%
Total for Survey	93% of 1468		41%		31%		21%

Table 100  
 Flex-Time and/or Compressed Work Week, Regular "Work from Home" Days by Industrial Sector

Industrial Sector	Respondents in each Sector	Flex-Time and/or Compressed Work Week		Regular "Work from Home" Days	
	#	#	%	#	%
<b>Mineral or hydrocarbon resources:</b>					
Inventory and mapping	75	32	43%	16	21%
Mineral exploration, prospecting	430	85	20%	74	17%
Oil & gas exploration	32	8	25%	*	*
Mining, mineral or hydrocarbon production	236	34	14%	35	15%
Other	50	19	38%	8	16%
<b>Environmental and engineering geology:</b>					
Industrial minerals & materials	21	7	33%	6	29%
Groundwater	151	68	45%	51	34%
Engineering geology, geotechnics	49	14	29%	7	14%
Contaminated site management	206	98	48%	60	29%
Other	51	15	29%	19	37%
<b>Financial Services:</b>					
Other: Financial services	14	*	*	*	*
Other: Outside resources or environmental and engineering geology (includes educational institutions).	47	13	28%	7	15%
Total for Table	1362	395	29%	290	21%
Total for Survey	93% of 1468		27%	20%	

*Job Rating Level*

Table 101  
Professional Association Membership Dues, Conference Registration and Travel and Educational  
Assistance by Job Rating Level

Job Rating Level	Respondents at each Level	Professional Association Membership Dues		Conference Registration and Travel		Educational Assistance	
	#	#	%	#	%	#	%
A	28	8	29%	8	29%	6	21%
B	66	30	45%	17	26%	8	12%
C	227	115	51%	82	36%	34	15%
D	293	184	63%	129	44%	55	19%
E	261	148	57%	126	48%	52	20%
F	213	139	65%	132	62%	48	23%
F+	226	148	65%	146	65%	55	24%
Total For Table	1362	772	57%	640	47%	258	19%
Total for Survey	93% of 1468		53%	44%		18%	

Table 102  
Cell Phone, Field Gear Allowance, Home Office Equipment by Job Rating Level

Job Rating Level	Respondents at each Level	Cell Phone - personal use of covered		Field Gear Allowance		Home Office Computers and/of Peripherals	
	#	#	%	#	%	#	%
A	28	7	25%	5	18%	6	21%
B	66	20	30%	16	24%	10	15%
C	227	75	33%	89	39%	36	16%
D	293	105	36%	113	39%	64	22%
E	261	104	40%	74	28%	48	18%
F	213	133	62%	71	33%	56	26%
F+	226	147	65%	74	33%	76	34%
Total for Table	1362	591	43%	442	32%	296	22%
Total for Survey	93% of 1468		40%	30%		20%	

Table 103  
Flex-Time and/or Compressed Work Week, Regular "Work from Home" Days by Job Rating Level

Job Rating Level	Respondents at each Level	Flex-Time and/or Compressed Work Week		Regular "Work from Home" Days	
	#	#	%	#	%
A	28	7	25%	*	*
B	66	13	20%	6	9%
C	227	64	28%	40	18%
D	293	100	34%	62	21%
E	261	80	31%	63	24%
F	213	68	32%	53	31%
F+	226	58	26%	57	25%
Total for Table	1362	390	29%	283	21%
Total for Survey	93% of 1468		27%	19%	

## Paid Leave

### *Working Days of Paid Vacation*

Table 104 shows the number of respondents for each size category of organization and their distribution across four ranges of days for which they are paid.

Table 104  
Working Days of Paid Vacation by Size of Organization

Organizations Categorized by Size	Respondents in Each Size Category	% of Responses for Ranges of Days			
		Less than 10	10 - 15	16 - 20	Greater than 20
1	28	25%	39%	11%	25%
2-10	191	13%	41%	26%	20%
11-50	309	13%	33%	33%	20%
51-100	90	9%	29%	37%	26%
101-500	197	7%	31%	35%	27%
501-1000	80	10%	34%	25%	31%
1001-5000	106	7%	28%	34%	31%
Over 5000	130	10%	29%	33%	28%
Total for Table	1131				
Total for Survey	77% of 1468				



Table 105 shows the number of respondents for each industrial sector and their distribution across four ranges of days for which they are paid.

Table 105  
Working Days of Paid Vacation by Industrial Sector

Industrial Sector	Respondents in each Sector	% of Responses for Ranges of Days			
		Less than 10	10 - 15	16 - 20	More than 20
<b>Mineral or hydrocarbon resources:</b>					
Inventory and mapping	69	7%	26%	35%	32%
Mineral exploration, prospecting	308	15%	36%	29%	20%
Oil & gas exploration	22	0%	41%	23%	36%
Mining, mineral or hydrocarbon production	219	8%	35%	30%	27%
Other	48	10%	27%	31%	31%
<b>Environmental and engineering geology:</b>					
Industrial minerals & materials	23	22%	43%	17%	17%
Groundwater	144	7%	33%	35%	24%
Engineering geology, geotechnics	42	14%	38%	29%	19%
Contaminated site management	206	9%	32%	38%	21%
Other	49	12%	27%	33%	29%
<b>Other:</b>					
Financial services	10	0%	30%	40%	30%
Outside resources or environmental and engineering geology	45	24%	29%	18%	29%
Total for Table	1185				
Total for Survey	81% of 1468				

Table 106 shows the number of respondents for each job rating level and their distribution across four ranges of days for which they are paid.

Table 106  
Working Days of Paid Vacation by Job Rating Level

Job Rating Level	Respondents at each Level	% of Responses for Ranges of Days			
		Less than 10	10 - 15	16 - 20	Greater than 20
A	25	16%	44%	32%	8%
B	58	17%	52%	19%	12%
C	213	18%	52%	22%	8%
D	276	11%	40%	29%	20%
E	224	9%	27%	36%	28%
F	175	7%	19%	39%	35%
F+	184	5%	18%	36%	40%
Total for Table	1155				
Total for Survey	79% of 1468				



# Appendix A

Invitation Email





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**To :**

**From :** David Carter, P.Geo. Executive Director and Registrar, APGNS  
Gord White, P.Geo. Executive Director & Registrar, APGO  
Alain Liard, P.Geo. Directeur général et Secrétaire, OGQ

**Date :** March 24, 2015

**Re :** 2015 Compensation and Benefits Survey

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**Why Participate?**

How do your salary and benefits compare to those of your colleagues? Would this information be useful to you when thinking of a promotion, a raise, a new position, or consulting?

The APGNS-APGO-OGQ 2015 Compensation and Benefits Report will help you find the answers you need.

We invite you to help ensure the quality of the report by responding to the APGNS-APGO-OGQ 2015 Compensation and Benefits Survey. As a result of your participation, all APGNS-APGO-OGQ members will benefit. Can we count on your support?

**What about Confidentiality?**

An independent firm, Infofeedback Survey Services, has been mandated to conduct this study. Your answers will be held in strictest confidence. No individual respondent will be identified. For some questions, you will be invited to make comments. Since they will be made available to APGNS-APGO-OGQ, please do not put any identifying information in these responses unless you wish to be identified for those questions only.

**The 2015 Compensation and Benefits Report**

The full report will be out at the end of the summer and will be **free** to all members who participated. For those who did not participate, an executive summary will be made available.

**Time Requirements**

Most first-time respondents will take from 10 to 20 minutes to complete the survey. For those who have their surveys pre-populated the time requirement will be significantly reduced, see below "Looking Towards the Future".

**Save and Take a Break**

Can't finish the survey in a single session or need input from someone else? No problem! Your link to the survey allows you to return to it without losing any of the data already entered. Do not delete this email until you have completed the survey.

**Looking Towards the Future**

The survey is designed to minimize entries by participants so that data collected in 2015 will not have to be re-entered in 2017 when the study is repeated, only the changes since 2015 will need to be entered.

## Instructions

Below you'll find two links to the survey; one for the English language version; one for the French language version. When you click the link to the language of your choice, your questionnaire will appear. Please complete it by clicking on the buttons or boxes and entering your comments in the spaces provided. If you like, you can print out your questionnaire to keep a record of your responses. **When you have completed the entire questionnaire, do not forget to click on the "SUBMIT" button in order to record your answers.**

[CLICK HERE TO ACCESS YOUR  
ENGLISH LANGUAGE QUESTIONNAIRE](#)

[CLICK HERE TO ACCESS YOUR  
FRENCH LANGUAGE QUESTIONNAIRE](#)

If you experience any technical difficulties, click [here](#) to consult the list of most common problems and solutions.

Thank you very much for helping with this important study.

Powered by  
InfoFeedback

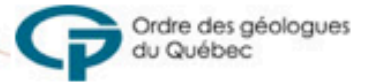




## Appendix B

Questionnaire





## 2015 Salary and Benefits Survey

### :: Navigation ::

Transfer times may vary with connection speed. If you have used the "Save & Take a Break feature" and your answers do not appear on page two, please click the "Refresh" button at the top of your Internet browser (Explorer, Firefox, Chrome, Safari...).

Instructions

Save & Take a Break

You are on the Questionnaire Page. Please work through the questions by clicking on radio buttons - ☐ - or checkboxes - ☐ - by clicking on the "click here to respond" button to select items from a list, or entering a comment in a text box.

Note that you will be able to skip over questions that do not apply to you.

Remember that you have to click the SUBMIT button at the bottom of the questionnaire to register your entries when you have completed the survey.

## Personal Profile and Job Description

### Employment Profile, Status

Please select the statement that best describes your current employment status in your primary work situation.

Click here to respond.

If you are a student or retired, [click here](#) to go to the submit button to complete your questionnaire. Otherwise, continue on to the next question.

Please indicate whether your present job primarily involves:

<input type="radio"/>	Geoscience Work
<input type="radio"/>	Other work

Is your current position considered to be at management level?

<input type="radio"/>	Yes
<input type="radio"/>	No

---

## Role

Please click the button that best describes your role in your **primary** work situation.

<input type="radio"/>	Field, mine or project Geoscientist
<input type="radio"/>	Manager
<input type="radio"/>	Teacher/Professor
<input type="radio"/>	Researcher
<input type="radio"/>	Advisor/Consultant
<input type="radio"/>	Other duty

If you answered "Other duty," please describe the sequence below.

--



## Academic Training

Please click the button to the right to identify the highest level of academic achievement you have attained.

[Click here to respond.](#)

Please note that the following question refers to the B.Sc. degree or equivalent. Respondents with pre-populated surveys may need to update their answer.

When did you obtain your BSc degree (or equivalent, if you have no university degree, indicate the year of graduation for your last degree)?

[Click here to respond.](#)

## Experience

Please click the button to the right to select the number of years you have been **working in your current field**.

[Click here to respond.](#)

Please click the button to the right to select the number of years you have been **working for your current primary employer**.

[Click here to respond.](#)

## Work Environment

Please use the following definitions to guide you in answering questions about your work environment.

### Private Practice

Private Practice involves the provision of professional services to one (or many) client(s) in exchange for the payment of fees to the geoscientist or his employer. Geoscientists who are self-employed or partners or employees of a company selling professionals services (a consulting group or service company) are deemed to be in private practice.

### Private Sector

The Private Sector includes all incorporated entities or companies held privately or with publicly traded shares (those in Private Practice are excluded from this group).

### Public Sector

The Public Sector includes all branches of government, crown agencies or university/educational institutions. Crown corporations (corporations owned by the state or government). This excludes private practice and the private sector.

Please select the **category** that best describes your **primary** work situation.

<input type="radio"/>	Private Practice: consulting group
<input type="radio"/>	Private Practice: testing laboratory
<input type="radio"/>	Private Practice: self-employed
<input type="radio"/>	Private Practice: environmental or groundwater services company
<input type="radio"/>	Private Practice: geophysical services company
<input type="radio"/>	Private Practice: other
<input type="radio"/>	Private Sector: mineral or hydrocarbon producing company
<input type="radio"/>	Private Sector: mineral or hydrocarbon exploration company (Junior)
<input type="radio"/>	Private Sector: other
<input type="radio"/>	Public Sector: provincial ministry or agency
<input type="radio"/>	Public Sector: federal department or agency
<input type="radio"/>	Public Sector: crown corporation
<input type="radio"/>	Public Sector: university or college
<input type="radio"/>	Public Sector: other

If you answered "Private Practice: other" or "Private Sector: other" or "Public Sector: other" go on to the next questions; otherwise, [click here](#) to continue on to the question on Organizational Size.

If you answered "Private Practice: other" please specify the type of company in the space below.

If you answered "Private Sector: other" please specify the type of company in the space below.

If you answered "Public Sector: other" please specify the type of company in the space below.

## Organizational Size

Please click the button to the right to select the number of employees in your **primary** work situation.

[Click here to respond.](#)

## Industrial Sector

Please select the statement that best describes the **industry** of your primary work situation.

<input type="radio"/>	Mineral or hydrocarbon resources: Inventory and mapping
<input type="radio"/>	Mineral or hydrocarbon resources: Mineral exploration, prospecting
<input type="radio"/>	Mineral or hydrocarbon resources: Oil & gas exploration
<input type="radio"/>	Mineral or hydrocarbon resources: Mining, mineral or hydrocarbon production
<input type="radio"/>	Mineral or hydrocarbon resources: Other
<input type="radio"/>	Environmental and engineering geology: Industrial minerals & materials
<input type="radio"/>	Environmental and engineering geology: Groundwater
<input type="radio"/>	Environmental and engineering geology: Engineering geology, geotechnics
<input type="radio"/>	Environmental and engineering geology: Contaminated site management
<input type="radio"/>	Environmental and engineering geology: Other
<input type="radio"/>	Other: Financial services
<input type="radio"/>	Other: Outside resources or environmental and engineering geology (includes educational institutions).

If you answered "Mineral or hydrocarbon resources: other," or "Environmental and engineering geology: other," go on to the next questions on this topic; otherwise, [click here](#) to continue to the section on Professional Specialty.

If you answered "Mineral or hydrocarbon resources: other," please give details below.

If you answered "Environmental and engineering geology: other" please give details below.

If you answered "Other, outside environment/engineering or geology," please give details below.

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## Professional Specialty

Please click the button to the right to select the category that best describes your **main field** of practice.

Click here to respond.



If you answered "Other," please specify the professional specialty that best describes your main field of practice in the space below.

## Work Related Travel

Please click the button to the right to select the average number of **weeks** you spend yearly on overnight work-related trips.

Click here to respond. ↕

Where do you spend the majority of your time on your work-related trips?

<input type="radio"/>	Ontario
<input type="radio"/>	Québec
<input type="radio"/>	Atlantic Canada
<input type="radio"/>	Western and Northern Canada
<input type="radio"/>	Elsewhere in Canada
<input type="radio"/>	United States
<input type="radio"/>	Central and South America
<input type="radio"/>	Asia
<input type="radio"/>	Africa
<input type="radio"/>	Europe
<input type="radio"/>	Australia or Pacific

## Hours Worked

Please click the button to the right to select the number that best represents **hours in your base work week** in your primary work situation. **Excluding Overtime.**

Click here to respond. ↕

If you answered "More than 45", please specify the number of hours in the space to the right.

Use numbers only, no spaces,  
letters or other characters.

Please click the button to the right to select the number of **hours you typically work per week** (on average) **including overtime** in your primary work situation.

Click here to respond. ↕

If you answered "More than 60," please specify the number of hours in the space to the right.

Use numbers only, no spaces,

## Rotations

Does your present position involve working at a remote location on a **rotation**?

<input type="radio"/>	Yes
<input type="radio"/>	No

If you answered "Yes," go on to the next question on this topic; otherwise, [click here](#) to continue on to the section on Months Worked.

### Details of Rotation Sequence

Please click the button to the right to indicate the time worked in relation to the time off.

Click here to respond.

If you answered "Other," please describe the sequence below.

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### Details of Rotation Work Day

Please click the button to the right to indicate **how many hours, on average, you typically work per day onsite** in your rotation sequence.

Click here to respond.

## Months Worked

Please click the button to the right to select the number of months of paid employment in the year 2014, including paid vacation.

Click here to respond.

## Advancement

How would you rate the opportunity for **your personal** advancement in your company?

<input type="radio"/>	Excellent
<input type="radio"/>	Good
<input type="radio"/>	Fair
<input type="radio"/>	Poor
<input type="radio"/>	Not Applicable

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## Secondary Work Situation

A secondary work situation is one in which you spend the second most amount of time over the course of a year.

If you had a secondary work situation in 2012, go on to the next question on this topic; otherwise, [click here](#) to continue on to the section on Job Rating.

Is your secondary work situation related to geoscience?

<input type="radio"/>	Yes
<input type="radio"/>	No

If you answered "Yes," go on to the next question on this topic; otherwise, [click here](#) to continue on to the section on Job Rating. Role

Please click the button that best describes your role in your **secondary** work situation.

<input type="radio"/>	Field, mine or project Geoscientist
<input type="radio"/>	Manager
<input type="radio"/>	Teacher/Professor
<input type="radio"/>	Researcher
<input type="radio"/>	Advisor/Consultant
<input type="radio"/>	Other duty

If you answered "Other duty", please specify in the space below.

Please click the button to the right to indicate **the number of hours, on average, you typically work per week** in your secondary work situation.

Click here to respond. ▾

Please use the space to the right to indicate **the annual revenue** you typically make in your secondary work situation.

Use numbers only, no spaces, letters or other characters.

## Job rating

The following questions are designed to establish a Rating for the job you occupied in 2012 based on a number of factors. Note that this job rating system is used in many geoscience and engineering professional associations across Canada and its results facilitate comparisons of different jobs.

### *Duties*

This factor is concerned with the general nature of tasks assigned. The range includes duties performed in an entry-level job to those carried out at an advanced level of administration.

A summary of each option is presented in blue text. Hovering over the text will open up a window with a more detailed description of the responsibilities. **Please note: This is not a link, do not click on the text. Using most browsers, the cursor will change to a hand when it is in the right position and the text will appear a second or two later.**

Click on the button next to the description that best fits your job most appropriately. Carefully consider the relationship that your duties have to those of others in your organization. If you cannot decide between two adjoining descriptions, use the midpoint.



Please click the button that best characterizes your level of work and the duties you are assigned.

<input type="radio"/>	In training
<input type="radio"/>	Midpoint
<input type="radio"/>	Junior professional
<input type="radio"/>	Midpoint
<input type="radio"/>	Fully qualified professional
<input type="radio"/>	Midpoint
<input type="radio"/>	First level of supervision of other professional geoscientists or engineers or first level of full specialization.
<input type="radio"/>	Midpoint
<input type="radio"/>	Supervisor or specialist
<input type="radio"/>	Midpoint
<input type="radio"/>	Administrator or consultant authority
<input type="radio"/>	Midpoint
<input type="radio"/>	Senior manager or senior specialist

## Education and Experience Requirements

### Note:

A rather special situation develops with the factors of **education** and **experience**. Do not rate your position on the basis of level of education and years of experience you have attained.

You may have a Master's degree and thirty years of experience. However, if the job requires neither an advanced degree nor extensive experience, rating the job according to your own qualifications may result in a point score that is unreasonably high.

You should estimate the education and experience combination **required by the job** in your primary work situation.

### ***Education Requirement***

Please click the button that corresponds to the **minimum** university qualification in a geoscience or an engineering discipline required in order to begin your job.

<input type="radio"/>	No degree but with standing as Geoscientist-in-Training or registration in APGO or OGQ
<input type="radio"/>	B.Sc. or equivalent
<input type="radio"/>	M.Sc.
<input type="radio"/>	Ph.D.

### ***Experience requirement***

Please click the button to the right to select the minimum number of years in full-time, permanent geoscience or engineering work and/or work where a geoscience or engineering background would normally be required by a person starting the job. Take your count to the nearest whole or half year.

Click here to respond. ↕

## Recommendations, Decisions and Commitments

Select the category that fits your job most appropriately. If you cannot decide between two categories, use the midpoint.

<input type="radio"/>	Few technical decisions called for and these will be of routine nature with ample precedent or clearly defined procedures.
<input type="radio"/>	Midpoint
<input type="radio"/>	Recommendations limited to solution of the problem rather than end results. Decisions made are normally within established guidelines.
<input type="radio"/>	Midpoint
<input type="radio"/>	Makes independent studies, analyses, interpretations and conclusions. Difficult, complex, or unusual matters or decisions are usually referred to more senior authority
<input type="radio"/>	Midpoint
<input type="radio"/>	Recommendations reviewed for soundness of judgment, but usually accepted as technically accurate and feasible.
<input type="radio"/>	Midpoint
<input type="radio"/>	Makes responsible decisions not usually subject to technical review, on all matters assigned, except those involving large sums of money or long-range objectives. Takes courses of action necessary to expedite the successful accomplishment of assigned projects.
<input type="radio"/>	Midpoint
<input type="radio"/>	Makes responsible decisions on all matters, including the establishment of policies and expenditures of large sums of money and/or implementation of major programs, subject only to overall policy and financial controls
<input type="radio"/>	Midpoint
<input type="radio"/>	Responsible for long-range planning, coordination and making specific and far reaching management decisions. Keeps management associates informed of all matters of significant importance.

## Supervision received

This factor is concerned with the degree to which independent action is required or permitted. It will be limited by the amount of direction received from supervisors or provided through standard practice instructions, precedents or practice.

Select the category that fits your job most appropriately. If you cannot decide between two categories, use the midpoint.

<input type="radio"/>	Works under close supervision. Work is reviewed for accuracy, adequacy and conformance with prescribed procedures.
<input type="radio"/>	Midpoint value
<input type="radio"/>	Duties are assigned with detailed oral and occasionally written instructions as to methods and procedures to be followed. Results are usually reviewed in detail and technical guidance is usually available.
<input type="radio"/>	Midpoint value
<input type="radio"/>	Work is not generally supervised in detail and amount of supervision varies depending upon the assignment. Usually technical guidance is available to review work programs and advise on unusual features of assignment.
<input type="radio"/>	Midpoint
<input type="radio"/>	Work is assigned in terms of objectives, relative priorities, and critical areas that impinge on work of other units. Work is carried out within broad guidelines, but informed guidance is available.
<input type="radio"/>	Midpoint
<input type="radio"/>	Work is assigned only in terms of broad objectives to be accomplished, and is reviewed for policy, soundness of approach and general effectiveness.
<input type="radio"/>	Midpoint
<input type="radio"/>	Receives administrative direction based on organization policies and objectives. Work is reviewed to ensure conformity with policy and coordination with other functions.
<input type="radio"/>	Midpoint
<input type="radio"/>	Operates with broad management authority, receiving virtually no technical guidance and control; limited only by general objectives and policies of the organization.

## Leadership Authority and/or Supervision Exercised

This factor is concerned with the character of the supervisory responsibility.

Please select the category that fits your job most appropriately.

<input type="radio"/>	Has no supervisory role.
<input type="radio"/>	May assign and check work of one to five technicians or helpers.
<input type="radio"/>	May give technical guidance to one or two junior geoscientists, engineers or technicians assigned to work on a common project.
<input type="radio"/>	May give technical guidance to geoscientists or engineers of less standing or technicians assigned to work on a common project. Supervision, over other geoscientists or engineers not usually a regular or continuing responsibility.
<input type="radio"/>	Assigns and outlines work; advises on technical problems; reviews work for technical accuracy and adequacy. Supervision may require making recommendations concerning selection, training, rating and discipline of staff.
<input type="radio"/>	Outlines more difficult problems and methods of approach. Coordinates work programs and directs use of equipment and material. Generally makes recommendations as to the selection, training, discipline and remuneration of staff.
<input type="radio"/>	Reviews and evaluates technical work; selects schedules and coordinates to attain program objectives; and/or as an administrator, makes decisions concerning selection, training, rating, discipline and remuneration of staff
<input type="radio"/>	Gives administrative direction to subordinate supervision, and contact with the work force is normally through such levels rather than direct.

## Scope of Supervision

This factor is rated in terms of the total number of persons falling under your responsibility. Count your immediate subordinates together with all employees reporting to them, either directly or through other levels of supervision. If numbers vary seasonally or for other reasons, compute an average for the year. Exclude persons, such as students, for whose work you have no continuing responsibility. As well, do not count persons to whom you give occasional technical direction or functional guidance. In short, count persons only for whose work you are fully accountable.

Please select the number of subordinates for whom you have supervisory responsibility.	<a href="#">Click here to respond.</a>
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## Physical Demands

This factor is concerned with the intensity and severity of the physical effort required of the job and with the continuity and frequency of that effort.

Of those listed below, select the level of exposure that most closely describes your situation.

	Not applicable	Once every six months	Once a month to once every six months	Once a week to once a month	Weekly or more often
Standing or moving about (inside position)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Walking over rough ground, climbing, etc. (outside position)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Heavy physical exertion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uninterrupted visual concentration (as in drafting work)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uninterrupted and intense mental concentration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Job Environment

Please indicate the category that describes most clearly the conditions under which your work is normally carried out.

<input type="radio"/>	Office and comparable conditions.
<input type="radio"/>	Best field, plant or laboratory conditions. Little exposure to dirt, heat, noise, fumes or other disagreeable factors.
<input type="radio"/>	Average field, plant or laboratory conditions. Would cover positions that are generally conducted under clean and pleasant conditions, but with some exposure to noise, severe weather, dust, wetness, fumes or other disagreeable factors.
<input type="radio"/>	Conditions that are especially dirty, oily, noisy or otherwise disagreeable. Would cover positions involving continuous outside work in all weather.
<input type="radio"/>	Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors.

## Absence from Base of Operations

Please select the category that most closely describes the demands of your job for traveling and being absent from your base of operations (in case of work in a remote location, count your home as your base of operations).

<input type="radio"/>	Seldom absent
<input type="radio"/>	Occasionally absent – perhaps a day a week on average
<input type="radio"/>	Frequently absent – commonly for a couple of days a week, sometimes longer, with considerable travel.
<input type="radio"/>	Absent more than 50 percent of the time, sometimes including weekends, with much travel
<input type="radio"/>	Absent for long periods from base of operations and/or travel on an almost continuous basis.

## Accidents and Health Hazards

Using the scale provided, please rate your job in terms of conditions that might result in accident or occupational disease. Consider the most prevalent hazard to which you are exposed, not some remote possibility.

### Hazards

	Not applicable	Once a year or less	Once every six months	Once a month	More than once a month
<b>Low:</b> unlikely that an accident or disease will occur	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Moderate:</b> accident or disease may occur but no preventative measures or special training are required	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>High:</b> accident or disease is likely to occur so that preventative measures or special training and possibly occasional drills are required	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Extreme:</b> accident or disease is very likely to occur so that, in addition, preventative measures and special training, on-going drills and training are required	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Compensation

### Salary/Annual Income

Please use the space to the right to enter your **annual base salary or annual income as of December 31, 2012**, i.e. the amount **before any overtime, bonus, additional cash compensation or benefit** is given

Use numbers only, no spaces, letters or other characters.

### Consulting fees

If you are in Private Practice and earn consulting fees as a self-employed consultant or as an employee of a consulting/service group, please provide information on the fees charged in the next two questions. Otherwise, [click here](#) to continue on to the section on Salary Adjustments.

Please use the space to the right to enter your **hourly charge out rate**.

Use numbers only, no spaces, letters or other characters.

Please use the space to the right to enter your **per-diem charge out rate**.

Use numbers only, no spaces, letters or other characters.

### Salary/Income Adjustments

Please indicate the approximate percentage change in your salary/income from December 31 2011 to December 31 2012.

Click here to respond. ▾

Please indicate the approximate percentage change you anticipate in your salary/income from December 31 2012 to December 31 2013.

Click here to respond. ▾



### Additional Cash Compensation

Additional cash compensation includes overtime, various premiums such as for remote work, cash bonuses, performance/merit bonuses, commissions, share of profits or other forms of additional cash compensation.

If you receive additional cash compensation, go on to the next question on this topic; otherwise, [click here](#) to continue to the section on Total Compensation.

#### Overtime Compensation

Check **all the boxes** that apply to describe the overtime compensation for your job.

<input type="checkbox"/>	No overtime compensation is provided
<input type="checkbox"/>	Overtime is compensated by cash payments
<input type="checkbox"/>	Overtime is compensated by time off in lieu of a cash payment
<input type="checkbox"/>	Overtime is compensated by a combination of time off and cash payments

### Other Cash Compensation

A summary of each category of other cash compensation is presented in blue text. Hovering over the text will open up a window with a more detailed description of the responsibilities. **Please note: This is not a link, do not click on the text. Using most browsers, the cursor will change to a hand when it is in the right position and the text will appear a second or two later.**

Please indicate all additional types of cash compensation received for the year. (Click all boxes that apply.)

<input type="checkbox"/>	Remote locations or difficult conditions premium
<input type="checkbox"/>	Cash benefit payments
<input type="checkbox"/>	Performance/Merit Bonus
<input type="checkbox"/>	Commissions
<input type="checkbox"/>	Share of Profit
<input type="checkbox"/>	Payment in shares of the company
<input type="checkbox"/>	Other Payments

If you received "other payments," please specify the type in the space below.

--

## Total Compensation

Please use the space to the right to indicate the **total amount of income received** in 2012: base salary + overtime + other cash compensation.

Use numbers only, no spaces, letters or other characters.

### Non cash compensation as Stock options

**Stock Options:** Do you receive Stock Options?

<input type="radio"/>	Yes
<input type="radio"/>	No

## Benefits

### Retirement Benefits

If you received retirement benefits, go on to the next questions on this topic; otherwise, [click here](#) to continue on to Health and Insurance Benefits.

Which of the following retirement benefits do you receive? (Click all that apply.)

<input type="checkbox"/>	A defined benefit pension plan
<input type="checkbox"/>	Employer contribution to your RRSP
<input type="checkbox"/>	Another option

If you answered "another option," please specify your answer in the space below.

## Health and Insurance Benefits

If you received health and insurance benefits, go on to the next question on this topic; otherwise, [click here](#) to continue on to the section on Fringe Benefits.

Please check **all** the boxes that describe the health and insurance benefits you receive.

<input type="checkbox"/>	Life insurance/accidental death and dismemberment
<input type="checkbox"/>	Extended health care/major medical insurance
<input type="checkbox"/>	Dental plan
<input type="checkbox"/>	Long term disability insurance
<input type="checkbox"/>	Employee assistance program
<input type="checkbox"/>	Legal plan
<input type="checkbox"/>	Prescription drug plan
<input type="checkbox"/>	Travel accident insurance

## Fringe Benefits

If you received fringe benefits, go on to the next question on this topic; otherwise, [click here](#) to continue on to the section on Vacation Allowance.

Please check **all** the boxes that describe the fringe benefits you receive.

<input type="checkbox"/>	The company provides you with a car or a car allowance
<input type="checkbox"/>	The company pays for parking at your regular work place
<input type="checkbox"/>	Business Class Airfare (on trips over 3 hrs.)
<input type="checkbox"/>	Cell Phone - personal use of covered
<input type="checkbox"/>	Club Membership(s) - business/dining- fitness
<input type="checkbox"/>	Conference Registration and Travel
<input type="checkbox"/>	Professional Association Membership Dues
<input type="checkbox"/>	Educational Assistance
<input type="checkbox"/>	Field Gear Allowance
<input type="checkbox"/>	Flex-Time and/or Compressed Work Week
<input type="checkbox"/>	Home Office Computers and/or Peripherals
<input type="checkbox"/>	Legal/Financial/Retirement Counselling
<input type="checkbox"/>	Low/No Interest Short/Long Term Loan Program
<input type="checkbox"/>	Maternity/Paternity Enhancements (e.g. top up EI)
<input type="checkbox"/>	Paid Child Care When Travelling on Business
<input type="checkbox"/>	Regular "Work from Home" Days
<input type="checkbox"/>	Sabbaticals (either paid or unpaid)
<input type="checkbox"/>	Spouse's Travel Expenses for Conferences
<input type="checkbox"/>	Scholarship Program for Children
<input type="checkbox"/>	Time and/or Resources for External Volunteer Role
<input type="checkbox"/>	Work-based or Shared Child Care Facility
<input type="checkbox"/>	Other

If you answered "Other," please specify your answer in the space below.

## Paid time off (in days)

The number of paid time off allowed per year either as vacations, sick days or personal leave.

### ***Vacations***

Please click the button to the right to indicate the number of **working days of paid vacation** time you are entitled to each year.

Click here to respond. ▾

### ***Sick Days***

Please click the button to the right to indicate the number of **sick days** that you are allowed each year.

Click here to respond. ▾

### ***Personal Leave Allowance***

Please click the button to the right to indicate the number of personal leave days which you are allowed per year.

Click here to respond. ▾

Click on the **SUBMIT** button to register your responses.

Do not click the "submit" button until you are sure you have completed the survey.  
The "submit" button locks in the answers. You will not be able to make any more additions or modifications.

SUBMIT

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