

2015-2016 Salary Research Committee

Sean Quigley, P.Eng. FEC (*Chair*)
Walter Czynryj, P.Eng. FEC
Pak-Yan Chan, P.Eng.
Steven Bohrn, P.Eng.
Irene Mikawoz, P.Eng. FEC
James Payne, P.Geo.
L. Assad, Student Analyst

The Salary Research Committee conducted the employee salary survey to meet our objective of providing salary information for use by association members and the public. The salary survey results are posted on the Engineers Geoscientists Manitoba website at www.apegm.mb.ca.

The Salary Survey is open to all eligible Engineers Geoscientists Manitoba members and members-in-training, and is sent to all members having a Manitoba mailing address, which was 4665 this year, with 1468 members responding to the survey. The survey is meant to be both inclusive and confidential, and for that reason notice of the survey and reminders are sent to all members.


This was the thirteenth year using a web based survey format, and the fourth year using the Engineers Geoscientists Manitoba website to access the survey. The Committee once again used the comments received from members to help improve the quality of the questions and the workflow process used to complete the survey.

In response to members request for a shorter survey, the Committee elected to shorten the survey by excluding the Classification Rating section. The Committee was anticipating that a shorter survey would result in increased member participation.

The response rate for 2016 was 31.5%, which is a slight increase from 29.5% in 2014, but still below the high of 32.5% in 2013. The Committee will once again review options to increase the survey response rate.

The survey provides information based on the year of graduation of the Professional Engineers, Geoscientists, and Members-in-Training in Manitoba. The year of graduation salary information contains the number of eligible members by year of graduation. The highest participation in the survey by year of graduation was 2014, with 46.3% of eligible members responding.

77.9% of respondents indicated that they were very or somewhat satisfied with their current level of compensation, which is similar to the



77.3% value in 2014. The results also showed that 15.8% of EIT/GITs were somewhat or very dissatisfied with their compensation.

By way of comparison, the salary survey results for the other Western Canadian provinces are available in their respective association websites. The 2016 compensation survey results for B.C. and the 2015 salary survey summary results for Saskatchewan can be found at the following websites; www.apeg.bc.ca, and www.apegs.ca. APEGA, the association in Alberta, prepares an employer survey and reports on “Value of Professional Services”. The summary of the 2015 Value of Professional Services for Alberta can be found at www.apega.ca.

Thank you to the members who completed our survey and to those who provided their comments.

My thanks to the committee members for their time and effort, and to L. Asaad for the data analysis and report preparation.