

2021 OCCUPATIONAL HYGIENE SALARY SURVEY



Prepared by
Canadian Registration Board of Occupational Hygienists

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EXECUTIVE SUMMARY

The third *Occupational Hygiene Salary Survey* was conducted between November 26, 2021 and January 14, 2022 by the Canadian Registration Board of Occupational Hygienists (CRBOH) and includes results of Occupational Hygienist's working mostly within Canada but also internationally.

A total of sixteen (16) questions regarding employment, education, professional certification, demographic, salary, and personal status were collected via an electronic survey format using technology from SurveyMonkey™.

In total, 91 surveys were filled out from a possible number of approximately 337 potential respondents, including ROHT, ROH, Partially Retired and Fully Retired Members. In order to facilitate statistical analysis of the data, the Provincial results were grouped in the following manner (responses / total possible responses): Central and Western Canada including BC, AB, SK, MB, NT, NU, & YT (40/126); Ontario (46/136); Quebec (9/30); Atlantic Provinces (7/24); Other Region (3/21).

Most of the respondents had 16 years or more of work experience. This must be considered in terms of mean salary. Survey data indicated that salary increased with work experience.

Mean salaries were highest in Outside Canada at \$131,667, but it should be noted that less than 15% of the possible respondents participated from outside of Canada, other regions had approximately double that response rate. In Canada mean salaries were highest in Ontario at \$123,125, followed by Western Canada at \$113,750, the Atlantic Provinces at \$110,714, and Quebec at \$86,250.

Acknowledgements

The Canadian Registration Board of Occupational Hygienists would like to express our sincere gratitude to all of our members who took the time to complete the survey.

Introduction

The survey

1. OVERVIEW

The survey questionnaire was prepared and approved by the executive committee of the CRBOH Board of Directors. A total of sixteen (16) questions regarding employment, education, professional certification, demographic, salary, and personal status were developed. Responses were collected from members across Canada. From a possible pool of approximately 337 respondents, a total of 91 surveys were completed. The mean age of the respondents was 48 years and approximately two thirds (64%) were male, approximately one third were female (32%) and another 4% did not disclose. Nationally, over two thirds of the respondents worked in the categories of consulting, government, regulatory body, & government non-regulatory, oil & gas and manufacturing sectors.

Most of the respondents reported having a mixture of roles in their work including industrial hygiene, management and safety. All of the respondents reported undertaking post-secondary education. The mean salary range went from \$114,643 for those with college, certificates or a diploma to \$121,667 for those with bachelor degrees. The sample size was likely too small to accurately reflect the annual salaries of those who hold doctorate degrees (PhD).

When constructing a salary compensation model it was found that the salary was largely influenced by three statistically significant factors including (1) region of employment, (2) years in profession, (3) professional certification, and to a lesser degree by (4) education level and, (5) field of employment.

2. PROCEDURE

The 2021 CRBOH OH Salary Survey was developed using the *2010 Cross Canada Occupational Hygiene Salary Survey* as a guide. The final questionnaire (Appendix A) was drafted by the executive committee of the CRBOH and reviewed and approved by the Board of Directors of the CRBOH.

Respondent Sample

All members of the CRBOH with a current and functional email address at the time of the survey were targeted for inclusion. The following is a breakdown of the possible responses from each of the geographical regions:

Table 1: Possible Total Number of Respondents

Geographical Region:	Possible Number of Recipients (approx.)
Central & Western BC, AB, SK, MB, NT, NU, YT	126
Ontario	136
Quebec	30
Atlantic Provinces NB, NL, NS, PEI	24
Outside of Canada	21
Total	337

Survey Distribution

The final survey questionnaire was prepared and administered through SurveyMonkey (www.surveymonkey.com), a paid online survey provider. An electronic link to the survey was emailed to participants and kept open for seven weeks between November 26, 2021 and January 14, 2022. Upon closure of the survey, a collection of the raw data was compiled into a Microsoft Excel® file through a built-in data processing function in SurveyMonkey. The final raw data Excel file was used for analysis.

Survey Contents

The following information was collected: employment status, region of employment, self-employment status, employment setting, length of time in the profession, who pays the annual dues employee or employer, current salary, other designations and career satisfaction. (See Appendix A)

3. RESULTS

The Respondents

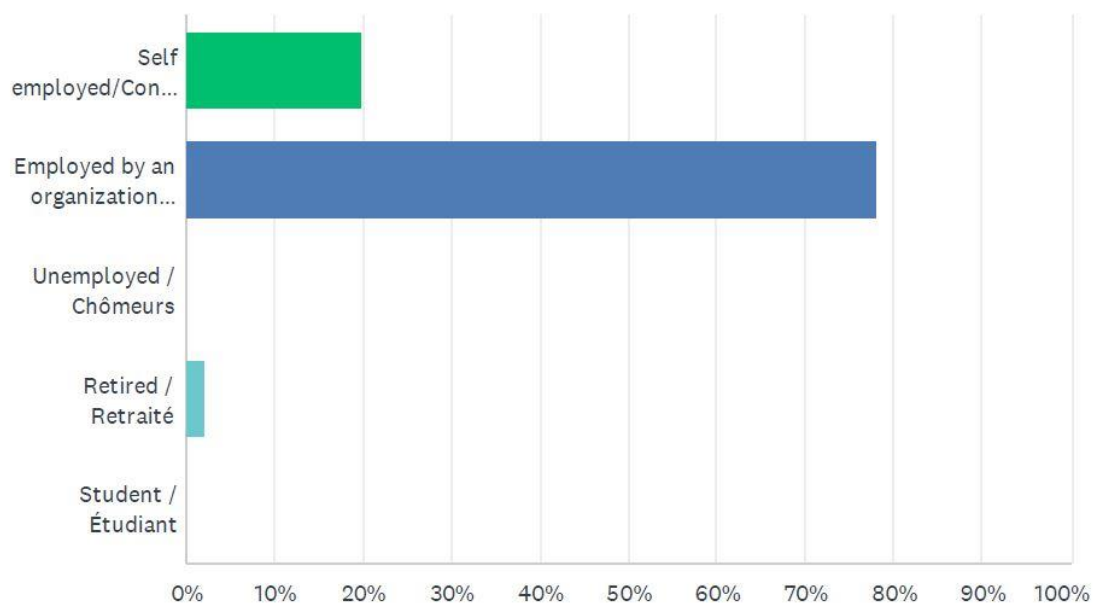
In order to facilitate a representative sample for each area, the provincial data was grouped into the following categories:

1. Central & Western British Columbia, Alberta, Saskatchewan, Manitoba, Northwest Territories, Nunavut, Yukon
2. Ontario
3. Quebec
4. Atlantic Provinces Newfoundland, Nova Scotia, New Brunswick & Prince Edward Island
5. Outside of Canada

Table II: Summary of basic demographic data for respondents

Region	Respondents	Avg Salary	Male	Female	Avg Age
Central & Western BC, AB, SK, MB, NT, NU, YT	40	113,750	65%	35%	49.5
Ontario	46	123,125	61%	39%	47
Quebec	9	86,250	63%	37%	50
Atlantic Provinces NB, NL, NS, PEI	7	110,714	100%	0%	54
Outside of Canada	3	131,667	67%	33%	60
Total	91	113,101	71%	29%	52.1

What is the employment status of Occupational Hygiene Professionals?



ANSWER CHOICES	RESPONSES	
Self employed/Consultant / Consultant/Travailleur autonome	19.78%	18
Employed by an organization / Employé par une organisation	78.02%	71
Unemployed / Chômeurs	0.00%	0
Retired / Retraité	2.20%	2
Student / Étudiant	0.00%	0
TOTAL		91

Figure 1: Current employment status of Occupational Hygiene Professionals

Where do Canadian Occupational Hygiene Professionals Work?

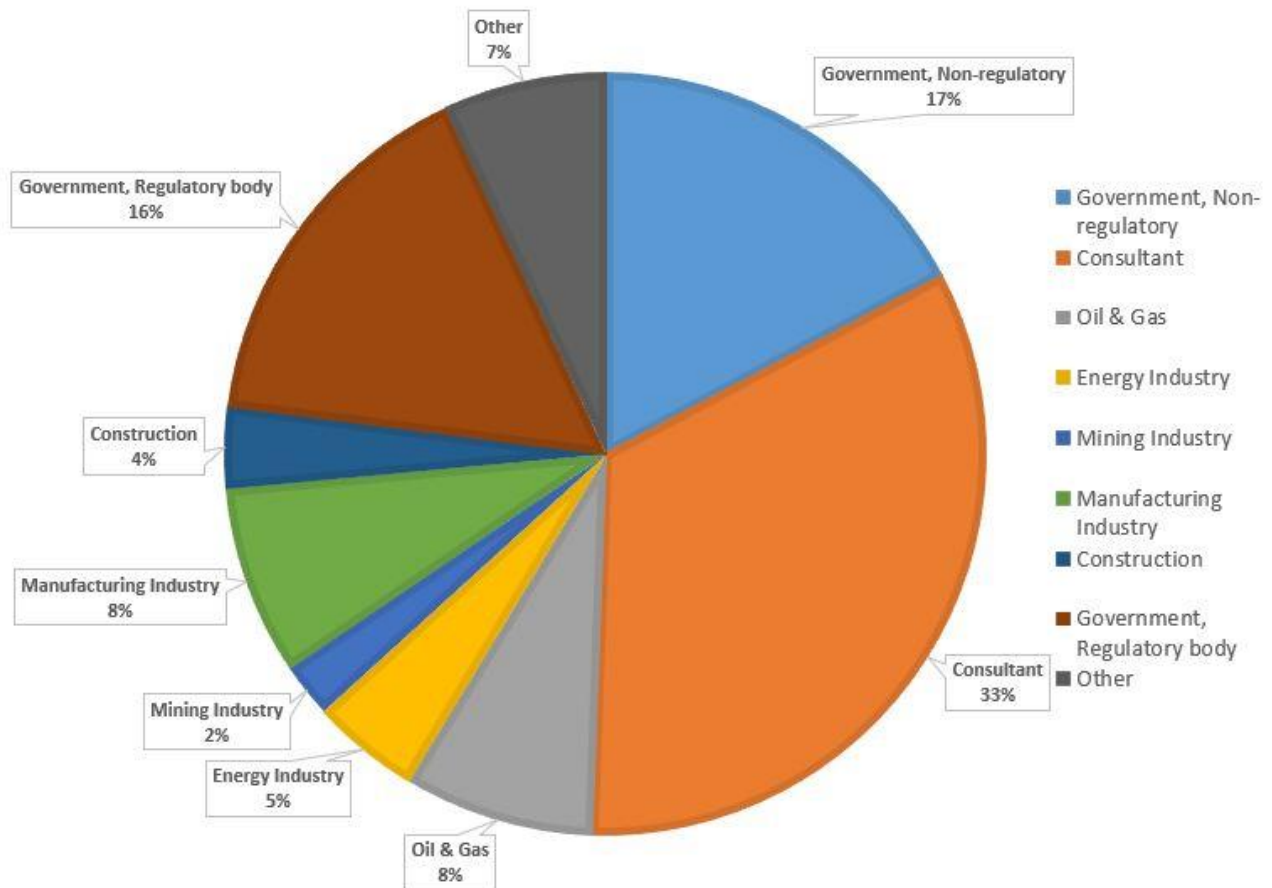


Figure 2: Current Employment of Respondents

Figure 2 shows how Canadian occupational hygiene professionals self-report their place of work. The largest single group reported working in consulting, followed by government regulatory agencies and government non-regulatory agencies.

“Other” comprises individuals reporting employment in Academic Institution, Laboratory, Service, and Labour Unions.

What Roles do Occupational Hygiene Professionals Play?

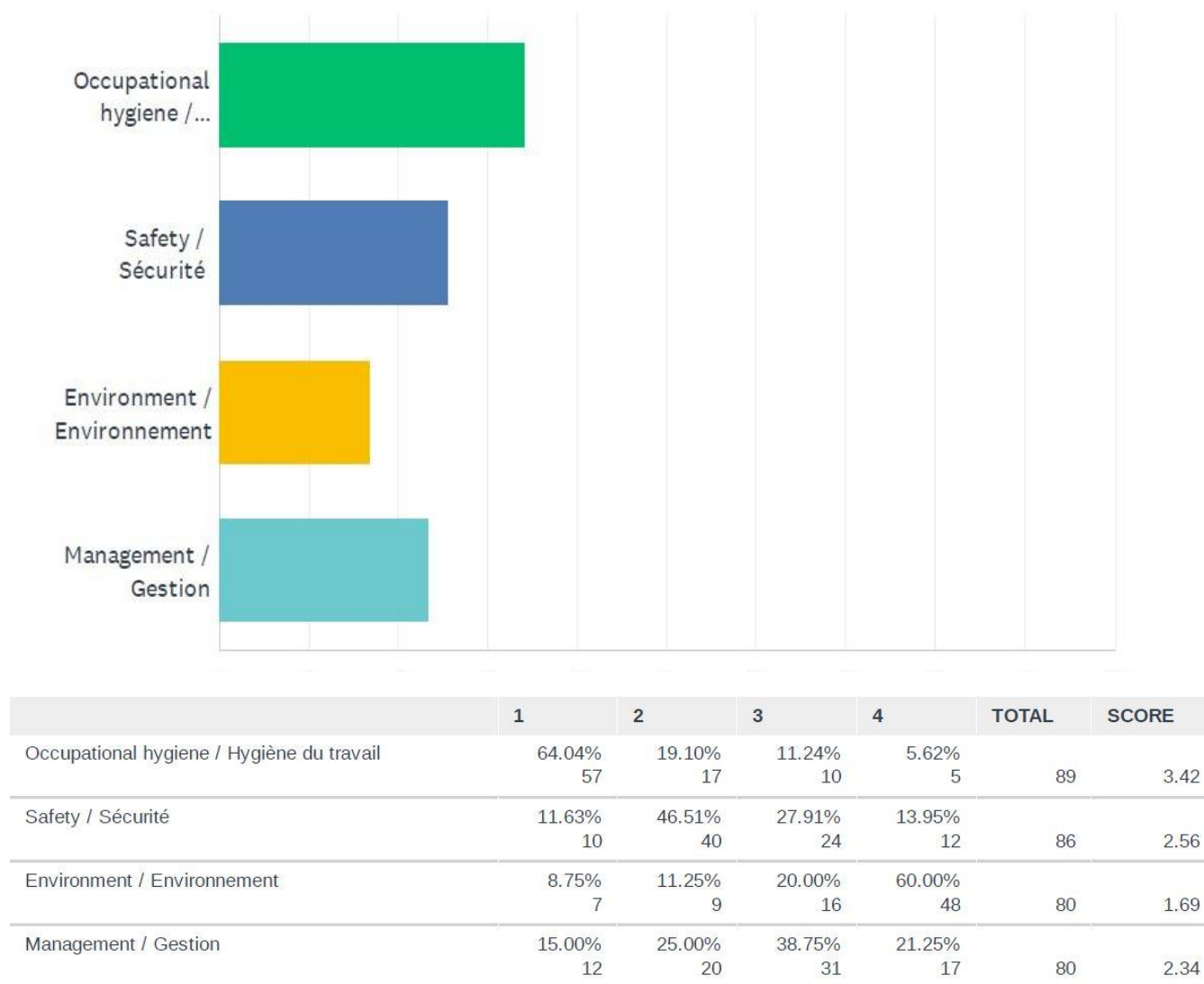


Figure 3: Roles of Occupational Hygiene Professionals

Figure 3 shows how respondents reported the breakdown of the various aspects of their jobs. Respondents ranked their time spent in major areas, 1 being most amount of time, 4 being least amount of time.

Educational Training of Occupational Hygiene Professionals

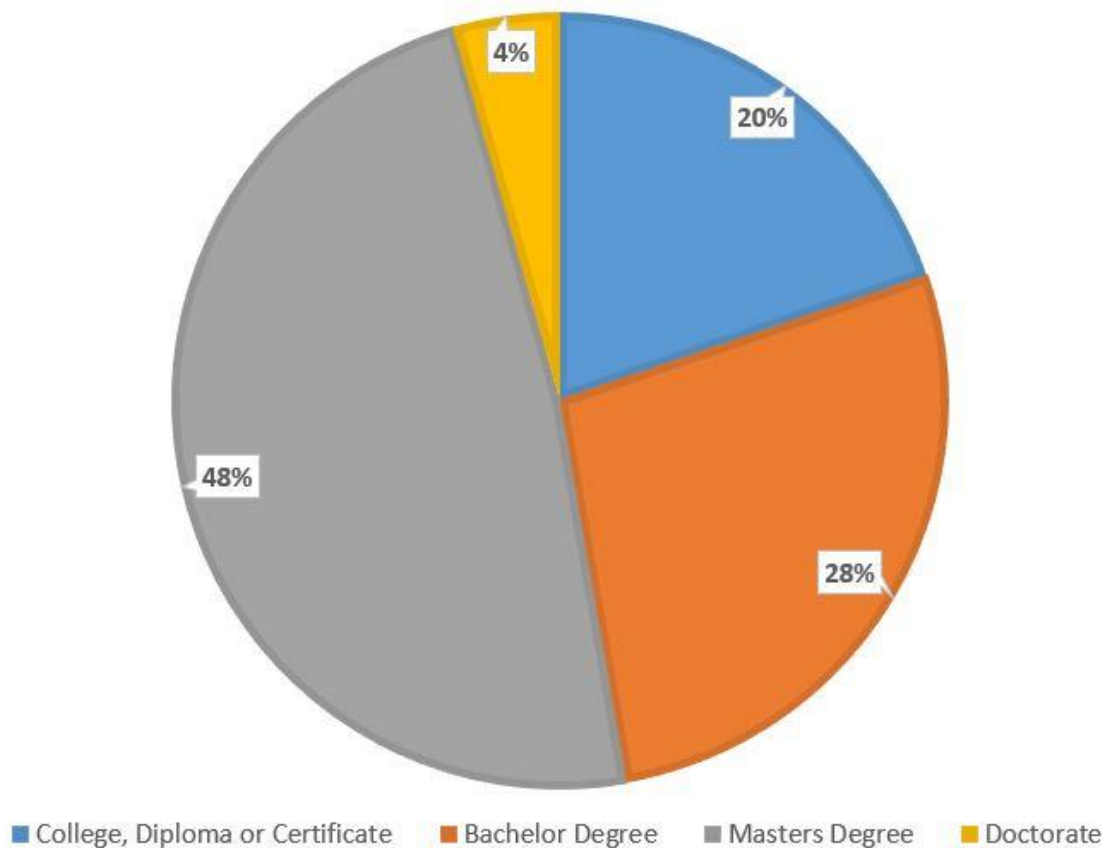


Figure 4: Educational Attainment among Respondents

Figure 4 shows the vast majority of respondents, 76% hold a bachelor or master's degree. For statistical purposes College and Diploma or Certificate have been combined.

Highest Degree Subject of Occupational Hygiene Professionals

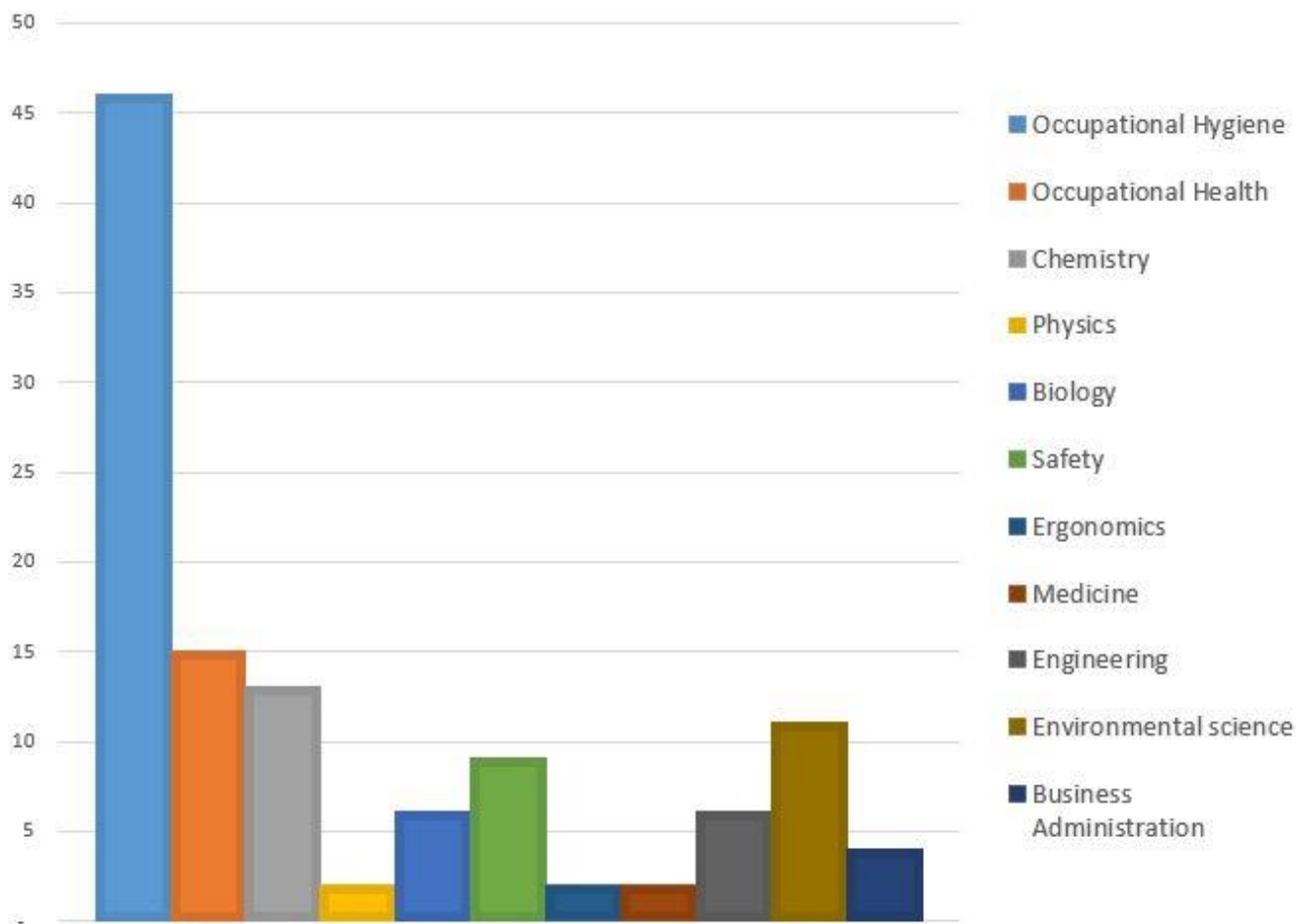


Figure 5: Highest Degree Subject

Years of experience in the profession of Occupational Hygiene

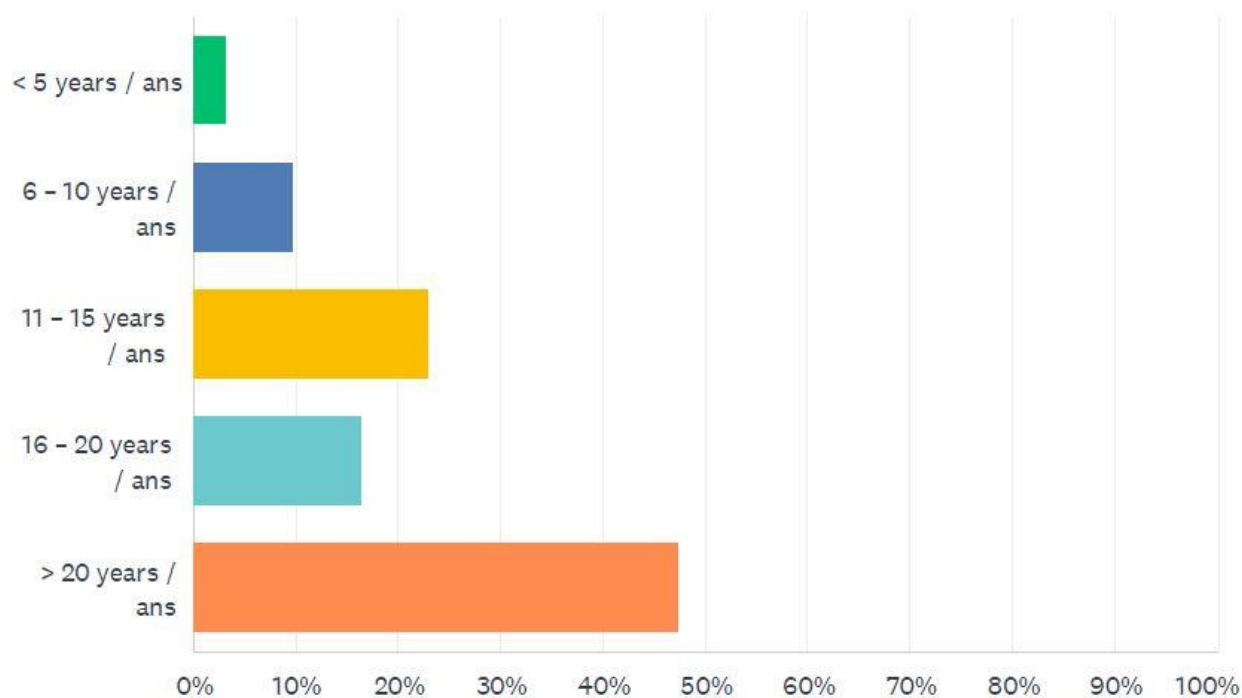


Figure 6: Years of experience in the profession of Occupational Hygiene

Credentials of Occupational Hygiene Professionals

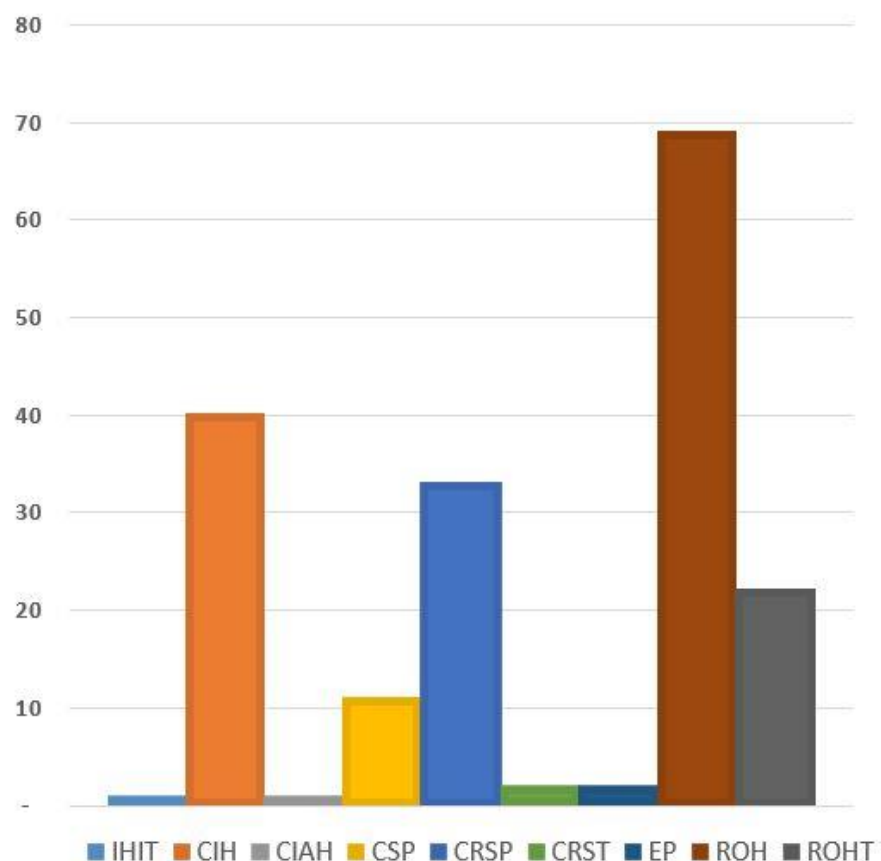


Figure 7: Credentials of Occupational Hygiene Professionals

Careers started in Occupational Hygiene

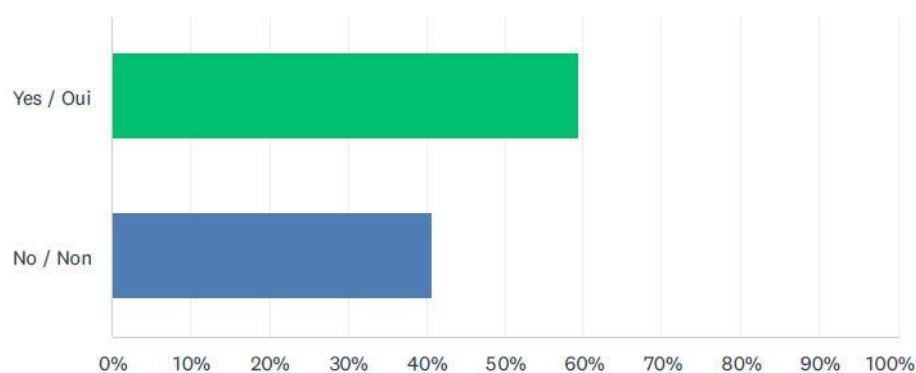


Figure 8: 59% of Occupational Hygiene Professionals began their career in OH, 41% did not.

Current Salary of Occupational Hygiene Professionals

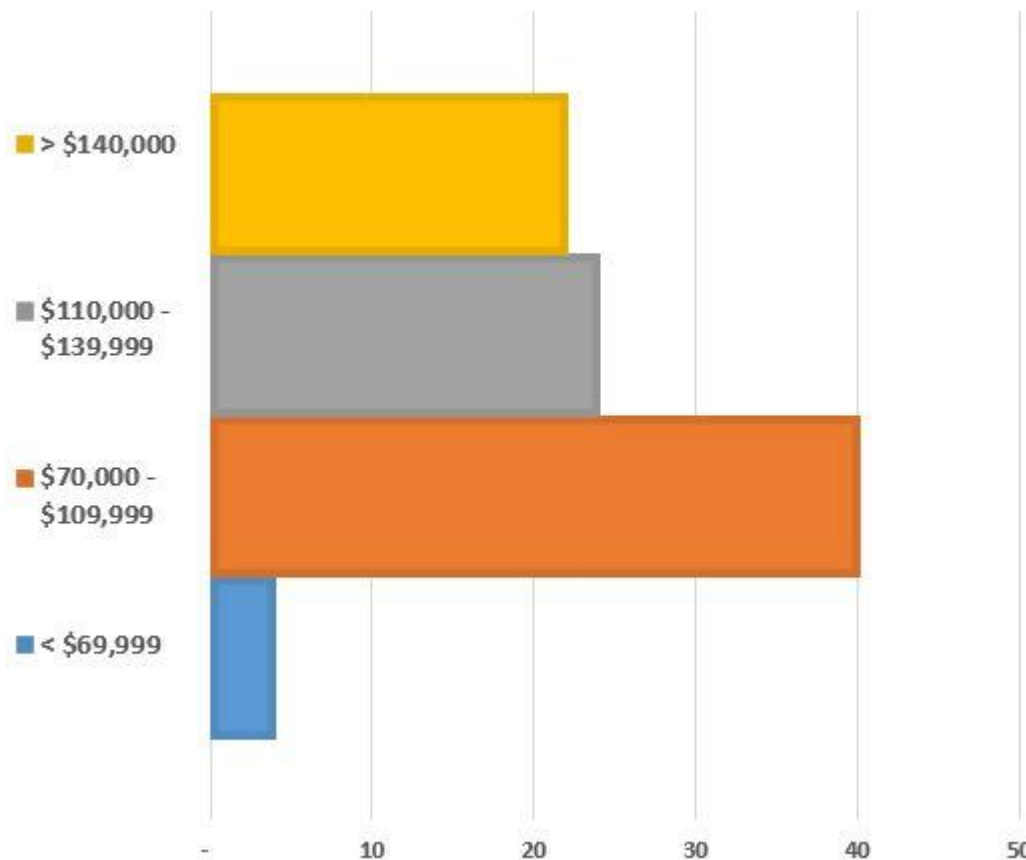


Figure 9: Annual salaries from below \$69,999 to over \$140,000

Respondents were asked to select a salary within a \$10,000 range. In Figure 9 salary ranges of below \$49,999 were banded with salary ranges of up to \$69,999, salary ranges of \$70,000 were banded with salary ranges of up to \$109,999, salary ranges of \$110,000 were banded with salary ranges of up to \$139,999, and salary range of \$140,000 and higher were banded together. One limitation of the latest prediction model is that the model might have under-estimated the top salary range. Our salary questionnaire had only capped the top salary response to >\$150,000. For statistical purpose, the 20% respondents were assigned a salary of \$155,000 even though the true salary may be significantly above the assigned amount.

Satisfaction with the profession

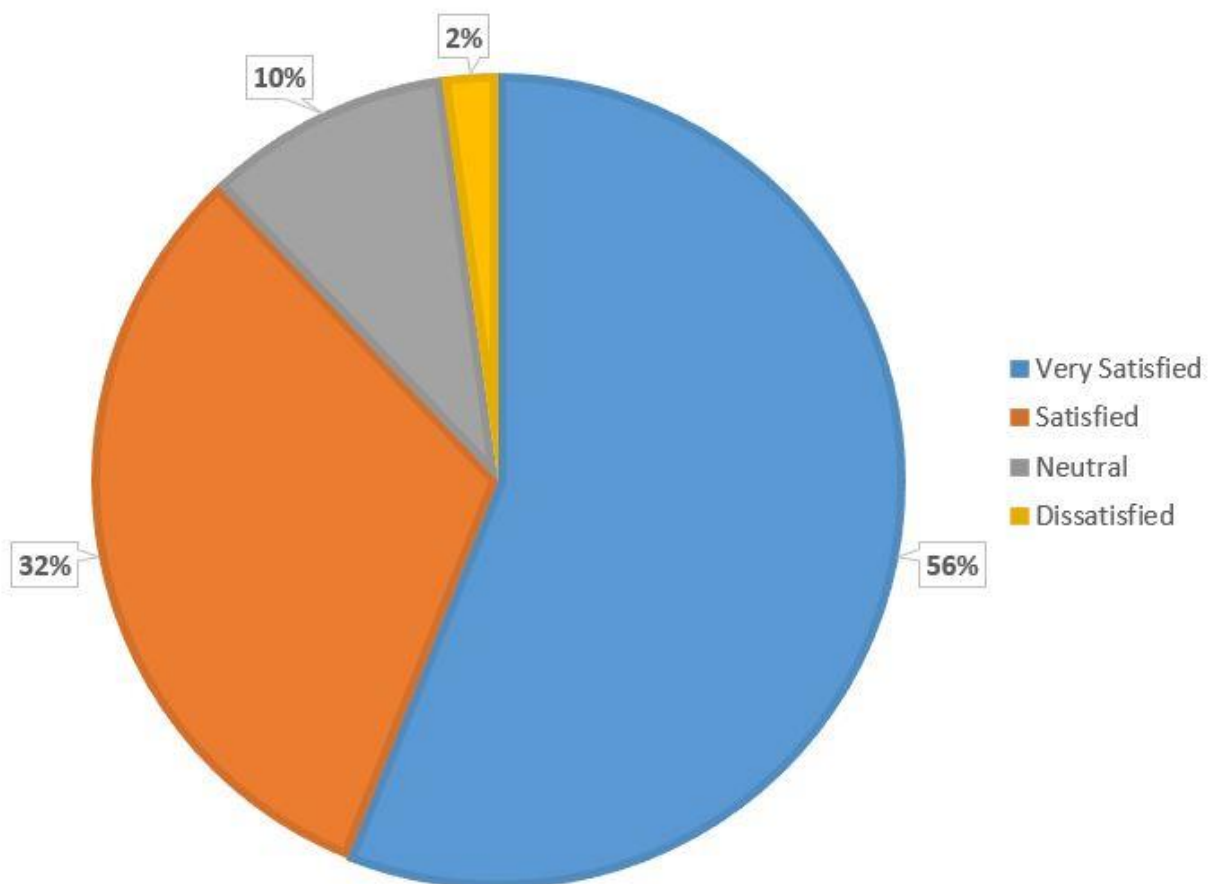


Figure 10: Satisfaction with the Profession

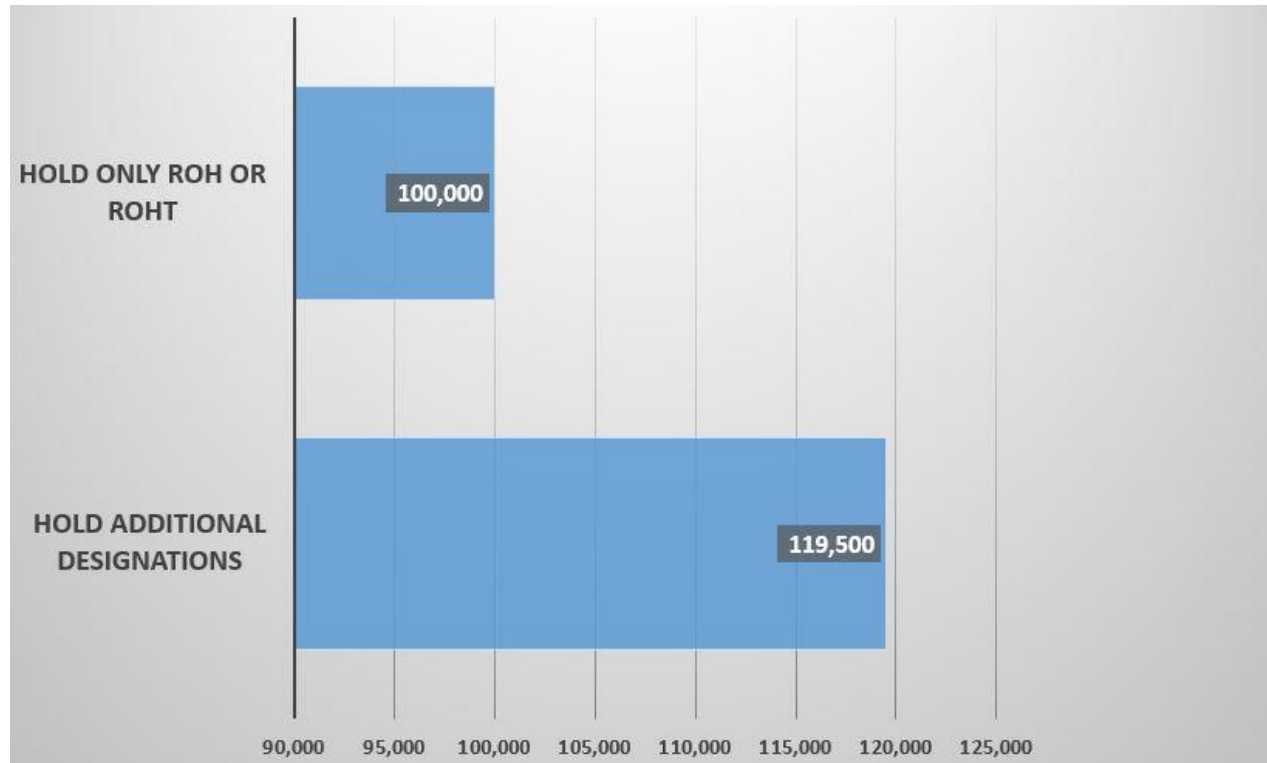


Figure 11: Average annual salaries by those who hold only one designation, and those who hold 2 or more designations.

57% of ROHT members report holding another designation, most commonly (83%) hold a combination of ROHT and CRSP. The other 17% of ROHT members hold a CRST designation. 70% of ROH members report holding additional designations. Of those, 25% hold both ROH and CIH. 9% hold both ROH and CRSP. 20% hold three designations, ROH, CIH and CRSP. 13% hold another three designations, being ROH, CIH and CSP designations. The balance hold some combination of designations, which include all listed previously as well as IHIT, EP, and CIAH.

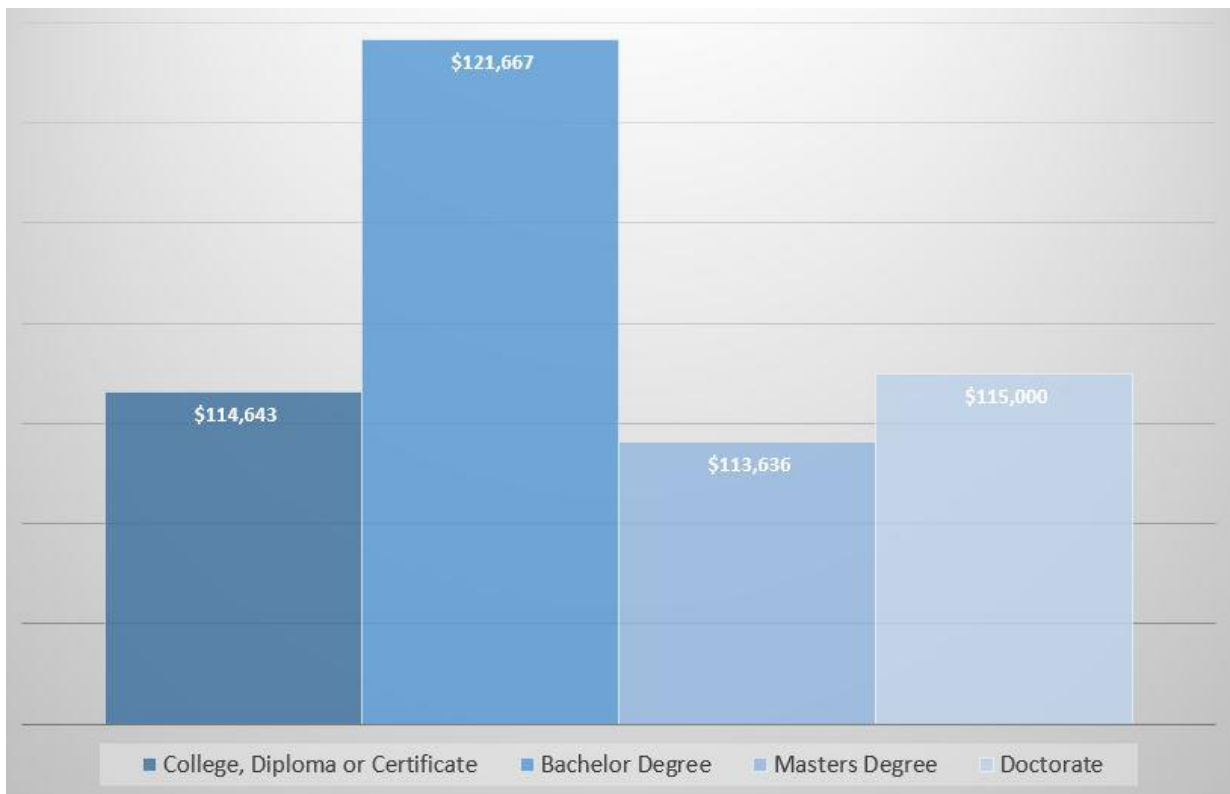


Figure 12: Average annual salary by educational attainment

The sample size was likely too small to accurately reflect the annual salaries of those who hold doctorate degrees (PhD) (5%).

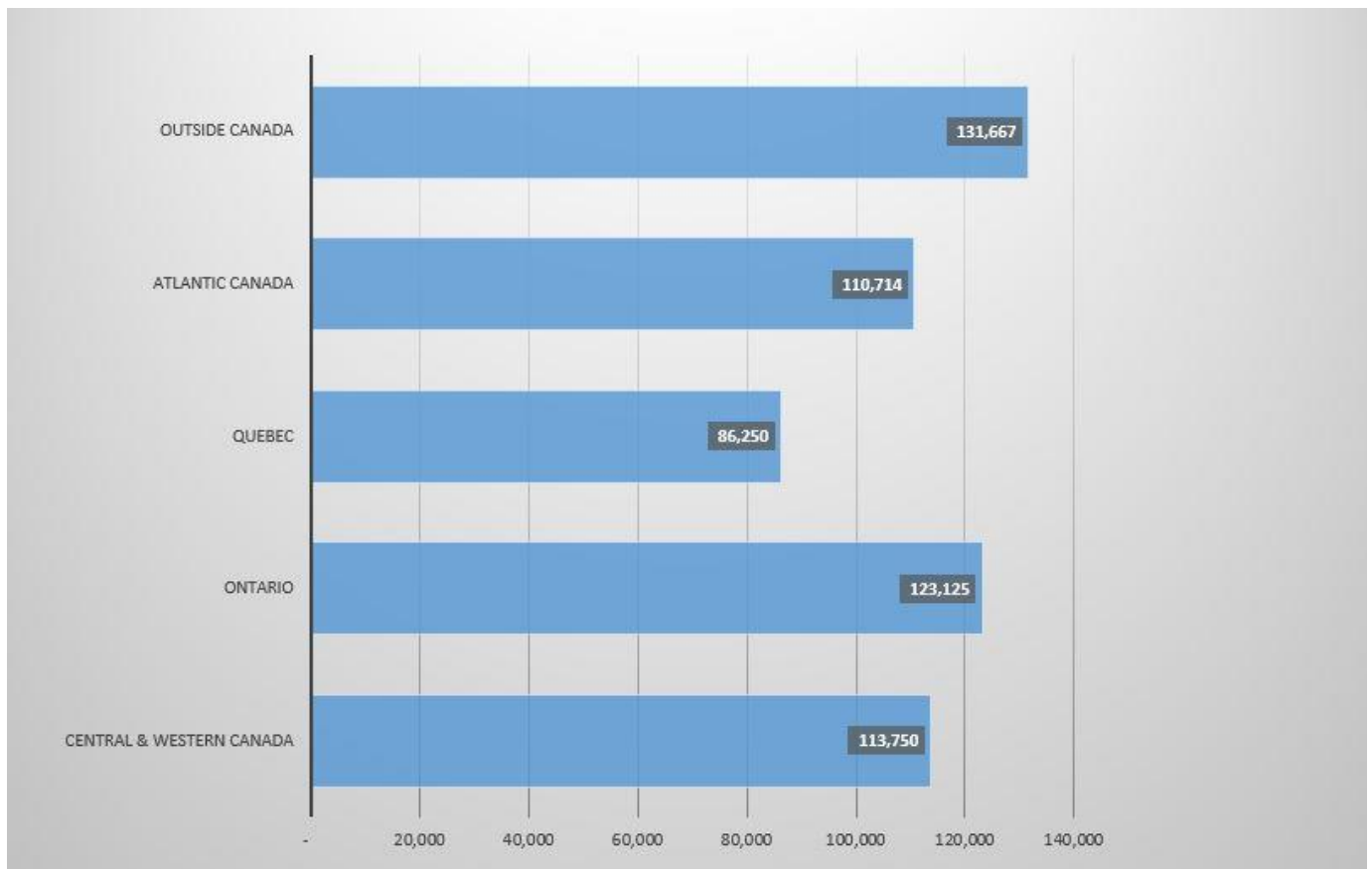


Figure 13: Salary ranges by geographic area

Mean salaries were highest in Outside Canada at \$131,667, but it should be noted less than 15% of the possible respondents participated from outside of Canada, other regions had approximately double that response rate. In Canada mean salaries were highest in Ontario at \$123,125, followed by Western Canada at \$113,750, the Atlantic Provinces at \$110,714, and Quebec at \$86,250.

Industry was predominantly Consulting and Transportation for the geographic region of Outside Canada. In Central & Western Canada the industries were predominantly Consulting, Government – non Regulatory, and Oil & Gas. Ontario's industries reported were predominantly Consulting, Government (both Regulatory and non-Regulatory) and Manufacturing. Quebec's industry was led by Consulting followed by Government – non Regulatory. Finally In Atlantic Canada the industry reported was predominantly Government – Regulatory.

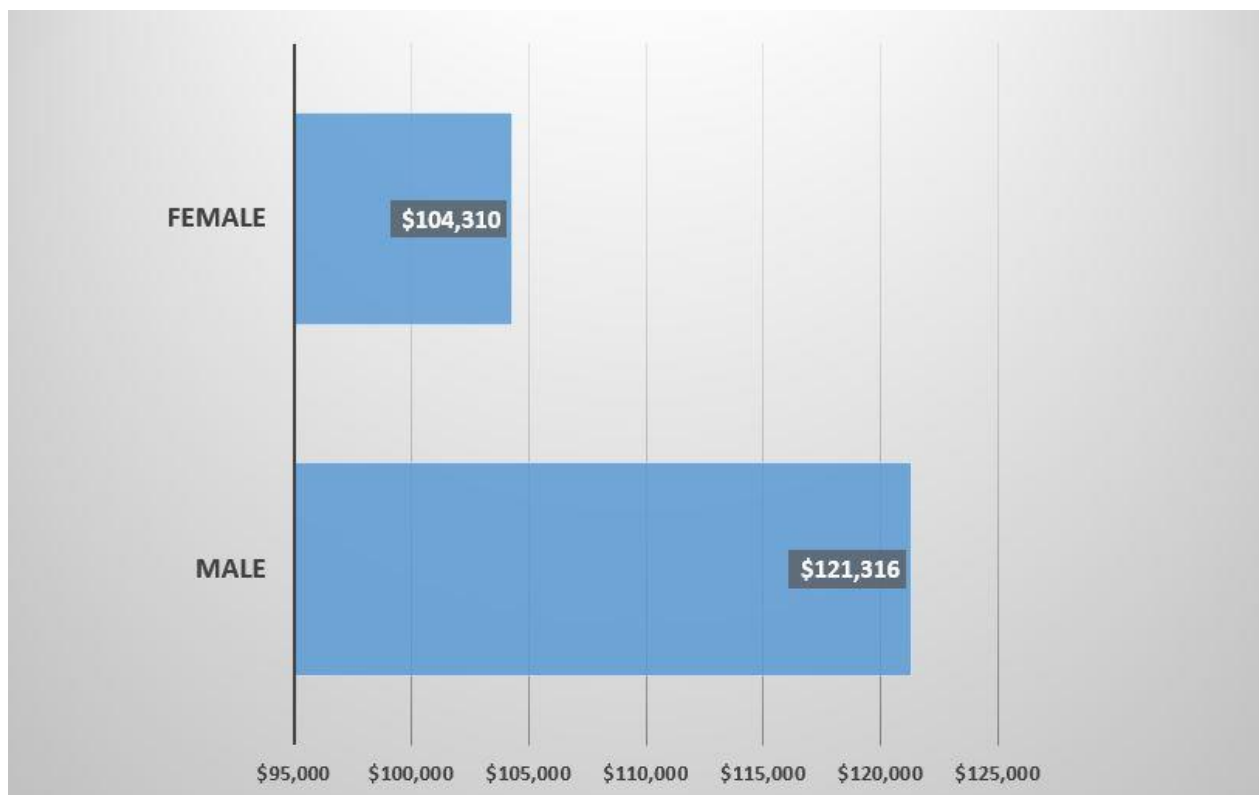


Figure 14: Salary range by gender

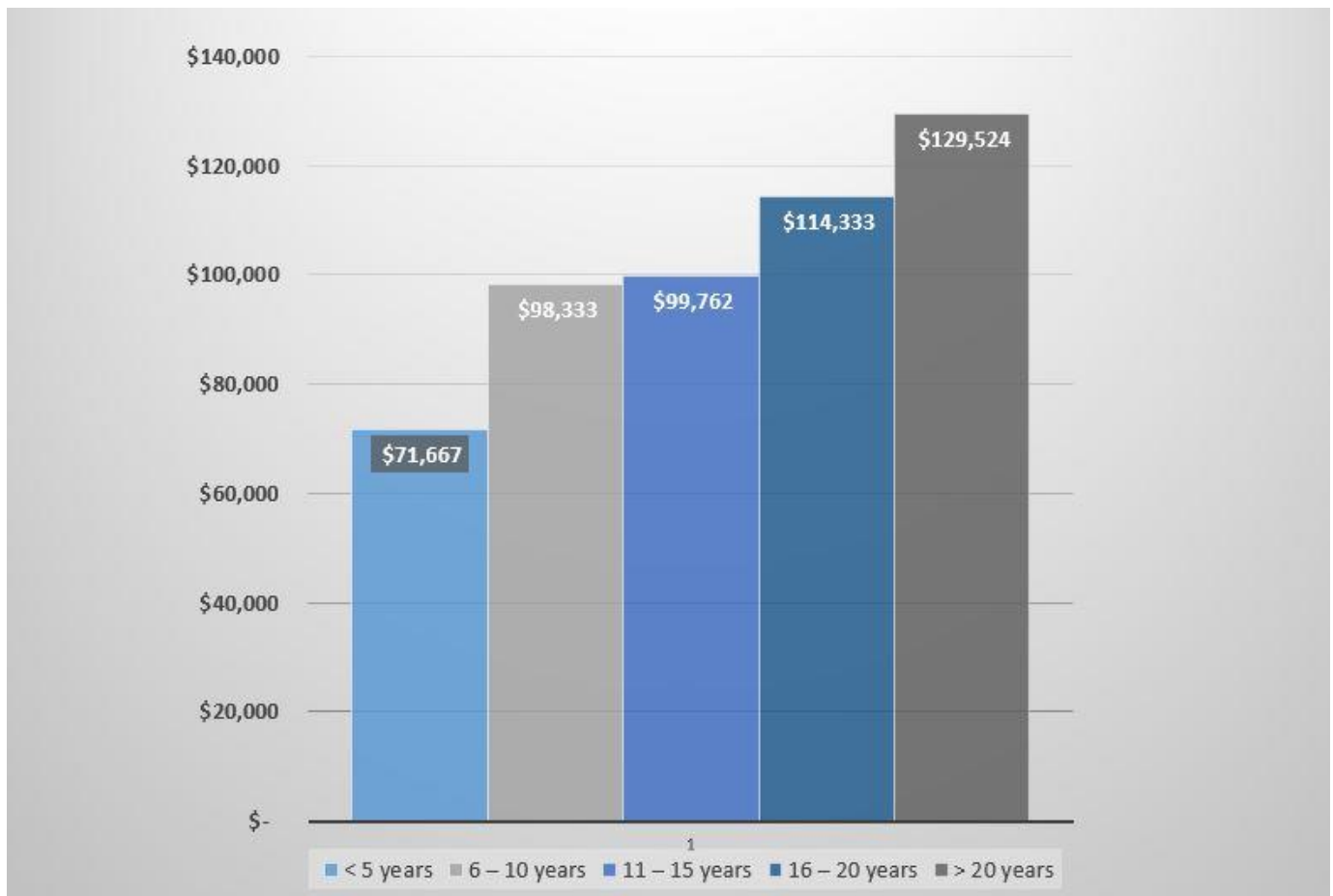


Figure 15: Salary averages by years in the Occupational Hygiene Profession

One limitation of the latest prediction model is that the model might have underestimated the top salary range. Our salary questionnaire had only capped the top salary response to >\$150,000. For statistical purpose, the 20% respondents were assigned a salary of \$155,000 even though the true salary may be significantly above the assigned amount.

Table III: Training Background

Degree Subject	Respondents
Occupational Hygiene	46
Occupational Health	15
Chemistry	13
Physics	2
Biology	6
Safety	9
Ergonomics	2
Medicine	2
Engineering	6
Environmental Science	11
Business Administration	4
Total	91

Occupational hygienists come from a broad range of academic backgrounds (see Table III). Over 67% of respondents have backgrounds in either occupational health or hygiene.

Other related fields (safety, ergonomics, and environment) make up 24% while traditional science backgrounds (chemistry, physics, biology, medicine and engineering) make up a further 32%, respectively. Finally, business administration makes up the remaining small percentage.

69 of the 91 respondents (76%) reported holding some combination of professional certification (the survey inquired about CIH, ROH, IHIT, ROHT, CIAH, CSP, CRSP, CRST, EP). The most common combination of credentials being holding an ROH and a CIH.

4. SALARY CALCULATOR

Factors Influencing Salary Levels among Respondents

To predict a salary from a \$10,000 range the median range was used, and the average salary was based on that number.

One limitation of the latest prediction model is that the model might have underestimated the top salary range. Our salary questionnaire had only capped the top salary response to >\$150,000. For statistical purpose, the 20% respondents were assigned a salary of \$155,000 even though the true salary may be significantly above the assigned amount.

Table IV: Salary Distribution, 2021

Salary Range	Respondents	Percent
< \$69,999	4	4
\$70,000 - \$109,999	40	44
\$110,000 - \$139,999	24	27
> \$140,000	22	24

APPENDIX A:

2021 CRBOH OCCUPATIONAL HYGIENESALARY SURVEY

2021 CRBOH Occupational Hygiene Salary Survey

Objective

The Board of Directors of the CRBOH is conducting a salary survey, in order to provide our membership with a comprehensive profile of occupational hygiene professionals. Participation is vital to creating an in-depth report, with reliable and accurate results. The more responses we gather the more useful the information will be to you, employers and to the field of occupational hygiene.

As with previous years, all information is kept strictly confidential and identifying information is never shared with anyone. When complete, the Survey Report, which will contain only aggregate data will be published on the CRBOH website and will be available upon request from the business office.

2021 CRBOH Salary Survey / *Enquête salariale 2021 du CCAHT*

1. What is your employment status? / Quelle est votre situation professionnelle ?

- Self employed/Consultant / Consultant/Travailleur autonome
- Employed by an organization / Employé par une organisation
- Unemployed / Chômeurs
- Retired / Retraité
- Student / Étudiant

2. Which of the following best describe your current employment? / Lesquels des énoncés suivants décrivent le mieux votre emploi actuel ?

- Government, Non-regulatory / Gouvernement, non réglementaire
- Consultant / Consultant
- Construction / Construction
- Oil & Gas / Pétrole et gaz
- Energy Industry / Industrie de l'énergie
- Agriculture Industry / Industrie agricole
- Fishing Industry / Industrie de la pêche
- Mining Industry / Industrie minière
- Forestry Industry / Industrie forestière
- Pulp and Paper / Pâtes et papiers
- Manufacturing Industry / Industrie manufacturière
- Service Industry / Industrie de services
- Government, Regulatory body (e.g. WCB) / Gouvernement, organisme de réglementation (ex. CNESST)
- Laboratory / Laboratoire
- Labour Union / Syndicat
- Academic Institution / Institution académique

- Transportation / Transport
- Other (please specify) / Autre (précisez svp)

3. Rank the amount of time spent in the following major areas (1 is most amount of time, 4 is least amount of time) / Classez le temps passé dans les principaux domaines suivants (1 indiquant le plus de temps, 4 indiquant le moins de temps)

- Occupational hygiene / Hygiène du travail
- Safety / Sécurité
- Environment / Environnement
- Management / Gestion

4. What is your highest education level? / Quel est votre plus haut niveau d'éducation ?

High School / École secondaire

College / Collège

Diploma or Certificate / Diplôme ou certificat

Bachelor Degree / Baccalauréat

Masters Degree / Maîtrise

Doctorate / Doctorat

5. Which of the following best describe your highest degree subject? (select up to two) / Lesquelles des propositions suivantes décrivent le mieux le sujet de votre diplôme le plus élevé ? (sélectionnez-en deux au maximum)

Occupational Hygiene / Hygiène du travail

Occupational Health / Santé au travail

Chemistry / Chimie

Physics / Physique

Biology / Biologie

Mathematics / Mathématiques

Safety / Sécurité

Kinesiology / Kinésiologie

Ergonomics / Ergonomie

Medicine / Médecine

Engineering / Ingénierie

Business Administration / Administration des affaires

Environmental science / Sciences de l'environnement

Others (please specify) / Autres (précisez svp)

6. What are your years of experience in the profession? / Quelles sont vos années d'expérience dans la profession ?

< 5 years / ans

6 – 10 years / ans

11 – 15 years / ans

16 – 20 years / ans

> 20 years / ans

7. What certification have you attained? (Choose all that apply) / Quelle certification avez-vous obtenue ? (Choisissez tout ce qui s'applique)

IHIT

CIH

CIAH

CSP

CRSP

CRST

EP

ROH

ROHT

CHSC

Other (please specify) / Autres (veuillez préciser)

8. Did you start your career in Occupational Hygiene? / Avez-vous commencé votre carrière dans l'hygiène du travail ?

Yes / Oui

No / Non

• If no, what was your primary occupation before occupational hygiene? / Si non, quelle était votre occupation principale avant l'hygiène du travail ?

9. What is your current salary? (not including bonuses, allowances, etc.) / Quel est votre salaire actuel ? (hors primes, indemnités, etc.)

< \$49,999

\$50,000 to \$59,999

\$60,000 to \$69,999

\$70,000 to \$79,999

\$80,000 to \$89,999

\$90,000 to \$99,999

\$100,000 to \$109,999

\$110,000 to \$119,999

\$120,000 to \$129,999

\$130,000 to \$139,999

\$140,000 to \$149,999

> \$150,000

10. What is your geographic region of employment? / Quelle est votre région géographique d'activité professionnel ?

Alberta

Northwest Territories / Territoires du Nord-Ouest

Prince Edward Island / Île-du-Prince-Édouard

British Columbia / Colombie-Britannique

Nova Scotia / Nouvelle-Écosse

Québec

Manitoba

Nunavut

Saskatchewan

New Brunswick / Nouveau Brunswick

Ontario

Yukon

Outside Canada / Hors du Canada

11. What is your gender? Quel est votre sexe ?

• Male / Masculin

• Female / Féminin

• Other/Prefer Not To Disclose / Autre/Préfère ne pas divulguer

12. What is your age group? / Quel est votre groupe d'âge ?

- Under 25 / Moins de 25 ans
- 25 – 34
- 35 – 44
- 45 – 54
- 55 – 64
- 65 or over / 65 ans ou plus

13. How satisfied are you with your Occupational Hygiene career? / Dans quelle mesure êtes-vous satisfait de votre carrière en hygiène du travail ?

- Very Satisfied / Très satisfait
- Satisfied / Satisfait
- Neither Satisfied nor Dissatisfied / Ni satisfait ni insatisfait
- Dissatisfied / Insatisfaisant
- Very Dissatisfied / Très insatisfait

14. How did you first hear about the CRBOH? / Comment avez-vous entendu parler du CRBOH ?

- Educational Institute / Institut d'enseignement
- Employer or Job Requirement / Employeur ou exigence du poste
- Colleague / Collègue
- Promotional Event/Conference / Événement promotionnel/conférence
- Other / Autre

15. Who pays your annual dues? / Qui paie votre cotisation annuelle ?

- You / Vous
- Your Employer / Votre employeur

16. Is holding your certification a requirement for your job? / La détention de votre certification est-elle une exigence pour votre emploi ?

- Yes / Oui
- No / Non