INSTITUTE AFFAIRS

C. I. F. SALARY SURVEY — 1956

By G. E. Bell and J. A. Doyle

As a result of a recommendation at the Canadian Institute of Forestry 1956 Annual Meeting at Chicoutimi, it was agreed to undertake a salary survey. Special forms were prepared and circulated to some 1550 Foresters. A total of 875 replies was received, being 56.4 per cent of the total sent out. Thirty-three of the replies received could not be used because of ambiguity, incompleteness, or other factors¹.

In July 1957, at the request of Mr. James D. Coats, then Secretary-Treasurer of the C.I.F., the authors undertook to make an analysis of the salary survey. This, then, is our report.

We do not believe it necessary to review the nature of the questionnaire but wish to comment that of the 842 replies used in the analysis a high proportion were incomplete with respect to Item 4, "Main type of duty," and for this reason it was not possible to make an analysis of this section.

Comment on a survey of this type, because of the so many differences in duties and in responsibilities, must necessarily follow broad lines. For this reason comment is limited and the data presented in tabular and graph form.

The number of usable replies is shown by districts in Table 1, together with the average salary and years of experience.

TABLE 1

District	Number of Usable Replies	Average Salary Dollars per Annum	Median Salary Dollars per Annum	Average Number of Years of Experience
Maritimes ²	111	6108	5828	12.63
Quebec	105	8152	6750	14.57
Ontario	345	7064	5880	11.65
Prairies ³	81	5833	5520	11.37
British Columbia	200	7226	6000	11.05

All usable replies from all districts were grouped and averaged to show the average and median salary as related to years of professional forestry experience. This is shown in Figure 1.

Generally, the average forester's salary shows a modest increase of about \$250 per year of professional experience. There is a slight flattening of the curve after 34 years of experience and the curve representing the period of

¹ On several occasions we were reminded of the story in PUNCH about a poll taken amongst race horses, to determine the feeling regarding the winning of races. The analysis showed that 75 per cent of the horses wanted to win races, 15 per cent did not want to win, and 10 per cent did not know.

² Nova Scotia, New Brunswick, Prince Edward Island, and Newfoundland.

³ Manitoba, Saskatchewan, and Alberta.

1 to 2 years of experience has a reverse slope. This latter tendency was apparent in replies from most areas.

With regard to Section 3, Present Employment, usable replies were received as shown in Table 2.

TABLE 2

District	Inst. and				
	University	Government	Assoc.	Commercial	Consulting
Maritimes	7	59	1	41	3
Quebec	2	7	11	82	3
Ontario	6	164	5	163	7
Prairies	1	63	1	16	0
British Columbia	10	87	3	74	26
Total replies received	26	380	21	376	39

Curves were plotted showing the average salary over years of professional experience for each of the 5 groups of employment. These are shown in Figure 2.

The curve for Government foresters includes federal employees and those employed by the various provincial governments. This curve indicates that, on the basis of the replies received, government foresters generally are the lowest paid of all groups of foresters in Canada. This comparatively flat curve levels out in an even more disturbing manner after the point of some 18 years of experience and in fact the average increase in salary between the 18th and the 36th year, as shown by the graph, amounted only to about \$600.

Consultants showed the highest salary of all groups, the curve representing this class of forestry employment showing a strong upward trend with progressive years of professional experience. Classified as commercial (salaried) generally were those foresters employed by industry in Canada and to a large degree these include those foresters in the employ of logging, sawmilling, pulp and paper and other similar companies. From Figure 2 it may be seen that foresters in this class of employment received considerably greater remuneration than those having comparable experience in the employ of government or in university teaching. In the case of foresters with 10 years of professional experience the survey shows that on the average foresters in industry received approximately \$1100 per annum more than those in government employ. For foresters having 20 years of professional forestry experience those in industry received approximately \$4000 more than government foresters. The survey also showed that average salaries paid to foresters employed by trade associations and institutions compared favorably to salaries paid by industry.

Since the number of replies received from three groups, Consultants, Institution and Association, and University Teachers, were comparatively few, no attempt was made to separate these with respect to the five areas. However,

in the case of Government foresters and Commercial (salaried) foresters, the large number of replies enabled curves to be plotted for each of the five areas for each of these two groups. These are shown in Figures 3 and 4. From these graphs it may be noted that there is considerable variation in average salaries paid to foresters in various regions of the country. Generally, the salary of government foresters appears to be highest in British Columbia and lowest in the Maritimes and the Prairie provinces. On the other hand, from Figure 4 it is apparent that of the foresters in industry replying to the questionnaire those from Ontario received the highest salaries and those from the Maritimes the lowest.

In general we believe that the excellent response received indicates a high degree of interest in the salary survey among C.I.F. members. Statistics of this nature obtained by other professional associations have proved to be of value to their membership, and it is believed the same will hold true for C.I.F. members. The results obtained and the interest shown by Institute members, in the opinion of the authors, justify the continuation of the survey on an annual basis.

NEWS OF THE SECTIONS

NEWFOUNDLAND

There is little in the way of section activities to report at this time. As was stated previously, the Newfoundland Section is relatively new and its formation was, without doubt, a major accomplishment. It is presently being governed by a Provisional Council to hold office until such time as a formal election of officers can be held later on in the year.

Two recent graduates, Messrs. Deichmann and Broeren, arrived in Newfoundland last May. Both have become members of the C.I.F. However, no net increase in membership occurred as we lost Gordon McLeod and Hans Mandoe. They both went to the mainland for employment.

Recent personal events concerned the visit of the stork to Harold Johnson and Bill Wilton.

The writer has left the Forestry Branch and is now employed with Bowater's Pulp and Paper Mills at Corner Brook.

Contributed by W. A. DICKSON

ATLANTIC

A council meeting was held at Truro on July 5 in order to outline a programme for the section's annual meeting.

Tentative plans are to hold this meeting in Halifax on November 21 and 22 with registration and dinner at the Lord Nelson Hotel and meetings at the Y.M.C.A. Building. The theme will be "Public Relations in Forestry", and it is hoped that Dean J. Miles Gibson of the Forestry Faculty, University of New Brunswick, will deliver the theme address. There will then follow papers by various foresters and representatives of the Nova Scotia Department of