

**2006 Salary Survey:  
Report on Members'  
Compensation & Benefits**

## Table of Contents

Introduction .....	4
Employment Status.....	4
Figure 1: Employment Status by Membership Status .....	4
Membership Status .....	4
Current Region of Residence.....	5
Employer .....	5
Figure 2: Employers by Membership Status.....	5
Salary .....	6
Figure 3: Minimum, Maximum and Median Salaries .....	6
Figure 4: 2006 Median Salary by Years of Experience.....	6
Figure 5: Median Salary by Years of Experience – 1994, 1997, 1999, 2003 and 2006 .....	7
Figure 6: 2006 Median Salary by Employer Group.....	7
Figure 7: Median Salary by Years of Experience and Employer Group (RPFs) .....	8
Figure 8: Median Salary by Years of Experience and Employer Group (RFTs) .....	8
Figure 9: Median Salary by Job Duties/Responsibility and Employer Group (RPFs).....	9
Figure 10: Median Salary by Job Duties/Responsibility and Employer Group (RFTs).....	9
Figure 11: Median Salary by Years of Experience and Region of Residence (Industrial Company Employees, RPFs).....	10
Figure 12: Median Salary by Years of Experience and Region of Residence (Industrial Company Employees, RFTs).....	10
Figure 13: Median Salary by Job Duties/Responsibility and Region of Residence (Industrial Company Employees, RPFs).....	11
Figure 14: Median Salary by Job Duties/Responsibility and Region of Residence (Industrial Company Employees, RFTs).....	11
Job Titles .....	12
Figure 15: Ten Most Common Specific Job Titles.....	12
Figure 16: Five Most Common General Job Titles .....	12
Education .....	13
Experience.....	13
Figure 17: Years of Experience by Member Type.....	13
Work Weeks & Vacation.....	14
Figure 18: Average Workweeks and Vacation Time by Member Group .....	14
Figure 19: Actual Work Week by Employer Group.....	14
Figure 20: Actual Work Week by Job Duties/Responsibility and Employer Group (RPFs) .....	15
Figure 21: Actual Work Week by Job Duties/Responsibility and Employer Group (RFTs) .....	15
Overtime Procedure.....	16
Figure 22: Overtime Procedure by Member Group.....	16
Fringe Benefits .....	16
Figure 23: Fringe Benefits by Employer Group.....	17
Job Duties .....	18

Figure 24: Level of Job Duties/Responsibility by Member Type .....	18
Recommendations, Decisions & Commitments .....	19
Figure 25: Recommendations, Decisions & Commitments by Member Type .....	19
Supervision Received .....	20
Figure 26: Supervision Received by Member Type .....	20
Supervision Exercised .....	21
Figure 27: Supervision Exercised by Member Type .....	21
Physical Demands.....	22
Figure 28: Physical Demands by Member Type.....	22
Job Environment .....	23
Figure 29: Job Environment by Member Type .....	23
Absence from Base of Operations.....	24
Figure 30: Absence from Base of Operations by Member Type.....	24
Accident and Health Hazards .....	25
Figure 31: Accidents and Health Hazards by Member Type .....	25
Job Stress .....	26
Figure 32: Job Stress by Member Type .....	26
Appendix: 2006 Salary Survey (Members' Compensation & Benefits).....	27

## Introduction

The most recent ABCFP Salary Survey was conducted in December 2006. Almost 1,400 members responded (n= 1,395) giving this survey an accuracy of +/- 2.3%, 95 times out of 100. That means that we can be 95% sure that the results garnered from this survey are accurate within 2.3%. The response rate for the 2006 salary survey was 26% which is above average for a survey of this type.

The 2006 survey represents the first year that the responses of RFTs and TFTs were measured. Historical findings on the compensation and benefits of RFTs and TFT cannot be reported at this time but will be compiled in future surveys.

The following report provides information on the salaries, responsibilities, benefits and other compensation of professional foresters in BC and compares Registered Professional Foresters (RPFs) to Registered Forest Technologists (RFTs).

Although there was a high response rate, caution should be taken when interpreting results from subgroups with small sample sizes.

## Employment Status

Most ABCFP members reported working full time. The full time employment rate was approximately 90% for RPFs and RFTs and there were slightly more RFTs (9%), than RPFs (5%) that considered themselves self-employed consultants.

**Figure 1: Employment Status by Membership Status**

	All Respondents	RPF	RFT	FIT	FP*	TFT*
Full Time	91%	91%	89%	93%	84%	100%
Part Time	1%	1%	1%	-	4%	-
Temporary Assignments	1%	1%	1%	4%	4%	-
Student	1%	-	-	3%	4%	-
Self-employed Consultant	6%	6%	9%	-	4%	-
Unemployed	-	-	-	-	-	-

*\*small sample size*

## Membership Status

Most ABCFP members identified as RPFs (60%), which is about double the number of RFTs (29%). Foresters in Training accounted for 7% of the membership and the remaining 4% of members were Forestry Pupils, Trainee Forest Technologists or those on leave.

[Back to Contents](#)

## Current Region of Residence

For the purposes of this survey, BC was divided into three geographic regions: the Coast, the South Interior and the North Interior. Although results show that there was a fairly even distribution (close to one third) of members throughout the three regions, there were more RFTs living in the South Interior (41%) than in the North Interior (23%). In addition, the communities in which most members (70%) lived were characterized as established communities with complete facilities. This trend was seen throughout all member types with fewer than 5% of respondents living in small isolated communities.

## Employer

The most common employer for all respondents was the provincial government (38%), followed by industry (33%). Compared to RPFs, RFTs were more likely to be employed by the provincial government or work as self-employed consultants. RPFs were more likely to work in industry than RFTs.

**Figure 2: Employers by Membership Status**

	All Respondents	RFT	RPF
<b>Federal Government*</b>	1%	-	1%
<b>Provincial Government</b>	38%	44%	38%
<b>Industry</b>	33%	26%	36%
<b>Self-employed Consultant</b>	22%	25%	18%
<b>Others (Association, Academia, and Other)</b>	7%	5%	7%

*\*small sample size*

Of all ABCFP members who identified as self-employed consultants, 18% were also members of the Consulting Foresters of BC (CFBC). For self-employed consultants who were also RPFs, 26% were also members of the CFBC, while only 10% of similarly employed RFTs were CFBC members.

[Back to Contents](#)

## Salary

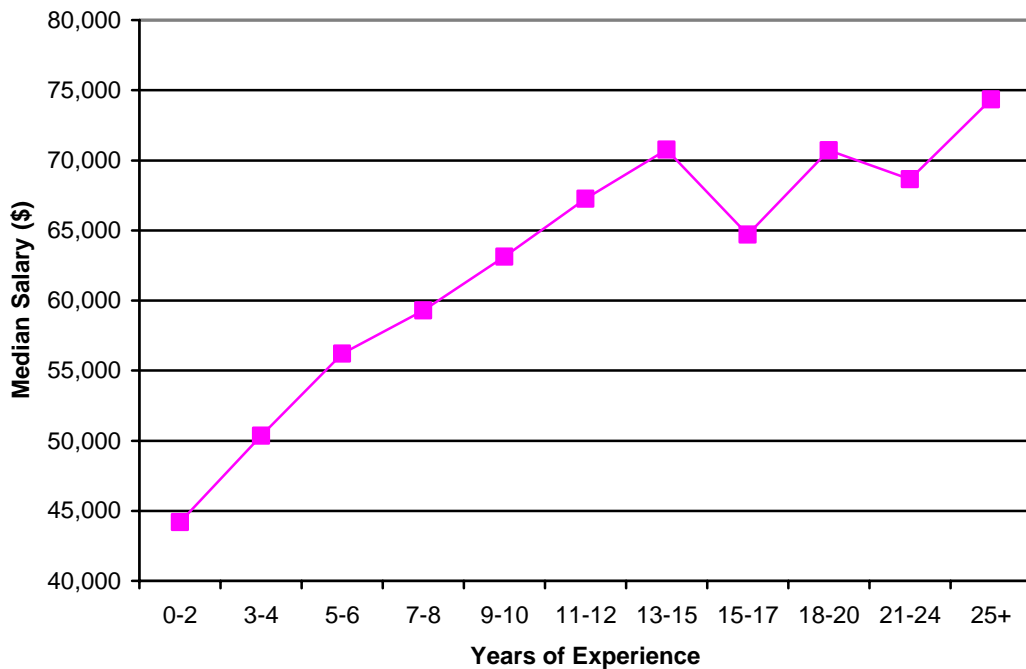
ABCFP members earned a median salary of \$66,300 (excluding bonuses and fringe benefits). For all RPFs, the average salary was reported to be \$73,018 while RFTs' average salary was \$56,985.

**Figure 3: Minimum, Maximum and Median Salaries**

	Minimum Salary	Maximum Salary	Median Salary
RPF	\$35,000	\$284,000	\$73,018
RFT	\$31,000	\$120,000	\$56,985

Members' median salary generally increased as their years of work experience increased, moving from a low of \$44,199 (for zero to two years of experience) to a high of \$74,349 (for over 25 years of experience). Slight decreases were reported in median salaries for those with 15-17 and 21-24 years of work experience.

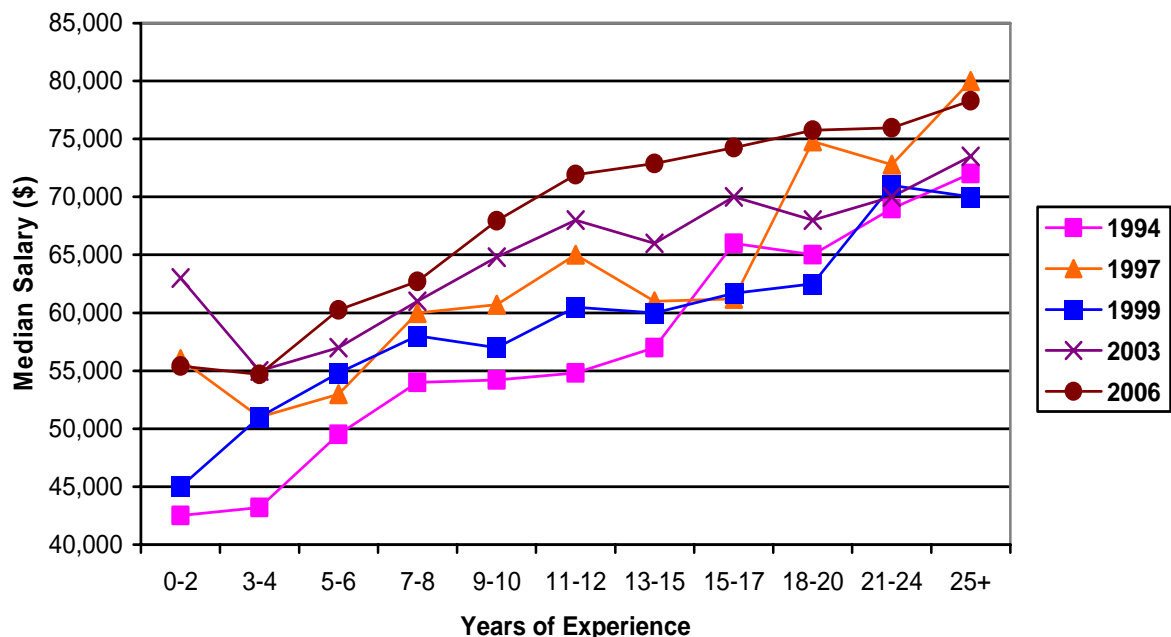
**Figure 4: 2006 Median Salary by Years of Experience**  
(All Respondents)



[Back to Contents](#)

As compared to previous years, the median salary of RPFs working full time (\$ 73,189) continued to increase. There was a 3.9% increase in their reported income since 2003.

**Figure 5: Median Salary by Years of Experience – 1994, 1997, 1999, 2003 and 2006**  
(Full Time RPFs)



The median salary earned by ABCFP members was also affected by the employer group. Those working for industry reported the highest salary (\$77,219) while self-employed consultants reported the least (\$59,095).

**Figure 6: 2006 Median Salary by Employer Group**

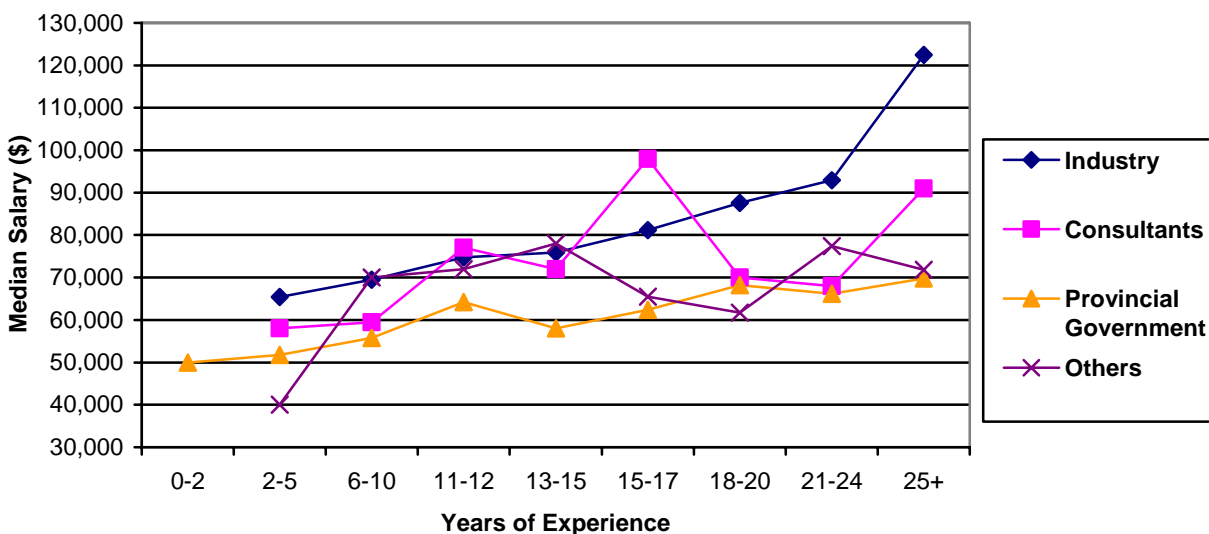
Employer	Median Salary
Industry	\$77,219
Others	\$71,829
Federal Government*	\$71,623
Provincial Government	\$60,496
Self-employed Consultant	\$59,095

\*small sample size

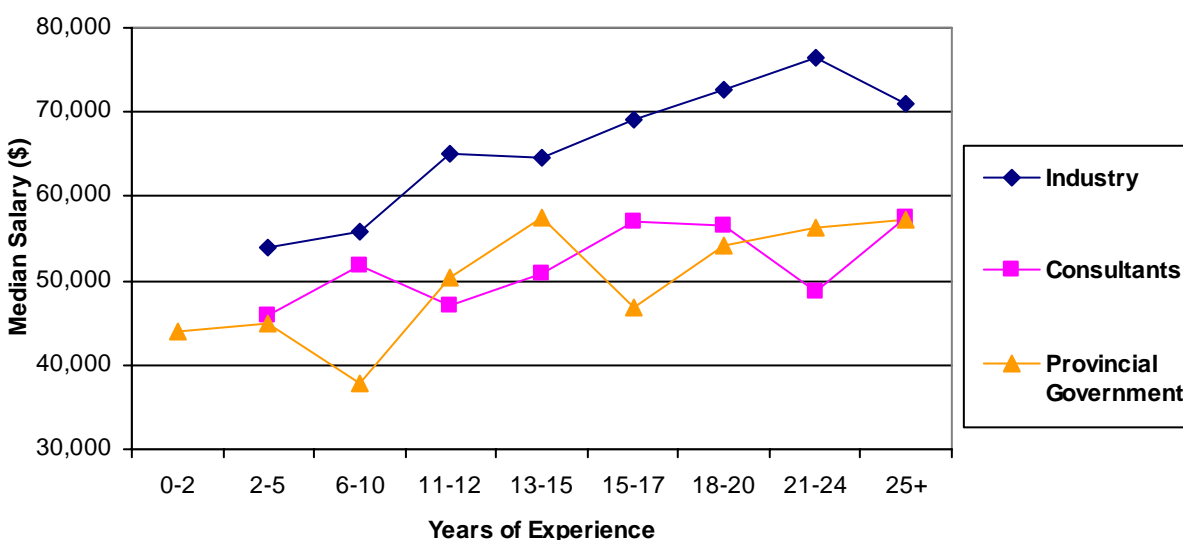
[Back to Contents](#)

Employees working for industry earned a higher salary than those working for other employer groups at almost all levels of work experience. When comparing RPFs and RFTs in all employee groups, it was found that salary increased with years of experience.

**Figure 7: Median Salary by Years of Experience and Employer Group (RPFs)**



**Figure 8: Median Salary by Years of Experience and Employer Group (RFTs)**



*\*Note: sample sizes for RFTs reporting to an employer other than the three in the above graph were so small that they were not considered statistically significant and therefore, not shown.*

[Back to Contents](#)

**Figure 9: Median Salary by Job Duties/Responsibility and Employer Group (RPFs)**



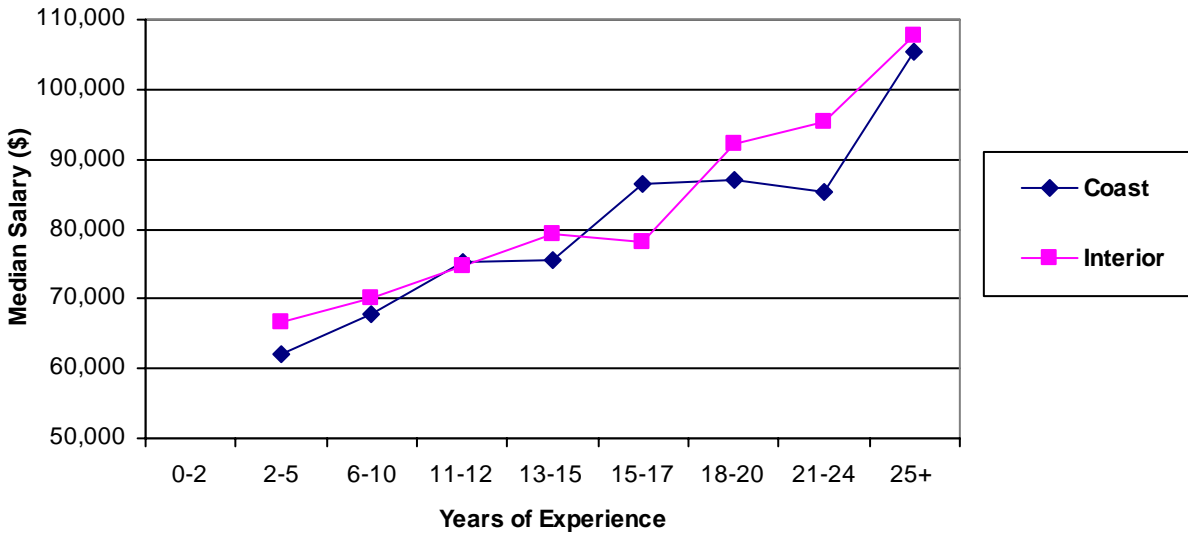
**Figure 10: Median Salary by Job Duties/Responsibility and Employer Group (RFTs)**



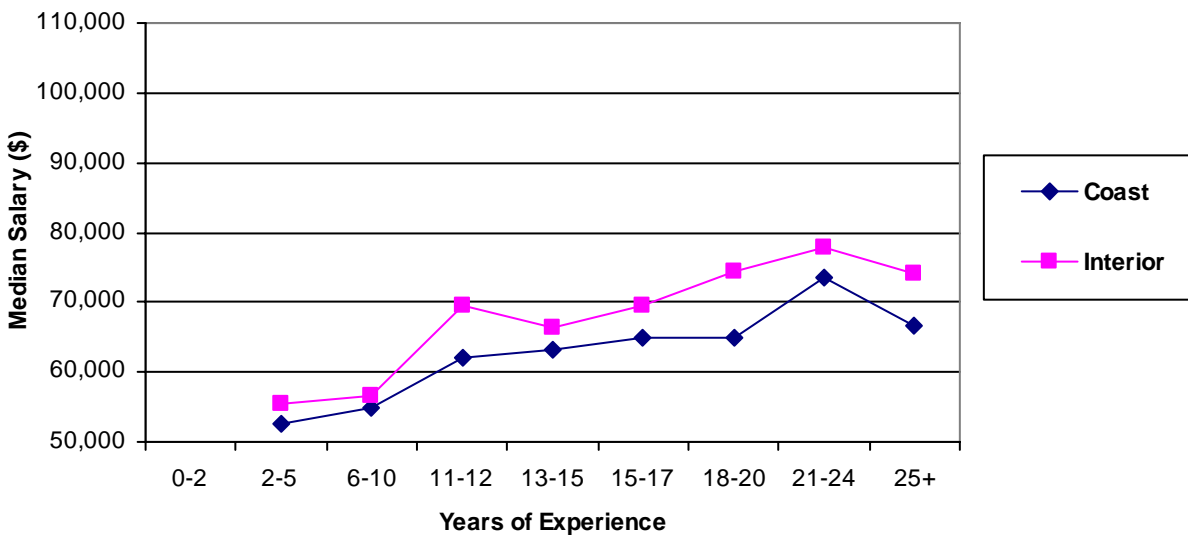
[Back to Contents](#)

The salaries of RPFs and RFTs who work for industry vary slightly depending on the region of residence.

**Figure 11: Median Salary by Years of Experience and Region of Residence (Industrial Company Employees, RPFs)**



**Figure 12: Median Salary by Years of Experience and Region of Residence (Industrial Company Employees, RFTs)**

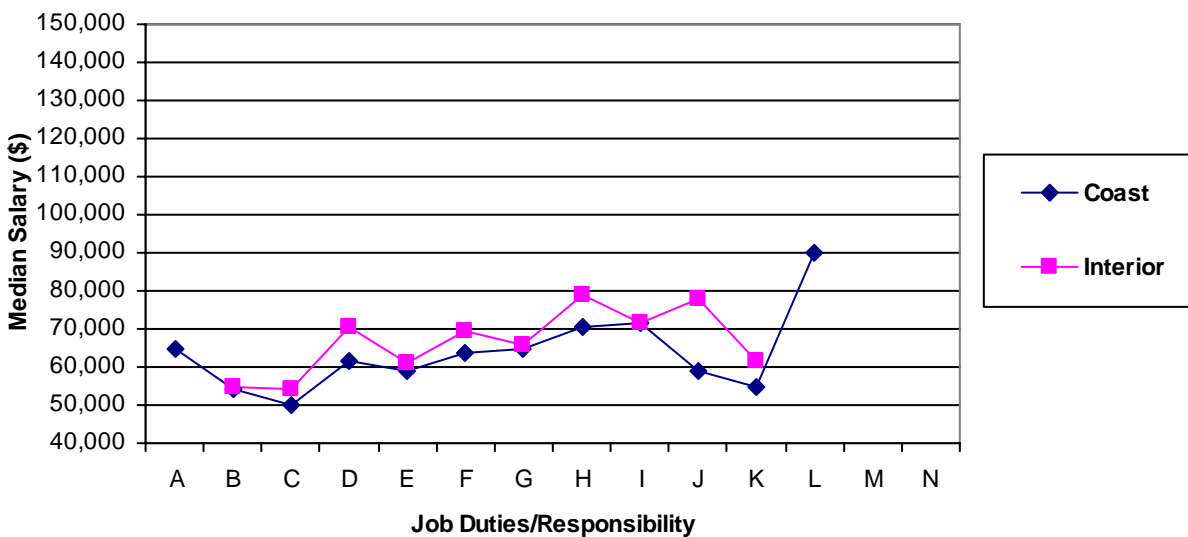


[Back to Contents](#)

**Figure 13: Median Salary by Job Duties/Responsibility and Region of Residence**  
(Industrial Company Employees, RPFs)



**Figure 14: Median Salary by Job Duties/Responsibility and Region of Residence**  
(Industrial Company Employees, RFTs)



*\*Note: sample sizes for job duties/responsibility level 'L' and above are too small to be considered statistically significant.*

[Back to Contents](#)

## Job Titles

**Figure 15: Ten Most Common Specific Job Titles**

Specific Job Title	Percent
forest technologist	3.7%
forestry supervisor	2.9%
operations manager	2.6%
tenures forester	2.6%
planning forester	2.5%
forester	2.3%
practices forester	2.1%
stewardship forester	2.0%
manager/general manager	1.9%
president	1.7%

Because there were many minor differences in the wording of some job titles, general job titles were gleaned using common wording from the specific job titles. This process resulted in the table below which shows a greater variation in titles.

**Figure 16: Five Most Common General Job Titles**

General Job Title	Percent
forester	23.1%
technologist/technician	13.6%
manager	12.6%
supervisor	10.3%
engineer	6.2%

[Back to Contents](#)

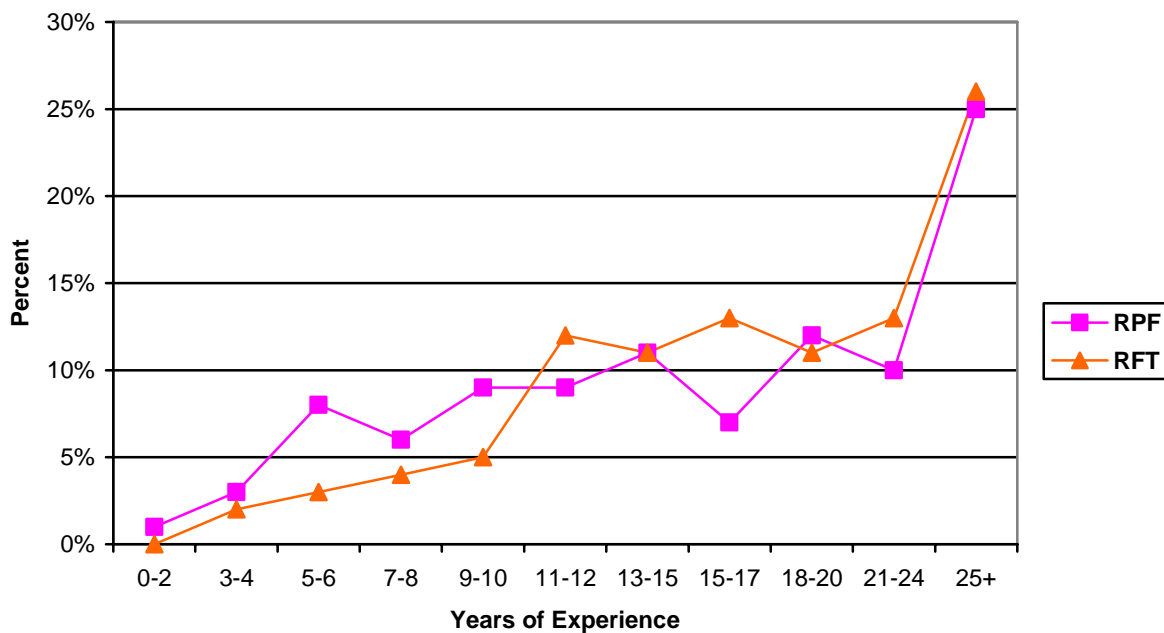
## Education

There was a very distinct difference between the education of RPFs and RFTs. Almost all RPFs had a bachelor's degree (86%) or master's/doctorate degree (12%). In contrast, RFTs almost exclusively had Forest Technology Diplomas (94%); the remaining RFTs had bachelor's degrees (6%).

## Experience

Both RPFs and RFTs reported similar amounts of experience in the forestry sector. The overall trend indicated that there were more members who are in the later stages of their careers than those who were starting out. For example, 62% of respondents have 13 or more years of experience in the forestry sector.

**Figure 17: Years of Experience by Member Type**



[Back to Contents](#)

## Work Weeks & Vacation

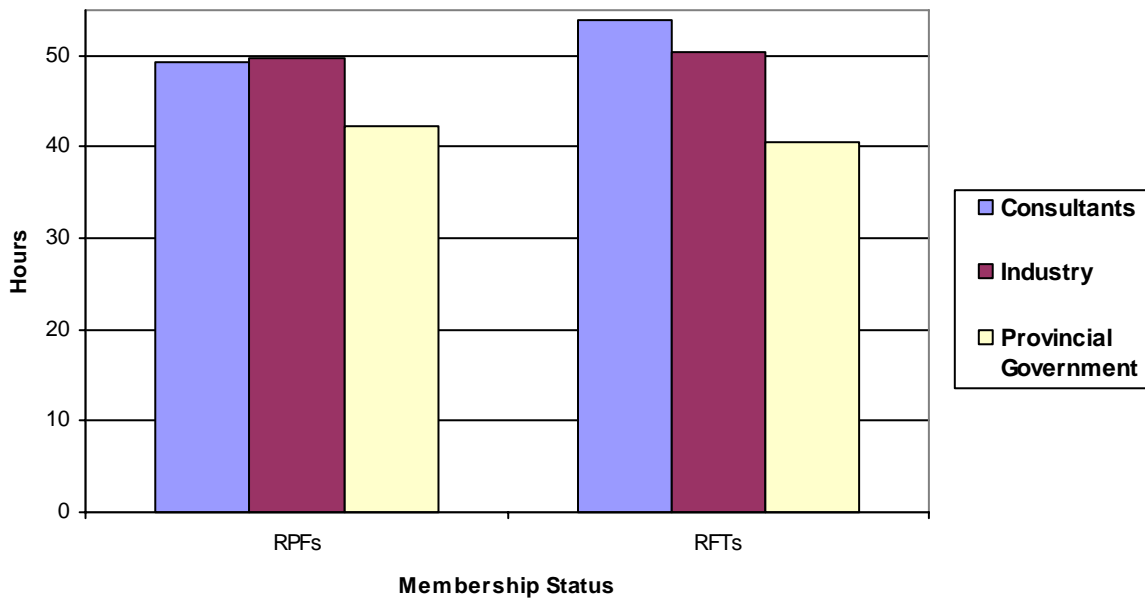
ABC FP members worked 15% more hours than was mandated by their official work weeks. Although previous surveys have found that members consistently work more hours in the week than authorized, the actual work week for members has decreased by 0.7 hours since 2003.

Most ABC FP members (96%) received between two and eight weeks of vacation per year. The most common amount of vacation time for members was about four weeks.

**Figure 18: Average Workweeks and Vacation Time by Member Group**

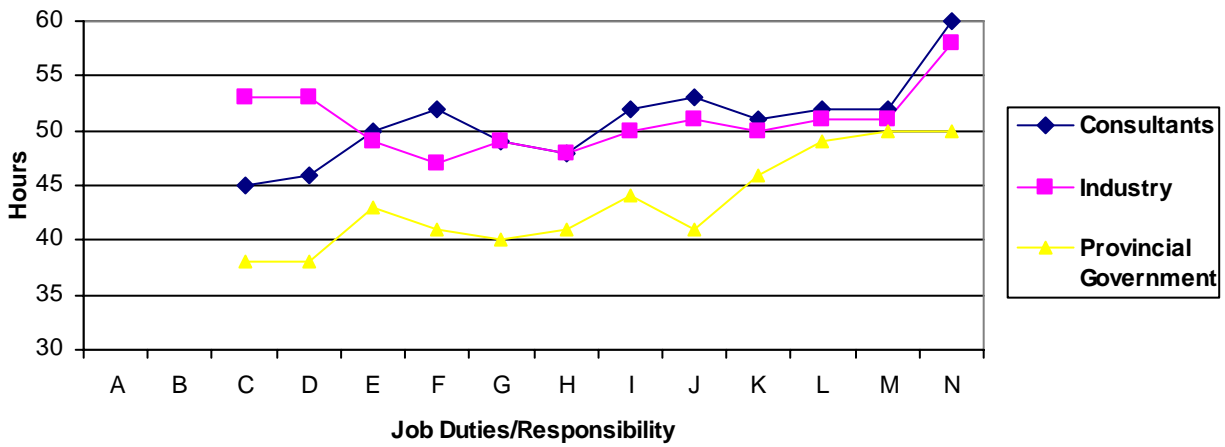
	All Respondents	RPF	RFT
Official Work Week (hours)	40.2	39.5	40.6
Actual Work Week (hours)	46	46	47
Annual Vacation (weeks)	4.1	4.3	4.3

**Figure 19: Actual Work Week by Employer Group**



[Back to Contents](#)

**Figure 20: Actual Work Week by Job Duties/Responsibility and Employer Group (RPFs)**



*Note: Where data are missing, there weren't enough responses to make a summary possible.*

**Figure 21: Actual Work Week by Job Duties/Responsibility and Employer Group (RFTs)**



[Back to Contents](#)

## Overtime Procedure

While the average ABCFP member worked 5.8 hours of overtime a week, 41% received no compensation for the extra time spent performing job duties. RPFs more commonly received no compensation, straight time off or indirect bonuses. RFTs were more likely to receive overtime pay or standard pay.

**Figure 22: Overtime Procedure by Member Group**

	All Respondents	RPF	RFT
No Compensation	41%	46%	31%
Overtime at Regular Rate	9%	8%	12%
Straight Time in Lieu of Payment	21%	22%	17%
Overtime Pay (1 ½ or 2 times)	17%	5%	39%
Bonus in Lieu of Direct Compensation	12%	18%	2%

## Fringe Benefits

The fringe benefit which most members received was full payment of their ABCFP fees. Other benefits which a majority of members received in full include medical, long term disability insurance, extended health care and pension.

It was found that the level of compensation varied depending on employer. For example, 85% of industry employees received full medical benefits as compared to 40% of self-employed consultants.

[Back to Contents](#)

**Figure 23: Fringe Benefits by Employer Group**

	All Respondents		Federal Government **		Provincial Government		Industry		Self-employed Consultant		Others	
	% F*	% P*	% F*	% P*	% F*	% P*	% F*	% P*	% F*	% P*	% F*	% P*
Medical Plan	72	14	62	38	84	12	85	10	40	22	64	20
Dental	60	26	62	25	69	28	71	22	34	29	52	32
Vision Care	49	33	62	38	51	42	63	28	28	28	40	38
Extended Health Benefits	65	20	62	38	73	22	77	16	38	24	53	20
Life Insurance	65	14	75	25	72	15	78	13	40	15	58	11
Dependent Life Insurance	35	11	50	12	34	9	47	14	22	10	30	3
Long-term Disability	67	11	62	25	76	11	79	10	40	14	63	8
Accidental Death /Dismemberment	66	10	88	12	73	8	78	11	41	11	58	8
Pensions Plan	62	11	88	12	83	14	77	9	11	6	60	18
Production Bonuses & Profit Sharing	25	5	-	-	1	2	49	7	31	7	16	1
Professional Development	62	21	38	25	67	25	70	16	45	21	62	16
ABCFP Annual Fee	75	5	-	-	74	9	91	1	63	4	57	3
ExpoFor Expense	23	13	-	-	20	22	30	11	20	5	37	11
ExpoFor Spouse Expense Paid	5	6	-	-	2	1	10	4	6	-	9	1
Vehicle Use to & From Work	30	8	-	12	3	2	60	9	33	8	23	1
Vehicle Full Personal Use	12	0	-	-	-	1	22	18	17	6	13	1
Collective Agreement	35	4	100	-	84	-	3	1	1	-	24	1
Laptop	30	3	50	-	28	7	29	2	31	3	63	1
Cell Phone	34	1	-	12	21	2	44	2	37	5	29	4
Wireless Comm. Device	15	2	-	12	24	2	10	1	6	1	28	-

\*Full (F), Partial (P)

\*\*small sample size

Other benefits mentioned by respondents included: flexible work hours, RRSP/savings contributions, isolation/northern housing bonus or allowance, personal development, work clothing and supply allowance, working in a natural setting and human resources support.

[Back to Contents](#)

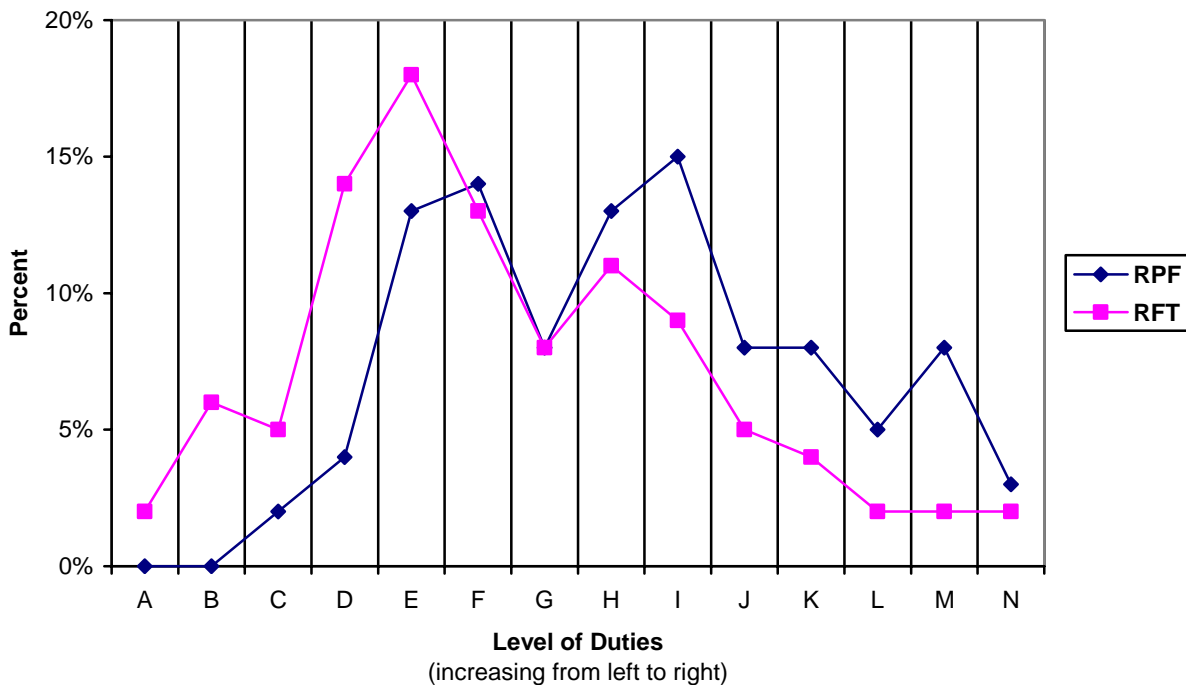
## Job Duties

The level of complexity and responsibility of job duties was measured on an ascending scale from 'A' to 'N.' While both RPFs and RFTs performed duties at most levels, RPFs were more likely to perform job duties that have a higher level of complexity than those of RFTs.

The most common level of job duty for an RPF was 'I' (my job requires knowledge of more than one field of forestry or performance by a specialist in a particular field) and the most common level of job duty for an RFT was 'E' (I am typically regarded at the fully qualified forest professional level).

[Please refer to the appendix \(question #8\) for a full description of each job duty level.](#)

**Figure 24: Level of Job Duties/Responsibility by Member Type**



[Back to Contents](#)

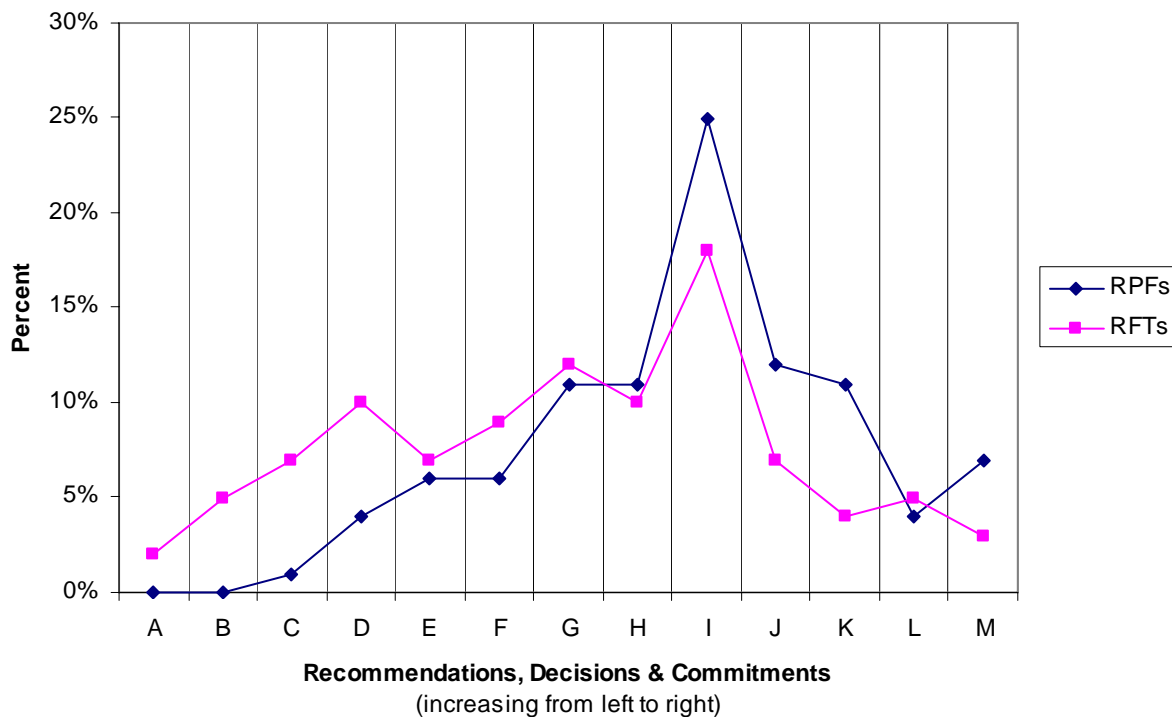
## Recommendations, Decisions & Commitments

The level of recommendations, decisions and commitments made on the job was measured on an ascending scale from 'A' to 'M.' For all members, the most frequent response was 'I' (I make responsible decisions not usually subject to technical review, on all matters assigned, except those involving large sums of money or long-range objectives. I take courses of action necessary to expedite the successful accomplishment of assigned projects).

There were differences in the percentages of RFTs and RPFs who make recommendations, decisions and commitments at each level. RFTs were more likely to make recommendations, decision and commitments at the lower levels while RPFs were more likely to operate at the higher end of the scale.

[Please refer to the appendix \(question #11\) for a full description of each recommendation, decision & commitment level.](#)

**Figure 25: Recommendations, Decisions & Commitments by Member Type**



[Back to Contents](#)

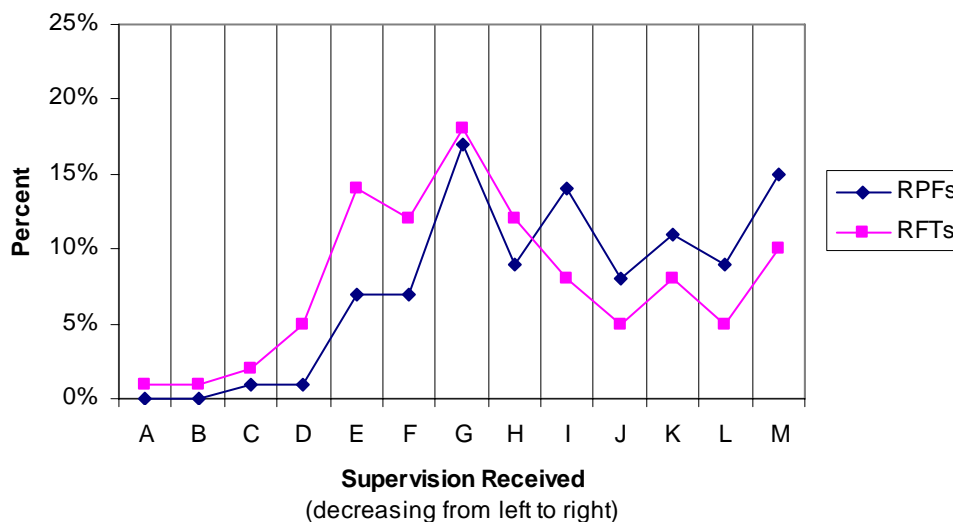
## Supervision Received

The degree to which independent action is required or permitted on the job is limited by the amount of supervision received. For this survey, the level of supervision received was measured on a descending scale from 'A' to 'M.'

It was found that very few RFTs or RPFs worked under the closest levels of supervision. Although RFTs were more likely to report higher levels of supervision and lower levels of independent action as compared to RPFs, 92% of members surveyed answered 'E' or higher, indicating moderate to high levels of independent action in their jobs.

[Please refer to the appendix \(question #12\) for a full description of each level of supervision received.](#)

**Figure 26: Supervision Received by Member Type**



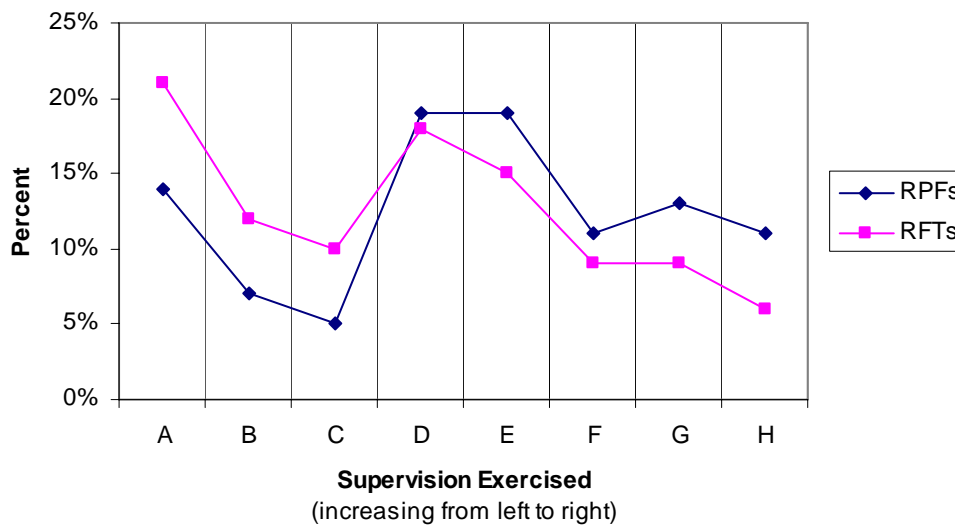
[Back to Contents](#)

## Supervision Exercised

The level of supervision exercised was measured on an ascending scale from 'A' to 'H.' Although the level of supervision exercised followed a common pattern for both RPFs and RFTs, there was a tendency for RPFs to have more supervisory responsibilities than RFTs. The most frequent response for RFTs was 'A' (I have no supervisory role), whereas the two most frequent responses for RPFs were 'D' (I may give technical guidance. Supervision over forest professionals is not usually a regular or continuing responsibility) and 'E' (I assign and outline work. Supervision may call for recommendations concerning staff).

[Please refer to the appendix \(question #13\) for a full description of each level of supervision exercised.](#)

**Figure 27: Supervision Exercised by Member Type**



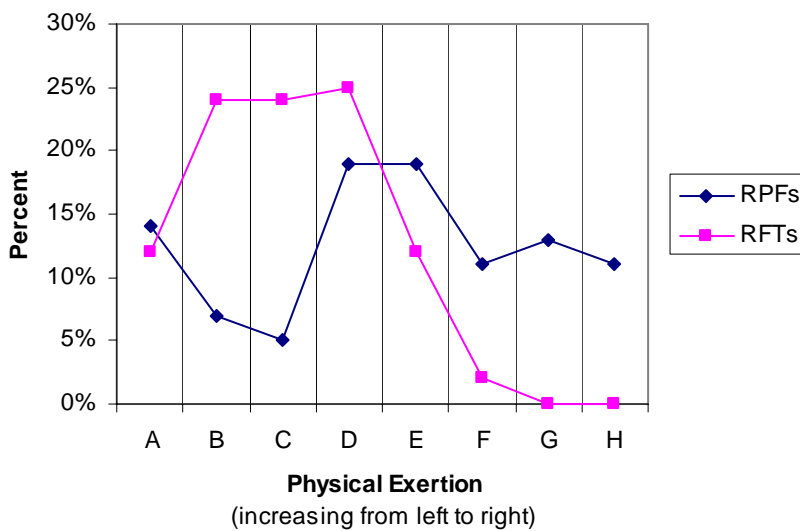
[Back to Contents](#)

## Physical Demands

The intensity and severity of physical effort required to perform a particular job was measured on an ascending scale from 'A' to 'H.' RPFs reported relatively wide-spread levels of physical demands. Although they tended to have higher exertion/concentration demands than RFTs, there were also a significant amount of RPFs who had low levels of physical demands. RPFs responded much more consistently, with most claiming to have a moderate to limited amount of exertion/concentration demands.

[Please refer to the appendix \(question #15\) for a full description of each level of physical demand.](#)

**Figure 28: Physical Demands by Member Type**



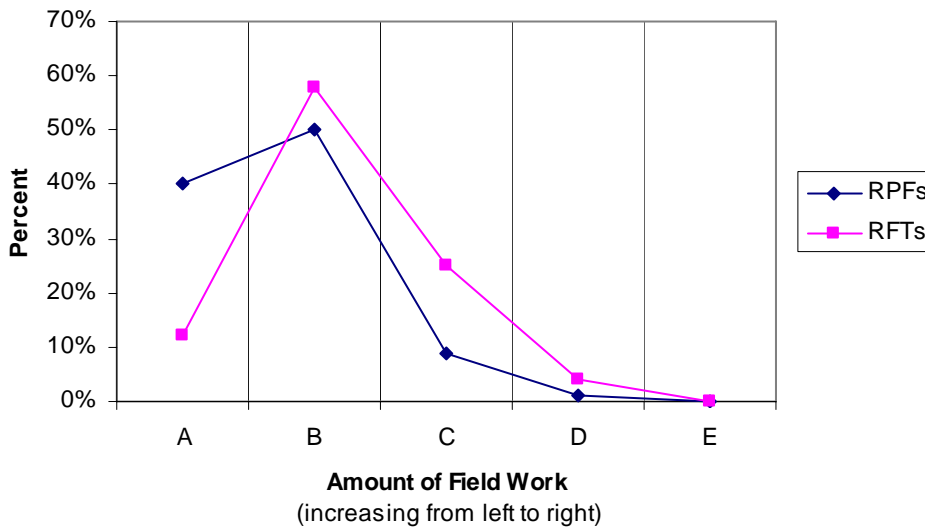
[Back to Contents](#)

## Job Environment

The job environment conditions under which members work measured the amount of office or field work on an ascending scale from 'A' to 'E.' It was found that more RFTs participated in field work and camping than RPFs, although the majority of both RPFs and RFTs either worked solely in office conditions or a combination of both.

[Please refer to the appendix \(question #16\) for a full description of each level of job environment condition.](#)

**Figure 29: Job Environment by Member Type**



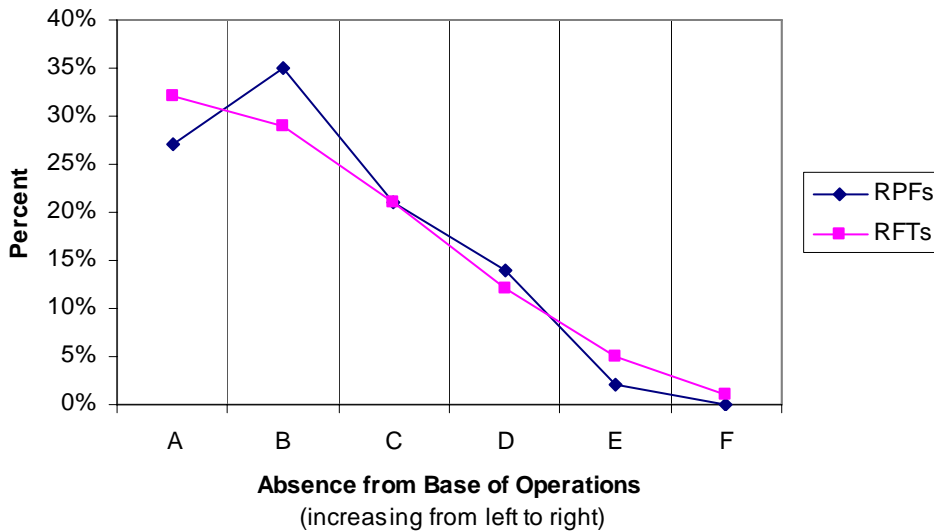
[Back to Contents](#)

## Absence from Base of Operations

The amount of time spent travelling and being absent from one's base of operations was measured on an ascending scale from 'A' to 'F.' Almost two thirds of members (62%) reported that they are seldom ('A') or rarely ('B') from their bases. There was little difference between the findings for RPFs and RFTs on this measure.

[Please refer to the appendix \(question #18\) for a full description of each level of relative absence.](#)

**Figure 30: Absence from Base of Operations by Member Type**



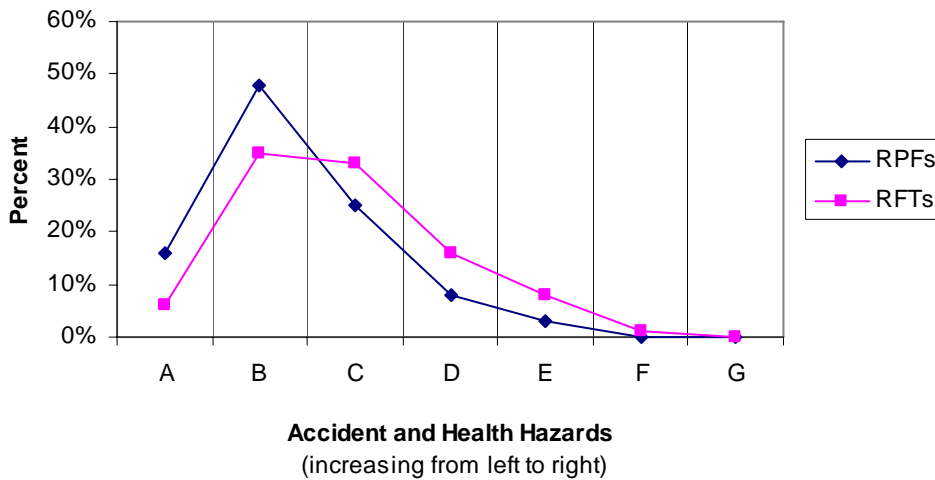
[Back to Contents](#)

## Accident and Health Hazards

The amount of exposure to health hazards was measured on an ascending scale from 'A' to 'G.' It was found that RFTs were somewhat more prone to accident and health hazard exposure than RPFs, although their results both follow a similar curve. 64% of RPFs and 41% of RFTs reported levels of health hazards to be in the lowest categories ('A' or 'B').

[Please refer to the appendix \(question #19\) for a full description of each level of accident and health hazard.](#)

**Figure 31: Accidents and Health Hazards by Member Type**



[Back to Contents](#)

## Job Stress

The amount of stress on the job was measured on an ascending scale from 'A' to 'G.' It was found that 67% of all members had relatively low job stress (they responded 'A', 'B', or 'C') yet RPFs tended to have slightly higher job stress than RFTs.

[Please refer to the appendix \(question #20\) for a full description of each level of job stress.](#)

**Figure 32: Job Stress by Member Type**



[Back to Contents](#)

## **Appendix: 2006 Salary Survey (Members' Compensation & Benefits)**

### ***A. General Member Information***

#### **1. What is your employment status?**

- Full time position
- Part time position
- Temporary assignments
- Student
- Self employed consultant
- Unemployed

#### **2. What is your membership status?**

- RFP
- RFT
- Retired Member
- Life Member
- Forester in Training
- Forestry Pupil
- Trainee Forest Technologist
- On leave

#### **3. What forest region do you currently reside?**

- Coast
- North Interior
- South Interior

#### **4. Who is your employer?**

- Federal government
- Provincial government
- Industry
- Consultant
- Association
- Academia
- Other

[Back to Contents](#)

**5. If you chose *consultant* above, are you a member of the Consulting Foresters of BC:**

- Yes
- No
- Not Applicable

**6. What was your annual salary as of September 1, 2006 excluding bonuses and fringe benefits?**

**7. What is your job title?**

[Back to Contents](#)

## **B. Job Rating Summary**

### **8. Your Duties**

We are interested in determining the general nature of tasks that you are assigned. The range is from duties performed in entrance-level jobs to those carried out at an advanced level of management. Carefully consider the relationship that your duties have to those of others in your organization and then select the category that matches your job most appropriately. If you cannot decide between two adjoining categories select the half option between.

- A) I receive training in the various phases of the office, plant, field or laboratory in the form of classroom instruction or “on-the-job” assignments. **(10 Points)**

*Tasks assigned include learning the preparation of simple plans, designs and calculations in accordance with established standards using manuals or other specifications. I may carry out routine technical surveys or inspections and prepare reports.*

- B) My duties are between A & C. **(15 Points)**

- C) Normally regarded as a continuing portion of a forest professionals’ training and development. **(20 Points)**

*I receive assignments of limited scope and complexity, usually as minor phases of broader assignments. I use a variety of standard methods and techniques in solving problems. I assist in carrying out technical tasks requiring accuracy in calculations, completeness of data, and adherence to prescribed testing, analysis, design methods or combinations of methods.*

- D) My duties are between C & E. **(30 Points)**

- E) I am typically regarded at the fully qualified forest professional level. **(40 Points)**

*I carry out responsibilities and varied assignments requiring familiarity with broad knowledge of the work in other fields. Problems are usually solved by the use of combinations of standard procedures, modifications of standard procedures, or methods developed in previous assignments. I participate in planning to achieve prescribed objectives.*

- F) My duties are between E & G. (55 Points)
- G) I am at the first level of direct and sustained supervision of other forest professionals or full specialization. (70 Points)

*My job requires the application of mature knowledge in planning and conducting projects having scope for independent accomplishment and coordination of difficult and responsible assignments. The problems I am assigned to make it necessary to modify established guidelines, devise new approaches, apply existing criteria in new manners, and draw conclusions from comparative situations. I supervise one or more junior forest professionals.*

- H) My duties are between G & I (90 Points)
- I) My job requires knowledge of more than one field of forestry or performance by a specialist in a particular field. (110 Points)

*I participate in short and long range planning. I make independent decisions on work methods and procedures within an overall program. Originality and ingenuity are required for devising practical and economical solutions to problems. I 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.*

- J) My duties are between I & K. (130 Points)
- K) I am usually responsible for an administrative function, directing several professional and other groups engaged in inter-related responsibilities; or as a consultant or specialist, has achieved recognition as an authority in a forestry field of major importance to the organization.

(150 Points)

*I independently conceive programs and problems to be investigated. I participate in discussions determining basic operating policies, devising ways of reaching program objectives in the most economical manner and meeting unusual conditions affecting work progress.*

- L) My duties are between K & M. (175 Points)
- M) I work within the framework of general policy, conceiving independent programs and problems to be investigated. (200 Points)

*I plan or approve projects requiring the expenditure of a considerable amount of manpower and financial investment. I determine basic operating policies, solve primary problems and develop programs to accomplish objectives in the most economical manner to meet any unusual condition.*

- N) My duties go beyond level M to a substantial degree.

[Back to Contents](#)

## 9. Your Education

Please rate your highest (or nearest) equivalent qualification in a forestry discipline.

- Bachelor's degree in Forestry, Allied Science or completed pupil program (65 Points)  
Forest Technology diploma (65 points)
- Master's degree (90 Points)
- Doctorate degree (125 Points)

## 10. Your Experience

Please rate the number of years in which you have been engaged in full time, permanent forestry work and/or in work wherein a forestry background has been a distinct asset. Take your count o the nearest whole or half year.

-Select One-	τ
Less than 1 year (25 Points)	
1 Year (30 Points)	
1.5 Years (35 Points)	
2 Years (40 Points)	
3 Years (45 Points)	
4 Years (50 Points)	
5 Years (55 Points)	
6 Years (60 Points)	
7-8 Years (70 Points)	
9-10 Years (80 Points)	
11-12 Years (90 Points)	
13-15 Years (100 Points)	
15-17 Years (113 Points)	
18-20 Years (125 Points)	
21-24 Years (138 Points)	
25+ Years (150 Points)	

## 11. Your Recommendations, Decisions and Commitments

Under this factor, select the category that fits your job most appropriately. If you cannot decide between two adjoining categories, use the category that falls between.

- A) I make few technical decisions and when I do, they are of a routine nature with ample precedent or clearly defined procedures as guidance. (35 Points)
- B) My recommendations, decisions and commitments are between A & C. (40 Points)
- C) My recommendations are limited to the solution of the problem rather than end results. My decisions made are normally within established guidelines. (45 Points)
- D) My recommendations, decisions and commitments are between C & E. (50 Points)
- E) I make independent studies, analyses, interpretations and conclusions. Difficult, complex or unusual matters or decisions are usually referred to more senior authority. (55 Points)
- F) My recommendations, decisions and commitments are between E & G. (63 Points)
- G) My recommendations are reviewed for soundness of judgment but usually accepted as technically accurate and feasible. (70 Points)
- H) My recommendations, decisions and commitments are between G & I (80 Points)
- I) I make responsible decisions not usually subject to technical review, on all matters assigned, except those involving large sums of money or long-

range objectives. I take courses of action necessary to expedite the successful accomplishment of assigned projects. (90 Points)

- J) My recommendations, decisions and commitments are between I & K. (105 Points)
- K) I make responsible decisions on all matters, including the establishment of policies and expenditures of large sums of money and/or implementation of major programs, subject only to overall policy and financial controls. (120 Points)
- L) My recommendations, decisions and commitments are between K & M. (135 Points)
- M) I am responsible for long-range planning, co-ordination and making specific and far-reaching management decisions. I keep management associates informed of all matters of significant importance. (150 Points)

[Back to Contents](#)

## 12. Your Supervision Received

This factor is concerned with the degree to which independent action is required or permitted. This will be limited by the amount of direction received from supervisors or provided through standard practice instructions, policies, precedents or practice. Select the category that fits your job most appropriately. If you cannot decide between two adjoining category, select the one between.

- A) I work under close supervision. My work is reviewed for accuracy and adequacy and conformance with prescribed procedures. (20 Points)
- B) My supervision received is between A & C. (25 Points)
- C) My duties are assigned with detailed oral and occasionally written instructions, as to methods and procedures to be followed. Results are usually reviewed in detail and technical guidance is usually available. (30 Points)

- D) My supervision received is between C & E. (35 Points)
- E) My work is not generally supervised in detail and the amount of supervision varies depending upon the assignment. Usually technical guidance is available to review work programs and advise on unusual features of assignment. (40 Points)
- F) My supervision received is between E & G. (45 Points)
- G) My work is assigned in terms of objectives, relative priorities, and critical areas that impinge on work of other units. Work is carried out within broad guidelines, but informed guidance is available. (50 Points)
- H) My supervision received is between G & I (55 Points)
- I) My work is assigned only in terms of broad objectives to be accomplished, and is reviewed for policy, soundness of approach and general effectiveness. (60 Points)
- J) My supervision received is between I & K. (70 Points)
- K) I receive administrative direction based on organization policies and objectives. My work is reviewed to ensure conformity with policy and coordination with other functions. (80 Points)
- L) My supervision received is between K & M. (93 Points)
- M) I operate with broad management authority, receiving virtually no technical guidance and control; limited only by general objectives and policies of the organization. (105 Points)

[Back to Contents](#)

### 13. Leadership Authority and/or Supervision Exercised

This factor is concerned with the character of the supervisory responsibility. This may be direct (line) or indirect (staff). Select the category that fits your job most appropriately.

- A) I have no supervisory role. (0 Points)
- B) I may assign and check work of one to five subordinates or helpers. (5 Points)
- C) I may give technical guidance to one or two junior forest professionals or subordinates assigned to work on a common project. (10 Points)
- D) I may give technical guidance to forest professionals of less standing or subordinates assigned to work on a common project. Supervision over forest professionals of equal standing is not usually a regular or continuing responsibility. (15 Points)
- E) I assign and outline work; advises on technical problems; reviews work for technical accuracy and adequacy. Supervision may call for recommendations concerning selection, training, rating and discipline of staff. (20 Points)
- F) I outline more difficult problems and methods of approach. I coordinate work programs and direct use of equipment and material. I generally make recommendations as to the selection, training, discipline and remuneration of staff. (40 Points)
- G) I review and evaluate technical work. I select, schedule and coordinate to attain program objectives; and/or or as an administrator makes decisions concerning selection, training, rating, discipline and remuneration of staff. (60 Points)
- H) I give administrative direction to subordinate supervisors. Contact with the work force is normally through such levels rather than direct. (80 Points)

[Back to Contents](#)

#### 14. Your Supervision Scope

This factor is concerned with the size of the direct (line) responsibility and is rated in terms of the total number of persons falling in that category. Count your immediate subordinates together with all employees reporting to them, either directly or through other levels of supervision. If numbers vary seasonally or for other reasons, compute an average for the year. Exclude persons such as students for whose work you have no continuing responsibility. As well, do not count persons to whom you give occasional direction or functional guidance. In short, count only persons for whose work you are fully accountable.

-Select One-	
Zero employees supervised (0 Points)	
1 employee (3 Points)	
2-3 employees (5 Points)	
4-7 employees (8 Points)	
8-13 employees (10 Points)	
14-20 employees (15 Points)	
21-30 employees (20 Points)	
31-40 employees (25 Points)	
41-50 employees (30 Points)	
51-75 employees (35 Points)	
76-100 employees (40 Points)	
101-200 employees (45 Points)	
210-400 employees (50 Points)	
401-750 employees (55 Points)	
751-1200 employees (60 Points)	
1201-2000 employees (65 Points)	
Over 2000 employees (70 points)	

[Back to Contents](#)

## 15. Your Physical Demands

This factor is concerned with the intensity and severity of the physical effort required of the job and with the continuity and frequency of that effort. For each of the demands listed below, check the level that most closely describes your situation.

- A) Limited standing or moving about (inside position), or limited uninterrupted visual concentration (as in drafting work), or limited uninterrupted and intense mental concentration (5 points)
- B) Occasional standing or moving about (inside position), or limited walking over rough ground, climbing etc. (outside position), or occasional uninterrupted and intense mental concentration (8 points)
- C) Limited heavy physical exertion, or occasional walking over rough ground, climbing etc. (outside position), or frequent standing or moving about (inside position), or occasional uninterrupted visual concentration (as in drafting work) (10 points)
- D) Occasional uninterrupted visual concentration (as in drafting work), or frequent walking over rough ground, climbing etc. (outside position), or continuous standing or moving about (inside position), or frequent uninterrupted and intense mental concentration. (15 points)
- E) Continuous uninterrupted and intense mental concentration, or frequent uninterrupted visual concentration (as in drafting work), or continuous walking over rough ground, climbing etc. (outside position). (20 points)
- F) Frequent heavy physical exertion. (25 points)
- G) Continuous uninterrupted visual concentration (as in drafting work). (30 points)
- H) Continuous heavy physical exertion. (40 points)

[Back to Contents](#)

## 16. Job Environment

Select the factor that describes most closely the conditions under which your work is normally carried out.

- A) Office and comparable conditions. (0 Points)
- B) Field and office work close to base so that field days can be selected. (3 Points)
- C) Field work under all weather conditions. (5 Points)
- D) Some camping out and continuous field work. (10 Points)
- E) Continuous camping out under severe disagreeable conditions. (20 Points)

## 17. Your Place of Residence

Select the grade that describes most accurately your place of residence.

- A) Established community with complete facilities. (0 Points)
- B) Small community lacking full range of facilities. (5 Points)
- C) Small isolated community. (10 Points)
- D) Camp with married quarters and schools. (15 Points)
- E) Isolated camp with limited married quarters. (20 Points)

[Back to Contents](#)

## 18. Your Absence from Base of Operations

Under this factor, select the grade that describes most closely the demands of your job for traveling and being absent from your base of operations.

- A) I am seldom absent. (0 Points)
- B) I am rarely absent, perhaps a couple of days a month. (2 points)
- C) I am occasionally absent, perhaps a day a week on average. (5 Points)
- D) I am frequently absent, commonly for a couple of days a week, sometimes longer, with considerable travel. (10 Points)
- E) I am absent more than 50 percent of the time, sometimes including weekends, with much travel. (15 Points)
- F) I am absent for long periods from base of operations and/or travel on an almost continuous basis. (20 Points)

## 19. Accident and Health Hazards

Describe your job in terms of the conditions that might result in accident or occupational disease. Consider the most prevalent hazards to which you are exposed; not some unlikely possibility. Check category that most closely describes your situation.

- A) No level of exposure to hazards (0 points)
- B) Limited exposure to moderate level hazards, or occasional exposure low level hazards. (3 points)
- C) Limited exposure to high level hazards, or occasional exposure to moderate level hazards, or frequent exposure to low-level hazards. (5 points)
- D) Limited exposure to extreme level hazards, or occasional exposure to high level hazards, or frequent exposure to moderate level hazards, or continuing exposure to low level hazards. (10 points)

- E) Occasional exposure to extreme level hazards, or frequent to high-level hazards, or continuing exposure to moderate level hazards. (15 points)
- F) Frequent exposure to extreme high level hazards, or continuous exposure to high level hazards. (20 points)
- G) Continuous exposure to extreme level standards (25 points)

## 20. Your Job Stress

This factor is concerned with the frequency and intensity of high stress situations: land use conflicts, court injunctions, problems with special interest groups etc., and/or off-duty interruptions to resolve operating problems. Check category that most closely describes your situation.

- A) Low levels of stress 0-1 time per week. (0 points)
- B) Low levels of stress 2-5 times per week, or moderate levels of stress 0-1 time per week. (3 points)
- C) Low levels of stress 6-10 times per week, or moderate levels of stress 2-5 times per week, or high level of stress 0-1 time per week. (6 points)
- D) Low levels of stress 11 or more times per week, or moderate levels of stress 6-10 times per week, or high levels of stress 2-5 times per week, or extreme levels of stress 01 time per week. (10 points)
- E) Moderate levels of stress 11 or more times per week, or high levels of stress 6-10 times per week, or extreme levels of stress 2-5 times per week. (20 points)
- F) High levels of stress 11 or more times per week, or extreme levels of stress 6-10 times per week. (50 points)
- G) Extreme levels of stress 11 or more times per week. (80 points)

[Back to Contents](#)

## 21. Your Fringe Benefits

Check items wholly or partially paid for by your employer or fill in number where required:

Benefits	Yes	No	Partial
Medical plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dental plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vision care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extended health benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Life insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dependant Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long Term Disability insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accidental Death & Dismemberment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pension plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Production bonus or profit sharing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ABCPF annual fee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ABCPF AGM expense	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ABCPF AGM spouse expense paid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vehicle use to and from work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vehicle full personal use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment covered by collective agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Laptop	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cell Phone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wireless communications device such as a Blackberry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 22. What is your overtime procedure?

- No compensation
- Overtime at regular rate
- Straight time off in lieu of payment
- Overtime pay (1½ or 2 times)
- Bonus in lieu of direct compensation

## 23. How many weeks of per year do you get vacation?

Specify:

[Back to Contents](#)

**24. How many official hours per week do you work?**

Specify:

**25. How many actual hours per week do you work, on average?**

Specify:

**26. Please describe any other benefits that you may receive.**

Specify:

[Back to Contents](#)