CANADIAN INSTITUTE OF FORESTRY SALARY SURVEY—1960

By H. M. BABCOCK

The fourth consecutive salary survey of C.I.F. members was successfully carried out during the spring of 1960¹. The Department of Labour at Ottawa again handled the mailing, tabulation and compilation of the questionnaire, or in other words did most of the work. Summarized results were then made available to the C.I.F. Salary Survey Committee for the preparation of this report. Particular thanks are due to Mr. A. W. Cowan of the Manpower Resources Division, Department of Labour, for his untiring efforts in the design of the survey and the analysis of the data and for his valuable advice in the preparation of the material for this report.

Although there was an 89 per cent response to the survey (the same as last year) the percentage of useful replies dropped by 1 per cent. Table 1 shows by regions the rate of response as a percentage of the total. The Prairie Region, even though it slipped slightly, again leads in the per cent of useful replies. British Columbia, which had an impressive increase in returns in last year's survey, this year ended up as "low man on the totem pole". On the other hand, the Atlantic Region this year shows the greatest increase in usable replies. The rate of response by class of employment is given in Table 3. These two tables should be looked at closely before referring to the salary data since a dozen or so individuals reporting one year and not the next can materially affect the results.

In previous years the average salary was used almost exclusively in the preparation of the tables and charts. This year the median salary is used in an effort to present a more realistic picture. The median (for those who have forgotten their statistics) is the middle item when the items are arranged according to size, and by its use less weight is given to the abnormally high or low incomes. However, in order to maintain a degree of continuity with previous surveys, average income is plotted in Figure 1.

Table 2 lists median incomes by regions and average income for Canada as a whole. The percentage increases in median incomes from 1958 to 1959 are considerably less than the change which occurred from 1957 to 1958. The decrease of 6.9 per cent in the median earnings in Quebec is not meant to imply the foresters in that province took a cut in pay. It is clearly shown in Tables 1 and 3 that C.I.F. membership in Quebec greatly increased in addition to an increase in both response and in the number of usable replies. Also, in the past our members in Quebec were for the most part quite a bit older than the national average. With additional members, particularly in the younger age groups, the survey results for Quebec will have greater significance.

In presenting the results of previous surveys all charts were plotted using years of experience. For many members this measure proved difficult to answer

¹ Previous surveys reported in *The Forestry Chronicle*: Vol. 35, No. 4, Dec. 1959, p. 330; Vol. 34, No. 4, Dec. 1958, p. 455; Vol. 33, No. 3, Sep. 1957, p. 274.

TABLE 1
SUMMARY OF SURVEY RETURNS
(Note: 1958 figures in brackets)

Region		Number of Questionnaires Sent Out	Number of Replies	Per Cent Replies to Total	Number of Useful Replies ¹	Per Cent Useful Replies to Total	
Atlantic.....	(187)	194	176	91	(150)	162	(80) 84
Quebec.....	(215)	250	221	88	(161)	207	(80) 83
Ontario.....	(609)	654	584	90	(507)	544	(83) 83
Prairies.....	(118)	133	121	91	(105)	115	(89) 86
British Columbia.....	(353)	392	339	86	(302)	302	(86) 77
Canada.....	(1,482)	1,623	(1,325) 1,445	(89) 89	(1,225)	1,330	(83) 82

¹ Those not included in the "useful replies" total were respondents who were employed part-time or less than 10 months in 1959; students; retired; those not engaged in forestry work; questionnaires with insufficient information to tabulate or which were received too late for tabulation.

FIGURE 1. Average Annual Income by Years of Experience, C.I.F. Members, 1959.

TABLE 2

INCOME BY REGIONS
(Note: 1958 figures in brackets)

Region	Median Income Dollars per annum		Per Cent Change		Average Number of Years since Graduation	
Atlantic	(6,500)	6,550	(7.4)	0.8	(13.4)	13.8
Quebec	(7,950)	7,400	(8.9)	—6.9	(16.1)	15.6
			(see text)			
Ontario	(6,800)	7,150	(4.6)	5.1	(13.6)	14.0
Prairies	(6,200)	6,550	(5.4)	5.6	(11.6)	13.1
British Columbia	(6,900)	7,200	(13.9)	4.3	(12.2)	12.9
Canada	(6,800)	7,000	—	2.9	(13.3)	13.8
Average Income Dollars per annum						
Canada	(8,000)	8,700	(8.9)	10.3	(13.3)	13.8

or was not answered correctly. For this and other reasons such as comparability with salary surveys of other professions, all charts and tables are now based on year of bachelor graduation or its equivalent.

Figure 2 shows median income by class of employment. The reverse trend in the income of the 1952-54 graduating classes, which was so noticeable in the first two salary surveys, is still present in the industry class of employment. On the whole this reverse trend has smoothed out and has been corrected during the last two years.

Figure 3 is the result of a number of requests for an indication of the spread in annual earnings. The upper decile rate (the rate above which 10% of the reporting members fall); the upper quartile rate (the rate above which 25% of the reporting members fall); and the lower quartile rate (the rate above which 75% of the reporting members fall), are plotted in relation to the median.

Table 4 is a tabular presentation of regional earnings by class of employer. Table 5 is in response to a number of requests for data on a provincial basis. Unfortunately in many cases the number of members in certain provinces and in certain graduating classes is too small to permit the publication of data.

Past surveys have been of little value to recent graduates or prospective employers of new graduates. It is hoped that Tables 6 and 7 partially fulfil this need and that they will encourage recent graduates to participate in future salary surveys.

FIGURE 2. Median Income by Year of Bachelor Graduation and Class of Employment, 1959.

FIGURE 3. Income Rates by Year of Bachelor Graduation.

TABLE 3
REGIONAL RETURNS BY CLASS OF EMPLOYMENT
(Note: 1958 figures in brackets)

Region	University ¹ and Government		Per Cent Increase	Industrial Consulting		Per Cent Increase or Decrease
Atlantic	(77)	84	9.1	(75)	78	4.0
Quebec	(14)	27	92.8	(147)	174	18.4
Ontario	(252)	282	11.9	(255)	260	2.0
Prairies	(79)	89	12.6	(26)	23	-11.5
British Columbia	(119)	140	17.6	(183)	161	-12.0
Canada	(539)	622	15.4	(686)	696	1.5

¹Includes Technical and High Schools.

FIGURE 4. Median Income by Type of Duty, 1959.

TABLE 4

REGIONAL MEDIAN EARNINGS BY YEAR OF BACHELOR GRADUATION
AND CLASS OF EMPLOYMENT¹

REGION	Class ² of Employment	Total	Year of Bachelor Graduation				
			Before 1919	1919- 1928	1929- 1938	1939- 1948	1949- 1958
		Number Reporting	Median earnings in dollars				
ATLANTIC							
	Industry	78 6,950	—	10,950	—	7,550	6,400
	Government	77 6,150	—	—	6,800	6,700	5,550
QUEBEC							
	Industry	174 7,700	—	13,000	12,950	8,550	6,350
	Government	23 6,000	—	—	—	—	5,700
ONTARIO							
	Industry	260 8,150	—	11,300	12,800	9,600	7,200
	Government	261 6,600	—	8,100	8,250	7,050	6,150
PRAIRIES							
	Industry	23 7,550	—	—	—	—	7,450
	Government	87 6,350	—	—	—	6,300	6,150
BRITISH COLUMBIA							
	Industry	161 7,900	—	10,450	13,100	8,650	7,250
	Government	127 6,600	—	—	8,550	7,550	6,100

¹ Medians are not shown where the number of respondents is less than 10.

² Classes of employment other than Industry and Government cannot be shown by regions because of an insufficient number of respondents.

TABLE 5
MEDIAN INCOME BY PROVINCE OF EMPLOYMENT, YEAR OF
BACHELOR GRADUATION AND CLASS OF EMPLOYMENT, 1959¹

Province of Employment	Total	Year of Bachelor Graduation				
		Before 1919	1919- 1928	1929- 1938	1939- 1948	1949- 1958
	Number Reporting	Median income in dollars				
Newfoundland	21	6,600	—	—	—	5,800
Nova Scotia	35	5,300	—	—	—	4,550
New Brunswick	106	6,800	—	9,450	8,950	7,350
Quebec	207	7,400	—	10,950	10,850	8,400
Ontario	544	7,150	—	9,600	10,150	7,700
Manitoba	37	6,800	—	—	—	6,600
Saskatchewan	26	6,300	—	—	—	6,100
Alberta	52	6,400	—	—	—	6,000
British Columbia	302	7,200	—	9,600	10,200	8,100
Canada	1,330	7,000	11,100	9,400	10,100	7,750
						6,400

Province of Employment	Total	Class of Employment			
		Private Industry	Government	University	Other ²
	Number Reporting	Median income in dollars			
Newfoundland	21	6,600	7,200	—	—
Nova Scotia	35	5,300	6,200	4,850	—
New Brunswick	106	6,800	7,050	6,450	—
Quebec	207	7,400	7,700	6,000	—
Ontario	544	7,150	8,150	6,600	7,950
Manitoba	37	6,800	—	6,600	—
Saskatchewan	26	6,300	—	6,100	—
Alberta	52	6,400	6,950	5,950	—
British Columbia	302	7,200	7,900	6,600	8,700
Canada	1,330	7,000	7,800	6,450	8,500
					5,600

¹ Medians are not shown where the number of respondents was less than 10.

² Includes high schools, technical schools and boards of education.

In order to derive more usefulness from the survey certain comparisons should be made. For example, the Consumer Price Index from December 1958 to December 1959 rose 1.3 per cent. During the same period the General Wholesale Price Index, a better indication of the level of inflation, rose by only 0.2 per cent, with the Woods Products portion of this index increasing by 1.8 per cent. The average weekly wages and salaries paid by sawmills, sash door and planing mills, and plywood and veneer mills increased from December 1958 to December 1959 by 9.4 per cent. In pulp and paper mills the same figure increased by 6.9 per cent. Median salaries of full time teaching staff at 17 Canadian universities and colleges for 1959-60 was about \$8,000, an increase of 7.2 per cent over 1958-59. The figures for our university class of employment compare favourably with this median.

Even though it was hoped the response rate to this year's survey would

exceed that of last year, the membership is to be congratulated for this year's return. Next year tentative plans have been made for the survey to take place during the beginning of the year. In this way the results will be more timely and of greater value. We can only urge all members to return next year's questionnaire and to take the time to make their return a usable reply.

TABLE 6
AVERAGE MONTHLY EARNINGS 1959 GRADUATES
(Based on 41 C.I.F. Members)

Province	Average Earnings
	\$
Newfoundland	332
Nova Scotia	322
New Brunswick	375
Quebec	366
Ontario	362
Manitoba	362
Alberta	372
British Columbia	375
Canada	362

TABLE 7
MEDIAN ANNUAL EARNINGS OF 1958 GRADUATES¹
BY EMPLOYER TYPE, 1959

Employer Type	Number	Median Earnings
		\$
Industry	14	5,150
Government	15	4,400
Total	29	4,650

¹ C.I.F. members only.

HIGHLIGHTS OF THE BOARD OF DIRECTORS MEETING

- 1) Seventeen Sections were represented. The Chairman of the Annual Meeting Committee, Mr. P. E. Lachance, was introduced to the Board of Directors and outlined his program.
- 2) The following were appointed to the Resolutions Committee: Dr. D. R. Redmond (Federal); J. D. Coats (Ontario); G. L. Miller (Maritimes); J. M. Finnis (British Columbia) and *Chairman*: M. R. Wilson (Quebec).
- 3) The minutes of the Board of Directors' 1959 Annual Meeting were adopted as circulated.
- 4) The interim financial statement for the year 1959-60 was approved. Auditors were re-appointed for the coming year.
- 5) Reports of the President, Secretary-Manager and Editor were received.