

The 2006 APEGM membership salary survey is based on your salary and responsibilities as at December 31, 2005. The survey will take approximately 15 minutes to complete, and consists of five areas:

- A - Education
- B - Salary & Benefits
- C - Employment Details
- 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. **This survey is NOT set up to allow the use of the "Back" button on your browser.** However, those survey participants who wish to change a response will have an opportunity to do so.

Upon completion of the survey, each participant will be presented with a Summary Page of their responses to the survey. At this point, the participant will have the opportunity to print out a copy of their responses; select a specific page or pages of the survey to modify their responses; or may exit the survey. If a survey participant chooses to modify their responses on a particular page or pages, after they enter their modifications, they will be taken back to the Summary Page which will reflect the changes they have made. Again, they will have the opportunity to review the entire survey, print it out, or make additional modifications. However, once a participant has exited the survey, their data is locked and they cannot re-enter the survey.

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

START SURVEY



PART A: EDUCATION

YEAR OF BACHELOR DEGREE or equivalent:

Year of Bachelor Degree (First degree in Eng. or Geo. Science) i.e. 1985

Was Degree from Canadian university? Yes No



PART A: EDUCATION

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

Continue

PART A: EDUCATION

DISCIPLINE OF FIRST DEGREE (in engineering or geoscience)

- Aeronautical/Aerospace
- Agricultural/Biosystems
- Biomedical
- Environmental
- Civil/Structural/Surveying
- Chemical
- Computer
- Electrical
- Geochemistry
- Geological/Geotechnical
- Geophysics
- Industrial
- Mechanical
- Mining/Metallurgical
- Other (specify)

Continue



PART A: EDUCATION

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



PART B: SALARY & BENEFITS

Please base your annual earnings on your earnings rate at December 31, 2005.

Please answer either A or B.

Example: Salary of \$42,573.60 - Dec./05 salary of \$3,547.80 x 12 months Enter:

\$,

A) If salaried employee:

Base annual salary effective December 31, 2005 \$, .00

TOTAL: (including bonus, overtime payments and commissions) \$, .00

B) Other form of remuneration (not salaried employee):

TOTAL: (including bonus, overtime payments and commissions) \$, .00



PART B: SALARY & BENEFITS

PERCENTAGE CHANGE in base annual salary from previous year (###.##%) i.e. 3.5%

% Increase

% Decrease

How many salary adjustments did you receive during the reporting period?

- None
- One
- Two
- Other



PART B: SALARY & BENEFITS

OVERTIME COMPENSATION

- Remuneration
- Time off
- Combination
- No compensation for overtime
- Not Applicable

[Continue](#)



PART B: SALARY & BENEFITS

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 hours)

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



PART B: SALARY & BENEFITS

VACATION

Employer provides paid vacation: Yes No

Entitlement weeks



PART B: SALARY & BENEFITS

SICK TIME

Employer provides sick time: Yes No

Entitlement days / year

[Continue](#)

PART B: SALARY & BENEFITS

PAID BENEFITS

Does your employer pay or share the costs of the following benefits:

	Employer Pays	Shared Cost	Employee Pays	Not Provided	Not Sure
a. life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. pension plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. short term disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. long term disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. extended health plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. drug plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. dental plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. RRSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. stock purchase	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. vehicle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. liability insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. daycare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. continuing education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. APEGM dues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. technical society dues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. maternity leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. paternity leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Continue

PART B: SALARY & BENEFITS

EMPLOYMENT BENEFITS

Does your employer provide the following benefits?

- a. savings plan Yes No
- b. profit sharing Yes No
- c. productivity incentive Yes No
- d. leave of absence Yes No
- e. flexible work hours Yes No
- f. job sharing Yes No

Continue

PART B: SALARY & BENEFITS

OVERALL SATISFACTION

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

- a. Very satisfied
- b. Somewhat satisfied
- c. Neither
- d. Somewhat dissatisfied
- e. Very Dissatisfied

[Continue](#)



PART C: EMPLOYMENT DETAILS

EMPLOYMENT STATUS AS OF DECEMBER 31, 2005

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



PART B: SALARY & BENEFITS

CHANGE OF EMPLOYMENT

Have you changed employers during the reporting period: Yes No

Continue



PART C: EMPLOYMENT DETAILS

APEGM REGISTRATION

- Engineer
- Geoscientist
- Engineer-in-Training (EIT)
- Geoscientist-in-Training (GIT)

[Continue](#)



PART C: EMPLOYMENT DETAILS

EMPLOYMENT SECTOR

- Crown Corporation
- Federal Government
- Provincial Government
- Municipal Government
- Educational Institutions
- Private Enterprise (Includes self-employed)

Continue

PART C: EMPLOYMENT DETAILS

INDUSTRY SECTOR (check one only)

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

Continue



PART C: EMPLOYMENT DETAILS

PRINCIPAL JOB FUNCTION (check one only)

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



PART C: EMPLOYMENT DETAILS

SIZE OF EMPLOYER ORGANIZATION in Manitoba

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

Continue



PART C: EMPLOYMENT DETAILS

PRINCIPAL WORK LOCATION

- Winnipeg
- Southern Manitoba
- Northern Manitoba (north of 53rd parallel)
- Outside Manitoba

[Continue](#)



PART C: EMPLOYMENT DETAILS

YOUR GENDER

Male Female

Continue

CLASSIFICATION RATING

To complete the following section (A - K), please read the possible choices, then choose the description that best matches your position. Transfer the points assigned to the particular description to the point total line. Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information. If you cannot decide between two adjoining points, use the half point between. Note: Results will be presented according to number of points for each category and total overall points. Therefore, you may want to record your points for future reference.

A. Duties (Guide Item A)

<u>Description</u>	<u>Points</u>
<p>Early stages of training and development: Receives training in various phases of office, plant, field or laboratory engineering 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.</p>	10
<p>More advanced stages of training and development: This level is normally regarded as a continuing portion of an engineer's training and development. Receives assignments of limited scope and complexity, usually minor phases of broader assignments. Uses a variety of standard engineering methods and techniques in solving problems. Assists more senior engineers in carrying out technical tasks requiring adherence to prescribed testing, analysis, design or other methods.</p>	20
<p>Fully qualified professional level: This is typically regarded as a fully qualified professional engineering level. Carries out varied engineering assignments requiring general familiarity with a broad field of engineering 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.</p>	40
<p>First level of direct and sustained supervision: This is the first level of direct and sustained supervision of other professional engineers. It is also the first level of full specialisation. Requires application of mature engineering 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 manners and draws conclusions from comparative situations.</p>	70
<p>Involved in short and long range planning: 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 or the specialised knowledge of a limited field or phase of engineering. Or, 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.</p>	110

Regularly direct several professionals:

As an engineering specialist, has achieved recognition as an authority in an engineering field of major importance to the organisation. Conceives programs 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.

150

Or, normally directs an engineering function involving several professional and other groups engaged in inter-related engineering responsibilities. Conceives programs 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.

Direct technical and administrative activities of a significant group:

As a senior specialist and widely recognised engineering authority, conceives and carries out programs of great significance to the organisation.

200

Or, directs the technical and administrative activities of a major division in a very large organisation or all activities of a small organisation. 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.

CEO:

As the chief executive of a very large organisation, is accountable to a board of directors for the management of all technical and administrative activities and for the realisation of the objectives of the enterprise.

250

Continue



Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information.

B. Education (Guide Item B)

<u>Description</u>	<u>Points</u>
Bachelor's Degree or academically qualified for registration	65
Master's Degree	80
Doctorate Degree	100
	<input type="text"/>

Continue

Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information.

C. Experience (Guide Item C)

Years	Points	Years	Points	Years	Points	Years	Points
<1	25	3	45	7-8	70	15-17	113
1	30	4	50	9-10	80	18-20	125
1 1/2	35	5	55	11-12	90	21-24	138
2	40	6	60	12-14	100	>25	150

Continue

Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information.

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

<u>Description</u>	<u>Points</u>
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 decision 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 decision. 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

Continue



Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information.

E. Supervision Received (Guide Item E)

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

Continue

Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information.

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

<u>Description</u>	<u>Points</u>
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 technicians or helpers or engineering technology students 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, engineering students or engineering technology students. May give work direction to engineers of less standing assigned to work on a common project. Supervision over such engineers 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 engineers 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 position acts as adviser and assistant to the chief executive or, in a very large organisation, to an executive at divisional level.	40
Supervises and directs the work of two or more major functions in an organisation of moderate size or a major division of a large organisation. 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 organisation.	60
Co-ordinates activities of the personnel in a major division in a very large organisation or all personnel in a smaller organisation. 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 organisation, having final responsibility for of all personnel subject only to approvals of a board of directors. Effects co-ordination through contracts 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



Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information.

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

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

Continue



Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information.

H. Use of Professional Seal (Guide Item H)

<u>Description</u>	<u>Points</u>
Never used or not applicable	0
Occasionally used	10
Frequently used	20
Regularly used	30

Continue



Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information.

I. Job Environment (Guide Item I)

<u>Description</u>	<u>Points</u>
Office and Comparable Conditions	0
Optimum shop, plant, or laboratory conditions	3
Average shop, plant or laboratory conditions	5
Conditions that are especially dirty, oily, noisy or otherwise disagreeable	10
Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors	20

Continue



Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information.

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

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

Continue

Refer to the [Classification Rating Guide](#) and [Example Classification Ratings](#) for additional information.

K. Accident and Health Hazards (Guide Item K)

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

Continue



FEEDBACK

We would welcome any comments or suggestions you may have. (max. 500 characters)

Continue

 **2006 Membership Salary Survey**

Thank you for taking the time to complete the 2006 APEGM Salary Survey. The Salary Research Committee appreciates your assistance in their endeavour to provide the Association membership with ongoing salary information for the professions.

The survey results will be available on the APEGM website this autumn. The survey report will be available for download as an Acrobat PDF file. In addition, paper copies of the survey report will be available by contacting the APEGM office by email (apegm@apegm.mb.ca) or by telephone at (204) 474-2736.

To review all the answers and to make changes to your answers, please [click here](#).

To exit the survey [click here](#)