

2011 Salary Survey

Report on Members' Compensation and Benefits

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Introduction

The most recent ABCFP Salary Survey was conducted during January and February 2011. Over 2,300 members responded, giving this survey an accuracy of +/- 2%, 95 times out of 100. That means that we can be 95% sure that the results garnered from this survey are accurate within 2%. The response rate for the 2011 salary survey was 47% which is above average for a survey of this type.

The 2011 survey was conducted in conjunction with the Consulting Foresters of British Columbia (CFBC). Respondents were asked permission to share their responses with the CFBC. While all respondents are featured in the ABCFP report, those who answered 'yes' to sharing their information will be included in a separate report compiled by the CFBC.

The following report provides information on the salaries, responsibilities, benefits and other compensation of forest professionals in BC.

Please note that although there was a high response rate, caution should be taken when interpreting results from subgroups with small sample sizes. Percentages are rounded to the nearest whole number.

Employment Status

Full time was the most common form of employment for ABCFP members. The full time employment rate was 86% for all members while 88% of RPFs report working full time compared to 85% of RFTs.

Figure 1: Employment Status by Membership Status

	Frequency	All Valid Responses	RPF	RFT	FIT	FP*	TFT	On Leave	Retired
Full Time	1787	86%	88%	85%	83%	*	85%	61%	36%
Part Time	30	1%	1%	2%	2%	-	-	-	9%
Temporary Assignments	31	9%	1%	1%	12%	-	9%		-
Student	7	0%*	0%	0%	-	-	3%*	3%*	-
Self-employed Consultant	182	9%	8%	11%	1%	*	-	3%	9%
Unemployed	39	2%	1%	1%	1%	*	3%	29%	45%

* = small sample size

Compared the 2006 results of the salary survey, full time employment and temporary employment were down, while part-time employment, self-employment consultant and unemployment saw increases.

Figure 2: Employment Status Comparison (2011 and 2006)

	2011	2006
Full Time	86%	91%
Part Time	1%	1%
Temporary Assignments	9%	1%
Student	0%*	1%
Self-Employed Consultant	9%	6%
Unemployed	2%	-

* = small sample size

Breaking down employment status further, we found that members residing in the forest regions** of Northeast, Omineca and Skeena were most likely to work full time.

Figure 3: Full Time Employment by Membership Type and Forest Region**

	All Valid Responses	RPF	RFT	FIT	FP*	TFT	On Leave	Retired
Cariboo	85%	89%	85%	64%	-	50%	50%	0%
Kootenay/Boundary	83%	83%	84%	100%	*	100%	0%	0%
Northeast	93%	90%	100%	88%	-	67%	-	100%*
Omineca	93%	96%	92%	80%	*	100%	100%	-
Outside of BC	84%	88%	100%*	0%*	-	-	67%*	-
Outside of Canada	82%	89%*	50%*	100%*	*	-	-	-
Skeena	90%	95%	87%	80%*	*	-	-	0%*
South Coast	83%	87%	78%	83%	-	0%*	50%*	20%*
Thompson/Okanagan	85%	87%	81%	92%*	*	88%	-	-
West Coast Region	82%	83%	80%	100%*	-	80%*	0%**	100%*

* = small sample size

** = Regions as noted in the Ministry of Forests, Lands and Natural Resource Operations Regional and District Offices document (updated May 2011). See Appendix 2.

Full time employment was reported with greater frequency for members working for companies with 10 or more employees. Temporary assignments were most often completed in companies with one employee.

Figure 5: Employment Status by Company Size

	All Valid Responses	1 employee	2-9 employees	10-25 employees	>25 employees
Full Time	86%	11%	62%	95%	96%
Part Time	1%	2%	2%	2%	1%
Temporary Assignments	9%	73%	30%	2%	-
Student	0%*	*	*	*	*
Self-Employed Consultant	9%	2%	3%	-	1%
Unemployed	2%	13%	2%	2%	1%

* = small sample size

Figure 6: Employment Status by Employer

	Frequency	All Valid Responses	Full Time position	Part Time position	Temporary Assignments	Student	Self-Employed Consultant	Unemployed
Federal Government	15	1%	100%	-	-	-	-	-
Provincial Government	787	38%	97%	1%	1%	-	0%	0%
Regional Government	11	1%	100%	-	-	-	-	-
Municipal Government	13	1%	85%	8%	8%	-	-	-
Industry	580	28%	93%	1%	2%		3%	1%
Consultant	346	17%	88%	3%	2%	1%	5%	2%
Self-Employed Consultant	133	6%	19%	2%	1%		75%	4%
Association	3	0%*	*	-	-	-	*	-
Academia	24	1%	79%	-	8%	12%	-	-
Self-Employed Owner/Operator	53	3%	17%	-	2%		72%	9%
Non-Profit	19	1%	89%	5%	-	-	5%	-
First Nations	33	2%	91%	6%	-	-	3%	-
Other	59	3%	64%	-	5%	2%	8%	20%

* = small sample size

Membership Status

ABCFP members are most likely to be RPFs and male. More than half (59%) of all ABCFP members are RPFs while 33% of members are RFTs.

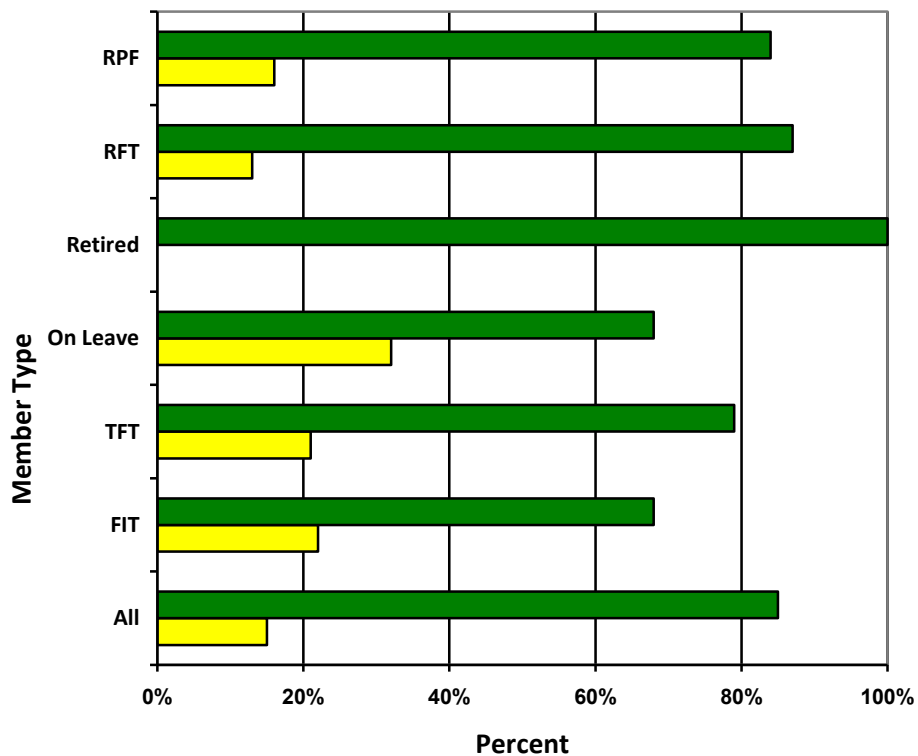
Figure 7: Membership Status

RPF	59%
RFT	33%
FIT	4%
TFT	2%
FP	*
On Leave	1%
Retired	1%

* = small sample size

The majority of ABCFP members are male (85% compared to 15% female) although there are more females than average in the enrolled member classes with 22% FIT and 21%TFT.

Figure 8: Membership Status by Gender



Most ABCFP members (72%) work in companies with 25 or more employees.

RPFs who received their forestry related bachelor's degree between 1960 and 1979 were more likely to work in companies with one employee compared to any other company size. RPFs who received their forestry related bachelor's degree in 1980 or later were more likely to work in companies two or more employees.

Figure 9: Company Size by Membership Status (RPF) by Education Year by Gender

	Frequency	ALL RPFs	1950-1959	1960-1969	1970-1979	1980-1989	1990-1999	2000-2009	≥ 2010	Other
1 Employee	75	6%	-	4% (M=100% F=0%)	21% (M=94% F=6%)	45% (M=79% F=21%)	25% (M=81% F=19%)	4% (M=33% F=67%)	-	-
2-9 Employees	129	11%	-	1% (M=100% F=0%)	11% (M=93% F=7%)	26% (M=85% F=15%)	38% (M=88% F=12%)	24% (M=77% F=23%)	-	-
10-25 Employees	88	7%	-	1% (M=100% F=0%)	7% (M=100% F=0%)	20% (M=83% F=17%)	31% (M=48% F=52%)	39% (M=94% F=6%)	-	2%
>25 Employees	927	76%	-	Less than 1% (M=100% F=0%)	10% (M=96% F=4%)	30% (M=89% F=11%)	37% (M=85% F=15%)	21% (M=76% F=24%)	Less than 1% (M=50% F=50%)	1%

Similar to the results of RPFs, RFTs who received their forestry related education before 1989 were more likely to work in companies with one employee and those who received their forestry related education in 1990 or later were more likely to work in companies two or more employees.

Figure 10: Company Size by Membership Status (RFT) by Education Year by Gender

	Frequency	ALL RFTs	1950-1959	1960-1969	1970-1979	1980-1989	1990-1999	2000-2009	≥ 2010	Other
1 Employee	46	7%	2% (M=100% F=0%)	11% (M=100% F=0%)	24% (M=100% F=0%)	33% (M=87% F=13%)	20% (M=67% F=33%)	11% (M=100% F=0%)	-	-
2-9 Employees	94	14%	1% (M=100% F=0%)	-	10% (M=100% F=0%)	18% (M=66% F=24%)	44% (M=93% F=7%)	25% (M=50% F=50%)	1% (M=100% F=0%)	1%
10-25 Employees	67	10%	-	-	7% (M=80% F=20%)	19% (M=85% F=15%)	43% (M=93% F=7%)	25% (M=82% F=18%)	-	4%
>25 Employees	480	70%	Less than 1% (M=100% F=0%)	1% (M=100% F=0%)	10% (M=93% F=6%)	31% (M=90% F=10%)	41% (M=81% F=19%)	16% (M=85% F=15%)	-	Less than 1%

When looking at RPFs, recent graduates (2010) and those who graduated between 1960 and 1969 were most likely to earn salaries of less than \$50,000 per year. RPFs who graduated in the 70s were most likely to earn over \$100,000 per year while those who graduated between 1980 and 2009 were more likely to earn between \$61,000 and \$80,000 per year.

Figure 11: Membership Status (RPF) by Education Year by Salary

	1950-1959	1960-1969	1970-1979	1980-1989	1990-1999	2000-2009	2010 +
Under 30K	-	50% (M=100% F=0%)	4% (M=80% F=20%)	2% (M=88% F=22%)	1% (M=67% F=33%)	2% (M=50% F=50%)	-
31-40K	-	-	6% (M=86% F=13%)	4% (M=64% F=36%)	2% (M=50% F=50%)	2% (M=20% F=80%)	50% (M=0% F=100%)
41-50K	-	17% (M=100% F=0%)	5% (M=100% F=0%)	8% (M=100% F=0%)	2% (M=50% F=50%)	10% (M=73% F=27%)	50% (M=100% F=0%)
51-60K	-	-	4% (M=100% F=0%)	5% (M=80% F=20%)	10% (M=66% F=24%)	25% (M=68% F=32%)	-
61-70K	-	-	14% (M=87% F=13%)	22% (M=77% F=23%)	21% (M=75% F=25%)	28% (M=85% F=15%)	-
71-80K	-	17% (M=100% F=0%)	16% (M=80% F=20%)	25% (M=88% F=12%)	25% (M=81% F=19%)	28% (M=86% F=14%)	-
81-90K	-	-	11% (M=100% F=0%)	13% (M=92% F=8%)	19% (M=95% F=5%)	7% (M=89% F=11%)	-
91-100K	-	17% (M=100% F=0%)	14% (M=100% F=0%)	10% (M=97% F=3%)	11% (M=94% F=6%)	2% (M=100% F=0%)	-
Over 100K	-	-	27% (M=94% F=6%)	19% (M=96% F=4%)	8% (M=93% F=6%)	3% (M=86% F=14%)	-

In regards to salary and education year, RFTs had results similar to RPFs. Recent graduates (2010) and those who graduated before 1969 were most likely to earn lower salaries.

Figure 12: Membership Status (RFT) by Education Year by Salary

	1950-1959	1960-1969	1970-1979	1980-1989	1990-1999	2000-2009	2010 +
Under 30K	50% (M=100% F=0%)	29% (M=100% F=0%)	13% (M=100% F=0%)	2% (M=50% F=50%)	1% (M=0% F=100%)	4% (M=100% F=0%)	-
31-40K	50% (M=100% F=0%)	-	3% (M=100% F=0%)	1% (M=33% F=67%)	6% (M=75% F=25%)	5% (M=50% F=50%)	
41-50K	-	-	8% (M=100% F=0%)	16% (M=72% F=28%)	18% (M=96% F=4%)	20% (M=93% F=7%)	100% (M=100% F=0%)
51-60K	-	-	13% (M=100% F=0%)	46% (M=85% F=15%)	23% (M=82% F=18%)	35% (M=96% F=4%)	-
61-70K	-	14% (M=100% F=0%)	8% (M=67% F=33%)	19% (M=95% F=5%)	21% (M=90% F=10%)	16% (M=92% F=8%)	-
71-80K	-	-	13% (M=100% F=0%)	6% (M=92% F=8%)	20% (M=90% F=10%)	9% (M=100% F=0%)	-
81-90K	-	14% (M=100% F=0%)	23% (M=100% F=0%)	6% (M=96% F=4%)	6% (M=100% F=0%)	4% (M=100% F=0%)	-
91-100K	-	-	15% (M=100% F=0%)	1% (M=100% F=0%)	3% (M=100% F=0%)	4% (M=100% F=0%)	-
Over 100K	-	43% (M=100% F=0%)	5% (M=50% F=50%)	1% (M=100% F=0%)	2% (M=67% F=33%)	3% (M=50% F=50%)	-

Figure 13: Employer by Membership Status

The top employer groups for ABCFP members were the provincial government (38%), industry (28%) and the general category of consultant (23%) comprised of consultants and self-employed consultants.

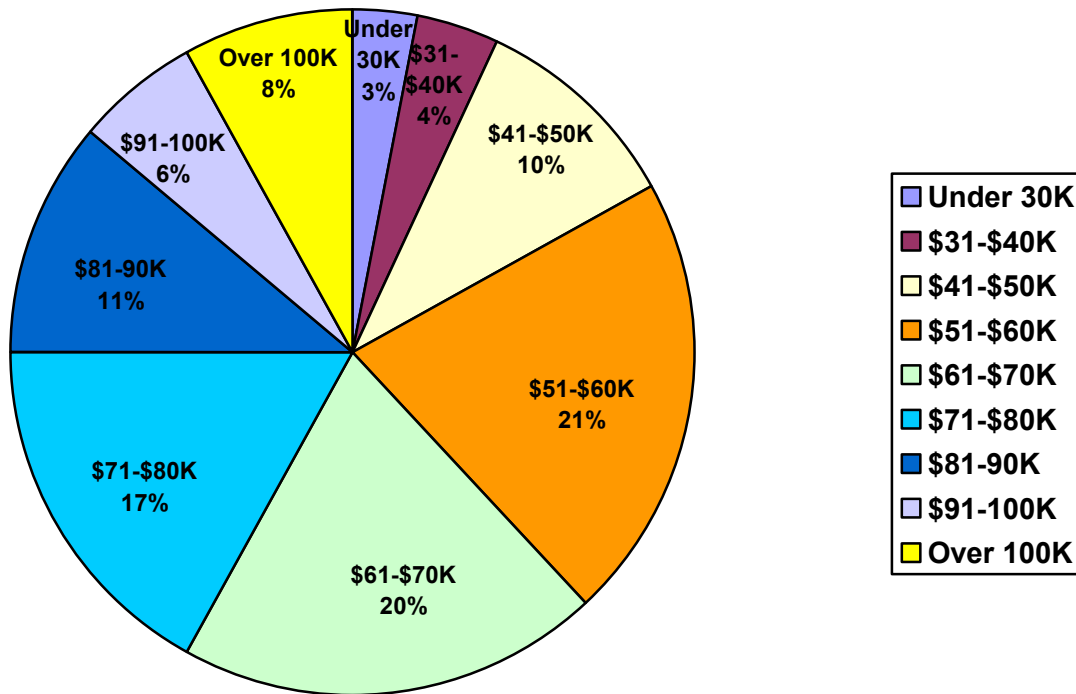
	Frequency	All Valid Responses	FIT	FP	On Leave	RFT	RPF	Retired	TFT
Federal Government	15	1%	1%	-	-	Less than 1%	Less than 1%	9%	-
Provincial Government	787	38%	10%	-	19%	51%	34%	9%	18%
Regional Government	11	1%	1%	-	-	-	Less than 1%	-	-
Municipal Government	13	1%	1%	-	-	Less than 1%	Less than 1%	-	-
Industry	580	28%	24%	75%	39%	19%	33%	9%	21%
Consultant	346	17%	51%	25%	10%	16%	14%	-	-
Self-Employed Consultant	133	6%	1%	-	3%	7%	7%	-	-
Association	3	*	-	-	-	-	-	-	-
Academia	24	1%	3%	-	3%	Less than 1%	1%	9%	-
Self-Employed Owner/Operator	53	3%	-	-	10%	3%	2%	9%	6%
Non-Profit	19	1%	3%	-	3%	Less than 1%	1%	-	-
First Nations	33	2%	2%	-	-	1	2	-	6%
Other	59	3%	-	-	13%	2%	3%	45%	-
No Response	225								

* = small sample size

Salary

The salary range reported with the most frequency for all ABCFP members was \$51,000 to \$60,000, followed closely by \$61,000 to \$71,000.

Figure 14: Salary Distribution (all members)



The 2011 results show that 4% of members earn \$31,000 to \$40,000 while in 2006 (the last time this survey was done), less than 1% earned this amount. Current results also show that in 2011 greater percentages of members earn from \$71,000 to \$100,000.

Figure 15: Salary by Comparison (2006 and 2011)

	2006	2011
Under \$30K	2%	3%
\$31-\$40K	Less than 1%	4%
\$41-\$50K	17%	10%
\$51-\$60K	24%	21%
\$61-\$70K	20%	20%
\$71-\$80K	16%	17%
\$81-90K	8%	11%
\$91-100K	3%	6%
Over 100K	5%	6%

45% of RPFs earn \$61,000 to \$80,000 and 56% of RFTs earn \$51,000 to \$70,000.

Figure 16: Salary by Membership Status

	RPF	RFT	FIT	FP	On Leave	Retired Member	TFT
Under \$30K	2%	3%	3%	-	23%	18%	12%
\$31-\$40K	3%	3%	16%	-	3%	9%	21%
\$41-\$50K	4%	16%	38%	*	-	18%	29%
\$51-\$60K	12%	38%	26%	*	23%	9%	26%
\$61-\$70K	22%	18%	9%	*	10%	18%	12%
\$71-\$80K	23%	10%	6%	-	3%	9%	-
\$81-90K	13%	7%	2%	-	16%	18%	-
\$91-100K	9%	3%	1%	-	13%	-	-
Over 100K	12%	2%	-	-	10%	-	-

* = small sample size

Although no significant difference was found in the mid-range salary of females and males, females tended to be more likely to have salaries at the lower end of the scale (under \$30,000 to \$60,000) and males were more likely to have salaries at the higher end of the scale (\$61,000 to over 100,000).

Figure 17: Salary by Gender

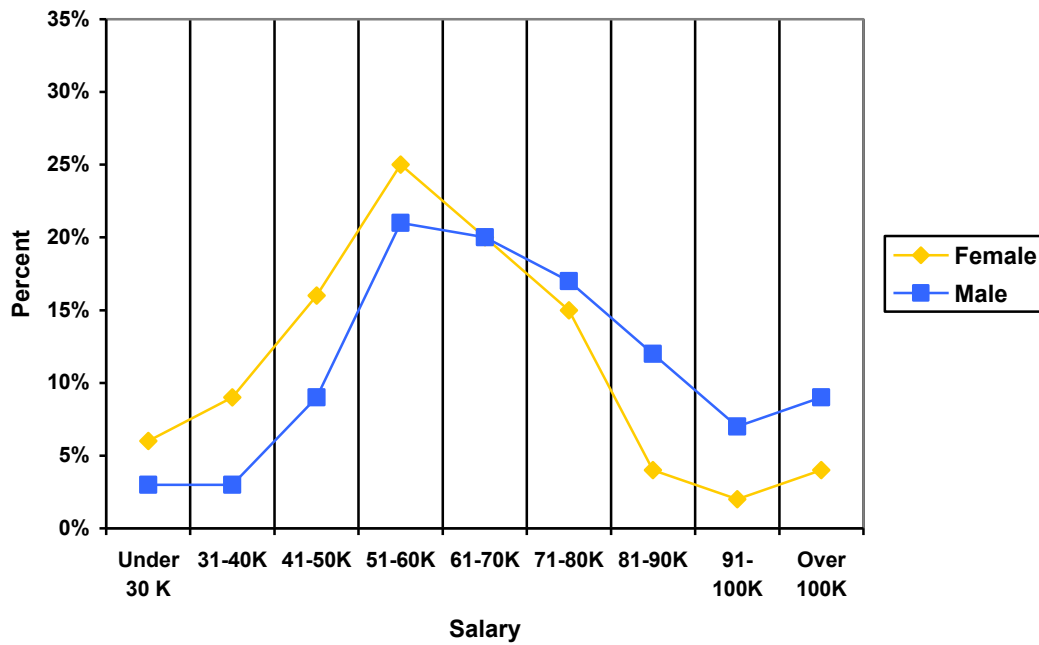


Figure 18: Salary by Gender and Years of Experience

	Years														
	<1	1	2	3	4	5	6	7-8	9-10	11-12	13-15	15-17	18-20	21-24	25+
Under \$30K (frequency)		1	2	3	1	1	1	2	3	2	4	4	4	5	23
% of all Males	-	*	*	*	0%	0%	*	*	*	*	*	*	*	*	1%
% of all Female	-	*	*	1%	*	*	0%	0%	1%	0%	1%	*	1%	*	1%
\$31-\$40K (frequency)	2	3	1	6	1	4	3	3	3	2	3	5	5	6	16
% of all Males	*	*	*	*	*	*	*	*	*	*	*	*	*	*	1%
% of all Females	0%	*	0%	*	0%	1%	1%	0%	0%	0%	0%	1%	*	1%	2%
\$41-\$50K (frequency)	1	5	6	11	14	18	4	8	8	8	14	15	18	18	27
% of all Males	0%	*	*	1%	*	1%	*	*	*	*	1%	1%	1%	1%	1%
% of all Females	*	1%	*	%	2%	3%	*	1%	1%	1%	1%	2%	2%	1%	1%
\$50-\$60K (frequency)	1	-	7	5	12	20	15	27	35	17	36	46	47	42	80
% of all Males	0%	-	*	*	1%	1%	1%	1%	1%	1%	2%	2%	2%	2%	4%
% of all Females	*	-	1%	*	1%	2%	1%	2%	3%	2%	2%	3%	3%	1%	2%
\$61-\$70K (frequency)	-	-	-	4	6	5	11	24	27	22	33	42	50	53	98
% of all Males	-	-	-	*	*	*	*	1%	1%	1%	1%	2%	2%	3%	5%
% of all Females	-	-	-	1%	*	1%	1%	1%	1%	2%	2%	2%	3%	2%	3%
\$71-\$80K (frequency)	-	-	-	2	1	1	5	17	21	35	33	46	38	45	82
% of all Males	-	-	-	*	*	0%	*	1%	1%	2%	2%	2%	2%	2%	4%
% of all Females	-	-	-	0%	0%	*	*	1%	1%	1%	2%	3%	2%	1%	3%
\$81-\$90K (frequency)	-	-	1	-	1	2	1	2	8	19	25	25	25	31	56
% of all Males	-	-	*	-	*	*	*	*	*	1%	1%	1%	1%	2%	3%
% of all Females	-	-	0%	-	0%	*	0%	0%	1%	0%	1%	*	*	*	1%
\$91-\$100K (frequency)	-	-	-	-	-	2	-	1	7	4	10	12	12	20	52
% of all Males	-	-	-	-	-	*	-	*	*	*	1%	1%	1%	1%	3%
% of all Females	-	-	-	-	-	*	-	0%	0%	0%	*	0%	*	*	*

Figure 18 continued

	Years														
	<1	1	2	3	4	5	6	7-8	9-10	11-12	13-15	15-17	18-20	21-24	25+
Over \$100K (frequency)	-	-	1	-	-	-	-	-	2	3	13	8	12	25	80
% of all Males	-	-	*	-	-	-	-	-	*	*	1%	*	1%	1%	4%
% of all Females	-	-	0%	-	-	-	-	-	*	0%	0%	*	*	1%	1%
TOTAL FREQUENCIES (VALID RESPONSES)	4	9	18	31	36	53	40	84	114	112	171	203	211	245	514

* = small sample size

Figure 19: Salary by Designation

	RPF	RFT	RPBio	LLB	P Eng	P Ag	RPF (Ret)	RFT (Ret)	Other
Under \$30K	3%	3%	-	-	-	8%	40%	-	5%
\$31-\$40K	2%	3%	-	-	-	-	-	-	8%
\$41-\$50K	4%	15%	6%	-	-	23%	-	-	26%
\$51-\$60K	12%	38%	6%	-	15%	-	-	*	22%
\$61-\$70K	22%	20%	6%	-	23%	23%	-	*	12%
\$71-\$80K	23%	10%	33%	-	15%	15%	20%	-	9%
\$81-90K	13%	7%	11%	-	8%	8%	40%	-	7%
\$91-100K	9%	3%	11%	*	15%	-	-	-	4%
Over 100K	12%	2%	28%	*	23%	23%	-	-	7%
TOTAL FREQUENCIES	1,137	602	18	3*	13	13	5	2*	106

* = small sample size

Salary ranges tended to increase with years of experience up to a certain extent. With five or more years of experience, members are most likely to be in the \$51, 000 to \$80, 000 salary range.

Figure 20: Salary Ranges by Years of Experience

	Years														
	<1	1	2	3	4	5	6	7-8	9-10	11-12	13-15	15-17	18-20	21-24	25+
Under \$30K	-	11%	11%	10%	3%	2%	2%	2%	3%	2%	2%	2%	2%	2%	4%
\$31-\$40K	*	33%	6%	19%	3%	8%	8%	4%	3%	2%	2%	2%	2%	2%	3%
\$41-\$50K	*	56%	33%	35%	39%	34%	10%	10%	7%	7%	8%	7%	9%	7%	5%
\$51-\$60K	*	-	39%	16%	33%	38%	38%	32%	31%	15%	21%	23%	22%	17%	16%
\$61-\$70K	-	-	-	13%	17%	9%	28%	29%	24%	20%	19%	21%	24%	22%	19%
\$71-\$80K	-	-	-	6%	3%	2%	12%	20%	18%	31%	19%	23%	18%	18%	16%
\$81-90K	-	-	6%	-	3%	4%	2%	2%	7%	17%	15%	12%	12%	13%	11%
\$91-100K	-	-	-	-	-	4%	-	1%	6%	4%	6%	6%	6%	8%	10%
Over 100K	-	-	6%	-	-	-	-	-	2%	3%	8%	4%	6%	10%	15%
TOTAL FREQUENCIES	4*	9	18	31	36	53	40	84	114	112	171	203	211	245	514

* = small sample size

Figure 21: Salary Ranges by Employer

	Under \$30K	\$31-\$40K	\$41-\$50K	\$51-\$60K	\$61-\$70K	\$71-\$80K	\$81-\$90K	\$91-\$100K	Over 100K
Federal Government	7%	-	-	-	7%	27%	7%	40%	13%
Provincial Government	1%	1%	10%	35%	28%	16%	5%	3%	2%
Regional Government	-	-	-	27%	-	27%	27%	-	18%
Municipal Government	-	8%	-	8%	54%	15%	-	8%	8%
Industry	1%	1%	4%	8%	14%	24%	20%	12%	16%
Consultant	4%	10%	20%	24%	16%	11%	7%	2%	6%
Self-Employed Consultant	18%	17%	17%	8%	13%	11%	7%	3%	8%
Association	-	-	-	-	-	-	*	*	*
Academia	8%	4%	4%	8%	12%	12%	33%	-	17%
Self-Employed Owner/Operator	19%	4%	15%	9%	15%	19%	6%	6%	8%
Non-Profit	-	5%	11%	11%	53%	11%	-	5%	5%
First Nations	3%	6%	12%	27%	9%	27%	9%	3%	3%
Other	7%	3%	5%	8%	15%	10%	14%	17%	20%

* = small sample size

Figure 22: Salary by Job Title

	All	Director	Forester	General Manager	Manager	Officer	Other	Owner/Principal	Vice President
Under \$30K	3%	-	2%	-	*	-	3%	14%	-
\$31-\$40K	4%	3%	3%	-	*	-	5%	12%	-
\$41-\$50K	10%	-	6%	-	3%	10%	16%	16%	-
\$51-\$60K	21%	-	18%	5%	6%	30%	34%	12%	-
\$61-\$70K	20%	6%	29%	8%	12%	27%	17%	14%	5%
\$71-\$80K	17%	9%	24%	21%	16%	25%	11%	12%	5%
\$81-\$90K	11%	15%	12%	5%	22%	3%	7%	6%	5%
\$91-\$100K	6%	21%	4%	18%	19%	2%	3%	3%	10%
Over 100K	8%	45%	1%	44%	21%	2%	4%	10%	75%

* = small sample size

Job Titles

There were over 600 responses in the 'other' category for the job titles question (Appendix 1, question 11) so the responses have been grouped by general category and are included in the 10 most common job titles listing below.

10 Most Common General Job Titles

1. Forester
2. Manager
3. Technician
4. Officer
5. Owner/Principal
6. Supervisor
7. Technologist
8. Engineer
9. General Manager
10. Director

Work Weeks, Benefits and Overtime

The fringe benefit which most members received was a medical plan. Other benefits which a majority of members received in full include dental, extended health benefits, life insurance and disability (long and short term).

It was found that the level of compensation varied depending on employer. Smaller proportions of consultants, self-employed consultants and self-employed owner/operators received fringe benefits as compared to those who worked for the provincial government or industry.

Levels of professional development and annual membership fee compensation decreased compared to 2006. For example, in 2006, 75% of members received full compensation for their association annual fee while in 2011, 56% of members received full compensation for their association annual fee.

The five most common partial benefits received were vision care, compensation for work/field gear, professional development, ABCFP annual fee and dental.

The following table displays the fringe benefits for all members and those who work for the five most common employers.

Figure 23: Fringe Benefits by Employer

	All Respondents		Prov Government		Consultant		Industry		Self-Employed Consultant		Self-Employed Owner/Operator	
	% F*	% P**	% F*	% P**	% F*	% P**	% F*	% P**	% F*	% P**	% F*	% P**
Medical Plan	73	13	80	9	4	22	75	10	18	3	17	8
Dental	63	22	70	19	36	27	63	21	15	4	11	4
Vision Care	55	27	60	26	32	27	56	25	13	7	11	2
Extended Health Benefits	67	18	73	16	42	23	67	15	17	31	17	6
Life Insurance	64	14	72	11	33	17	68	11	15	2	21	2
Dependent Life Insurance	36	10	37	9	18	10	43	9	8	2	9	2
Short Term Disability	65	10	72	3	33	12	70	7	15	2	17	-
Long Term Disability	66	10	72	9	35	14	69	7	17	3	21	-
Accidental Death /Dismemberment	66	9	70	7	37	14	73	7	17	3	19	-
Pension Plan	62	11	78	12	14	9	67	9	6	1	8	2
Production Bonuses & Profit Sharing	23	4	1	0	23	6	46	6	23	1	19	-
Stock Options	5	1	0	0	8	1	9	3	3	-	-	-
Professional Development	53	24	43	32	41	18	57	17	47	5	30	4
ABCFP Annual Fee	56	24	24	52	61	3	82	0	48	1	32	-
ABCFP AGM Expense	14	9	4	13	15	4	20	8	18	2	8	-
ABCFP AGM Spouse Expense	2	1	0	0	2	1	4	2	8	1	4	-
Vehicle Use To & From Work	29	5	2	1	16	9	56	7	44	3	36	6
Compensation for Travel Time	52	8	54	9	54	7	36	5	44	5	28	2
Child Care	1	1	1	1	-	1	0	0	1	-	-	-
Vehicle Full Personal Use	12	6	1	1	12	7	18	12	27	4	30	2
Compensation for Work/Field Gear	25	26	10	33	19	17	36	22	38	7	28	-
Collective Agreement	37	1	78	1	1	1	3	0	1	-	-	-
Laptop	38	2	33	2	30	3	31	1	44	3	36	-
Cell Phone	36	1	14	2	33	3	48	2	50	3	42	2
Wireless Comm. Device	23	1	14	1	23	2	24	1	24	2	26	-

* = full benefits

** = partial benefits

In their jobs, 39% of members do not receive any compensation for overtime worked. This was the most common overtime procedure reported.

Members who work for industry were most likely to receive no compensation for overtime or straight time off in lieu of payment while provincial government employees were more likely to receive a bonus in lieu of direct compensation or overtime pay.

Figure 24: Employer by Overtime Procedure

	Bonus in Lieu of Direct Compensation	No Compensation	Overtime Pay at Regular Rate	Overtime Pay (1½ or 2 times)	Straight Time Off in Lieu of Payment
Academia	-	2%	1%	*	1%
Association	-	*	*	-	-
Consultant	5%	11%	43%	15%	18%
Federal Government	-	1%	-	1%	1%
First Nations	1%	1%	2%	1%	3%
Industry	8%	44%	9%	4%	41%
Municipal Government	-	*	-	2%	-
Non-profit	1%	*	-	*	3%
Other	4%	3%	-	2%	3%
Provincial Government	78%	23%	22%	72%	28%
Regional Government	-	-	-	2%	*
Self-Employed Consultant	2%	10%	18%	1%	1%
Self-Employed Owner/Operator	-	3%	6%	-	1%
ALL RESPONDENTS	9%	39%	11%	20%	22%

* = small sample size

The most frequently reported length of annual vacation received by members was four weeks.

Figure 25: Membership Status by Vacation

	Less than 1 week	2 weeks	3 weeks	4 weeks	5 weeks	6 weeks	7 weeks	8 weeks	9 weeks	10 weeks	11 weeks	12 or more weeks
RPF	4%	5%	18%	31%	19%	11%	8%	2%	0%	0%	0%	1%
RFT	4%	9%	21%	17%	17%	17%	10%	2%	0%	0%	-	3%
Retired Member	13%	-	13%	-	38%	13%	-	13%	-	13%	-	-
Forester-in-Training	19%	36%	26%	14%	3%	3%	-	-	-	-	-	-
Forestry Pupil	-	-	*	-	*	-	-	-	-	-	-	*
Trainee Forest Technologist	18%	36%	29%	7%	-	4%	-	-	4%	-	-	4%
On Leave	15%	8%	27%	15%	12%	12%	12%	-	-	-	-	-
ALL VALID RESPONSES	5%	8%	20%	25%	18%	12%	8%	2%	0%	0%	0%	2%

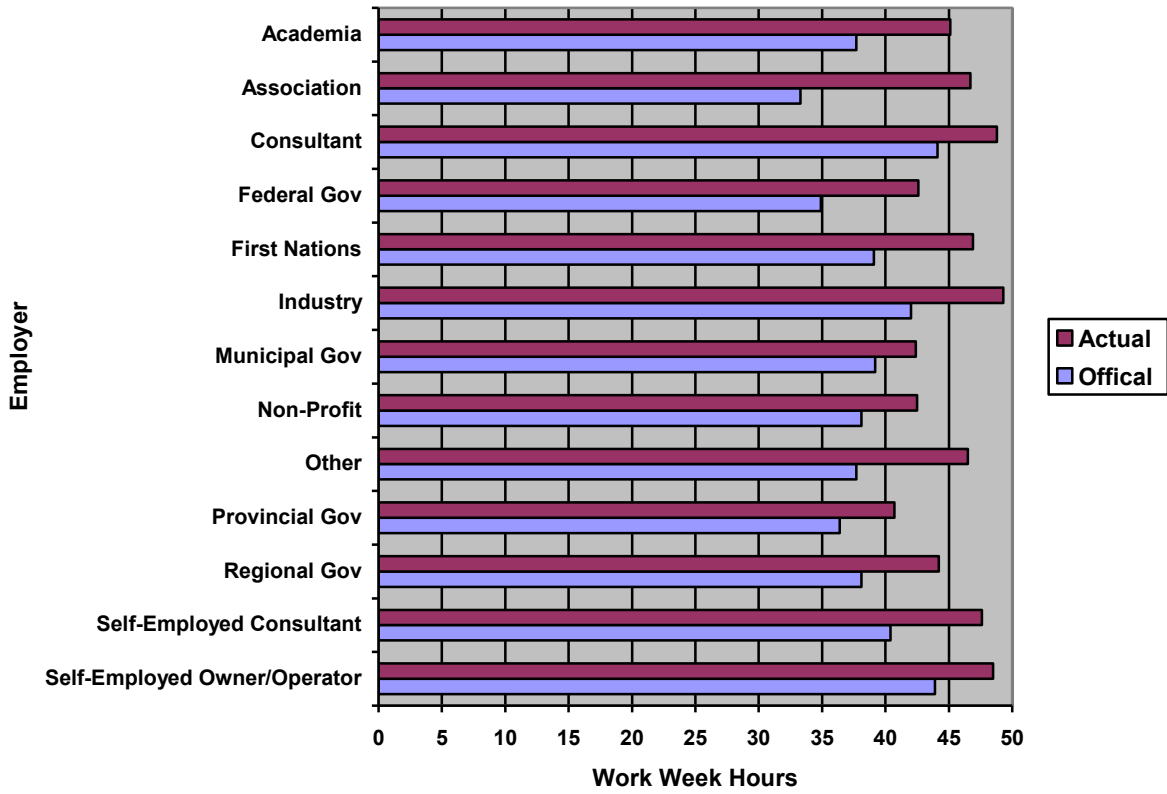
* = small sample size

ABCFP members work an average of 45 hours per week, even though they are officially mandated to work 38.9 hours per week. The trend of working more hours per week than mandated occurred regardless of member status or employer.

Figure 26: Average Work Weeks by Member Status

	All	RPF	RFT
Official Work Week (hours)	38.9	39.5	40.1
Actual Work Week (hours)	45.0	45.6	45.0

Figure 27: Official and Actual Average Work Week by Employer



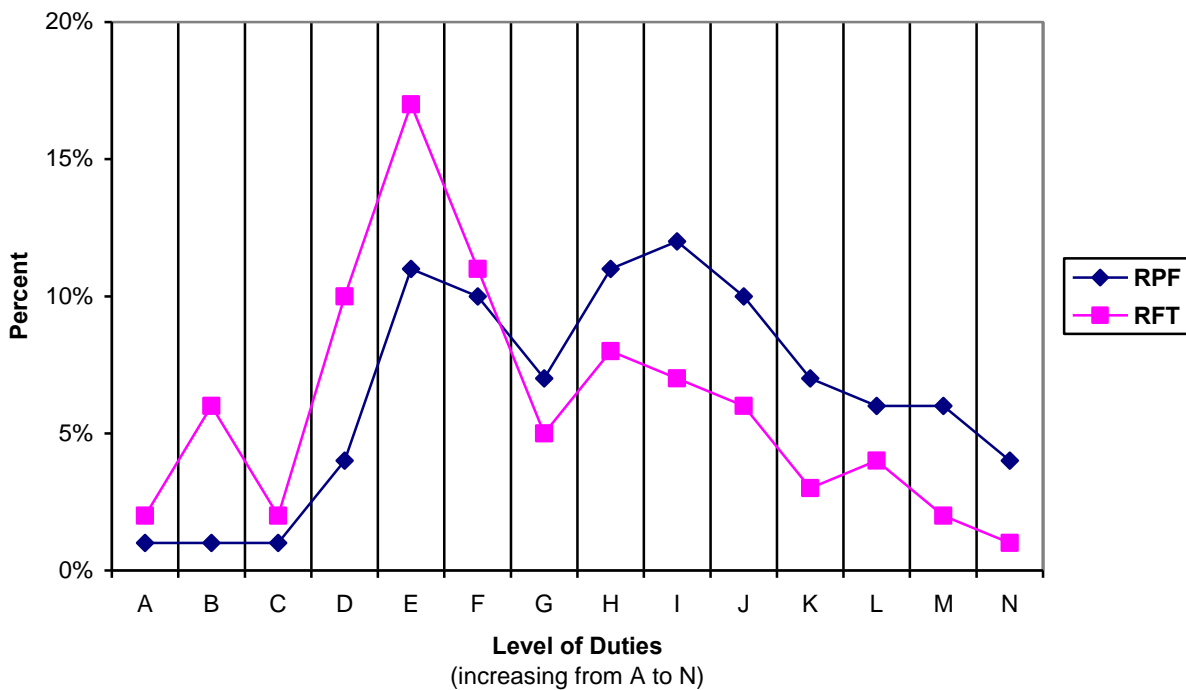
Job Duties

The level of complexity and responsibility of job duties was measured on an ascending scale from 'A' to 'N.' RPFs were more likely to perform job duties that have a higher level of complexity than 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). These levels mirror the 2006 findings.

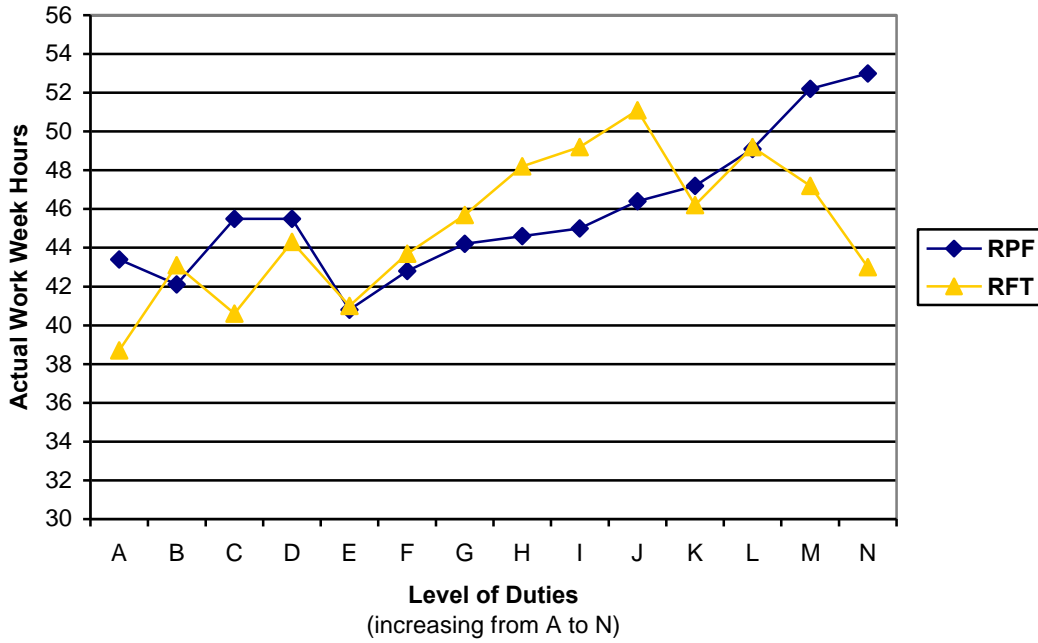
Please refer to the appendix (question #12) for a full description of each job duty level.

Figure 28: Job Duties by Membership Status (RPF and RFT)



For RPFs, the actual work week hours increased as the job duties increased in complexity.

Figure 29: Actual Work Week Hours by Job Duties by Membership Status (RPF and RFT)

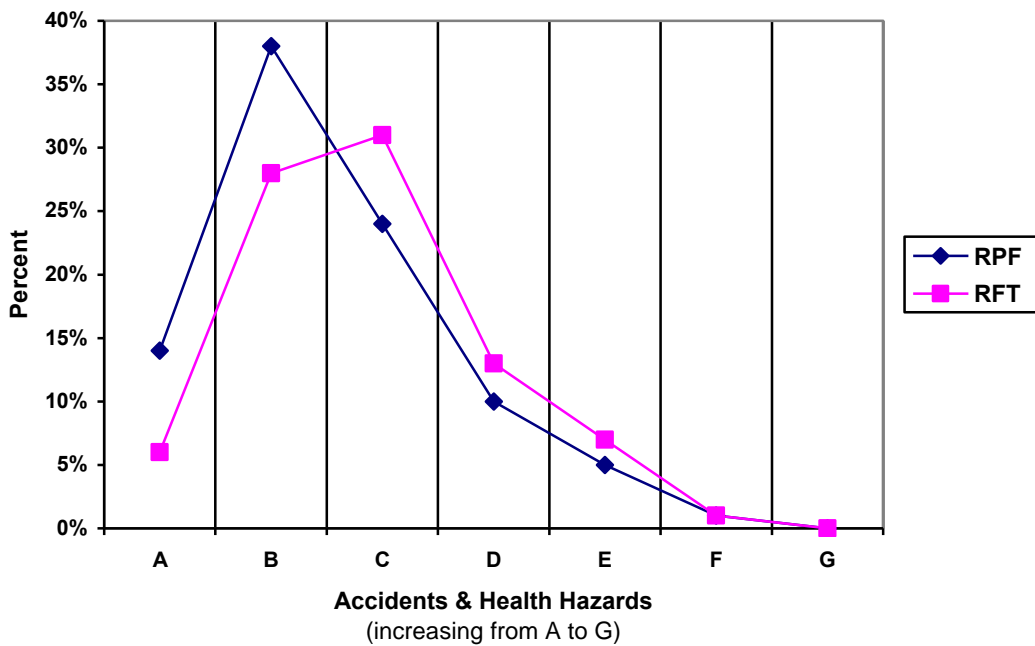


Accident and Health Hazards

The amount of exposure to health hazards was measured on an ascending scale from 'A' to 'G.' RFTs were more likely to be exposed to high-level hazards than RPFs, however 52% of RPFs and 34% of RFTs reported levels of health hazards to be in the lowest categories ('A' or 'B').

Please refer to the appendix (question #24) for a full description of each level of accident and health hazard.

Figure 30: Accidents and Health Hazards by Member Status (RPF and RFT)



Job Stress

The amount of stress on the job was measured on an ascending scale from 'A' to 'G.' RFTs reported slightly lower levels of job stress when compared to RPF. In the graph below, this translates into higher incidences of low-level stress and lower incidences of high-level stress.

Figure 31: Job Stress by Member Status (RPF and RFT)



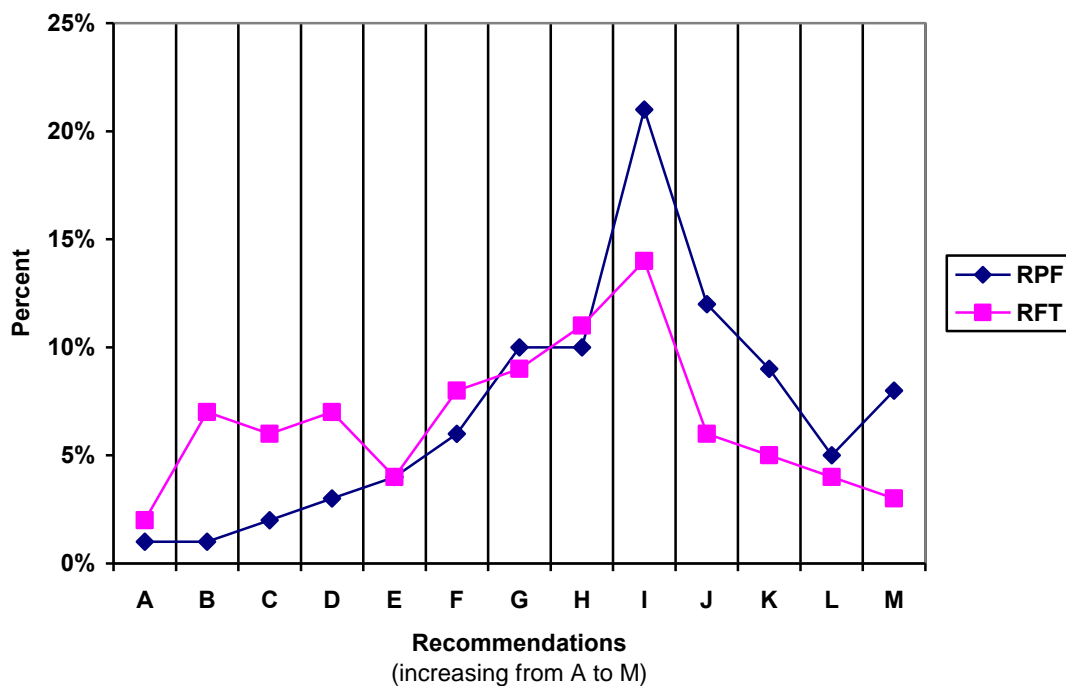
Recommendations, Decisions & Commitments

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 #16) for a full description of each recommendation, decision & commitment level.

Figure 32: Recommendations, Decisions & Commitments by Member Type



Levels of recommendations increased as members gained more experience.

Figure 33: Recommendations by Years of Experience

	A	B	C	D	E	F	G	H	I	J	K	L	M
Less than 1 year	-	25%	25%	-	-	50%	-	-	-	-	-	-	-
1 Year	11%	33%	11%	-	11%	22%	-	-	-	-	11%	-	-
2 Years	-	22%	28%	22%	-	6%	17%	-	-	-	-	6%	
3 Years	3%	23%	29%	3%	13%	3%	13%	10%	-	3%	-	-	-
4 Years	6%	11%	11%	14%	3%	19%	14%	8%	6%	6%	3%	-	-
5 Years	4%	13%	11%	9%	9%	13%	13%	13%	8%	2%	-	-	4%
6 Years	2%	5%	5%	8%	8%	28%	5%	10%	12%	8%	-	8%	2%
7-8 Years	4%	4%	8%	8%	6%	10%	17%	14%	17%	5%	4%	1%	4%
9-10 Years	4%	5%	4%	10%	4%	7%	11%	13%	14%	12%	6%	5%	4%
11-12 Years	1%	3%	2%	4%	9%	8%	8%	18%	18%	15%	5%	4%	4%
13-15 Years	2%	4%	4%	6%	5%	8%	13%	12%	17%	9%	10%	4%	7%
15-17 Years	0%	3%	2%	4%	3%	8%	10%	14%	27%	12%	8%	4%	4%
18-20 Years	2%	4%	5%	7%	4%	8%	8%	7%	23%	12%	6%	6%	7%
21-24 Years	2%	2%	2%	4%	4%	7%	12%	11%	22%	13%	9%	6%	6%
25+ Years	0%	4%	2%	3%	2%	3%	11%	11%	23%	11%	11%	7%	10%
ALL RESPONDENTS	2%	4%	4%	6%	4%	7%	11%	11%	20%	11%	8%	5%	6%

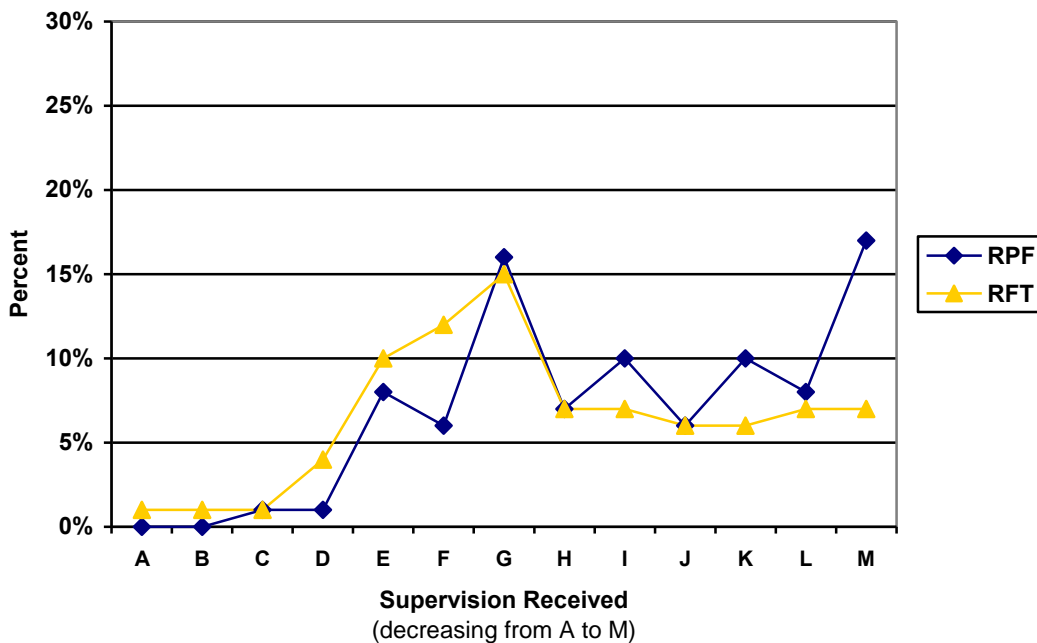
Supervision Received

The level of supervision received was measured on a descending scale from 'A' to 'M.' The most frequent response was 'G' (My work is assigned in terms of objectives, relative priorities and critical areas that impinge on work of other units).

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 #17) for a full description of each level of supervision received.

Figure 34: Supervision Received by Membership Status (RPF and RFT)

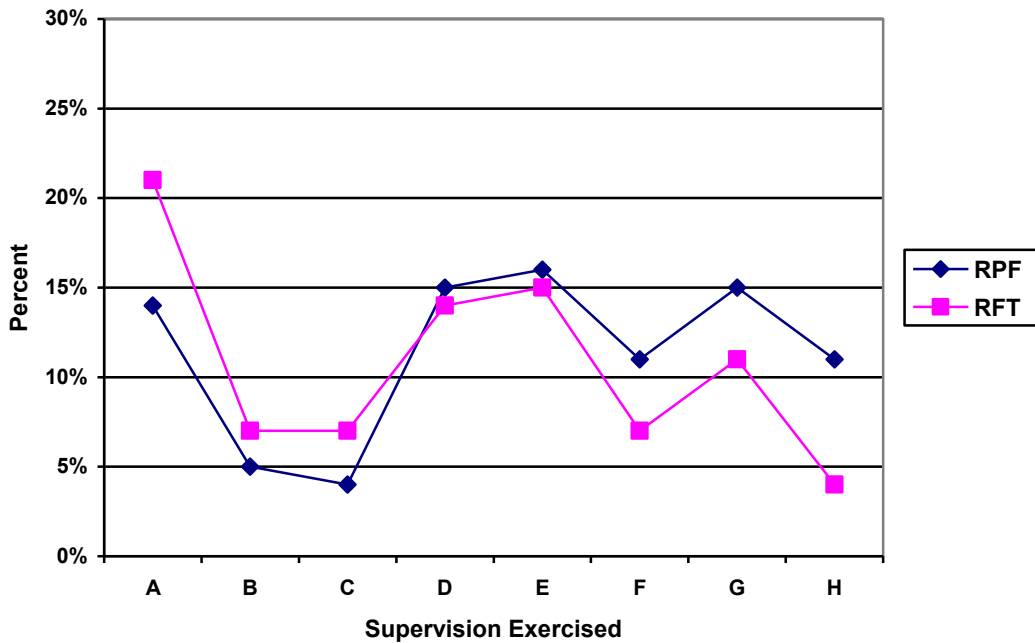


Supervision Exercised

The level of supervision exercised was measured on an ascending scale from 'A' to 'H.' The most frequent response for RFTs was 'A' (I have no supervisory role), whereas the most frequent response for RPFs was 'E' (I assign and outline work, advise on technical problems, review work for technical accuracy and adequacy).

Please refer to the appendix (question #18) for a full description of each level of supervision exercised.

Figure 35: Supervision Exercised/Leadership Authority by Membership Status (RPF and RFT)



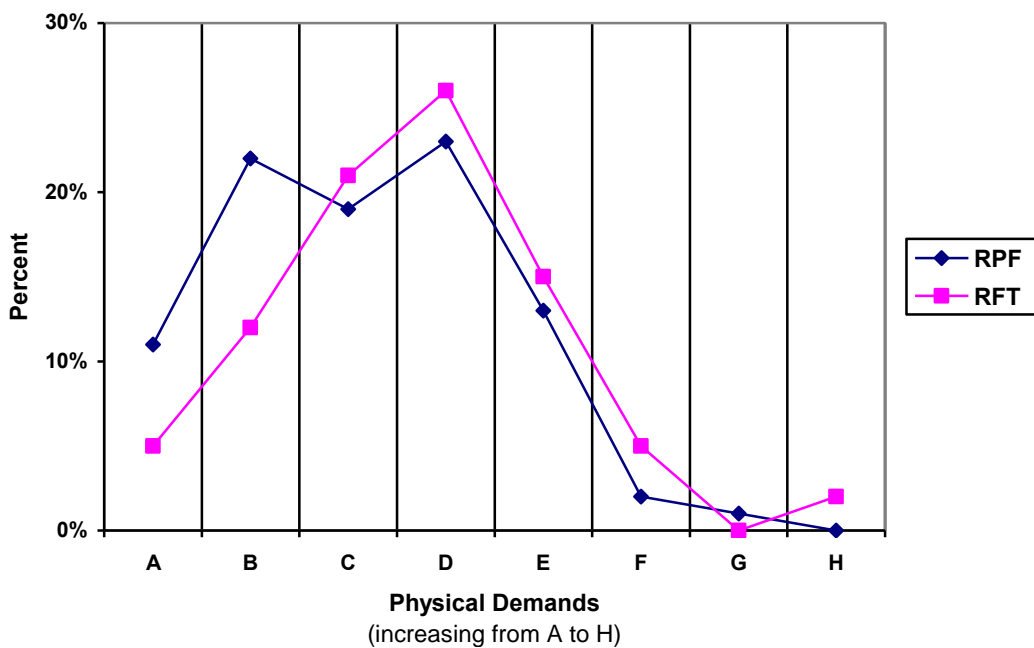
Physical Demands

Physical demands refer to the intensity and severity of the physical effort required of the job and the continuity and frequency of that effort. It was measured on an ascending scale from 'A' to 'H.'

RFTs tended to have higher exertion demands than RPFs while RPFs tended to experience more concentration demands than RFTs.

Please refer to the appendix (question #20) for a full description of each level of physical demand.

Figure 36: Physical Demands by Member Status



Job Conditions

The job environment refers to the amount and condition of office or field work. It was found that over half of members (54%) conduct field and office work close to the base of operations.

Figure 37: Job Environment by Member Status

	Office and comparable conditions	Field and office work close to base so that field days can be selected	Field work under all weather conditions	Some camping out and continuous field work	Continuous camping out under severe disagreeable conditions
RPF	36%	53%	9%	1%	-
RFT	13%	61%	22%	4%	-
Retired Member	25%	38%	38%	-	-
Forester-in-Training	13%	33%	37%	14%	3%
Forestry Pupil	-	*	*	-	-
Trainee Forest Technologist	21%	14%	43%	21%	-
On Leave	35%	46%	11%	4%	-
ALL VALID RESPONSES	27%	54%	15%	3%	0%

* = small sample size

Absence from base of operations measures the demands that members' jobs placed upon them in terms of travel.

Figure 38: Absence from Base of Operations by Forest Region

	I am seldom absent	I am rarely absent, perhaps a couple of days a month	I am occasionally absent, perhaps a day a week on average	I am frequently absent, commonly for a couple of days a week, sometimes longer, with considerable travel	Absent more than 50% of the time, sometimes including weekends, with much travel	Absent for long periods from base of operations and/or travel on an almost continuous basis
Northeast	39%	38%	13%	5%	4%	-
Cariboo	40%	32%	16%	10%	2%	-
Thompson/Okanagan	43%	26%	19%	9%	3%	0%
Kootenay/Boundary	37%	34%	19%	9%	1%	1%
Omineca	39%	27%	17%	12%	3%	1%
Skeena	34%	38%	15%	11%	1%	-
South Coast	34%	29%	17%	13%	5%	1%
Outside of BC	28%	28%	23%	18%	2%	2%
Outside of Canada	7%	21%	36%	36%	-	-
West Coast Region	36%	25%	19%	16%	3%	-
ALL VALID RESPONSES	37%	30%	18%	11%	3%	1%

Job Security, Pressure to Perform and Downsizing

Questions regarding job security, pressure to perform and downsizing were new components of the ABCFP Salary Survey for 2011.

When asked if members feel more pressure to perform at work than three years ago, 67% of members answered 'yes.'

Figure 39: Pressure to Perform by Membership Status

	Yes	No
RPF	61%	30%
RFT	59%	25%
Retired Member	27%	45%
FIT	47%	40%
FP	25%	50%
TFT	71%	12%
On Leave	48%	35%
ALL	67%	33%

ABCFP members were split on whether they would take a pay cut/freeze to ensure job security (52% 'yes' vs. 48% 'no'). Those living in the Northeast and Kootenay/Boundary regions were less likely to accept a pay cut/freeze to keep job security.

Figure 40: Pay Cut to Ensure Job Security by Forest Region

	Willing	Unwilling
Northeast	40%	52%
Cariboo	49%	40%
Thompson/Okanagan	47%	44%
Kootenay/Boundary	36%	54%
Omineca	44%	48%
Skeena	37%	49%
South Coast	36%	49%
Outside of BC	52%	38%
Outside of Canada	53%	29%
West Coast Region	53%	36%
ALL RESPONDENTS	52%	48%

The majority of ABCFP members (86%) have not received a promotion in the last 12 months. Members living outside BC and outside of Canada were most likely to have received a promotion in the past 12 months.

Figure 41: Promotion by Forest Region

	Yes	No
Northeast	19%	72%
Cariboo	10%	79%
Thompson/Okanagan	10%	81%
Kootenay/Boundary	8%	82%
Omineca	13%	78%
Skeena	6%	81%
South Coast	14%	71%
Outside of BC	32%	59%
Outside of Canada	41%	41%
West Coast Region	13%	75%
ALL RESPONDENTS	14%	86%

Results show that more than half (56%) of ABCFP members are currently seeking or thinking of seeking a new job. Those working for employers in non-profit were most likely to be in job search mode (63%), while those working for regional government were least likely to be in job search mode (18%). Of those seeking a new job, 70% are willing or somewhat willing to relocate.

Figure 42: Job Seeking by Employer

	Yes	No
Federal Government	53%	40%
Provincial Government	44%	46%
Regional Government	18%	73%
Municipal Government	23%	46%
Industry	32%	58%
Consultant	41%	45%
Self-Employed Consultant	38%	49%
Association	*	*
Academia	29%	46%
Self-Employed Owner/Operator	21%	53%
Non-Profit	63%	26%
First Nations	45%	45%
Other	32%	51%
ALL RESPONDENTS	44%	56%

* = small sample size

Figure 43: Willingness to Relocate

(Q: If you are seeking a new job, are you...)

Willing to relocate	33%
Somewhat willing to relocate	37%
Not willing to relocate	30%

In terms of the percentage pay raise offered to entice members to leave their current jobs, 48% of members would require a minimum of an 8% pay raise in leave their current job.

Figure 44: Pay Raise to Leave Job by Employer

	Less than 2%	2-3%	4%-5%	6%-7%	8% or more	Other amount
Federal Government	27%		13%	-	40%	13%
Provincial Government	11%	3%	7%	6%	46%	17%
Regional Government	-	-	18%	-	45%	27%
Municipal Government	8%	-	-	-	46%	15%
Industry	10%	2%	8%	6%	46%	18%
Consultant	13%	3%	9%	5%	38%	17%
Self-Employed Consultant	13%	2%	2%	3%	38%	31%
Association	-	-	-	-	*	*
Academia	12%	-	8%	4%	25%	25%
Self-Employed Owner/Operator	6%	-	2%	-	38%	28%
Non-Profit	37%	-	5%	-	32%	16%
First Nations	12%	6%	9%	6%	42%	15%
Other	20%		8%	2%	25%	29%
ALL RESPONDENTS	13%	3%	8%	6%	48%	21%

* = small sample size

Job Satisfaction

When asked if members were satisfied with current salaries, 58% responded 'yes', while 42% said 'no.'

Figure 45: Salary Satisfaction by Employer

	Yes	No
Federal Government	67%	27%
Provincial Government	46%	44%
Regional Government	64%	27%
Municipal Government	69%	-
Industry	62%	28%
Consultant	43%	43%
Self-Employed Consultant	47%	40%
Association	*	-
Academia	67%	8%
Self-Employed Owner/Operator	40%	34%
Non-Profit	63%	26%
First Nations	42%	48%
Other	61%	24%
ALL RESPONDENTS	58%	42%

* = small sample size

Work/Life Balance

Almost three quarters of members (72%) are satisfied with the level of work/life balance experienced in their jobs. Those with part-time positions were most likely to report being satisfied.

Figure 46: Work/Life Balance Satisfaction by Membership Status

	Yes	No
Full Time Position	66%	24%
Part Time Position	73%	17%
Temporary Assignments	42%	35%
Student	14%	43%
Self-Employed Consultant	56%	25%
ALL RESPONDENTS	72%	28%

Appendix 1: 2011 Salary Survey Questions

1.	Before you begin the 2011 Salary Survey, please indicate if you consent to sharing your responses with the Consulting Foresters of BC. Please be assured that data will be sent anonymously and analyzed in aggregate for reporting purposes only. Responses to this survey do not contain any personal information or identifiers.				
	<table border="1"><tr><td data-bbox="237 516 269 655"><input type="radio"/></td><td data-bbox="276 516 1010 583">Yes, I consent to sharing these responses</td></tr><tr><td data-bbox="237 592 269 634"><input checked="" type="radio"/></td><td data-bbox="276 592 1010 634">No thanks, I do not want to share these responses</td></tr></table>	<input type="radio"/>	Yes, I consent to sharing these responses	<input checked="" type="radio"/>	No thanks, I do not want to share these responses
<input type="radio"/>	Yes, I consent to sharing these responses				
<input checked="" type="radio"/>	No thanks, I do not want to share these responses				

A. Member Information

1.	What is your employment status?												
	<table border="1"><tr><td data-bbox="237 976 269 1337"><input type="radio"/></td><td data-bbox="276 976 696 1043">Full-time position</td></tr><tr><td data-bbox="237 1052 269 1094"><input type="radio"/></td><td data-bbox="276 1052 696 1094">Part-time position</td></tr><tr><td data-bbox="237 1102 269 1144"><input type="radio"/></td><td data-bbox="276 1102 696 1169">Temporary assignments</td></tr><tr><td data-bbox="237 1157 269 1199"><input type="radio"/></td><td data-bbox="276 1157 696 1199">Student</td></tr><tr><td data-bbox="237 1207 269 1249"><input type="radio"/></td><td data-bbox="276 1207 696 1274">Self-employed consultant</td></tr><tr><td data-bbox="237 1262 269 1304"><input type="radio"/></td><td data-bbox="276 1262 696 1304">Unemployed</td></tr></table>	<input type="radio"/>	Full-time position	<input type="radio"/>	Part-time position	<input type="radio"/>	Temporary assignments	<input type="radio"/>	Student	<input type="radio"/>	Self-employed consultant	<input type="radio"/>	Unemployed
<input type="radio"/>	Full-time position												
<input type="radio"/>	Part-time position												
<input type="radio"/>	Temporary assignments												
<input type="radio"/>	Student												
<input type="radio"/>	Self-employed consultant												
<input type="radio"/>	Unemployed												

2.	What is your membership status?												
	<table border="1"><tr><td data-bbox="237 1518 269 1879"><input type="radio"/></td><td data-bbox="276 1518 724 1585">RPF</td></tr><tr><td data-bbox="237 1593 269 1635"><input type="radio"/></td><td data-bbox="276 1593 724 1635">RFT</td></tr><tr><td data-bbox="237 1644 269 1686"><input type="radio"/></td><td data-bbox="276 1644 724 1711">Retired Member</td></tr><tr><td data-bbox="237 1694 269 1736"><input type="radio"/></td><td data-bbox="276 1694 724 1736">Life Member</td></tr><tr><td data-bbox="237 1745 269 1787"><input type="radio"/></td><td data-bbox="276 1745 724 1812">Forester-in-Training</td></tr><tr><td data-bbox="237 1795 269 1837"><input type="radio"/></td><td data-bbox="276 1795 724 1837">Forestry Pupil</td></tr></table>	<input type="radio"/>	RPF	<input type="radio"/>	RFT	<input type="radio"/>	Retired Member	<input type="radio"/>	Life Member	<input type="radio"/>	Forester-in-Training	<input type="radio"/>	Forestry Pupil
<input type="radio"/>	RPF												
<input type="radio"/>	RFT												
<input type="radio"/>	Retired Member												
<input type="radio"/>	Life Member												
<input type="radio"/>	Forester-in-Training												
<input type="radio"/>	Forestry Pupil												

<input type="radio"/> Trainee Forest Technologist <input type="radio"/> On Leave

3.	Which forest region do you currently reside in?
	<input type="radio"/> Northeast <input type="radio"/> Cariboo <input type="radio"/> Thompson/Okanagan <input type="radio"/> Kootenay/Boundary <input type="radio"/> Omineca <input type="radio"/> Skeena <input type="radio"/> South Coast <input type="radio"/> Outside of BC <input type="radio"/> Outside of Canada <input type="radio"/> West Coast Region

4.	Which forest district do you primarily work in?
	<input type="radio"/> Fort St. John <input type="radio"/> Williams Lake <input type="radio"/> Kamloops <input type="radio"/> Cranbrook <input type="radio"/> Prince George <input type="radio"/> Smithers <input type="radio"/> Surrey <input type="radio"/> Nanaimo <input type="radio"/> Outside of BC

<input type="radio"/> Outside of Canada

5. Who is your employer?
<input type="radio"/> Federal government <input type="radio"/> Provincial government <input type="radio"/> Regional government <input type="radio"/> Municipal government <input type="radio"/> Industry <input type="radio"/> Consultant <input type="radio"/> Self-Employed Consultant <input type="radio"/> Association <input type="radio"/> Academia <input type="radio"/> Self-Employed Owner/Operator <input type="radio"/> Non-profit <input type="radio"/> First Nations <input type="radio"/> Other (please specify): <input type="text"/>

6. What is the size of the company you work for?
<input type="radio"/> 1 employee <input type="radio"/> 2-9 employees <input type="radio"/> 10-25 employees <input type="radio"/> >25 employees

7. In what year was your forestry related diploma or bachelor's degree granted?

<input type="text" value="- Select One -"/>

8. What is your gender?
<input type="radio"/> Male <input type="radio"/> Female

9. What was your annual salary as of September 1, 2010, excluding bonuses and fringe benefits?
<input type="radio"/> Under \$30,000 <input type="radio"/> \$31,000-\$40,000 <input type="radio"/> \$41,000-\$50,000 <input type="radio"/> \$51,000-\$60,000 <input type="radio"/> \$61,000-\$70,000 <input type="radio"/> \$71,000-\$80,000 <input type="radio"/> \$81,000-\$90,000 <input type="radio"/> \$91,000-\$100,000 <input type="radio"/> Over \$100,000

10. In addition to your salary, what other income sources do you have access to? Please check all that apply.
<input type="checkbox"/> Bonus <input type="checkbox"/> Dividend <input type="checkbox"/> Commission <input type="checkbox"/> Overtime

	<input type="checkbox"/> Profit sharing <input type="checkbox"/> Not applicable
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11.	What is your job title?
	<input type="radio"/> Forester <input type="radio"/> Manager <input type="radio"/> Owner/Principal <input type="radio"/> General Manager <input type="radio"/> Officer <input type="radio"/> Director <input type="radio"/> Vice President <input type="radio"/> Other (please specify): <input style="width: 50px; height: 15px;" type="text"/>

B. Job Rating Summary

12.	Your Duties
	<p>We are interested in determining the general nature of tasks that you are assigned. The range is from duties performed in entry-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 defined categories, select the half option between.</p>
	<input type="radio"/> 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. 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.

- C) Normally regarded as a continuing portion of a forest professionals' training and development. 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.

- E) I am typically regarded at the fully qualified forest professional level. 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.

- G) I am at the first level of direct and sustained supervision of other forest professionals or full specialization. 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.

- I) My job requires knowledge of more than one field of forestry or performance by a specialist in a particular field. 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.

- 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. I have achieved recognition as an authority in a forestry

	<p>field of major importance to the organization. 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.</p> <p><input type="radio"/> L) My duties are between K & M.</p> <p><input type="radio"/> M) I work within the framework of general policy, conceiving independent programs and problems to be investigated. I plan or approve projects requiring the expenditure of a considerable amount of human resources 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.</p> <p><input type="radio"/> N) My duties go beyond level M to a substantial degree.</p>
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13.	Your Education	
	Please indicate your highest (or nearest) equivalent qualification in a forestry discipline.	
	<table border="1"> <tr> <td> <input type="radio"/> Bachelor's degree in Forestry, Allied Science or completed pupil program <input type="radio"/> Forest Technology Diploma <input type="radio"/> Forest Technology <input type="radio"/> Allied Science <input type="radio"/> Natural Resource Technology <input type="radio"/> Master's degree <input type="radio"/> Doctorate degree <input type="radio"/> Other (please specify): <input style="width: 80px;" type="text"/> </td> </tr> </table>	<input type="radio"/> Bachelor's degree in Forestry, Allied Science or completed pupil program <input type="radio"/> Forest Technology Diploma <input type="radio"/> Forest Technology <input type="radio"/> Allied Science <input type="radio"/> Natural Resource Technology <input type="radio"/> Master's degree <input type="radio"/> Doctorate degree <input type="radio"/> Other (please specify): <input style="width: 80px;" type="text"/>
<input type="radio"/> Bachelor's degree in Forestry, Allied Science or completed pupil program <input type="radio"/> Forest Technology Diploma <input type="radio"/> Forest Technology <input type="radio"/> Allied Science <input type="radio"/> Natural Resource Technology <input type="radio"/> Master's degree <input type="radio"/> Doctorate degree <input type="radio"/> Other (please specify): <input style="width: 80px;" type="text"/>		

14.	Which professional designation(s) do you hold? Please check all that apply.	
	<table border="1"> <tr> <td><input type="checkbox"/> RPF</td> </tr> </table>	<input type="checkbox"/> RPF
<input type="checkbox"/> RPF		

		<p>authority.</p> <ul style="list-style-type: none"> <input type="radio"/> F) My recommendations, decisions and commitments are between E & G. <input type="radio"/> G) My recommendations are reviewed for soundness of judgment but usually accepted as technically accurate and feasible. <input type="radio"/> H) My recommendations, decisions and commitments are between G & I. <input type="radio"/> 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. <input type="radio"/> J) My recommendations, decisions and commitments are between I & K. <input type="radio"/> 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. <input type="radio"/> L) My recommendations, decisions and commitments are between K & M. <input type="radio"/> 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.
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17.	Your Supervision Received	
		<p>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 defined categories, select the option between.</p>
		<ul style="list-style-type: none"> <input type="radio"/> A) I work under close supervision. My work is reviewed for accuracy and adequacy and conformance with prescribed procedures. <input type="radio"/> B) My supervision received is between A & C. <input type="radio"/> 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. <input type="radio"/> D) My supervision received is between C & E.

	<ul style="list-style-type: none"> <input type="radio"/> 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. <input type="radio"/> F) My supervision received is between E & G. <input type="radio"/> 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. <input type="radio"/> H) My supervision received is between G & I. <input type="radio"/> 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. <input type="radio"/> J) My supervision received is between I & K. <input type="radio"/> K) I receive administrative direction based on organization policies and objectives. My work is reviewed to ensure conformity with policy and co-ordination with other functions. <input type="radio"/> L) My supervision received is between K & M. <input type="radio"/> M) I operate with broad management authority, receiving virtually no technical guidance and control, limited only by general objectives and policies of the organization.
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18.	Leadership Authority and/or Supervision Exercised
	This factor is concerned with the character of supervisory responsibility. This may be direct (line) or indirect (staff). Select the category that fits your job most appropriately.
	<ul style="list-style-type: none"> <input type="radio"/> A) I have no supervisory role. <input type="radio"/> B) I may assign and check work of one to five subordinates or helpers. <input type="radio"/> C) I may give technical guidance to one or two junior forest professionals or subordinates assigned to work on a common project. <input type="radio"/> 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. <input type="radio"/> E) I assign and outline work, advise on technical problems, review work for technical accuracy and adequacy. Supervision may call for recommendations

	<p>concerning selection, training, rating and discipline of staff.</p> <p>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.</p> <p>G) I review and evaluate technical work. I select, schedule and coordinate to attain program objectives, and/or or as an administrator make decisions concerning selection, training, rating, discipline and remuneration of staff.</p> <p>H) I give administrative direction to subordinate supervisors. Contact with the workforce is normally through such levels rather than direct.</p>
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19.	Your Supervision Scope
	<p>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.</p>
	<div style="border: 1px solid black; padding: 5px; width: fit-content;"> <input type="text" value="- Select One -"/> </div>

20.	Your Physical Demands
	<p>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.</p>
	<p>A) Limited standing or moving about (inside position), or limited uninterrupted visual concentration (as in drafting work), or limited uninterrupted and intense mental concentration.</p>

		<ul style="list-style-type: none"> <input type="radio"/> 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. <input type="radio"/> 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). <input type="radio"/> 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. <input type="radio"/> 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). <input type="radio"/> F) Frequent heavy physical exertion. <input type="radio"/> G) Continuous uninterrupted visual concentration (as in drafting work). <input type="radio"/> H) Continuous heavy physical exertion.
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21.	Job Environment		
		Select the factor that describes most closely the conditions under which your work is normally carried out.	
		<table border="1" style="width: 100%;"> <tr> <td> <ul style="list-style-type: none"> <input type="radio"/> A) Office and comparable conditions. <input type="radio"/> B) Field and office work close to base so that field days can be selected. <input type="radio"/> C) Field work under all weather conditions. <input type="radio"/> D) Some camping out and continuous field work. <input type="radio"/> E) Continuous camping out under severe disagreeable conditions. </td> </tr> </table>	<ul style="list-style-type: none"> <input type="radio"/> A) Office and comparable conditions. <input type="radio"/> B) Field and office work close to base so that field days can be selected. <input type="radio"/> C) Field work under all weather conditions. <input type="radio"/> D) Some camping out and continuous field work. <input type="radio"/> E) Continuous camping out under severe disagreeable conditions.
<ul style="list-style-type: none"> <input type="radio"/> A) Office and comparable conditions. <input type="radio"/> B) Field and office work close to base so that field days can be selected. <input type="radio"/> C) Field work under all weather conditions. <input type="radio"/> D) Some camping out and continuous field work. <input type="radio"/> E) Continuous camping out under severe disagreeable conditions. 			

22.	Your Place of Residence	
		Select the grade that describes most accurately your place of residence.

	<ul style="list-style-type: none"> <input type="radio"/> A) Established community with complete facilities. <input type="radio"/> B) Small community lacking full range of facilities. <input type="radio"/> C) Small isolated community. <input type="radio"/> D) Camp with married quarters and schools. <input type="radio"/> E) Isolated camp with limited married quarters.
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23.	Your Absence From Base of Operations
	Select the grade that describes most closely the demands of your job for traveling and being absent from your base of operations.
	<ul style="list-style-type: none"> <input type="radio"/> A) I am seldom absent. <input type="radio"/> B) I am rarely absent, perhaps a couple of days a month. <input type="radio"/> C) I am occasionally absent, perhaps a day a week on average. <input type="radio"/> D) I am frequently absent, commonly for a couple of days a week, sometimes longer, with considerable travel. <input type="radio"/> E) I am absent more than 50 percent of the time, sometimes including weekends, with much travel. <input type="radio"/> F) I am absent for long periods from base of operations and/or travel on an almost continuous basis.

24.	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 the category that most closely describes your situation.
	<ul style="list-style-type: none"> <input type="radio"/> A) No level of exposure to hazards. <input type="radio"/> B) Limited exposure to moderate-level hazards, or occasional exposure to low-level hazards.

		<ul style="list-style-type: none"> <input type="radio"/> C) Limited exposure to high-level hazards, or occasional exposure to moderate-level hazards, or frequent exposure to low-level hazards. <input type="radio"/> D) Limited exposure to extreme-level hazards, or occasional exposure to high-level hazards, or frequent exposure to moderate-level hazards, or continuous exposure to low-level hazards. <input type="radio"/> E) Occasional exposure to extreme-level hazards, or frequent exposure to high-level hazards, or continuing exposure to moderate-level hazards. <input type="radio"/> F) Frequent exposure to extreme-level hazards, or continuous exposure to extreme-level hazards. <input type="radio"/> G) Continuous exposure to extreme-level standards.
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25.	Your Job Stress	
		<p>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. Select the category that most closely describes your situation.</p>
		<ul style="list-style-type: none"> <input type="radio"/> A) Low levels of stress 0-1 time per week. <input type="radio"/> B) Low levels of stress 2-5 times per week, or moderate levels of stress 0-1 time per week. <input type="radio"/> 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. <input type="radio"/> 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 0-1 time per week. <input type="radio"/> 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. <input type="radio"/> F) High levels of stress 11 or more times per week, or extreme levels of stress 6-10 times per week. <input type="radio"/> G) Extreme levels of stress 11 or more times per week.

26.	Your Fringe Benefits	
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Select items wholly or partially paid for by your employer:					
		Yes	No	Partial	Not sure
Medical plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extended health benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dependent life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term disability insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term disability insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accidental death and dismemberment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pension plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Production bonus or profit sharing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stock options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional association annual fee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional association AGM expense	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional association AGM spouse expense	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vehicle use to and from work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compensation for travel time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vehicle full personal use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compensation for work/field gear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment covered by collective agreement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Laptop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cell phone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wireless communications device such as a Blackberry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. What is your overtime procedure?

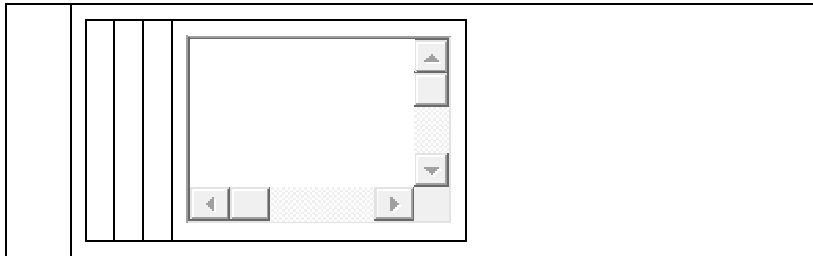
	<input type="radio"/> No compensation <input type="radio"/> Overtime at regular rate <input type="radio"/> Straight time off in lieu of payment <input type="radio"/> Overtime pay (1½ or 2 times) <input type="radio"/> Bonus in lieu of direct compensation
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28	How many weeks per year do you get vacation?
	<input type="radio"/> Less than 1 week <input type="radio"/> 2 weeks <input type="radio"/> 3 weeks <input type="radio"/> 4 weeks <input type="radio"/> 5 weeks <input type="radio"/> 6 weeks <input type="radio"/> 7 weeks <input type="radio"/> 8 weeks <input type="radio"/> 9 weeks <input type="radio"/> 10 weeks <input type="radio"/> 11 weeks <input type="radio"/> 12 or more weeks (please specify): <input style="width: 50px;" type="text"/>

29.	How many official hours per week do you work?					
	<table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td style="width: 15px; height: 15px;"> </td> <td style="width: 15px; height: 15px;"> </td> <td style="width: 15px; height: 15px;"> </td> <td style="width: 15px; height: 15px;"> </td> <td style="width: 15px; height: 15px;"> </td> </tr> </table> <input style="width: 60px; height: 15px;" type="text"/> hrs./week					

30.	How many <u>actual</u> hours per week do you work, on average?					
	<table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td style="width: 15px; height: 15px;"> </td> <td style="width: 15px; height: 15px;"> </td> <td style="width: 15px; height: 15px;"> </td> <td style="width: 15px; height: 15px;"> </td> <td style="width: 15px; height: 15px;"> </td> </tr> </table> <input style="width: 60px; height: 15px;" type="text"/> hrs./week					

31.	Please describe any other benefits that you may receive:
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C. Job Security, Performance and Downsizing

32.	Do you feel more pressure to perform at work than you did three years ago?
	<input type="radio"/> Yes <input type="radio"/> No

33.	Would you be willing to take a pay cut or have your salary frozen in order to ensure job security over the next year?
	<input type="radio"/> Yes <input type="radio"/> No

34.	Have you been promoted in the last 12-months?
	<input type="radio"/> Yes <input type="radio"/> No

D. Job Seeking

35.	Are you currently seeking or thinking of job seeking?
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<input type="radio"/> Yes <input type="radio"/> No	
If you are seeking a new job, are you:	<input type="radio"/> Willing to relocate <input type="radio"/> Somewhat willing to relocate <input type="radio"/> Not willing to relocate

36.	What would be the minimum percentage pay raise needed to leave your job?
<input type="radio"/> Less than 2% <input type="radio"/> 2-3% <input type="radio"/> 4%-5% <input type="radio"/> 6%-7% <input type="radio"/> 8% or more <input type="radio"/> Other (please specify): <input type="text"/>	

E. Job Satisfaction

37.	Overall, are you satisfied with the current salary level for your job?
<input type="radio"/> Yes <input type="radio"/> No	

38.	Are you satisfied with the level of work/life balance you have in your job?
<input type="radio"/> Yes	

	<input type="radio"/> No
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F. Consultants

39.	Are you a member of the Consulting Foresters of BC?
	<input type="radio"/> Yes <input type="radio"/> No

40.	Are you a consultant...
	<input type="radio"/> By choice <input type="radio"/> By necessity <input type="radio"/> Other (please specify): <input style="width: 50px;" type="text"/>

41.	Approximately what percentage of the work you do is for the following:																														
	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;"></th> <th style="width: 12.5%;">0-25%</th> <th style="width: 12.5%;">26%-50%</th> <th style="width: 12.5%;">51%-75%</th> <th style="width: 12.5%;">76%-100%</th> </tr> </thead> <tbody> <tr> <td>Government</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Industry</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>First Nations</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Other consultants</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Other industries (outside forestry)</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </tbody> </table>		0-25%	26%-50%	51%-75%	76%-100%	Government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Industry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	First Nations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Other consultants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Other industries (outside forestry)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Other industries (outside forestry)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>																											

42.	Do you think you are fairly compensated for the work you perform?
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	<input type="radio"/> Yes <input type="radio"/> No
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43.	In the last year, has your overall compensation for the work you do:
	<input type="radio"/> Increased <input type="radio"/> Decreased <input type="radio"/> Remained the same

44.	Do you have expectations of an improved compensation package in the next two years?
	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not sure

45.	Are you required to travel to and from field work at your own cost?		
	<input type="radio"/> Yes <input type="radio"/> No		
	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">If Yes, how much time per day?</td> <td> <input type="radio"/> 1 hour <input type="radio"/> 2 hours <input type="radio"/> More than 2 hours </td> </tr> </table>	If Yes, how much time per day?	<input type="radio"/> 1 hour <input type="radio"/> 2 hours <input type="radio"/> More than 2 hours
If Yes, how much time per day?	<input type="radio"/> 1 hour <input type="radio"/> 2 hours <input type="radio"/> More than 2 hours		

46.	Are you subject to seasonal layoffs?
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	<input type="radio"/> Yes <input type="radio"/> No
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47. Do you consider seasonal layoffs...

	<input type="radio"/> Good <input type="radio"/> Bad <input type="radio"/> Neutral
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48. Please check the top five benefits of your overall compensation.

	<input type="checkbox"/> Money <input type="checkbox"/> Location <input type="checkbox"/> Flexibility <input type="checkbox"/> Enjoyment/Job satisfaction <input type="checkbox"/> Professional development <input type="checkbox"/> Professional guidance <input type="checkbox"/> Opportunity for advancement <input type="checkbox"/> Work employment <input type="checkbox"/> Work diversity
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49. Have you been laid off in the last two years?

	<input type="radio"/> Yes <input type="radio"/> No	
	If Yes, for how long?	<input type="radio"/> 0-2 months

		<input type="radio"/> 3-6 months <input type="radio"/> 7-12 months <input type="radio"/> More than 12 months
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50.	Are there opportunities for advancement in your organization?
	<input type="radio"/> Yes <input type="radio"/> No

51.	Does your organization work with you to manage development and performance?
	<input type="radio"/> Yes <input type="radio"/> No

52.	Do you have any of the following?	
	Formal performance evaluations	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not sure
	Development plans	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not sure
	Mentorship	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not sure
	Access to training	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not sure
	Career pathing	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not sure

53.	Do you plan to stay in the forest industry for the next three years?
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	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not sure
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54.	Do you plan to stay in the consulting field for the next three years?	
	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Not sure	
	if No, or Not sure, do you see yourself moving to:	<input type="radio"/> A different employer <input type="radio"/> A different segment of the industry <input type="radio"/> A different industry

55.	Do you have adequate resources to do your job?
	<input type="radio"/> Yes <input type="radio"/> No

56.	Finally, how often are you under pressure to do your job?
	<input type="radio"/> All of the time <input type="radio"/> Some of the time <input type="radio"/> Not often <input type="radio"/> Never

Appendix 2: Forest Regions

As noted by the Ministry of Forests, Lands and Natural Resource Operations

(<http://www.for.gov.bc.ca/mof/maps/regdis/regdismap.pdf>)

Ministry of Forests, Lands and Natural Resource Operations Regional and District Offices

Cariboo Region (Williams Lake)

- 100 Mile House District (100 Mile House)
- Cariboo-Chilcotin District (*Williams Lake)
- Quesnel District (Quesnel)

Kootenay/Boundary Region (Cranbrook)

- Selkirk District (*Nelson)
- Rocky Mountain District (Cranbrook)

Northeast Region (Fort St. John)

- Fort Nelson District (Fort Nelson)
- Peace District (*Dawson Creek)

Omineca Region (Prince George)

- Fort St. James District (Fort St. James)
- Mackenzie District (Mackenzie)
- Prince George District (*Prince George)
- Vanderhoof District (*Vanderhoof)

Thompson/Okanagan Region (Kamloops)

- Cascades District (Merritt)
- Kamloops District (*Kamloops)
- Okanagan Shuswap District (*Vernon)

Skeena Region (Smithers)

- Kalum District (*Terrace)
- Nadina District (*Burns Lake)
- Skeena Stikine District (Smithers)

South Coast Region (Surrey)

- Metro Vancouver-Squamish District (*Chilliwack)
- Sunshine Coast District (Powell River)

West Coast Region (Nanaimo)

- Campbell River District (*Campbell River)
- Haida Gwaii District (Queen Charlotte City)
- North Island - Central Coast District (*Port McNeill)
- South Island District (Port Alberni)

* Denotes BC Timber Sales Location

