APEGM 2013 Salary Survey

The 2013 APEGM membership salary survey is based on your salary and responsibilities for the period:

January 1, 2012 - December 31, 2012

The survey will take approximately 15 minutes to complete, and consists of five areas:

- **A - Education**
- **B - Employment Details**
- **C - Salary & Benefits**
- **D - Classification Ratings**
- **E - Feedback**

Notes on Navigation

The Salary Research Committee would ask that the APEGM members participating in this survey advance through the survey answering each question. You will have an opportunity to review and save a copy of your answers at the end of the survey.

- The deadline for completing this survey is **Monday April 22, 2013**
- You may leave and return later to complete the survey.
- Your answers are saved when you click the **Next** button, but not **Previous**.
- You will be able to modify your responses until the survey deadline.
- There will be an optional prize draw for members who complete the survey!

The Salary Research Committee appreciates your participation in the annual APEGM Salary Survey.

Background

The purpose of the Salary Survey Committee is to provide information on the state of engineering and geoscience salaries in Manitoba, for use by the APEGM membership and the public. The Committee obtains this information by conducting a regular survey of the Association membership to obtain current, meaningful information on member salaries, benefits, and working conditions. The compiled information is then reviewed and analyzed by the Committee to produce a report for the membership and the public.

In order to participate in this year's APEGM Salary Survey, you must have logged in to the Members Only area of the APEGM website. Although we use identity information to administer the survey, any identifying information will be stripped from the data file that is forwarded to the Salary Survey Committee for analysis. No data will be attributed to any individual member, in accordance with the APEGM Privacy Policy.

Start the 2013 APEGM Survey

APEGM 2013 Salary Survey

Qualifying Question

Were you **paid a salary in Manitoba** in the 2012 calendar year? ○ Yes ○ No

Next Page

Leave Survey and Complete it later

Progress (0%)

APEGM 2013 Salary Survey

Section: A - Education
Page 1 of 35

YEAR OF BACHELOR DEGREE or equivalent:

Year of Bachelor Degree (First degree in Eng. or Geo. Science) i.e. 1995

Was Degree from a Canadian university? ○ Yes ○ No

Previous Page Next Page

Leave Survey and Complete it later

Progress (3%)

APEGM 2013 Salary Survey

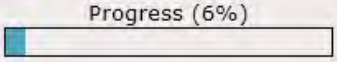
Section: A - Education
Page 2 of 35

Year of Academic Qualification by APEGM or other Canadian Association (i.e. 2001)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (6%)



APEGM 2013 Salary Survey

Section: A - Education
Page 3 of 35

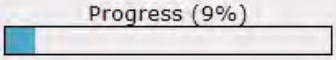
DISCIPLINE OF FIRST DEGREE (in engineering or geoscience)

- ○ Aeronautical/Aerospace
- ○ Agricultural
- ○ Biosystems
- ○ Biomedical
- ○ Environmental
- ○ Civil/Structural
- ○ Chemical
- ○ Computer
- ○ Electrical
- ○ Geoscience
- ○ Geophysics
- ○ Industrial/Manufacturing
- ○ Mechanical
- ○ Mining/Metallurgical
- ○ Other (specify)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (9%)



APEGM 2013 Salary Survey

Section: A - Education
Page 4 of 35

OTHER EDUCATION (including other Bachelor degrees)

- ☐ 2nd Bachelor Degree
- ☐ M. Eng or M Sc or MA Sc.
- ☐ Ph D
- ☐ MBA
- ☐ Other (specify)
- ☐ No 2nd Degree

Previous Page | Next Page

Leave Survey and Complete it later

Progress (11%)

APEGM 2013 Salary Survey

Section: B - Employment Details
Page 5 of 35

EMPLOYMENT STATUS AS OF DECEMBER 31, 2012

- ○ Full-time (min 30hrs/week)
- ○ Part-time
- ○ Contract or Self-employed
- ○ Unemployed
- ○ Leave of absence
- ○ Student/Graduate Student
- ○ Maternity/Paternity Leave
- ○ Other (specify)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (14%)

APEGM 2013 Salary Survey

Section: B - Employment Details
Page 6 of 35

CHANGE OF EMPLOYMENT

Have you changed employers during the reporting period: ○ Yes ○ No

Previous Page | Next Page

Leave Survey and Complete it later

Progress (17%)

APEGM 2013 Salary Survey

Section: B - Employment Details
Page 7 of 35

APEGM REGISTRATION

- ○ Engineer (P.Eng.)
- ○ Geoscientist (P.Geo.)
- ○ Engineer and Geoscientist (P.Eng./P.Geo.)
- ○ Engineer-in-Training (EIT)
- ○ Geoscientist-in-Training (GIT)
- ○ P.Eng./GIT
- ○ P.Geo./EIT

Previous Page | Next Page

Leave Survey and Complete it later

Progress (20%)

APEGM 2013 Salary Survey

Section: B - Employment Details
Page 8 of 35

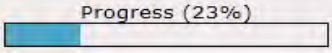
PRIMARY EMPLOYMENT SECTOR

- ○ Crown Corporation
- ○ Federal Government
- ○ Provincial Government
- ○ Municipal Government
- ○ Educational Institutions
- ○ Private Enterprise
- ○ Self-employed
- ○ Non-Profit Organization

Previous Page | Next Page

Leave Survey and Complete it later

Progress (23%)



APEGM 2013 Salary Survey

Section: B - Employment Details
Page 9 of 35

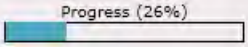
INDUSTRY SECTOR (check one only)

- ○ Aerospace
- ○ Agricultural/Equipment
- ○ Agriculture/Food
- ○ Biomedical
- ○ Chemical
- ○ Communications
- ○ Computer/Software
- ○ Construction
- ○ Consulting
- ○ Education
- ○ Electronics
- ○ Environmental
- ○ Health care
- ○ Heavy Electrical
- ○ Manufacturing
- ○ Mechanical Equipment
- ○ Metals - Primary
- ○ Metals - Fabricating
- ○ Mineral Exploration
- ○ Mining
- ○ Petroleum
- ○ Pharmaceutical
- ○ Research & Development
- ○ Telecommunications
- ○ Transportation
- ○ Transportation Equipment
- ○ Utilities (Gas, Hydro, Water)
- ○ Other (specify)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (26%)



APEGM 2013 Salary Survey

Section: B - Employment Details
Page 10 of 35

PRINCIPAL JOB FUNCTION (check one only)

- ○ Administrative Services
- ○ Computer Services
- ○ Design
- ○ Maintenance
- ○ Technical Support
- ○ Management
- ○ Marketing/Sales
- ○ Mineral Exploration
- ○ Mining
- ○ Planning
- ○ Production
- ○ Project Management
- ○ Quality Assurance
- ○ Research & Development
- ○ Software Development
- ○ Teaching
- ○ Other (specify)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (29%)

APEGM 2013 Salary Survey

Section: B - Employment Details
Page 11 of 35

SIZE OF EMPLOYER ORGANIZATION in Manitoba

- ○ 2 to 20
- ○ 21 to 100
- ○ 101 to 500
- ○ over 500
- ○ Self Employed

Previous Page | Next Page

Leave Survey and Complete it later

Progress (31%)

APEGM 2013 Salary Survey

Section: B - Employment Details
Page 12 of 35

PRINCIPAL WORK LOCATION

- ○ Winnipeg
- ○ Southern Manitoba
- ○ Northern Manitoba (north of 53rd parallel, shown below)
- ○ Outside Manitoba

Previous Page | Next Page

Leave Survey and Complete it later

Progress (34%)

APEGM 2013 Salary Survey

Section: B - Employment Details
Page 13 of 35

YOUR GENDER

○ Male ○ Female

Optional, however, be aware that if you do not indicate your gender, your data cannot be included in the analysis by gender area of the survey report.

Previous Page | Next Page

Leave Survey and Complete it later

Progress (37%)

APEGM 2013 Salary Survey

Section: C - Salary & Benefits
Page 14 of 35

INCOME

Please report your total pre-tax earnings for the period January 1, 2012 to December 31, 2012 (including bonus, overtime and commissions separately) from your salaried position.

For Example:
A salary of $42,573.60 - Dec./11 (weekly salary of 818.72 x 52 weeks) with $3500 overtime and a bonus of $7,000.

You Would Enter:

Base pay:	$42,574.00
Bonus, overtime, commissions:	$10,500.00
Total Earnings:	$53,074.00

Please answer A if you worked 12 months of the year.
Please answer B if you worked only part of the year.

A) Please report your total earnings for calendar year 2012 (including bonus, overtime and commissions separately):

Base pay:	$ 110,000,000 .00
Bonus, overtime, commissions:	$ 0 .00
Total 2012 Earnings:	$ 110,000,000 .00

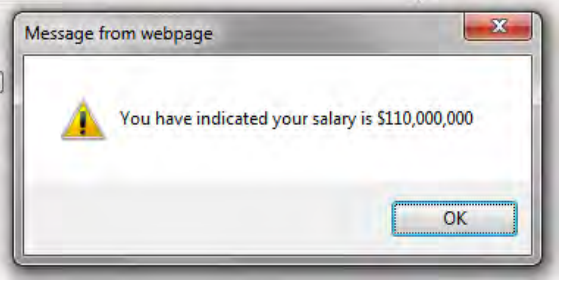
B) If you were employed for part of the year report your 2012 earnings and the number of weeks employed:

Base pay:	$ .00
Bonus, overtime, commissions:	$ .00
Total 2012 Earnings:	$ .00
Weeks employed: (optional)	Weeks

Previous Page | Next Page

Leave Survey and Complete it later

Progress (40%)



APEGM 2013 Salary Survey

Section: C - Salary & Benefits
Page 15 of 35

How many base salary adjustments did you receive during 2012?

- ○ Zero
- ○ One
- ○ Two
- ○ More than two

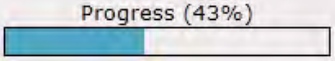
Percentage change in 2012 base pay from 2011 (###.#%) i.e. 3.5%

_____ % Increase
_____ % Decrease

Previous Page | Next Page

Leave Survey and Complete it later

Progress (43%)



APEGM 2013 Salary Survey

Section: C - Salary & Benefits
Page 16 of 35

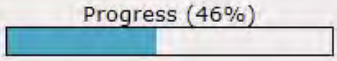
OVERTIME COMPENSATION

- ○ Remuneration
- ○ Time off
- ○ Combination
- ○ No compensation for overtime

Previous Page | Next Page

Leave Survey and Complete it later

Progress (46%)



APEGM 2013 Salary Survey

Section: C - Salary & Benefits
Page 17 of 35

WORK WEEK

Do you have an official work week? ○ Yes ○ No

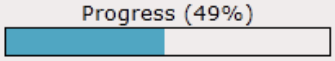
Length of official work week (i.e. 37.25 hours) _____ hours (i.e. Enter 37.3 hours)

Length of typical work week (i.e. 43.50 hours) _____ hours (i.e. Enter 43.5 hours)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (49%)



APEGM 2013 Salary Survey

Section: C - Salary & Benefits
Page 18 of 35

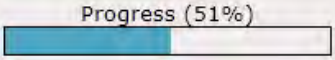
VACATION

How many weeks paid vacation did you earn in the 2012 calendar year? _____ weeks

Previous Page | Next Page

Leave Survey and Complete it later

Progress (51%)



APEGM 2013 Salary Survey

Section: C - Salary & Benefits
Page 19 of 35

SICK TIME - Employees may take time off with pay as sick leave using accumulated earned sick leave.

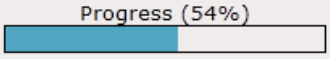
Example: Employees can accumulate time off with pay for sickness, dental appointments and doctor appointments on the basis of one and one-half days per month worked, to a maximum of 18 days per year.

Employer provides paid sick time: ○ Yes ○ No ○ Not Sure

Previous Page | Next Page

Leave Survey and Complete it later

Progress (54%)



APEGM 2013 Salary Survey

Section: C - Salary & Benefits
Page 20 of 35

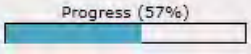
PAID BENEFITS
Does your employer provide the following benefits:

BENEFITS	Employer Pays	Shared Cost	Employee Pays	Not Provided	Not Sure
a. life insurance	○	○	○	○	○
b. pension plan	○	○	○	○	○
c. short term disability	○	○	○	○	○
d. long term disability	○	○	○	○	○
e. extended health plan	○	○	○	○	○
f. drug plan	○	○	○	○	○
g. dental plan	○	○	○	○	○
h. RRSP	○	○	○	○	○
i. stock purchase	○	○	○	○	○
j. parental leave (top up EI)	○	○	○	○	○
PROFESSIONAL DEVELOPMENT					
k. continuing education	○	○	○	○	○
l. job training	○	○	○	○	○
m. APEGM dues	○	○	○	○	○
n. technical society dues	○	○	○	○	○

Previous Page | Next Page

Leave Survey and Complete it later

Progress (57%)



APEGM 2013 Salary Survey

Section: C - Salary & Benefits
Page 21 of 35

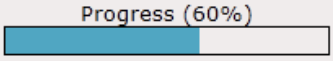
EMPLOYMENT BENEFITS
Does your employer provide the following benefits to you?

a. savings plan	Yes	No	Not Sure
b. profit sharing	Yes	No	Not Sure
c. productivity incentive	Yes	No	Not Sure
d. leave of absence	Yes	No	Not Sure
e. flexible work hours	Yes	No	Not Sure
f. job sharing	Yes	No	Not Sure
g. vehicle	Yes	No	Not Sure
h. vehicle allowance	Yes	No	Not Sure
i. liability insurance	Yes	No	Not Sure
j. daycare	Yes	No	Not Sure
k. parental leave	Yes	No	Not Sure

Previous Page | Next Page

Leave Survey and Complete it later

Progress (60%)



APEGM 2013 Salary Survey

Section: C - Salary & Benefits
Page 22 of 35

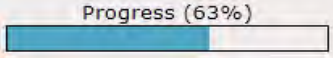
OVERALL SATISFACTION
Overall, how satisfied are you with the level of remuneration for your current job?

- Very satisfied
- Somewhat satisfied
- Neutral
- Somewhat dissatisfied
- Very Dissatisfied

Previous Page | Next Page

Leave Survey and Complete it later

Progress (63%)



APEGM 2013 Salary Survey

Section: D - Classification Ratings

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Transfer your points to the total line. If you cannot decide between two adjoining points, use the half point between. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

A. Duties (Guide Item A)

Description	Points
Early stages of training and development: Receives training in various phases of office, plant, field, or laboratory engineering/geoscience work as classroom instruction or "on-the-job" assignments. May prepare plans, make calculations, and develop costs and bills of material in accordance with established codes, standards, drawings, or other specifications. May carry out routine technical surveys or inspections and prepare reports.	10
More advanced stages of training and development: This level is normally regarded as a continuing portion of a professional's training and development. Receives assignments of limited scope and complexity, usually minor phases of broader assignments. Uses a variety of standard engineering/geoscience methods and techniques in solving problems. Assists more senior professionals in carrying out technical tasks requiring adherence to prescribed testing, analysis, design, or other methods.	20
Fully qualified professional level: This is typically regarded as a fully qualified professional level. Carries out varied assignments requiring general familiarity with a broad field of engineering/geoscience and knowledge of reciprocal effects of the work upon other fields. Solves problems by use of combinations of standard procedures, modifications of established techniques, or methods developed in solving assignments. Participates in planning to achieve prescribed objectives.	40
First level of direct and sustained supervision: This is the first level of direct and sustained supervision of other professionals. It is also the first level of full specialization. Requires application of mature professional knowledge in planning and conducting generally difficult or involved projects having scope for independent accomplishment. In solving problems, modifies established guides, devises new approaches, applies existing criteria in new ways, and draws conclusions from comparative situations.	70
Participates in short-range and sometimes long-term planning: Makes independent decisions on work methods and procedures within an over-all program. Devises practical and economical solutions to problems. May supervise large groups containing both professional and non-professional staff, or may exercise authority over a small group of highly qualified professional personnel engaged in complex technical applications. Or, as a specialist, may engage in research or other advanced technical studies calling for approaches that are ingenious, creative, and novel. Applies knowledge usually of more than one general field of engineering/geoscience or the specialized knowledge of a limited field or phase of engineering/geoscience.	110
Regularly directs several professionals: As a specialist, has achieved recognition as an authority in an engineering/geoscience field of major importance to the organization. Conceives programs and problems to be investigated. Participates in discussions to determine basic operating policies, devises ways of reaching program objectives in the most economical manner and meets unusual conditions affecting work progress. Normally directs an engineering/geoscience function involving several professional and other groups engaged in inter-related engineering/geoscience responsibilities.	150
Directs technical and administrative activities of a significant group: As a senior specialist and widely recognised engineering/geoscience authority, conceives and carries out programs of great significance to the organization. Or, directs the technical and administrative activities of a major division in a very large organization or all activities of a small organization. Determines policies, sees that projects and programs are carried to a conclusion, approves major expenditures of money, handles major contacts, and effects co-ordination on a broad scale.	200
CEO: Is accountable, as the chief executive of a very large organization, to a board of directors for the management of all technical and administrative activities and to realize the objectives of the enterprise.	250
(Estimate your points here):	

Previous Page | Next Page

Leave Survey and Complete it later

Progress (66%)

APEGM 2013 Salary Survey

Section: D - Classification Ratings
Page 24 of 35

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

B. Education (Guide Item B)

Please rate your highest or nearest equivalent university qualification in an engineering/geoscience discipline.

Description	Points
Bachelor's Degree or academically qualified for registration	65
Master's Degree	80
Doctorate Degree	100

Previous Page | Next Page

Leave Survey and Complete it later

Progress (69%)

APEGM 2013 Salary Survey

Section: D - Classification Ratings
Page 25 of 35

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

C. Experience (Guide Item C)

Please rate the number of years in which you have been engaged in full-time, permanent engineering/geoscience work and/or in work wherein an engineering/geoscience background has been a distinct asset. Take your count to the nearest whole or half year.

-- Select years of experience --

Previous Page | Next Page

Leave Survey and Complete it later

Progress (71%)

APEGM 2013 Salary Survey

Section: D - Classification Ratings
Page 26 of 35

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Transfer your points to the total line. If you cannot decide between two adjoining points, use the half point between. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

D. Recommendations, Decisions, and Commitments (Guide Item D)

Description	Points
Makes technical decisions of a routine nature with ample precedent or clearly defined procedures as guides.	20
Makes recommendations that are limited to problem solutions rather than end results. Makes decisions that usually fall within established guidelines.	40
Makes independent studies, analyses, and interpretations where technical subject matter, usually of limited scope, is involved. Normally refers difficult, complex, or unusual matters or decisions to more senior authority.	55
Makes recommendations arising from work assignments that are reviewed for soundness of judgment but are usually accepted as technically accurate and feasible. Makes decisions on assignments in hand other than those having a major bearing on the course or cost of the work.	70
Makes responsible decisions, not usually subject to technical review, on all matters assigned, subject to established operating policies and financial controls. Takes action to expedite the successful accomplishment of projects or programs assigned.	90
Makes responsible technical and/or administrative decisions pertaining to functions assigned, including the expending of money and the implementation of major programs, subject only to over-all policies, budgets, and other financial controls. May participate in the formulation of corporate policies and long-term plans for the organization as a whole.	120
Deals with major problems and makes the final technical and administrative policy decisions for a small or medium-sized organization. In a very large organization, makes the principal technical and administrative decisions bearing upon the activities of a major division. Work carries responsibility for actions taken, though these may be guided by policy of a board of directors or other superior authority.	150
Isolates and analyzes major over-all problems and makes the associated final decisions for a very large organization. Requires sound, mature judgment to conceive and apply broad policies which may affect other companies in the area of operation or field of industry.	200
(Estimate your points here):	

Previous Page | Next Page

Leave Survey and Complete it later

Progress (74%)

APEGM 2013 Salary Survey

Section: D - Classification Ratings
Page 27 of 35

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Transfer your points to the total line. If you cannot decide between two adjoining points, use the half point between. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

E. Supervision Received (Guide Item E)

Work under close supervision	(5 points)
Receive instructions as to methods and procedures	(30 points)
Work under general supervision	(40 points)
Work in terms of specific objectives	(50 points)
Work towards objectives to be accomplished	(60 points)
Work independently on broad, general assignments	(80 points)
Operate as an executive	(100 points)
Determine policies, plans and programs	(125 points)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (77%)

APEGM 2013 Salary Survey

Section: D - Classification Ratings
Page 28 of 35

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Transfer your points to the total line. If you cannot decide between two adjoining points, use the half point between. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

F. Leadership Authority and/or Supervision Exercised (Guide Item F)

Description	Points
No supervisory role	0
May assign and check work of one or two non-professional persons (such as draftspersons). Responsibility is limited to provision of occasional work direction.	5
May give work direction to one or more technologists or helpers assigned to work on a short-term project, with no continuing supervisory responsibility.	10
Usually responsible for work of one or more full-time non-professional assistants. May give work direction to professionals of less standing assigned to work on a common project. Supervision of professionals is not usually a regular or continuing responsibility. May have a liaison responsibility with field crews on the interpretation of plans and specifications.	15
Usually responsible for supervising the work of one or more junior professionals as well as other categories of staff. Assigns and outlines work; advises on technical problems; reviews work for accuracy and adequacy. Supervision may call for recommendations concerning selection, training, rating and discipline of staff. May give technical direction to contractors employed on small projects and approve their finished work.	20
Co-ordinates work programs and directs use of materials, equipment and personnel, both professional and non-professional. Plans assignments, outlines methods of approach and deals with difficult features. Normally makes recommendations on the selection, training, discipline, termination, and remuneration of staff. May give technical direction to contractors on major projects and approve their finished work. For staff positions, acts as adviser and assistant to the chief executive or in a very large organization, to an executive at divisional level.	40
Supervises and directs the work of two or more major functions in an organization. Sets up standards of performance, co-ordinates operations, counsels assistants on unusual problems, evaluates performance and sees that policies and programs are carried out. For staff positions, acts as adviser or consultant to the chief executive of a very large organization.	60
Co-ordinates activities of the personnel in a major division in a very large organization or all personnel in a smaller organization. Develops long-term programs and objectives, shapes and interprets policy, and effects co-ordination on a broad scale.	90
Functions as the chief executive officer of a very large organization, having final responsibility for direction of all personnel subject only to approvals of a board of directors. Effects co-ordination through contacts with senior executive officers who operate with a good measure of independence, through use of control devices of complex sorts, and through activities of personal staff assistants.	150

Previous Page Next Page

Leave Survey and Complete it later

Progress (80%)

APEGM 2013 Salary Survey

Section: D - Classification Ratings
Page 29 of 35

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

G. Supervision - Project Management Scope (Guide Item G)

Employees Supervised

○ 0	(0 points)
○ 1	(3 points)
○ 2-3	(5 points)
○ 4-7	(8 points)
○ 8-13	(10 points)
○ 14-20	(15 points)
○ 21-30	(20 points)
○ 31-40	(25 points)
○ 41-50	(30 points)
○ 51-75	(35 points)
○ 76-100	(40 points)
○ 101-200	(45 points)
○ 201-400	(50 points)
○ 401-750	(55 points)
○ 751-1200	(60 points)
○ 1201-2000	(65 points)
○ Over 2000	(70 points)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (83%)

APEGM 2013 Salary Survey

Section: D - Classification Ratings
Page 30 of 35

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

H. Use of Professional Seal (Guide Item H)

◎ Never used or not applicable	(0 points)
◎ Occasionally used	(10 points)
◎ Frequently used	(20 points)
◎ Regularly used	(30 points)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (86%)

APEGM 2013 Salary Survey

Section: D - Classification Ratings
Page 31 of 35

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

I. Job Environment (Guide Item I)

○ Office and Comparable Conditions	(0 points)
○ Best shop, plant, or laboratory conditions. Little exposure to dirt, heat, noise, fumes, or other disagreeable factors.	(3 points)
○ Average shop, 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, wet, fumes, or other disagreeable factors.	(5 points)
○ Conditions that are especially dirty, oily, noisy, or otherwise disagreeable, would cover positions involving continuous outside work in all weathers.	(10 points)
○ Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors, but where continuous attention to work is possible.	(20 points)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (89%)

APEGM 2013 Salary Survey

Section: D - Classification Ratings
Page 32 of 35

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

J. Absence From Base of Operations (Guide Item J)

- ○ Seldom Absent (0 points)
- ○ Occasionally absent, perhaps a day a week on average (3 points)
- ○ Frequently absent, two or more days per week, with considerable travel (5 points)
- ○ Absent more than 50 percent of the time, sometimes including weekends with much travel (10 points)
- ○ Absent for long periods from base of operations and/or travel on an almost continuous basis (20 points)

Previous Page | Next Page

Leave Survey and Complete it later

Progress (91%)

APEGM 2013 Salary Survey

Section: D - Classification Ratings
Page 33 of 35

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then select the points that best match your position. Transfer your points to the total line. If you cannot decide between two adjoining points, use the half point between. Refer to the Classification Rating Guide and Example Classification Ratings for additional information. Analysis will be presented according to number of points for each category, and total overall points.

K. Accident and Health Hazards (Guide Item K)

Hazard Level	Level of Exposure		
	Limited	Occasional	Frequent
Low	0	5	10
Moderate	5	10	15
High	10	15	20

Estimate your hazard points:

Previous Page | Next Page

Leave Survey and Complete it later

Progress (94%)

APEGM 2013 Salary Survey

Section: E - Feedback
Page 34 of 35

Random Prize Draw?

Thank you for completing the 2013 APEGM Salary Survey.
This year there will be two random draws for apple iPad Minis!
To be eligible you must agree to allow APEGM to publish your name as the winner.

Would you like to enter the draw? ○ Yes ○ No
(Approximate value $500 each)

SURVEY FEEDBACK

We would welcome any comments or suggestions you may have.

Previous Page | Next Page

Leave Survey and Complete it later

Progress (97%)

APEGM 2013 Salary Survey

Section: 2013 Salary Survey Review
Page 35 of 35

Year of your First Degree in engineering or geoscience
2012

Was that Degree from a Canadian university?
No

revise

Year of Academic Qualification by APEGM or other Canadian Association
2012

revise

Discipline of first degree in engineering or geoscience
Geoscience

revise

Other education including other Bachelor degrees
None

revise

Employment status as of December 31, 2012
Full-time (min 30hrs/week)

revise

*** snip ***

Total Classification Rating Points
481

Would you like to enter the random prize draw?
Yes

revise

Survey Feedback:
Thank You!

revise

Save a PDF copy of your final summary | Thank you, I am finished with this survey now

Progress (100%)