



**Association of Professional Geoscientists  
of Nova Scotia/Association of  
Professional Geoscientists of  
Ontario/Ordre des géologues du Québec**

**Compensation and Benefits Study**

Final Report

November 9 2015



## Letter from the Presidents

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On behalf of the Association of Professional Geoscientists of Nova Scotia, the Association of Professional Geoscientists of Ontario, and the Ordre des géologues du Québec, we are pleased to provide this Compensation and Benefits Study of our collective memberships.

Our three associations worked collaboratively to gather, analyse and present this snapshot of the geoscience profession in Eastern Canada. This study is an update from the 2013 survey.

This project was an opportunity for our three Associations to work closely together to create a product that is valued by our memberships. We thank those members in our associations who participated in the survey and shared their information that when aggregated gave us data that benefits all members.

We trust you will find this information relevant and useful.

Regards,

Paul Bateson, P.Geo., President, APGNS

Mark Priddle, P.Geo., President, APGO

Robert Wares, P.Geo., D.Sc., President OGQ

## Overview

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The Compensation and Benefits Study is designed to provide geoscientists in Nova Scotia, Ontario and Québec with industry standard guidelines for compensation and benefits available to them. The results can be used for negotiating employment contracts, considering the costs and benefits of additional education or training or looking towards a change in job status.

The report is also a reference for students who are considering geoscience as a career and human resource departments as they determine policies and practices.

Compensation and benefit averages and ranges as well as other data are based on survey responses and are only as accurate as the data provided by those survey respondents. The response rate of 34% and margin of error 1.97% put this study at the high end of studies of this type.

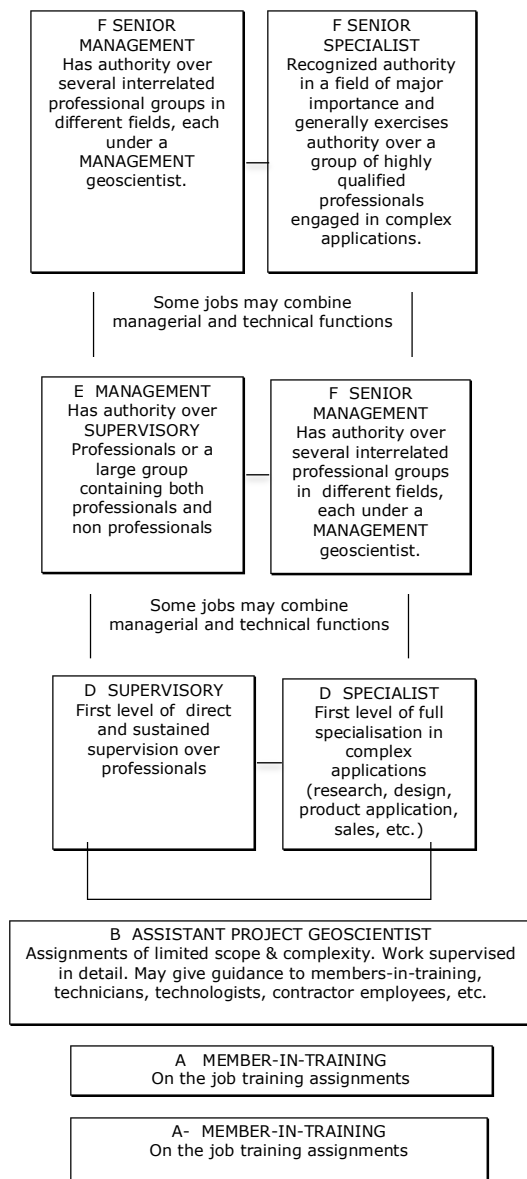
The overall results can be interpreted with confidence. However, since compensation levels vary significantly with the demographic characteristics of the respondents and the organizational profiles of their employers, these factors should be taken into consideration when using this study as a resource for compensation planning. As well, results for sub-groups (e.g. based on respondent profile and work setting) should be interpreted with caution when the sample sizes are smaller.

### **HOW TO USE SURVEY RESULTS**

To use salary survey data as a guideline it is important to consider all reported results and to keep in mind the following remuneration concepts.

- Income is affected by multiple factors such as seniority, education, level of responsibility (managerial or technical) or hardship conditions. (The Job Rating Flowchart on the next page should be used to estimate your “Job Rating” and the results reported in the tables in this summary should be closely noted).
- Salary levels vary among industry sectors.
- Total cash by year of graduation should only be used as a check on career progress relative to others of an equivalent age. Employers and members consistently want and use this information as a check on the more basic level-of-responsibility concept.

### Job Classification Flowchart



### Annual Base Salaries by Level of Responsibility

Job Rating	Responses		Base Salary					
	#	%	Average	D. 1	Q. 1	Median	Q. 3	D. 9
A	23	2%	\$70,000	\$43,400	\$57,000	\$70,000	\$85,000	\$103,200
B	59	5%	\$70,000	\$43,996	\$54,000	\$70,000	\$86,050	\$102,600
C	212	17%	\$74,000	\$50,000	\$59,875	\$74,000	\$86,775	\$99,960
D	277	23%	\$80,600	\$55,000	\$67,000	\$80,600	\$95,000	\$120,000
E	248	20%	\$96,678	\$67,350	\$80,750	\$96,678	\$120,000	\$145,900
F	190	16%	\$117,000	\$84,300	\$100,000	\$117,000	\$147,500	\$179,000
F+	208	17%	\$140,000	\$74,700	\$105,000	\$144,500	\$175,000	\$228,600

### Base Salary by Level of Education and Years Since Graduation

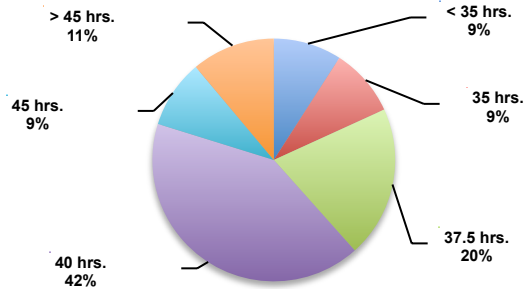
Salary Statistics	Years Since Graduation			
	2 - 10 years	11 - 20 years	21 - 30 years	31 or more
B.A. or B.Sc. or Equivalent				
	N=135	N=136	N=137	N=112
Q1	\$60,000	\$72,000	\$88,000	\$83,975
Q2	\$72,538	\$90,000	\$108,000	\$115,000
Q3	\$84,500	\$108,500	\$137,805	\$150,000
Q4	\$150,000	\$275,000	\$325,000	\$450,000
M.A. or M.Sc. or Equivalent				
	N=133	N=145	N=129	N=146
Q1	\$58,560	\$80,000	\$87,000	\$80,500
Q2	\$70,000	\$95,000	\$110,000	\$104,000
Q3	\$82,000	\$115,000	\$140,000	\$141,125
Q4	\$163,000	\$250,000	\$330,000	\$325,000
Ph.D. or Equivalent				
	N=13	N=47	N=34	N=69
Q1	\$73,000	\$71,500	\$84,000	\$85,000
Q2	\$82,000	\$85,000	\$105,000	\$120,000
Q3	\$85,000	\$116,000	\$127,250	\$158,000
Q4	\$101,000	\$200,000	\$350,000	\$280,000

### Base Salary and Industrial Sector

Industrial Sector	Responses		Base Salary		Mean Job Rating	
	#	%	Average	Median	Score	Level
<b>Mineral or hydrocarbon resources:</b>						
Inventory and mapping	73	6%	\$89,684	\$80,000	480	D
Mineral exploration, prospecting	370	30%	\$106,866	\$100,000	541	E
Oil & gas exploration	29	2%	\$118,253	\$100,000	487	E
Mining, mineral or hydrocarbon production	224	18%	\$120,323	\$104,000	510	E
Other	49	4%	\$104,539	\$89,600	522	E
<b>Environmental and engineering geology:</b>						
Industrial minerals & materials	18	1%	\$85,528	\$85,000	489	E
Groundwater	145	12%	\$89,128	\$87,000	489	D
Engineering geology, geotechnics	46	4%	\$81,996	\$84,500	473	D
Contaminated site management	196	16%	\$93,521	\$90,000	510	E
Other	45	4%	\$98,725	\$95,000	473	D
<b>Other:</b>						
Financial services	13	1%	\$108,419	\$110,000	495	E
Outside resources or environmental and engineering geology	43	3%	\$96,485	\$94,000	512	E

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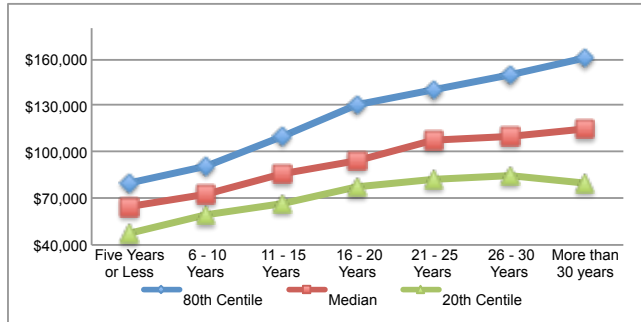
**Hours Worked per Week**



**Charge Out Rate and Industrial Sector**

	#	%	Average	Median
<b>Daily Charge Out Rate</b>				
<b>Mineral or Hydrocarbon Resources</b>				
Inventory and mapping	15	4%	\$976	\$1,000
Mineral exploration, prospecting	153	45%	\$725	\$650
Oil & gas exploration	9	3%	\$989	\$1,200
Mining, mineral or hydrocarbon production	12	4%	\$955	\$1,000
<b>Environmental and Engineering Geology</b>				
Industrial minerals & materials	5	1%	\$1,251	\$1,250
Groundwater	48	14%	\$1,122	\$1,200
Engineering geology, geotechnics	9	3%	\$828	\$720
Contaminated site management	60	18%	\$1,011	\$980

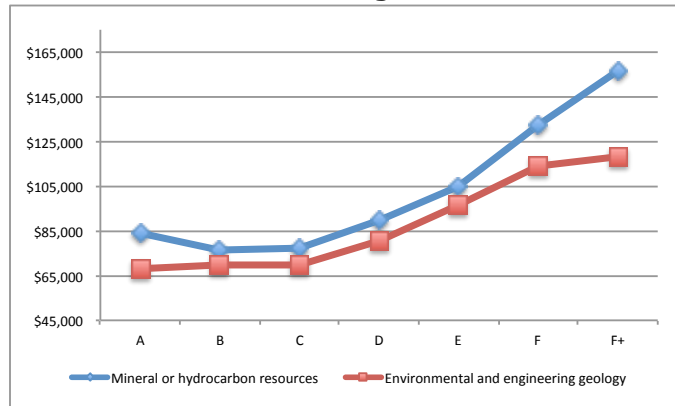
**Mean Annual Compensation by Years Since Graduation**



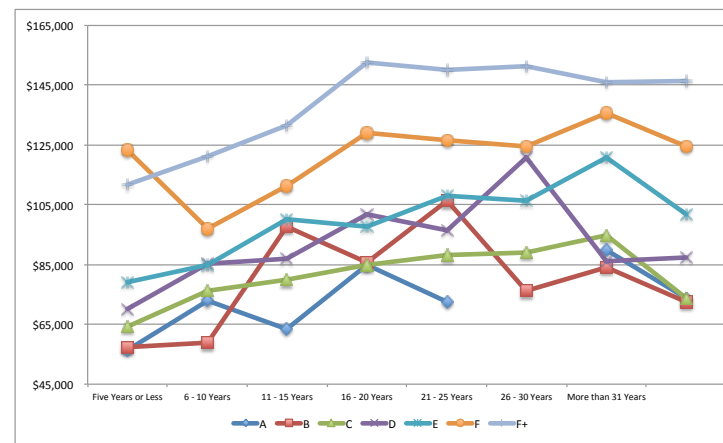
**Hourly Charge Out Rate**

	#	%	Average	Median
<b>Hourly Charge Out Rate</b>				
<b>Mineral or Hydrocarbon Resources</b>				
Inventory and mapping	18	4%	\$147	\$163
Mineral exploration, prospecting	132	29%	\$102	\$100
Oil & gas exploration	12	3%	\$121	\$128
Mining, mineral or hydrocarbon production	16	4%	\$133	\$125
<b>Environmental and Engineering Geology</b>				
Industrial minerals & materials	11	2%	\$132	\$120
Groundwater	82	18%	\$143	\$140
Engineering geology, geotechnics	24	5%	\$134	\$138
Contaminated site management	121	27%	\$133	\$120

**Mean Annual Compensation by Industry and Job Rating**



**Mean Annual Compensation by Job Rating and Years Since Graduation**





## **InfoFeedback**

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