

Salary Research Committee

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The Salary Research Committee conducted its annual employee salary survey to meet our objective of providing salary information for use by association members and the public. The salary survey results are posted on the APEGM Web site at www.apegm.mb.ca.

The Salary Survey is open to all eligible APEGM members and members-in-training, and is sent to all members having a Manitoba mailing address, which was 4152 this year. The survey is meant to be both inclusive and confidential, and for that reason notice of the survey and reminders are sent to all members.

The APEGM office removes the members identifying information from the data spreadsheet generated from the survey table and deletes the original survey response data from its system. This is done to maintain the anonymous nature of the survey data and to ensure the privacy of those members who participate in the survey. As APEGM does not retain the members identifying information, it is not possible to pre-populate the survey or provide prior year's responses for individual survey respondents.

This was the tenth year using a web based survey format, and the second year using the APEGM website to access the survey. The Committee once again used the comments received from members to help improve the quality of the questions and the workflow process used to complete the survey.

In an attempt to increase the number of participants, the Committee elected to offer an I Pad as a randomly drawn prize to an APEGM member who completed the survey. The offering of a prize resulted in a 50% increase in respondents to the survey from 2011 to 2012. In addition, the response rate on average doubled for the members who graduated in the years 1980 to 1990.

The response rate for 2012 was 37.7%, which is an increase from 25.8 % in 2011. The response rate had declined consistently over the previous three

years from 31.1, 29.1 and 25.8 %, for the years 2009, 2010 and 2011, respectively.

The survey provides information based on the year of graduation of the Professional Engineers and Geoscientists in Manitoba. The year of graduation salary information contains the number of eligible members by year of graduation. The highest participation in the survey by year of graduation was still 2007, with an increase to 56.3% of eligible members responding.

A total of 1101 out of 1564 respondents indicated that they received a salary increase in 2011, while 453 respondents did not get a salary increase, and ten respondents reported a pay decrease. The average percentage salary increase for those who received an increase was 5.3%.

While the year of graduation salary information is one of the more interesting sections, the key objective of the survey is still to identify salary based on the value of the position to a company as measured by the APEGM point system, which is very similar to the point system used by the other associations. Members can determine how their compensation relates to others by calculating their own points and comparing to the survey results for similar rated positions.

75% of respondents indicated that they were very or somewhat satisfied with their current level of compensation, which is an increase from the 2011 result. The results also showed that 14% of EIT/GITs were somewhat or very dissatisfied with their compensation.

By way of comparison, the salary survey results for the other Western Canadian provinces are available in their respective association websites. The 2012 salary survey results for B.C., and for Saskatchewan can be found at the following websites; www.apeg.bc.ca, and www.apegs.sk.ca. APEGA, the association in Alberta, prepares an employer survey and reports on “Value of Professional Services”. The 2012 Value of Professional Services for Alberta can be found at www.apega.ca.

Thank you to the members who completed our survey and to those who provided their comments. Finally, my thanks to the committee members for their efforts this year, and to C. Clace for his efforts on the data analysis, and to William Boyce for his excellent support.