



ASTTBC Member Compensation Survey 2011

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Purpose

This survey is published so that members of the Applied Science Technologists & Technicians of British Columbia and their employers may have the opportunity of comparing job responsibility, experience and other factors with the salary ranges reported by the Association. The Member Compensation Survey should prove to be a valuable aid for reviewing employee remuneration. The Member Compensation Survey has been published by the Association since 1977.

The Applied Science Technologists & Technicians of British Columbia is a self-governing professional association established under provincial legislation. The mission of ASTTBC is to serve the public by regulating the supporting Technology Professionals' commitment to a safe, healthy, and sustainable society and environment.

Methodology

Basis for the Member Compensation Survey 2011 is the compilation of results of a questionnaire sent to registrants in May 2011. Each member was asked to complete the Classification Rating Guide and provide their salaries as of December 31st 2010. All registrants, including those in our Technical Specialist programs, had the opportunity to participate in this survey that was conducted online.

Definitions/calculations used in this report are as follows:

- **Average (A)** - the sum of the observations divided by the number of observations.
- **Median (M)** - the number which divides the higher half of observations from the lower half, i.e. cuts the data set in half. The median was calculated by arranging the observations from lowest to highest and picking the middle one. (Median gives a measure that is less affected by outlying values than is the average and provides a more 'typical' result than the average).
- **First Quartile (Q1)** - the cut off point for the lowest 25% of the sorted observations.
- **Third Quartile (Q3)** - the cut off point for the highest 25% of the sorted observations.

Results for Technical Specialist programs are reported separately from those for Technologists and Technicians. Individuals who hold both an AScT or CTech designation and a Technical Specialist designation were included in the results for Technologists and Technicians. Results are reported only for groups with sufficient number of responses to provide meaningful analysis.

All reported salaries in this survey are expressed on a **monthly** basis except for self-employed members whose salaries are reported as annual. See the separate table for information on annual salaries and other data for self-employed respondents.

for more info...

ASTTBC :: 10767 – 148th Street, Surrey, BC V3R 0S4 | T 604.585.2788 E techinfo@asttbc.org
www.ASTTBC.org

Summary

Response Rate:

A total of 8,142 registrants were eligible to participate; 1,143 responded for a 14% response rate. This compares to a 15% response for the last survey.

Self-rating System:

The Classification Rating Guide has been used by the Association since 1977. The results indicate that the majority of the members are both objective and consistent. There has been a slight upward trend in reported level of members over the years. The following are the average point scores for the last eight surveys...

1991	396 points
1993	411 points
1995	431 points
1997	418 points
1999	435 points
2007	462 points
2008	477 points
2011	471 points

Median Salaries Reported:

Technologist/Technician – all categories of registration

Level of Classification	AScT	AScT(p)	CTech	CTech(p)	RTMgr	Graduate	Associate
Monthly Salary (M)	\$6250	\$4500	\$5721	\$4166	\$9333	\$4166	\$5333
No. of Replies	726	12	164	7	5	90	41

Technical Specialist – certified level only

Type of Certification	Construction Safety Officer	Fire Protection	House & Property Inspection	Onsite Wastewater
Monthly Salary (M)	\$6439	\$4488	\$5000	\$3500
No. of Replies	16	24	19	24

Note: Building Design; Public Works Inspection; Site Improvements Surveys; Steel Detailing – insufficient responses.

Miscellaneous Findings:

- Reporting salary increase: 38%

Year	Q1	M	Q3
2011	0.08%	2.00%	4.00%
2008	2.50%	3.50%	7.00%
- Sector: private 68% public 32%

Monthly Salary	Q1	M	Q3
Private	4333	5833	7417
Public	5000	5833	7083
- Male 89% Female 11%
- Working in discipline of registration: 83%
- ASTTBC dues paid by employer: 2011 62% 2008 63% 2007 60%
- Supervisory position: 61%

Table 1 – Monthly Salary (\$) by Technology

Discipline		AScT	CTech	Associate	GradTech	Student	Replied	Salary
Biomedical	Q3	5875						5446
	M	5634	6161	5333			13	5652
	Q1	5556						5916
BioSciences	Q3	2767						
	M	5235			2958	2218	16	4196
	Q1	2767						
Building	Q3	8750	6575	5500	4961			7904
	M	6916	4937	5388	4315	3500	126	6165
	Q1	5416	3500	4166	3809			4437
Chemical	Q3	5573						5469
	M	5174	3803	3333	5737		22	4878
	Q1	4614						4146
Civil	Q3	7083	7688	7917	4674	3583		7083
	M	6596	6181	6216	4344	1813	346	6321
	Q1	5250	5000	4667	3674	833		4833
Electrical	Q3	8750	8708					
	M	7650	7696		6108		66	7635
	Q1	3792	5655					
Electronics	Q3	7600	6516		6000	5563		7083
	M	6730	5494	8319	4359	4300	182	6132
	Q1	5742	4958		3042	1183		5021
Environmental	Q3	7490	5667					7370
	M	6258	5020		4375		36	6009
	Q1	5083	3770					4500
Forest Engineering	Q3							
	M	5625					3	6166
	Q1							
Gas & Petroleum	Q3	8017	6563					7887
	M	6497	5570	8073	7083		23	6240
	Q1	5583	4750					5250
Geomatics	Q3							6246
	M	5448	5352	4306			42	5551
	Q1							4542
Industrial	Q3	7860						7860
	M	7500	8333				13	7500
	Q1	5083						5083
Information Technology	Q3	8854						5167
	M	6541			2946	3208	9	3500
	Q1	4785						2916
Mechanical	Q3	7458	7865		6250			7417
	M	6083	6833	5750	4167	2131	124	5908
	Q1	5000	5883		3417			5000
Metallurgy	Q3	9729						9729
	M	7333					6	7333
	Q1	4750						4750
Mining	Q3	9000						8971
	M	7158			2500		39	6833
	Q1	6667						6049

Table 2 – Monthly Salary (\$) by Technical Specialist

	Construction Safety	Fire Protection	Onsite Wastewater	House & Property
Q3	7417	5979	5417	6250
M	6439	4488	5000	3500
Q1	4583	3333	3791	2500
Replies	16	24	19	24

Note: Building Design, Public Works Inspection, Site Improvements Surveys and Steel Detailing did not contain enough responses to compute results.

Table 3 – Monthly Salary (\$) by Years of Experience

Years	Replies	Q1	M	Q3
<1	20	2500	2583	4792
1	36	2333	3333	3943
2	19	2450	3666	4416
3	30	3541	4166	4446
4	20	3750	4500	4956
5	48	3750	4583	5500
6	34	4417	5000	5778
7	43	4343	5083	6000
8–9	59	4833	5471	6271
10–11	83	4667	5417	6583
12–13	54	5395	5917	7042
14–15	43	4708	6083	6931
16–18	84	5416	6500	8067
19–21	85	5677	6666	7648
22–25	219	5354	6358	7597
>25	334	5468	6667	8443

Table 4 – Monthly Salary (\$) by Responsibility Level

Points	Replies	Q1	M	Q3
<100	0	0	0	0
101–150	0	0	0	0
151–200	20	2500	2917	3833
201–250	54	2583	3750	4166
251–300	62	3416	4333	5000
301–350	126	4167	4833	5708
351–400	105	4770	5417	6000
401–450	152	4667	5617	6333
451–500	132	5281	6083	7083
501–550	132	5417	6374	7167
551–600	111	5833	6667	8096
601–650	87	5805	7083	8333
651–700	81	6950	7917	9270
>700	67	6667	8388	10417

Points are determined by using the ‘Classification Rating Guide’.

Table 5 – Monthly Salary (\$) by Geographic Location

Location	Replies	Q1	M	Q3
Central Interior	60	4166	5676	7041
Kootenays	45	5000	6448	7479
Metro Vancouver	578	4667	5833	7500
Northern	58	5375	6583	7525
Okanagan	145	4500	5667	6583
Vancouver Island	203	4333	5416	6875
Non-BC Resident	43	6438	7583	10104

Table 6 – Monthly Salary (\$) by Type of Work

Type of Work	Replies	Q1	M	Q3
Admin/Supervision	218	5833	7333	8833
CADD/Drafting	77	3750	4583	5541
Consulting	203	4938	6250	7917
Design	212	4750	5833	6667
Environmental Monitoring	32	3583	5167	5917
Production/Manufacturing	48	4475	6250	7917
Quality Control	50	4167	5417	6400
Research	16	3333	5000	6667
Sales	31	3833	5542	7458
Teaching	13	5354	5499	7042
Other	232	4333	5417	6583

Table 7 – Monthly Salary (\$) by Industry

Industry	Replies	Q1	M	Q3
Bioscience	4	3109	3542	4083
Computer/IT	9	2515	3987	4958
Construction	179	4500	6000	7836
Education	28	5417	6750	7867
Electronics	21	4833	5458	6797
Engineering	257	4398	5483	6831
Environmental	45	3892	4938	6324
Federal Government	13	4356	5081	6324
Forest Resources	15	5529	7083	7628
Manufacturing	44	4333	5833	8000
Medical	14	5535	5694	6081
Mining	39	5917	7292	9042
Municipal Government	112	5333	5889	7333
Petroleum	38	5833	7083	8850
Provincial Government	18	5036	5417	6308
Public Utility	80	5500	6250	7500
Telecommunications	52	5109	5833	6333
Transportation	49	5438	6708	7698
Other	107	3167	5000	6667

Table 8 – Monthly Salary (\$) by Graduation Year

Year	Replies	Salary (M)	Points (M)
Prior	27	5833	551
1970	13	5917	541
1971	14	8333	591
1972	15	6250	493
1973	16	8125	563
1974	14	6667	599
1975	16	7250	531
1976	28	6667	607
1977	17	7208	556
1978	15	7683	557
1979	20	5667	513
1980	25	7513	567
1981	16	6833	522
1982	25	6227	484
1983	17	6792	510
1984	34	6200	577
1985	27	7250	624
1986	31	6875	492
1987	25	5958	520
1988	25	6500	529
1989	22	6500	513
1990	23	6292	529
1991	22	6167	566
1992	21	7000	576
1993	24	5833	495
1994	32	6333	499
1995	35	6875	523
1996	19	5449	440
1997	13	5917	421
1998	22	6250	513
1999	25	5958	490
2000	38	5417	445
2001	30	5000	378
2002	30	5723	377
2003	37	5417	391
2004	35	5333	380
2005	34	5000	402
2006	32	5000	350
2007	21	4167	323
2008	24	4417	322
2009	26	4000	261
2010	28	3500	288
2011	23	5833	240

Table 9 – Benefits Provided by Employer

Type	Percent (%)
Extended Health	81
Dental Plan	80
Life Insurance	72
Prescription Drugs	72
Disability Coverage/Sick Leave	70
BC Medical	69
Pays ASTTBC Dues	62
Pension Plan	57
Overtime (Paid)	51
Employer Supports ASTTBC Registration	46
Profit Sharing/Incentive Systems	34
Company Car	20
Partially pays ASTTBC Dues	1

Table 10 – Annual Income (\$) of Self-Employed Members

	Min	Q1	Median	Q3	Max
Annual Salary	2400	56190	71000	90000	620000
Hourly Rate	18	25	40	96	250
No. of Years	0	9	20	28	50
	Min	Q1	Median	Q3	Max
Admin/Supervision	2400	70000	82000	97250	140000
CADD/Drafting	42000	97000	65000	72250	97000
Construction	50300	60000	75000	86000	168000
Design	56000	60000	70000	91200	620000
Production/Manufacturing	26500	48250	72700	84000	107000
Quality Control	2400	47000	61500	82375	160000
Sales	35000	46332	52000	74000	105000

* Based on 150 responses.