Results of the APB Member Survey
Employment

Compiled by Barb Faggetter, RPBio
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A. Introduction

During the last two months of 2012, the APB board sent a survey out to our members. The survey ran from November 15th, 2012 to December 31st, 2012, using an online survey tool called "Obsurvey". The purpose of the survey, as stated to our members, was as follows:

Information from the "Employment and Consulting" section of the survey was used to generate a summary report on the status of employment and consulting within our profession.

A total of 175 members chose to respond to the survey, or approximately 21% of our membership. This is considered a good response, as often our member response in the past has been less than 10%, and this suggests a fairly strong expression of interest by our members with respect to the services provided by the APB. Of the total respondents, 78 chose to enter their name for a draw prize. The winner was chose based on a computer-generated random number.

Not all questions on the survey required an answer. Also, the survey branched depending on answers to previous questions. As a result, the total number of respondents for each question varies from 175.

As a result of the diverse nature of our membership, and the large number of categories for some of the questions, there were some questions where the number of respondents in each category was quite low, and thus could be considered as not statistically significant. Rather that omit responses that were not statistically significant, the author has chosen to interpret the survey in a qualitative, rather than quantitative, manner. Thus, the interpretation is based both on the survey results and the author's personal knowledge with respect to employment of biology professionals in various regions of the province. The number of respondents in each category has been noted so that the reader can assess the statistical significance of the results for themselves.
B. Members' Salaries

B.1 Employment Status

Response

The total number of respondents answering this question was 163. Responses for section B include those for members reporting themselves as employees.

The majority of our members work at a full-time position. The next largest employment status group is self-employed consultants. Very few of our members report themselves as unemployed.
B.2 Employer

Response

The total number of respondents answering this question was 99.

By far, “Industry Consultant” was the major employer for those marking themselves as “employed” rather than “self-employed” or “owner operator”. Other responses included: Industry (10%); Other consulting (4%); Crown Corp (1%); BC Hydro (1%); my own company (1%).

B.3 Company Size
The total number of respondents answering this question was 98.

The majority of our members who are employed work for large companies with greater than 50 employees.

**B.4 Union Membership**

The total number of respondents answering this question was 98.
The majority of our members who are employed do not belong to a union. Other responses included: CUPE (6%); PIPSC(5%); COPE(2%); Teamsters(2%); Yukon Government Employees Union (1%); Vancouver Island University Faculty Association (1%); Other not specified (1%).

B.5 Level of Responsibility

Which of the following options most closely matches your current responsibility level in your position as a biology professional?

- Technologist
- Biologist
- Manager
- Owner/Principal
- General Manager
- Officer
- Director
- Vice President
- Other, please specify

Response

The total number of respondents answering this question was 151.
The majority of our members consider that their responsibility level in their employment is that of a biologist. The next largest segment of our members indicated that they worked at the level of owner/principal.

Other responses included: project manager (1.5%); Environmental Specialist/Coordinator (1.5%); lead agent (1%).

B.6 Annual Salary

The total number of respondents answering this question was 153.

There were significant variations within salary levels amongst our members; however, the top two salary categories were $61,000 to $70,000, and over $100,000.

To understand better the factors which influence members' salary levels, the variation in salary was considered relative to other factors like education, other professional designations, years of experience, work location (primary region), gender, employer, company size, union membership and level of responsibility.
### B.6.1 Salary in Relation to Educational Qualification

**Note:** numbers in parenthesis on the vertical axis are the number of respondents in each category.

There does not appear to be much of a salary increase beyond an education level of a B.Sc. degree. In fact, members with Ph.D. degrees appear to be earning less, on average, than those with B.Sc. degree.

### B.6.2 Salary in Relation to Additional Professional Designations

**Note:** numbers in parenthesis on the vertical axis are the number of respondents in each category.

Salary appears to increase when a member has additional professional designations. The greatest salary increase is associated with the Alberta Professional Biologist designation. The Registered Professional Forester and Professional Agrologist designations also seem to increase salary significantly.
This survey does not indicate whether the salary increase is the result of the combined designations or occurs because the additional designation is a more highly paid profession than biology.

**B.6.3 Salary in Relation to Years of Experience**

*Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.*

Although there are some variations, after about 10 years of experience, salary appears to level off between approximately $60,000 and $80,000.

*Note: numbers in parenthesis on the horizontal axis are the number of respondents in each category.*
The graph above shows that there is also some variation with employment status (full-time versus part-time) within each experience level. In general, although not always, members who were employed on a part-time basis had a lower average salary than members with the same experience level who were employed full time. This survey did not collect data on the total amount of work that part-time members engaged in (e.g., 50% employed in one part-time position, 100% employed in two part-time positions, etc.).

**B.6.4 Salary in Relation to Primary Region of Work**

*Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.*

Regions where the oil and gas industry are strong (e.g., the Cassiar and the Northeast/Peace-Omineca) have the highest salaries. Poorer regions of the province (e.g., the North Coast/Skeena-Nass, Queen Charlotte Islands/Haida Gwaii, Cariboo Chilcotin) have the lowest salaries. No respondents indicated that their primary region of work was the Central Coast. Working outside of BC seems to provide higher salaries than working within BC. Working outside of Canada does not appear to offer higher salaries; however, this may be related to individuals doing third world work experience.
B.6.5 Salary in Relation to Gender

Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.

Clearly gender parity has not yet been reached amongst biology professionals. On average, women earn $17,700 less than men. Full time and part time work is not differentiated in this graph.

B.6.6 Salary in Relation to Employer

Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.

The best employers, in terms of salaries, appear to be the Federal government and associations. Provincial and regional/municipal governments and private industry also appear to offer higher salaries. The lowest salary reported in the survey was reported by an employee of a First Nations; however, this individual was also employed in a part-time position. Salaries for non-profits were also low, although this should not be surprising.
The graph below shows that there is also some variation with employment status (full-time versus part-time) within each employer category. Except for individuals working for non-profit organizations, members who were employed on a part-time basis had a lower average salary than members working within the same employer category who were employed full time. This survey did not collect data on the total amount of work that part-time members engaged in (e.g., 50% employed in one part-time position, 100% employed in two part-time positions, etc.).

*Note: numbers in parenthesis on the horizontal axis are the number of respondents in each category.*
**B.6.7 Salary in Relation to Company Size**

*Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.*

Salary appears to increase as company size increases.

**B.6.8 Salary in Relation to Union Membership**

*Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.*
Amongst the named unions, APB members reporting membership in CUPE and BCGEU also report the lowest average salaries. PIPSC and the Vancouver Island University Faculty Association have the highest salaries. Interestingly, there is not a significant difference between the salaries of union and non-union members.

**B.6.9 Salary in Relation to Level of Responsibility**

*Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.*

In general, salary reported increases with level of responsibility. However, there is some variability in the trend between the positions manager (lower responsibility) to director (higher responsibility). This variability may be due in part to our members interpretations of the actual levels of responsibility associated with these positions.

**B.6.10 Multiple Correspondence Analysis on Factors Affecting Salary**

In order to understand how multiple factors affected members' salaries, a multiple correspondence analysis (MCA) was carried out using 76 respondents for which there was complete data and no ambiguous answers. This generated a symmetric plot of the categories, where categories that were closer together on the plot were more closely "related" or correlated to each other. The Euclidean distance between each of the points on the plot was calculated, and this was used as a measure of how closely correlated the different categories were to each other. From this, the top ten factors affecting each salary range were determined and listed from most strongly correlated to least strongly correlated.
<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Top Ten Factors Affecting Salary Range (listed in order of decreasing affect)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; $30,000</td>
<td>Technologist&lt;br&gt;First Nations&lt;br&gt;Small-sized company&lt;br&gt;Non-profit&lt;br&gt;Kootenay&lt;br&gt;1-9 years of experience&lt;br&gt;Female&lt;br&gt;Northeast/Peace-Omineca&lt;br&gt;Thompson-Okanagan&lt;br&gt;No other professional designation</td>
</tr>
<tr>
<td>$31,000 - $40,000</td>
<td>Technologist&lt;br&gt;Small-sized company&lt;br&gt;Non-profit&lt;br&gt;First Nations&lt;br&gt;Owner/Principal&lt;br&gt;1-9 years of experience&lt;br&gt;Kootenay&lt;br&gt;Doctorate Degree&lt;br&gt;Thompson-Okanagan&lt;br&gt;Medium-sized company</td>
</tr>
<tr>
<td>$41,000 - $50,000</td>
<td>Provincial government&lt;br&gt;Union&lt;br&gt; Federal government&lt;br&gt; Educational institution&lt;br&gt; Regional/municipal government&lt;br&gt; Vancouver Island&lt;br&gt; Cariboo-Chilcotin&lt;br&gt; General Manager&lt;br&gt; Biologist&lt;br&gt; Large-sized company</td>
</tr>
<tr>
<td>$51,000 - $60,000</td>
<td>Female&lt;br&gt;Kootenay&lt;br&gt;1-9 years of experience&lt;br&gt;Northeast/Peace-Omineca&lt;br&gt;No other professional designation&lt;br&gt;Bachelor's Degree&lt;br&gt;Biologist&lt;br&gt;Thompson-Okanagan&lt;br&gt;Non-profit&lt;br&gt;Cassiar</td>
</tr>
<tr>
<td>$61,000 - $70,000</td>
<td>Biologist&lt;br&gt;Female&lt;br&gt;No other professional designation&lt;br&gt;Bachelor's Degree&lt;br&gt;Northeast/Peace-Omineca&lt;br&gt;Kootenay&lt;br&gt;Vancouver Island&lt;br&gt;Regional/municipal government&lt;br&gt;1-9 years of experience&lt;br&gt;10-19 years of experience</td>
</tr>
<tr>
<td>Salary Range</td>
<td>Top Ten Factors Affecting Salary Range (listed in order of decreasing affect)</td>
</tr>
<tr>
<td>---------------</td>
<td>--------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| $71,000 - $80,000 | Cassiar  
Master's Degree  
10-19 years of experience  
Bachelor's Degree  
Non-union  
Male  
No other professional designation  
Northeast/Peace-Omineca  
Private industry  
Medium-sized company |
| $81,000 - $90,000 | General Manager  
20-29 years of experience  
Large-sized company  
Vancouver Island  
Regional/municipal government  
10-19 years of experience  
Male  
Master's Degree  
Federal government  
Provincial government |
| $91,000 - $100,000 | Private industry  
Non-union  
Male  
Outside of BC  
Master's Degree  
South Coast/Lower Mainland  
Cassiar  
greater than 30 years of experience  
Medium-sized company  
10-19 years of experience |
| > $100,000    | Has other professional designations  
Vice President  
Manager  
Outside of BC  
Male  
Private industry  
Non-union  
Doctorate Degree  
Master's Degree  
Greater than 30 years of experience |

### B.7 Other Income Sources

In addition to your salary, what other income sources do you have access to? Please check all that apply. *

- [ ] Bonus
- [ ] Dividend
- [ ] Commission
- [ ] Overtime
- [ ] Profit sharing
- [ ] Not applicable
The total number of respondents answering this question was 98.

About half of our respondents have access to other income sources as part of their employment. The most common of these additional income sources are bonuses and overtime.

**B.8 Benefits Packages**
The total number of respondents answering this question was 97.

Only 2.1% of the respondents to the question indicated that they received no benefits as part of their current employment package. The majority of our employed members do receive benefits. These benefits are quite variable, but commonly include medical, dental, and vision plans, as well as extended health benefits and life insurance. No respondents received child care as part of the benefits package.
C. Consulting Members

C.1 Consultants’ Rates

The total number of respondents answering this question was 95. Section C of the survey relates to responses of APB members who reported themselves as self-employed consultants.

The majority of respondents to this question charged at least a daily consulting rate of $600 to $800. To understand better the factors which influence members' consulting rates, the variation in rate was looked at in relation to a number of other factors.
C.1.1 Consultants’ Rates in Relation to Educational Qualification

Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.

There is a definite increase in consulting rate as educational qualifications increase. Members with a Ph.D. reported charging $188/day more than members with a technology diploma.

C.1.2 Consultants’ Rates in Relation to Additional Professional Designations

Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.

Members who possess an additional professional designation generally have higher consulting rates. The highest consulting rates are charged by members with the Professional Biologists of Alberta designation. Higher rates are also charged by members with Professional Agrologist, Professional Engineer, or Project Management Professional designations. Interestingly, members with the Registered Professional Forester designation have the lowest rates, perhaps related reflecting economic challenges facing the BC forest industry. This survey does not indicate whether the increased rate is the result of the combined designations or occurs because the additional designation is a more highly paid profession than biology.
C.1.3 Consultants’ Rates in Relation to Years of Experience

Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.

Biology professionals with less than 5 years of experience have the lowest consulting rates. After the first 5 years, consulting rate seems to be highly variable, with little relationship to years of experience.

C.1.4 Consultants’ Rates in Relation to Primary Region of Work

Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.
Consulting rates reported by our members on Vancouver Island are surprisingly low. The North Coast/Skeena-Nass and Queen Charlotte Islands/Haida Gwaii are also low, although this is not surprising given the economic conditions in those regions. No members reported they were primarily consulting in the Cariboo-Chilcotin. The Cassiar region is high, probably as a result of the oil and gas industry. Thompson-Okanagan is also high.

C.1.5 Consultants’ Rates in Relation to Gender

Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.

As with the analysis on salaries, it is clear that gender parity has not yet been reached amongst biology professionals. On average, women charge $98/day less than men. An interesting follow-up survey would be to determine what factors are still limiting the ability of female professionals to achieve the same levels as their male counterparts, and whether there would be a role for the APB to assist its female members to achieve a level of professional equality.

C.1.6 Consultants’ Rates in Relation to Company Size

Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.
Excluding self-employed members, consulting rates tend to increases as company size increases.

**C.1.7 Consultants' Rates in Relation to Self-Employment**

The highest consulting rates are reported by members who are self-employed. This can be seen when comparing those members who indicated that they were self-employed with those members who indicated that they were employed full time. Although there is not much difference between the rates charged by self-employed owner/operators and self-employed consultants, possibly because these two categories mean much the same thing to our members, there is a significant difference between the rates charged by self-employed individuals and those working for an employer (as much as $293/day). This is not unexpected, as self-employed consulting rates often include costs for benefits and office expenses, whereas consultants who are employed have these expenses covered by their company. Many companies charge an additional administration fee on contracts to cover office expenses.

**Note:** numbers in parenthesis on the vertical axis are the number of respondents in each category.

The Consulting Engineers of Yukon (http://www.cey.ca/library/consultingfees.pdf) and APEGBC (http://www.apeg.bc.ca/practice/documents/ppguidelines/guideline_for_calculating_hourly_rate.pdf) both provide excellent guideline for the calculation of consulting fees which are inclusive of all benefits and expenses. A worked example, taken from the guidelines given by the Consulting Engineers of Yukon is shown below.
<table>
<thead>
<tr>
<th>Description of Services</th>
<th>Cost to Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic hourly salary</td>
<td>$35.00</td>
</tr>
<tr>
<td>Direct benefits (Canada Pension Plan, UI/C, Insurance, WCB, pension plan, group benefit plan, etc) = 16 - 20%</td>
<td>$5.00 - $7.00</td>
</tr>
<tr>
<td></td>
<td>$40.00 - $42.00</td>
</tr>
<tr>
<td>Vacation + statutory holidays 10% - 12%</td>
<td>$4.00 - $5.00</td>
</tr>
<tr>
<td>(A) Payroll Cost</td>
<td>$44.00 - $47.00</td>
</tr>
<tr>
<td>Time not chargeable (sick time, conferences, education, marketing, overhead, proposals, travel, administration, committees, etc) = 25 - 30% of (A)</td>
<td>$11.00 - $14.00</td>
</tr>
<tr>
<td></td>
<td>$55.00 - $61.00</td>
</tr>
<tr>
<td>Non-technical and overhead staff (secretarial, business, bookkeeping etc)</td>
<td>$7.00 - $15.00</td>
</tr>
<tr>
<td></td>
<td>$62.00 - $76.00</td>
</tr>
<tr>
<td>Overhead expenses (rent, general insurance, legal/accounting, travel (non-reimbursable), phone, fax, supplies, printing, utilities, office equipment depreciation and repairs, dues, computers, rentals, bank charges, etc)</td>
<td>$15.00 - $25.00</td>
</tr>
<tr>
<td></td>
<td>$77.00 - $101.00</td>
</tr>
<tr>
<td>Professional Liability Insurance</td>
<td>$2.00 - $4.00</td>
</tr>
<tr>
<td></td>
<td>$79.00 - $105.00</td>
</tr>
<tr>
<td>Return on Investment, 10%</td>
<td>$8.00 - $11.00</td>
</tr>
<tr>
<td>(B) Charge Out Rate</td>
<td>$87.00 - $116.00</td>
</tr>
<tr>
<td>Payroll Multiplier (B)/(A)</td>
<td>2.0 - 2.5</td>
</tr>
</tbody>
</table>

1Payroll cost can be calculated as follows:

\[
\text{Hourly payroll cost} = \frac{\text{annual salary cost} + \text{fringe benefits cost}}{1950 \text{ hours}}
\]

2Approximately daily rate of $700 to $925.
C.1.8 Consultants’ Rates in Relation to Level of Responsibility

Note: numbers in parenthesis on the vertical axis are the number of respondents in each category.

Consultants who are general managers appear to have the highest rates. Consultants operating as biologist have the lowest rates. Rates increase with responsibility up to the level of general manager, at which point they appear to decrease.

C.1.9 Multiple Correspondence Analysis on Factors Affecting Consultants’ Rates

In order to understand how multiple factors affected consultants’ rates, a multiple correspondence analysis (MCA) was carried out using 29 respondents for which there was complete data and no ambiguous answers. This generated a symmetric plot of the categories, where categories that were closer together on the plot were more closely "related" or correlated to each other. The Euclidean distance between each of the points on the plot was calculated, and this was used as a measure of how closely correlated the different categories were to each other. From this, the top ten factors affecting each rate range were determined and listed from most strongly correlated to least strongly correlated.

<table>
<thead>
<tr>
<th>Daily Rate Range</th>
<th>Top Ten Factors Affecting Daily Rate Range (listed in order of decreasing affect)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$400 - $600</td>
<td>Cassiar</td>
</tr>
<tr>
<td></td>
<td>Kootenay</td>
</tr>
<tr>
<td></td>
<td>Small-sized company</td>
</tr>
<tr>
<td></td>
<td>General Manager</td>
</tr>
<tr>
<td></td>
<td>Vancouver Island</td>
</tr>
<tr>
<td></td>
<td>Female</td>
</tr>
<tr>
<td></td>
<td>No other professional designation</td>
</tr>
<tr>
<td></td>
<td>10-19 years of experience</td>
</tr>
<tr>
<td></td>
<td>Bachelor's Degree</td>
</tr>
<tr>
<td></td>
<td>Biologist</td>
</tr>
</tbody>
</table>
### Daily Rate Range and Top Ten Factors Affecting Daily Rate Range

<table>
<thead>
<tr>
<th>Daily Rate Range</th>
<th>Top Ten Factors Affecting Daily Rate Range (listed in order of decreasing affect)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$600 - $800</td>
<td>Medium-sized company&lt;br&gt;Northeast/Peace-Omineca&lt;br&gt;1-9 years of experience&lt;br&gt;Master's Degree&lt;br&gt;Biologist&lt;br&gt;Vancouver Island&lt;br&gt;South Coast/Lower Mainland&lt;br&gt;No other professional designation&lt;br&gt;Male&lt;br&gt;Cassiar</td>
</tr>
<tr>
<td>$800 - $1,000</td>
<td>No other professional designation&lt;br&gt;Female&lt;br&gt;Vancouver Island&lt;br&gt;Cassiar&lt;br&gt;Biologist&lt;br&gt;1-9 years of experience&lt;br&gt;Master's Degree&lt;br&gt;Kootenay&lt;br&gt;Bachelor's Degree&lt;br&gt;General Manager</td>
</tr>
<tr>
<td>$1,000 - $1,200</td>
<td>Large-sized company&lt;br&gt;Greater than 30 years of experience&lt;br&gt;Bachelor's Degree&lt;br&gt;Male&lt;br&gt;10-19 years of experience&lt;br&gt;Female&lt;br&gt;No other professional designation&lt;br&gt;Has other professional designations&lt;br&gt;South Coast/Lower Mainland&lt;br&gt;Thompson-Okanagan</td>
</tr>
<tr>
<td>$1,200 - $1,400</td>
<td>Greater than 30 years of experience&lt;br&gt;Has other professional designations&lt;br&gt;Large-sized company&lt;br&gt;Outside of BC&lt;br&gt;Male&lt;br&gt;Manager&lt;br&gt;South Coast/Lower Mainland&lt;br&gt;Bachelor's Degree&lt;br&gt;Doctorate Degree&lt;br&gt;10-19 years of experience</td>
</tr>
<tr>
<td>$1,400 - $1,600</td>
<td>Manager&lt;br&gt;Outside of BC&lt;br&gt;Doctorate Degree&lt;br&gt;Has other professional designations&lt;br&gt;Greater than 30 years of experience&lt;br&gt;20-29 years of experience&lt;br&gt;Large-sized company&lt;br&gt;Male&lt;br&gt;South Coast/Lower Mainland&lt;br&gt;Vice President</td>
</tr>
</tbody>
</table>

As a final observation, the factors which affect consultant's rates differ in their order of importance from the factors which affect salaries (see section B.6.10). It appears that members (or their employers) are taking different factors into account when setting consultant rates as opposed to offering/accepting a full-time salary.
C.2 Reason for Consulting

Response

The total number of respondents answering this question was 97.

The majority of our members who consult do so by choice.
D. Changes in Workload

There has been some concern that recent changes in Federal legislation and cutbacks to both Federal and Provincial government staff may be negatively impacting the work available to our members. The following survey questions investigated possible decreases in members' workloads.

D.1 Members' Workloads

Response

The total number of respondents answering this question was 151.

Approximately one quarter of our members are experiencing decreased workload. Thus, while the majority of our members are not being negatively impacted by changes to government and legislation, the percentage being impacted is large enough that our profession should be concerned. For those members that were experiencing a workload decrease, the following question was asked:
Response

The total number of respondents answering this question was 36.

The majority of respondents to this question felt that their decrease in workload was between 1% and 20%. A significant number of respondents also indicated that their workload decrease was between 20% and 40%.

Statistics in the graph below are from all respondents for the question (not just those who reported a decreased workload) and represent an average value based on the responses (e.g. in some regions, people reported different levels of workload decrease, or no decrease and the responses are average to produce a mean value). For those respondents who indicated a decrease in workload, the greatest decrease was reported in the North Coast/Skeena-Nass, Queen Charlotte Islands/Haida Gwaii, Vancouver Island, and Thompson-Okanagan regions. Those members who worked throughout a number of regions within BC also reported a significant decrease in workload.