



2011 Consultant Salary Survey

Report on Consulting Members' Compensation and Benefits

Contents

Introduction	4
Background	4
Goal	4
Employment Status of Consultants	5
Figure 1: Consultant Employment Status by Membership Status	5
Figure 2: Consultant Employment Status Comparison (2011 and 2006).....	5
Figure 3: Consultant Full Time Employment by Membership Type and Forest District**	6
Figure 5: Consultant Employment Status by Company Size.....	6
Figure 6: Consultant Employment Status by Employer	6
Membership Status	7
Figure 7: Consultant Membership Status	7
Figure 8: Consultant Membership Status by Gender.....	7
Figure 9: Consultant Company Size by Membership Status (RPF) by Education Year by Gender	8
Figure 10: Consultant Company Size by Membership Status (RFT) by Education Year by Gender	8
Figure 11: Consultant Membership Status (RPF) by Education Year by Salary	9
Figure 12: Consultant Membership Status (RFT) by Education Year by Salary	10
Figure 13: Consultant Employer by Membership Status.....	10
Salary	11
Figure 14: Salary Distribution (consultants).....	11
Figure 15: Salary by Comparison (2006 and 2011)	12
Figure 16: Consultant Salary by Membership Status.....	12
Figure 17: Consultant Salary by Gender	13
Figure 18: Consultant Salary by Gender and Years of Experience	14
Figure 19: Consultant Salary by Designation.....	15
Figure 20: Consultant Salary Ranges by Years of Experience.....	15
Figure 21: Consultant Salary Ranges by Employer	16
Figure 22: Consultant Salary by Job Title	16
Job Titles	16
Most Common General Job Titles for Consultants.....	16
Work Weeks, Benefits and Overtime	17

Figure 23: Consultant Fringe Benefits by Employer	17
Figure 24: Consultant Employer by Overtime Procedure	17
Figure 25: Consultant Membership Status by Vacation	17
Figure 26: Consultant Average Work Weeks by Member Status	17
Figure 27: Consultant Official and Actual Average Work Week by Employer	18
Job Duties	18
Figure 28: Consultant Job Duties by Membership Status (RPF and RFT).....	18
Figure 29: Consultant Actual Work Week Hours by Job Duties by Membership Status (RPF and RFT)	19
Accident and Health Hazards	20
Figure 30: Consultant Accidents and Health Hazards by Member Status (RPF and RFT)	20
Job Stress.....	21
Figure 31: Consultant Job Stress by Member Status (RPF and RFT).....	21
Recommendations, Decisions & Commitments	22
Figure 32: Consultant Recommendations, Decisions & Commitments by Member Type	22
Figure 33: Consultant Recommendations by Years of Experience.....	23
Supervision Received	24
Figure 34: Consultant Supervision Received by Membership Status (RPF and RFT).....	24
Supervision Exercised	25
Figure 35: Consultant Supervision Exercised/Leadership Authority by Membership Status (RPF and RFT) .	25
Physical Demands.....	26
Figure 36: Consultant Physical Demands by Member Status.....	26
Job Conditions	27
Figure 37: Consultant Job Environment by Member Status.....	27
Figure 38: Consultant Absence from Base of Operations by Forest Region	28
Job Security, Pressure to Perform and Downsizing	29
Figure 39: Consultant Pressure to Perform by Membership Status.....	29
Figure 40: Consultant Pay Cut to Ensure Job Security by Forest Region.....	29
Figure 41: Consultant Promotion by Forest Region	30
Figure 42: Consultant Job Seeking by Employer	30
Figure 43: Consultant Willingness to Relocate	30
Figure 44: Consultant Pay Raise to Leave Job by Employer	31

Job Satisfaction	31
Figure 45: Consultant Salary Satisfaction by Employer	31
Work/Life Balance.....	31
Figure 46: Consultant Work/Life Balance Satisfaction by Employment Status.....	31
Figure 46a: Consultant Work/Life Balance Satisfaction by Membership Status	32
Consultants Only Section.....	32
Figure 47 – Distribution of Consultants by Forest District.....	32
Figure 48 – CFBC Membership among Consultants.....	32
Figure 49 - Reason for Consulting by Membership Status.....	33
Figure 50 – Percent of Business by Client Category.....	33
Figure 51 – Fair Compensation by Membership Status.....	33
Figure 52 – Compensation Change by Membership Status over the Last Year	34
Figure 53 – Expectations of Improved Compensation.....	34
Figure 54 – Field Work Travel Costs Covered	34
Figure 55 – Subject to Seasonal Layoffs	35
Figure 56 - Do you consider seasonal layoffs.....	35
Figure 57 – Top Five Benefits of Overall Compensation for Consultants.....	36
Figure 58 – Opportunities for Advancement for Consultants.....	36
Figure 59 – Managing Development and Performance.....	36
Figure 60 – Access to Training	37
Figure 61 – Plans to Continue in Forest Industry	37
Figure 62 – Plans to Continue Consulting.....	37
Figure 63 – Adequacy of Resources.....	38
Figure 64 – Job Pressure	38
Appendix 1: 2011 ABCFP Salary Survey Questions.....	38

Introduction

Background

The CFBC is a non-profit professional organization representing the business interests of forestry consultants in B.C. Our mission is to promote a healthy forest sector which in turn leads to a healthy forestry consulting sector. Our activities include advocacy, education, and promotion.

Forestry consultants face distinctive challenges because they are responsible not only for conducting forestry activities but also for achieving business success. The CFBC is the only association in B.C. that works with and for independent forestry consultants regarding issues that affect them.

How do consultants differ from ABCFP members as a whole? Is the consulting experience for forest professionals identical to the government or industry or academic experience? This is what we wanted to find out through the questions in the “Consultants Only” section.

Goal

The most recent ABCFP Salary Survey was conducted during January and February 2011 in conjunction with the Consulting Foresters of British Columbia (CFBC). Respondents were asked permission to share their responses with the CFBC. Of the 2300 + ABCFP members who responded to the salary survey in February, 1845 respondents consented to sharing their information with CFBC. We ran the results ONLY for consultants in order to provide information on the salaries, responsibilities, benefits and other compensation of consulting forest professionals in B.C.

Please note that caution should be taken when interpreting results from subgroups with small sample sizes. Percentages are rounded to the nearest whole number.

Our goal with this “consultants only” version of the ABCFP salary survey is to educate the marketplace and build on existing knowledge which will ultimately provide rate guidance.

Employment Status of Consultants

Full-time was the most common form of employment for consultants. The full-time employment rate was 64% for all consulting members, while 50% of consulting RPFs report working full time compared to 32% of consulting RFTs. Only 5% of consultants are employed part-time or on temporary assignments, compared to 10% of the ABCFP membership as a whole.

Figure 1: Consultant Employment Status by Membership Status

	All Valid Responses	RPF	RFT	FIT	FP*	FTF	On Leave	Retired*
Full-time position	64%	50%	32%	14%	*	5%	*	*
Part-time position	2%	75%	25%	-	-	-	-	-
Self-employed consultant	29%	59%	38%	*	-	-	*	*
Student	1%	-	33%	-	-	33%	33%	-
Temporary assignments	2%	38%	13%	25%	-	12%	13%	-
Unemployed	3%	33%	33%	-	-	7%	27%	-

*= small sample size

The percentage of consultants employed full time is below that of the ABCFP as a whole, but when combined with self-employed consultants, the total employed full time is 93%, higher than the ABCFP as a whole.

Figure 2: Consultant Employment Status Comparison (2011 and 2006)

	Consultants 2011	All Survey Respondents 2011*	All Survey Respondents 2006*
Full Time	64%	86%	91%
Part Time	2%	1%	1%
Self-Employed Consultant	29%	9%	6%
Student	1%	0%	1%
Temporary Assignments	2%	9%	1%
Unemployed	3%	2%	-

*= reprinted from the ABCFP's 2011 Report on Members' Compensation & Benefits

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

The Coast has the largest percentage of consultants at 34%. In all areas, RPFs represented 50% or more of full-time employees.

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

	All valid responses	RPF	RFT	FIT	FP	TFT	On Leave	Retired
Cariboo	11%	53%	34%	8%	-	2%	-	2%
Kootenay/Boundary	13%	38%	49%	11%	-	-	2%	-
Northeast	3%	53%	20%	20%	-	7%	-	-
Omineca	9%	50%	46%	2%	2%	-	-	-
Outside of BC	2%	67%	*	-	-	-	22%	-
Outside of Canada	0%	*	-	-	-	-	-	-
Skeena	4%	63%	21%	16%	-	-	-	-
South Coast	34%	57%	28%	10%	-	5%	1%	-
Thompson/Okanagan	19%	51%	35%	11%	-	3%	-	-
West Coast Region	6%	47%	25%	6%	-	13%	6%	3%

*= small sample size

** = Districts and Regions as noted in the Ministry of Forests, Lands and Natural Resource Operations Regional and District Offices document (updated May 2011) <http://www.for.gov.bc.ca/mof/maps/regdis/regdismap.pdf>

Of consultants, the largest percentage of those holding a full-time position work in companies of more than 25 employees.

Figure 5: Consultant Employment Status by Company Size

	All Valid Responses	1 employee	2-9 employees	10-25 employees	>25 employees
Full-time position	64%	3%	29%	27%	41%
Part-time position	2%	25%	25%	25%	25%
Temporary assignments	2%	25%	50%	-	25%
Student	*	-	*	-	*
Self-employed consultant	29%	50%	45%	3%	3%
Unemployed	3%	60%	27%	-	13%

*= small sample size

Figure 6: Consultant Employment Status by Employer

In the ABCFP's 2011 Report on Members' Compensation & Benefits, consultants are already selected out in Figure 6 – Employment Status by Employer. The majority of consultants (88%) are employed full-time. Please see the 2011 Report on Members' Compensation & Benefits at

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

Membership Status

Figure 7: Consultant Membership Status

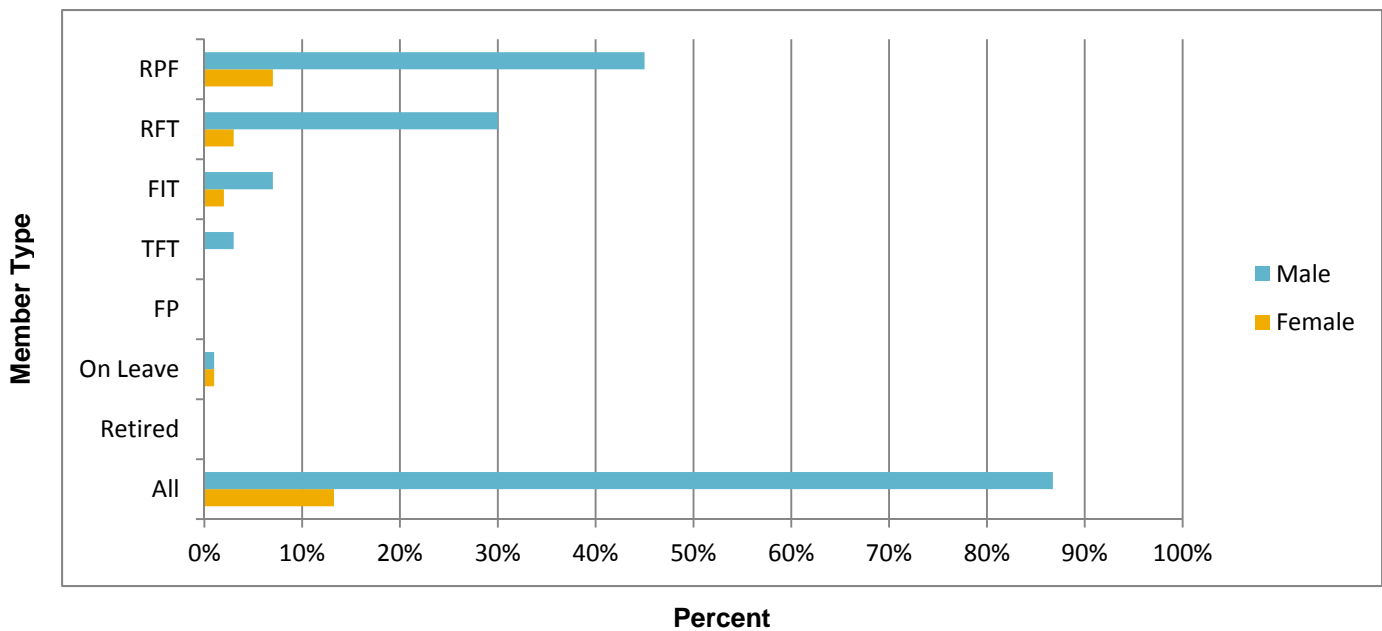
Of the consultants who responded to the survey, 54% are RPFs and 33% are RFTs. The other 15% of consultants are made up of FIT, TFT, FP, retired professionals, and professionals on leave.

RPF	52%
RFT	33%
FIT	9%
TFT	4%
FP	*
On Leave	1%
Retired	*

*= small sample size

Figure 8: Consultant Membership Status by Gender

The majority of consultants who responded to the survey are male – 87% compared to 13% female – and this closely mirrors the overall percentages of ABCFP members who responded to the survey (85% male compared to 15% female).



The majority of consulting RPFs have 12 – 21 years experience. Single-person firms have the largest proportion of experienced people (22 – 31 years experience).

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

	Frequency	% of all responding consultants	1950 - 1959	1960 - 1969	1970 - 1979	1980 - 1989	1990 - 1999	2000 - 2009
1 employee	61	12%	-	5% M = 100% F = 0%	23% M = 93% F = 7%	46% M = 79% F = 21%	21% M = 85% F = 15%	5% M = 67% F = 33%
2-9 employees	87	17%	-	1% M = 100% F = 0%	15% M = 100% F = 0%	24% M = 86% F = 14%	36% M = 84% F = 16%	24% M = 71% F = 29%
10-25 employees	35	7%	-	-	11% M = 100% F = 0%	20% M = 71% F = 29%	23% M = 88% F = 13%	46% M = 94% F = 6%
>25 employees	75	15%	-	-	5% M = 100% F = 0%	20% M = 100% F = 0%	43% M = 88% F = 13%	32% M = 88% F = 13%

The largest percentage of consulting RFTs work for 2 – 9 person firms, again mainly with 12 – 21 years experience.

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

	Frequency	% of all responding consultants	1950 -1959	1960 -1969	1970 -1979	1980 -1989	1990 - 1999	2000 -2009
1 employee	28	6%	-	14% M = 100% F = 0%	21% M = 100% F = 0%	32% M = 78% F = 22%	21% M = 67% F = 33%	11% M = 100% F = 0%
2-9 employees	61	12%	2% M = 100% F = 0%	-	5% M = 100% F = 0%	15% M = 89% F = 11%	48% M = 97% F = 3%	31% M = 95% F = 5%
10-25 employees	35	7%	-	-	6% M = 100% F = 0%	9% M = 100% F = 0%	60% M = 90% F = 10%	26% M = 89% F = 11%
>25 employees	40	8%	-	3% M = 100% F = 0%	5% M = 100% F = 0%	30% M = 100% F = 0%	30% M = 83% F = 17%	33% M = 77% F = 23%

Income is not uniformly connected with years of experience. The percentage of female respondents is more pronounced in salary groups under \$70,000; in fact, no female consultants appear above the \$70,000 level, which is markedly different from the ABCFP membership as a whole.

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

	1950 - 1959	1960 - 1969	1970 - 1979	1980 - 1989	1990 - 1999	2000 - 2009
Under \$30K	-	14% M = 100% F = 0%	14% M = 67% F = 33%	41% M = 78% F = 22%	23% M = 60% F = 40%	9% M = 0% F = 100%
\$31K-\$40K	-	-	25% M = 100% F = 0%	39% M = 55% F = 45%	25% M = 57% F = 43%	11% M = 0% F = 100%
\$41K-\$50K	-	4% M = 100% F = 0%	17% M = 100% F = 0%	10% M = 100% F = 0%	28% M = 50% F = 50%	41% M = 75% F = 25%
\$51K-\$60K	-	-	3% M = 100% F = 0%	28% M = 88% F = 13%	41% M = 92% F = 8%	28% M = 88% F = 13%
\$61K-\$70K	-	-	9% M = 100% F = 0%	20% M = 67% F = 33%	28% M = 85% F = 13%	43% M = 90% F = 10%
\$71K-\$80K	-	-	2% M = 100% F = 0%	29% M = 100% F = 0%	31% M = 100% F = 0%	38% M = 100% F = 0%
\$81K-\$90K	-	-	16% M = 100% F = 0%	28% M = 100% F = 0%	52% M = 100% F = 0%	4% M = 100% F = 0%
\$91K-\$100K	-	-	-	33% M = 100% F = 0%	58% M = 100% F = 0%	8% M = 100% F = 0%
Over \$100K	-	-	40% M = 100% F = 0%	32% M = 100% F = 0%	24% M = 100% F = 0%	4% M = 100% F = 0%

Salary levels are not directly correlated to ages. Those consultants with 18 – 21 year experience make up the largest proportion of each salary class. Again, no female consultants appear above the \$70,000 level, which is markedly different from the ABCFP membership as a whole.

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

	1950 - 1959	1960 - 1969	1970 - 1979	1980 - 1989	1990 - 1999	2000 - 2009
Under \$30K	-	17% M = 100% F = 0%	33% M = 100% F = 0%	33% M = 50% F = 50%	-	17% M = 100% F = 0%
\$31K-\$40K	8% M = 100% F = 0%	-	-	17% M = 50% F = 50%	50% M = 67% F = 33%	33% M = 50% F = 50%
\$41K-\$50K	-	-	8% M = 100% F = 0%	18% M = 86% F = 14%	53% M = 95% F = 5%	23% M = 89% F = 11%
\$51K-\$60K	-	-	9% M = 100% F = 0%	6% M = 100% F = 0%	43% M = 85% F = 15%	43% M = 95% F = 5%
\$61K-\$70K	-	-	4% M = 100% F = 0%	38% M = 100% F = 0%	38% M = 100% F = 0%	19% M = 100% F = 0%
\$71K-\$80K	-	-	-	36% M = 100% F = 0%	50% M = 100% F = 0%	14% M = 100% F = 0%
\$81K-\$90K	-	13% M = 100% F = 0%	13% M = 100% F = 0%	25% M = 100% F = 0%	38% M = 100% F = 0%	13% M = 100% F = 0%
\$91K-\$100K	-	-	-	40% M = 100% F = 0%	-	-
Over \$100K	-	40% M = 100% F = 0%	-	20% M = 100% F = 0%	20% M = 0% F = 100%	20% M = 0% F = 100%

Figure 13: Consultant Employer by Membership Status

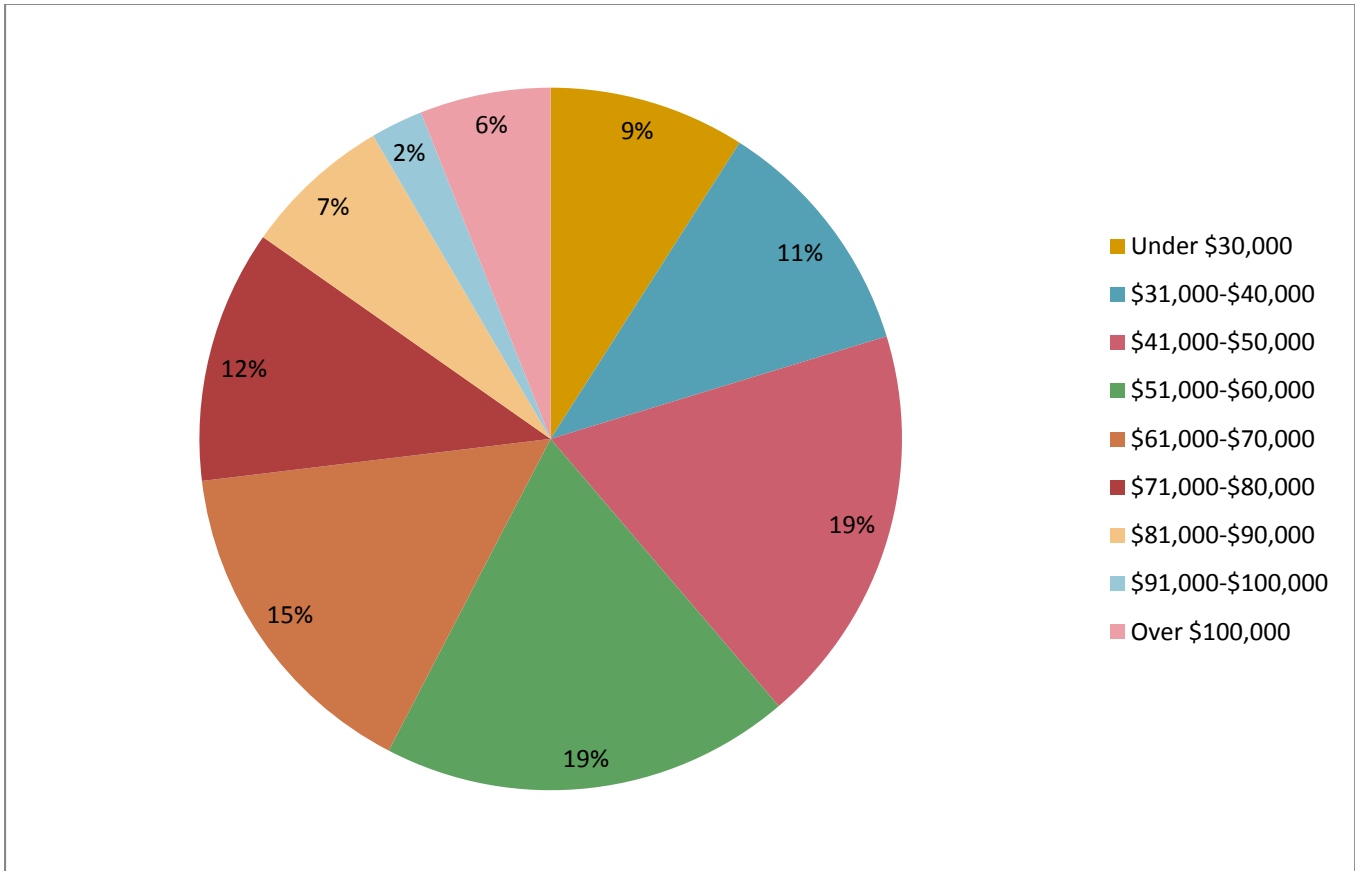
The top employer groups for ABCFP members who responded to the survey were the provincial government (38%), industry (28%) and the general category of consultant (23%) comprised of consultants and self-employed consultants. In the ABCFP's 2011 Report on Members' Compensation & Benefits, consultants and self-employed consultants are already selected out in Figure 13. Please see the 2011 Report on Members' Compensation & Benefits at

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

Salary

The salary range reported with the most frequency for consultants is tied at \$41,000-\$50,000 and \$51,000-\$61,000, which is slightly below the ABCFP membership as a whole. Of those surveyed, 53% of respondents working for consultants/contractors reported salaries between \$41,000 and \$70,000.

Figure 14: Salary Distribution (consultants)



In 2011, 40% of the ABCFP membership earned over \$70,000, but only 27% of consultants appear in that income bracket.

Figure 15: Salary by Comparison (2006 and 2011)

	Consultants 2011	All Survey Respondents 2011*	All Survey Respondents 2006*
Under \$30K	9%	3%	2%
\$31-\$40K	11%	4%	Less than 1%
\$41-\$50K	18%	10%	17%
\$51-\$60K	19%	21%	24%
\$61-\$70K	15%	20%	20%
\$71-\$80K	12%	17%	16%
\$81-90K	7%	11%	8%
\$91-100K	2%	6%	3%
Over 100K	6%	6%	5%

*= reprinted from the ABCFP's 2011 Report on Members' Compensation & Benefits

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

Among consultants, 34% of RPFs earn \$61,000 to \$80,000 and 24% of RFTs earn \$51,000 to \$70,000 (compared to 45% of RPFs and 56% of RFTs in the overall ABCFP membership). Overall, 70% of RPFs and 61% of RFTs working for consultants reported earnings of over \$50,000 per year (compared to 91% of RPFs and 78% of RFTs in the overall ABCFP membership).

Figure 16: Consultant Salary by Membership Status

	RPF	RFT	FIT	FP	On Leave	Retired	TFT
Under \$30K	8%	7%	7%	-	57%	*	17%
\$31K-\$40K	11%	7%	26%	-	14%	-	17%
\$41K-\$50K	12%	24%	37%	-	-	-	28%
\$51K-\$60K	11%	29%	22%	-	14%	*	28%
\$61K-\$70K	18%	16%	2%	*	14%	-	11%
\$71K-\$80K	16%	8%	4%	-	-	-	-
\$81K-\$90K	10%	5%	2%	-	-	-	-
\$91K-\$100K	5%	-	-	-	-	-	-
Over \$100K	10%	3%	-	-	-	-	-

* = small sample size

In keeping with the general ABCFP membership, more female consultants tended to have salaries at the lower end of the scale (under \$30,000 to \$50,000) and male consultants were more likely to have salaries at the mid to higher end of the scale (\$51,000 to over 100,000).

Figure 17: Consultant Salary by Gender

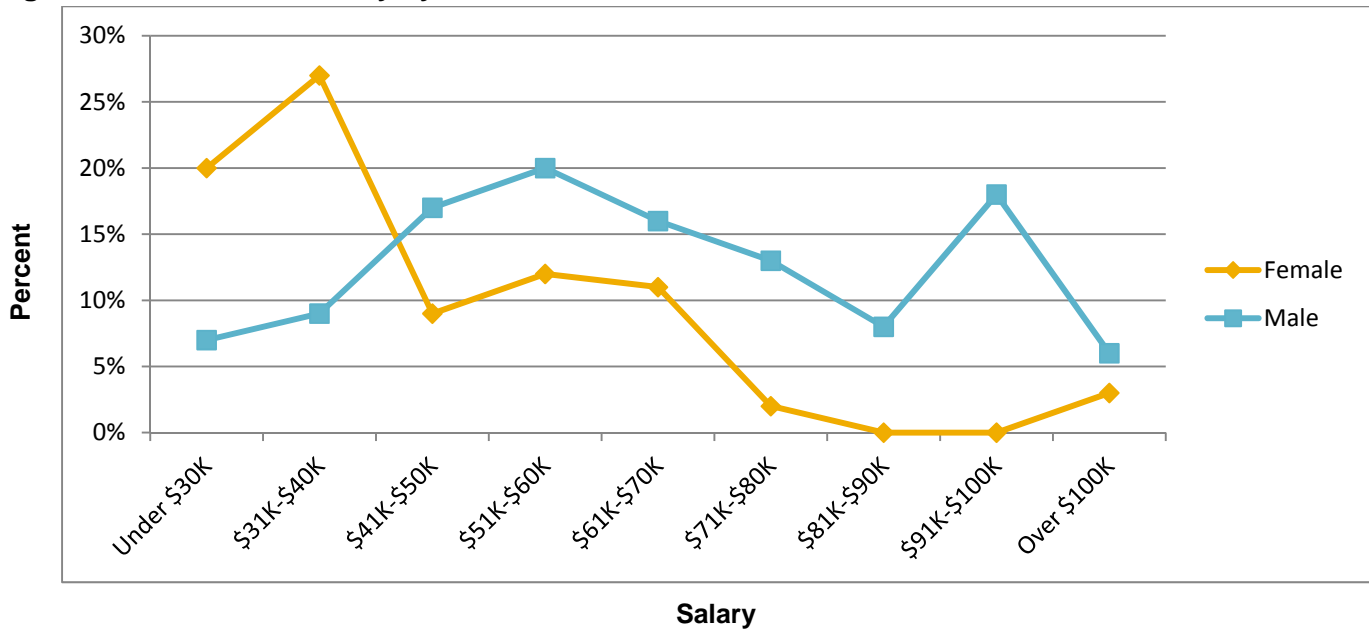


Figure 18: Consultant Salary by Gender and Years of Experience

	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	-	-	2	2	-	-	-	-	2	1	4	4	3	4	17
% of all Males	-	-	*	-	-	-	-	-	-	*	*	1%	*	1%	4%
% of all Females	-	-	2%	3%	-	-	-	-	3%	-	5%	2%	3%	-	2%
\$31K-\$40K	1	-	1	4	1	1	3	2	2	2	2	4	4	5	11
% of all Males	*	*	*	*	*	-	*	*	-	*	*	*	1%	1%	2%
% of all Females	-	2%	-	-	-	2%	3%	-	3%	-	-	3%	-	2%	5%
\$41K-\$50K	1	-	3	2	6	8	-	3	4	8	9	5	8	5	16
% of all Males	-	-	*	*	1%	1%	-	1%	1%	1%	2%	1%	1%	1%	4%
% of all Females	2%	2%	2%	-	3%	5%	-	-	-	3%	2%	-	5%	2%	-
\$51K-\$60K	-	-	1	-	4	8	2	10	6	5	12	11	5	10	10
% of all Males	-	-	*	-	1%	2%	*	2%	1%	1%	3%	3%	1%	2%	2%
% of all Females	-	-	-	-	-	2%	-	2%	-	3%	2%	-	2%	2%	2%
\$61K-\$70K	-	-	-	-	1	-	3	8	5	5	5	11	7	11	15
% of all Males	-	-	-	-	*	-	*	2%	1%	1%	1%	3%	2%	2%	3%
% of all Females	-	-	-	-	-	-	3%	-	3%	-	-	-	-	3%	2%
\$71K-\$80K	-	-	-	2	-	-	2	3	2	8	10	7	3	11	3
% of all Males	-	-	-	*	-	-	*	1%	*	2%	2%	2%	1%	3%	1%
% of all Females	-	-	-	-	-	-	2%	-	-	-	-	-	-	-	-
\$81K-\$90K	-	-	1	-	-	-	-	-	1	4	4	3	4	9	6
% of all Males	-	-	*	-	-	-	-	-	*	1%	1%	1%	1%	2%	1%
% of all Females	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$91K-\$100K	-	-	-	-	-	-	-	-	1	-	2	-	2	3	1
% of all Males	-	-	-	-	-	-	-	-	*	-	*	-	*	1%	*
% of all Females	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over \$100K	-	-	1	-	-	-	1	-	-	1	3	1	2	1	14
% of all Males	-	-	*	-	-	-	-	-	-	*	1%	*	*	*	3%
% of all Females	-	-	-	-	-	-	1%	-	-	-	-	-	-	-	-
TOTAL FREQUENCIES (valid responses)	2	4	9	10	12	17	11	26	23	32	51	46	38	58	93

* = small sample size

Among consultants, 35% of RPFs and 25% of RFTs working for consultants reported earning between \$61,000 and \$80,000; 42% of RPFs and 68% of RFTs reported earning less than \$60,000.

Figure 19: Consultant Salary by Designation

	RPF	RFT	RPBio	LLB	P Eng	P Ag	RPF (Ret)	RFT (Ret)	Other
Under \$30K	9%	9%	-	-	-	-	-	-	7%
\$31K-\$40K	9%	8%	-	-	-	-	-	-	16%
\$41K-\$50K	12%	22%	-	-	-	-	-	-	34%
\$51K-\$60K	12%	29%	17%	-	-	-	-	-	23%
\$61K-\$70K	19%	17%	-	-	-	-	-	-	7%
\$71K-\$80K	16%	8%	17%	-	-	-	-	-	5%
\$81K-\$90K	10%	5%	-	-	-	-	-	-	2%
\$91K - \$100K	4%	-	-	-	-	-	-	-	2%
Over \$100K	9%	3%	67%	-	-	-	-	-	5%
TOTAL FREQUENCIES	233	148	6	-	4*	4*	2*	-	44

* = small sample size

“Other” designations include (in order of frequency): FIT, TFT, ATC, ATE, ASCT, BIT, EMS, ISA.

Figure 20: Consultant 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	-	-	22%	0.2	-	-	-	-	8%	3%	8%	9%	8%	7%	18%
\$31K-\$40K	-	-	11%	0.4	8%	6%	30%	8%	8%	6%	4%	9%	10%	9%	12%
\$41K-\$50K	-	-	33%	0.2	50%	47%	-	12%	17%	19%	18%	11%	21%	9%	17%
\$51K-\$60K	-	-	11%	-	33%	47%	20%	38%	25%	16%	24%	24%	13%	16%	11%
\$61K-\$70K	-	-	-	-	8%	-	30%	31%	21%	16%	10%	24%	18%	19%	16%
\$71K-\$80K	-	-	-	0.2	-	-	20%	12%	8%	25%	20%	15%	8%	19%	3%
\$81K-\$90K	-	-	11%	-	-	-	-	-	4%	13%	8%	7%	10%	16%	6%
\$91K - \$100K	-	-	-	-	-	-	-	-	4%	-	4%	-	5%	5%	1%
Over \$100K	-	-	11%	-	-	-	-	-	4%	3%	6%	2%	8%	2%	15%
TOTAL FREQUENCIES	2*	4*	9	10	12	17	10	26	24	32	51	46	39	58	93

* = small sample size

Figure 21: Consultant Salary Ranges by Employer

In the ABCFP's 2011 Report on Members' Compensation & Benefits, consultants and self-employed consultants are already selected out in Figure 21. Please see the 2011 Report on Members' Compensation & Benefits at http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

Consultant positions comprised of management or executive roles reported higher salaries than owners and professional positions such as foresters. The higher number of senior positions among consultants is likely due to smaller, single-person firms.

Figure 22: Consultant Salary by Job Title

	All	Director	Forester	General Manager	Manager	Other	Owner/Principal	Vice President
Under \$30K	9%	-	9%	-	1%	7%	15%	-
\$31K-\$40K	11%	14%	14%	-	-	15%	12%	-
\$41K-\$50K	18%	-	18%	-	7%	29%	15%	-
\$51K-\$60K	19%	-	21%	-	21%	25%	13%	-
\$61K-\$70K	16%	29%	17%	13%	22%	12%	14%	25%
\$71K-\$80K	12%	14%	15%	50%	18%	5%	10%	25%
\$81K-\$90K	7%	14%	6%	13%	16%	4%	6%	-
\$91K - \$100K	3%	14%	1%	13%	4%	1%	3%	-
Over \$100K	6%	14%	-	13%	9%	2%	10%	50%

Job Titles

Most Common General Job Titles for Consultants

1. Owner/Principal
2. Other
3. Forester
4. Manager
5. General Manager
6. Director
7. Vice President

The most common job titles for consultants indicate ownership, senior management or executive positions. This is markedly different from responses of the ABCFP membership at large.

Work Weeks, Benefits and Overtime

Figure 23: Consultant Fringe Benefits by Employer

In the ABCFP's 2011 Report on Members' Compensation & Benefits, consultants and self-employed consultants are already selected out in Figure 23. Please see the 2011 Report on Members' Compensation & Benefits at

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

Figure 24: Consultant Employer by Overtime Procedure

In the ABCFP's 2011 Report on Members' Compensation & Benefits, consultants are already selected out in Figure 24. Please see the 2011 Report on Members' Compensation & Benefits at

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

The most frequently reported length of annual vacation received by consultants (65%) was 3 weeks or less, whereas 65% of the ABCFP membership at large received 4 weeks or more annual vacation.

Figure 25: Consultant Membership Status by Vacation

	< 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	14%	14%	29%	27%	5%	5%	*	1%	-	*	*	4%
RFT	13%	27%	27%	13%	3%	2%	-	3%	-	*	-	10%
Retired Member	50%	-	50%	-	-	-	-	-	-	-	-	-
FIT	29%	46%	20%	2%	2%				-	-	-	-
TFT	14%	36%	29%	14%	-	-	-	-	-	-	-	7%
On Leave	60%	20%	-	-	-	20%	-	-	-	-	-	-
ALL VALID RESPONSES	16%	22%	27%	19%	4%	4%	*	2%	-	*	*	6%

* = small sample size

Consultants who responded to the survey worked an average of 48.5 hours per week (3.5 hours more than the ABCFP average of 45 hours per week) even though they are officially mandated to work 43.3 hours per week (4.4 hours more than the ABCFP average of 38.9 hours per week).

Figure 26: Consultant Average Work Weeks by Member Status

	All consultants	All ABCFP*	Consulting RPFs	Consulting RFTs
Official Work Week (hours)	43.3	38.9	42.3	45.4
Actual Work Week (hours)	48.5	45.0	47.9	50.2

* = reprinted from the ABCFP's 2011 Report on Members' Compensation & Benefits

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

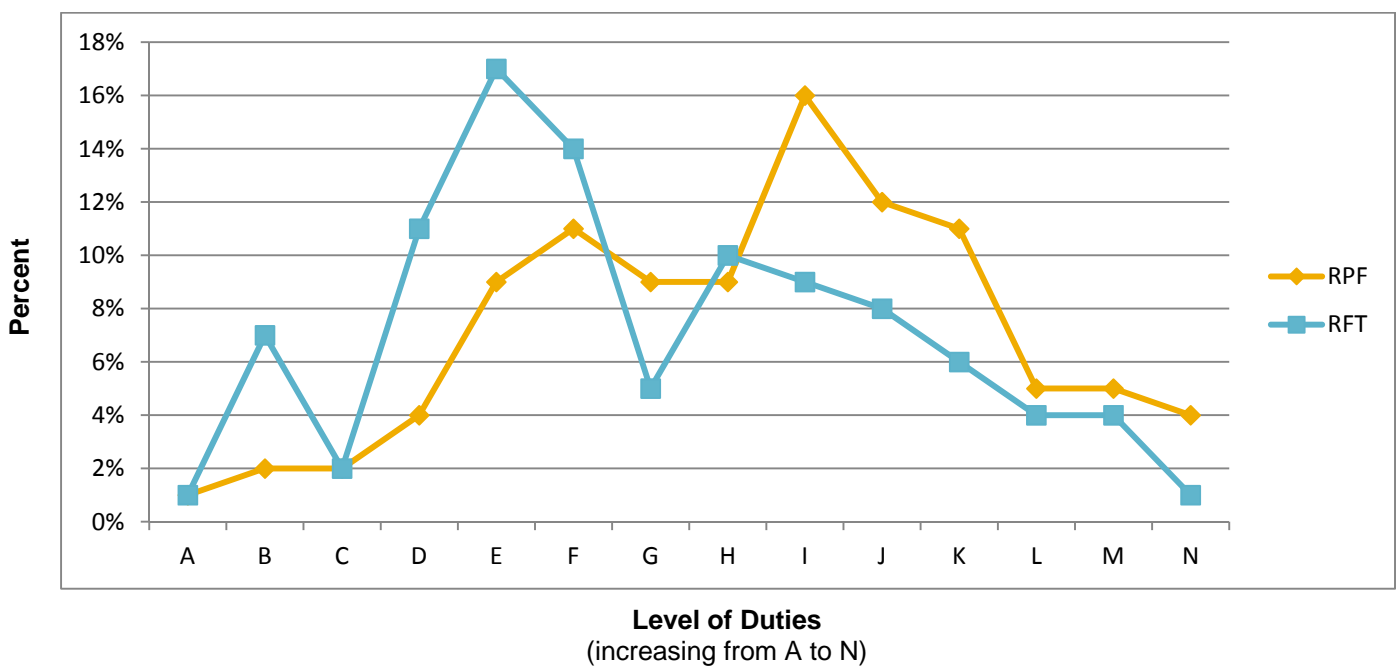
Figure 27: Consultant Official and Actual Average Work Week by Employer

In the ABCFP’s 2011 Report on Members' Compensation & Benefits, consultants and self-employed consultants are already selected out in Figure 27. Please see the 2011 Report on Members' Compensation & Benefits at http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

Job Duties

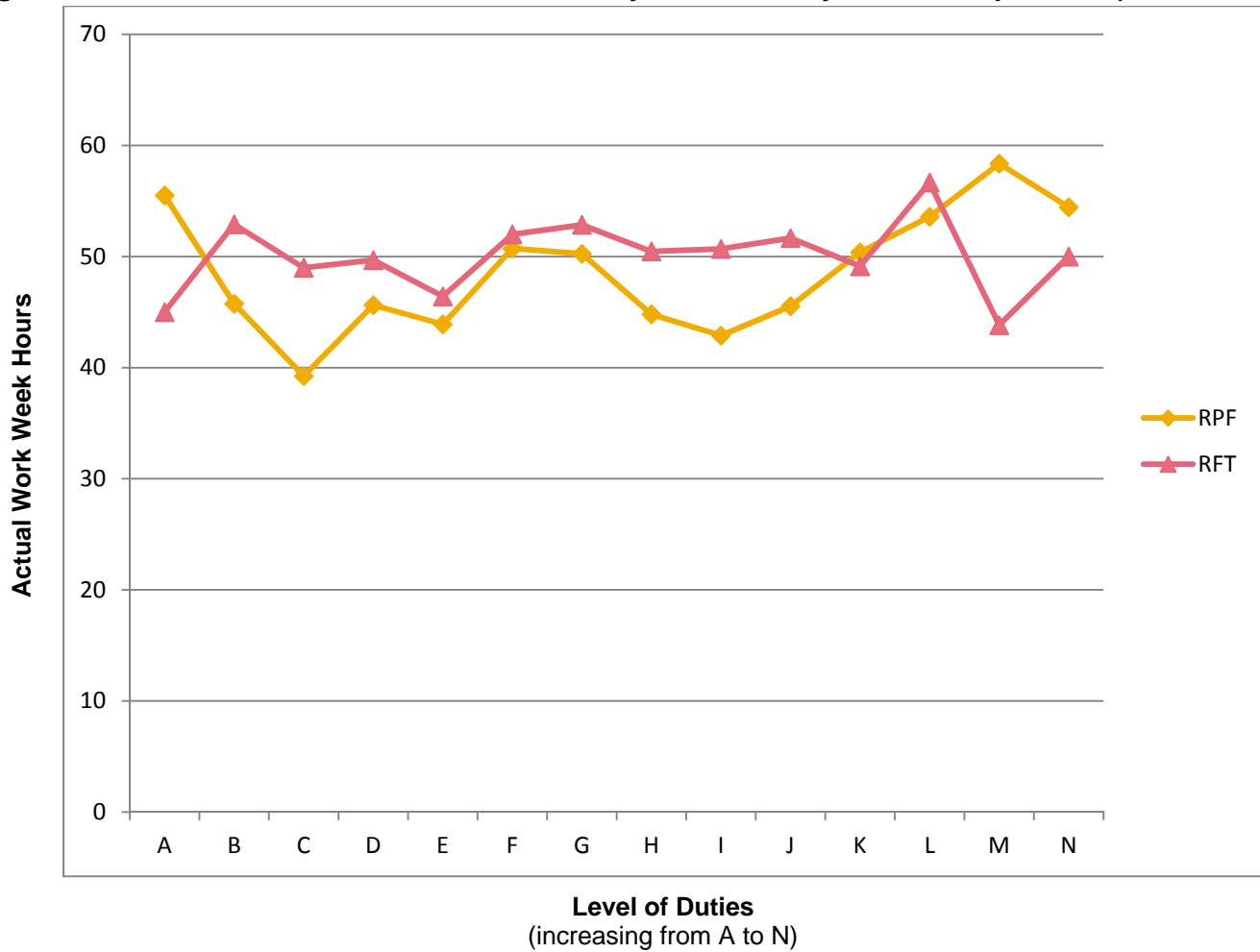
Figure 28: Consultant Job Duties by Membership Status (RPF and RFT)

Comparing responses from consultants to responses from the ABCFP membership at large indicates that consulting RPF and RFT share a higher level of job duties. The most common level of job duty for a consulting RPF is ‘J’ (“My duties are between I and K”) followed by ‘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”). The most common level of job duty for a consulting RFT is ‘E’ (“I am typically regarded at the fully qualified forest professional level”) followed by ‘F’ (“My duties are between E and G”).



Results indicate that for most consultants, the work week falls within 40-58 hours. The longest work week for RPFs is the “M” group and shortest is “C”. The longest work week for RFTs is the “L” group and shortest is “M”. The average overall work week for all consultants is 48.5 hours.

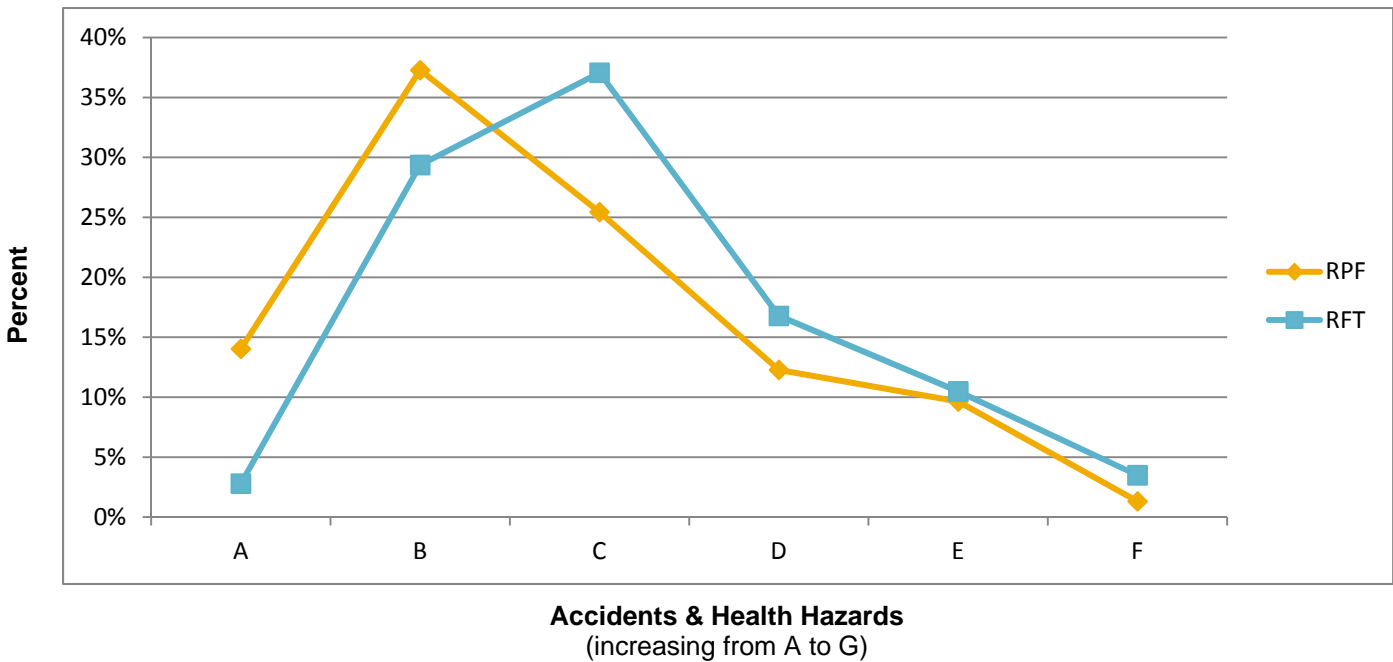
Figure 29: Consultant Actual Work Week Hours by Job Duties by Membership Status (RPF and RFT)



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'). This very closely mirrors the overall results for the ABCFP membership. Lower job categories typically complete higher levels of field work and are therefore exposed to higher risk of accidents and health hazards.

Figure 30: Consultant 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'. Consulting RFTs reported slightly higher levels of job stress when compared to consulting RPFs. In the graph below, this translates into higher incidences of low-level stress and lower incidences of high-level stress. This very closely mirrors the overall results for the ABCFP membership.

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

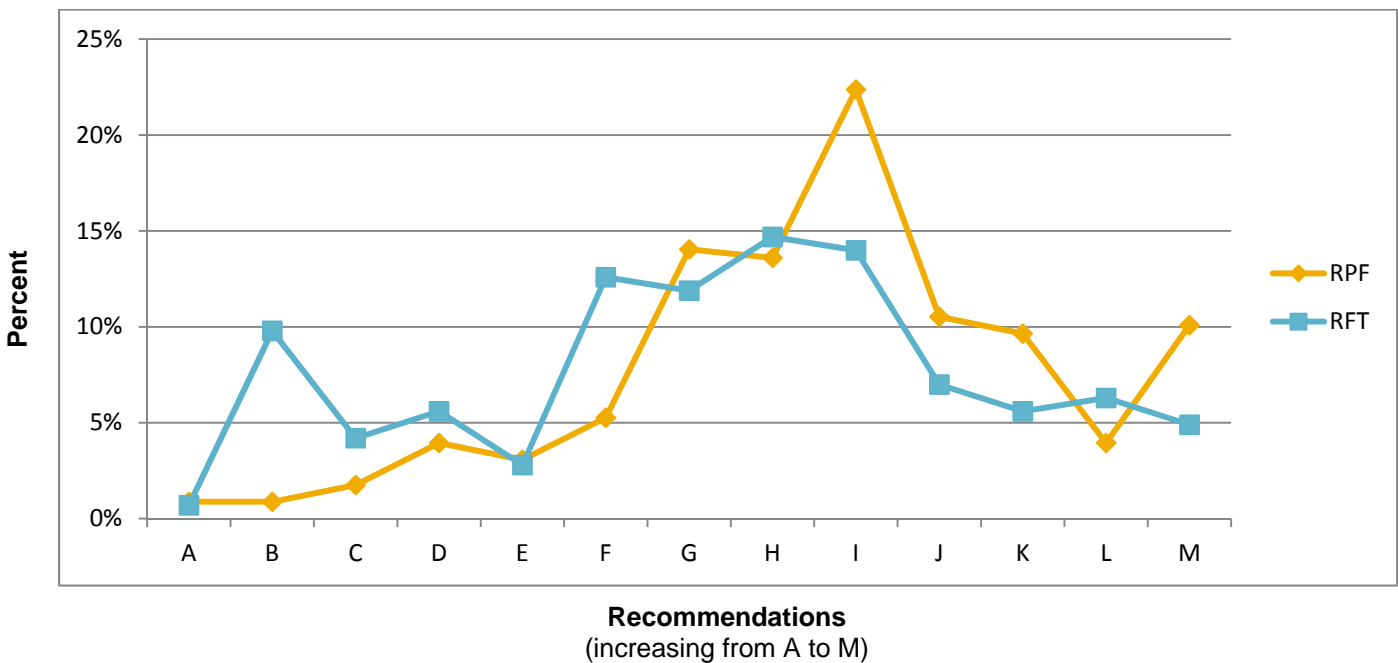


Recommendations, Decisions & Commitments

The level of recommendations, decisions and commitments made on the job was measured on an ascending scale from 'A' to 'M'. For consultants, in keeping with survey respondents overall, the most frequent response for RPFs 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"). The most frequent response for consulting RFTs was 'H' ("My recommendations, decisions and commitments are between G & I"). For details, please see the 2011 Report on Members' Compensation & Benefits at http://www.abccfp.ca/publications_forms/publications/documents/ABCCFP_2011_Salary_Survey_Report_FINAL.pdf

There were only slight differences in the percentages of consulting RFTs and consulting RPFs who make recommendations, decisions and commitments at each level. RFTs are slightly more likely to make recommendations, decisions and commitments at the lower levels while RPFs were slightly more likely to operate at the higher end of the scale. This pattern very closely mirrors the overall results for the ABCFP membership.

Figure 32: Consultant Recommendations, Decisions & Commitments by Member Type



In keeping with the overall ABCFP membership, levels of recommendations generally increased as members gained more experience.

Figure 33: Consultant Recommendations by Years of Experience

	A	B	C	D	E	F	G	H	I	J	K	L	M
Less than 1 year	-	-	50%	-	-	50%	-	-	-	-	-	-	-
1 Year	-	-	25%	-	25%	50%	-	-	-	-	-	-	-
2 Years	-	11%	44%	11%	-	11%	11%	-	-	-	-	11%	-
3 Years	-	30%	30%	10%	-	-	10%	10%	-	10%	-	-	-
4 Years	8%	33%	8%	8%	-	17%	25%	-	-	-	-	-	-
5 Years	-	12%	24%	12%	6%	12%	18%	12%	6%	-	-	-	-
6 Years	-	10%	10%	-	10%	40%	-	-	10%	10%	-	-	10%
7-8 Years	-	8%	4%	4%	8%	12%	27%	15%	4%	8%	8%	-	4%
9-10 Years	4%	8%	4%	21%	-	8%	4%	25%	17%	4%	4%	-	-
11-12 Years	3%	3%	-	-	3%	16%	3%	31%	22%	9%	-	-	9%
13-15 Years	-	2%	4%	6%	6%	10%	16%	16%	12%	8%	10%	4%	8%
15-17 Years	2%	4%	-	2%	4%	7%	11%	15%	26%	7%	9%	4%	9%
18-20 Years	3%	5%	3%	10%	3%	5%	3%	5%	18%	10%	10%	10%	15%
21-24 Years	-	2%	2%	2%	2%	5%	21%	10%	24%	17%	5%	3%	7%
25+ Years	-	5%	1%	2%	1%	4%	15%	13%	20%	8%	12%	9%	10%
Total All Respondents	1%	6%	5%	5%	3%	9%	13%	13%	17%	8%	7%	4%	7%

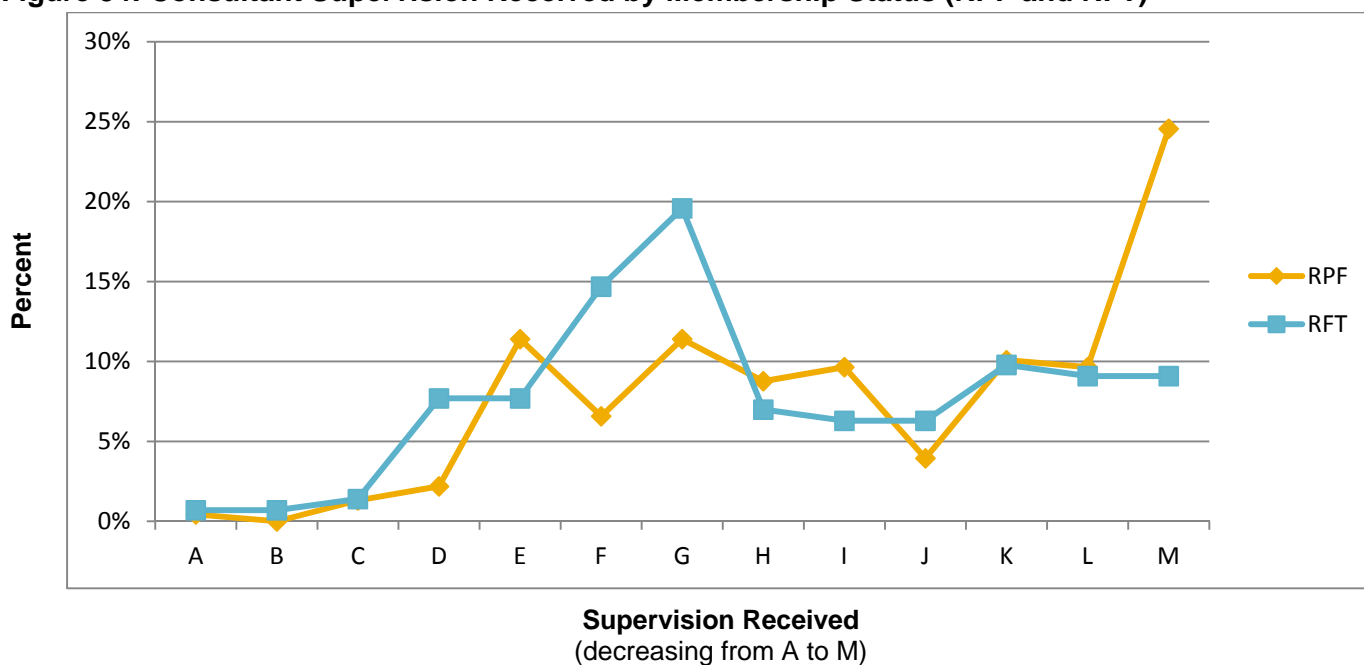
Supervision Received

The level of supervision received was measured on a descending scale from 'A' to 'M.' The most frequent response for consulting RFTs was 'G' (My work is assigned in terms of objectives, relative priorities and critical areas that impinge on work of other units). The most frequent response for consulting RPFs was M ("I operate with broad management authority, receiving virtually no technical guidance and control, limited only by general objectives and policies of the organization. For more details, please see the 2011 Report on Members' Compensation & Benefits at

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

As with the general ABCFP membership, very few consulting 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, 94% of consultants surveyed answered 'E' or higher, indicating moderate to high levels of independent action in their jobs. This very closely mirrors the overall results for the ABCFP membership.

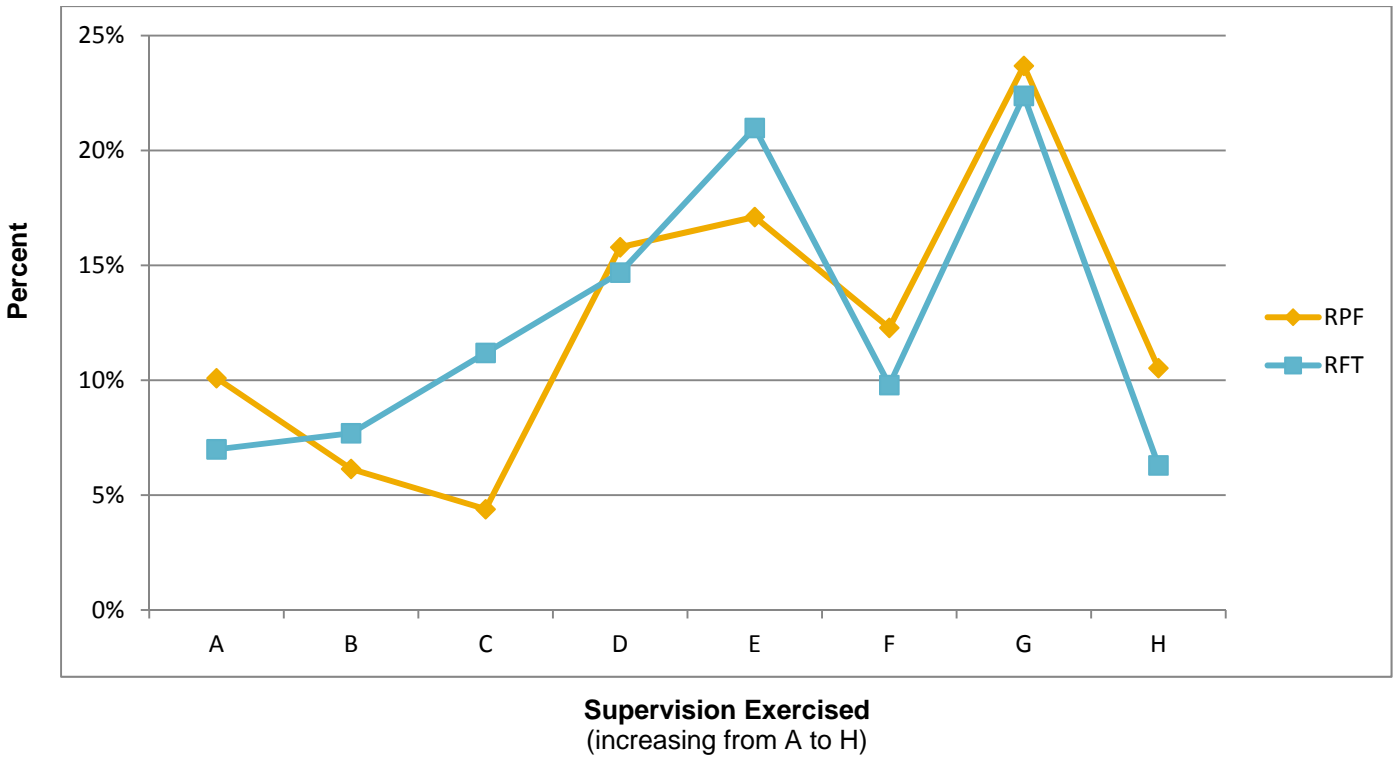
Figure 34: Consultant Supervision Received by Membership Status (RPF and RFT)



Supervision Exercised

The level of supervision exercised was measured on an ascending scale from 'A' to 'H.' The most frequent response for all consultants was '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"). This differs greatly from the ABCFP membership as a whole, indicating that consultants overall generally exercise a higher level of supervision.

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

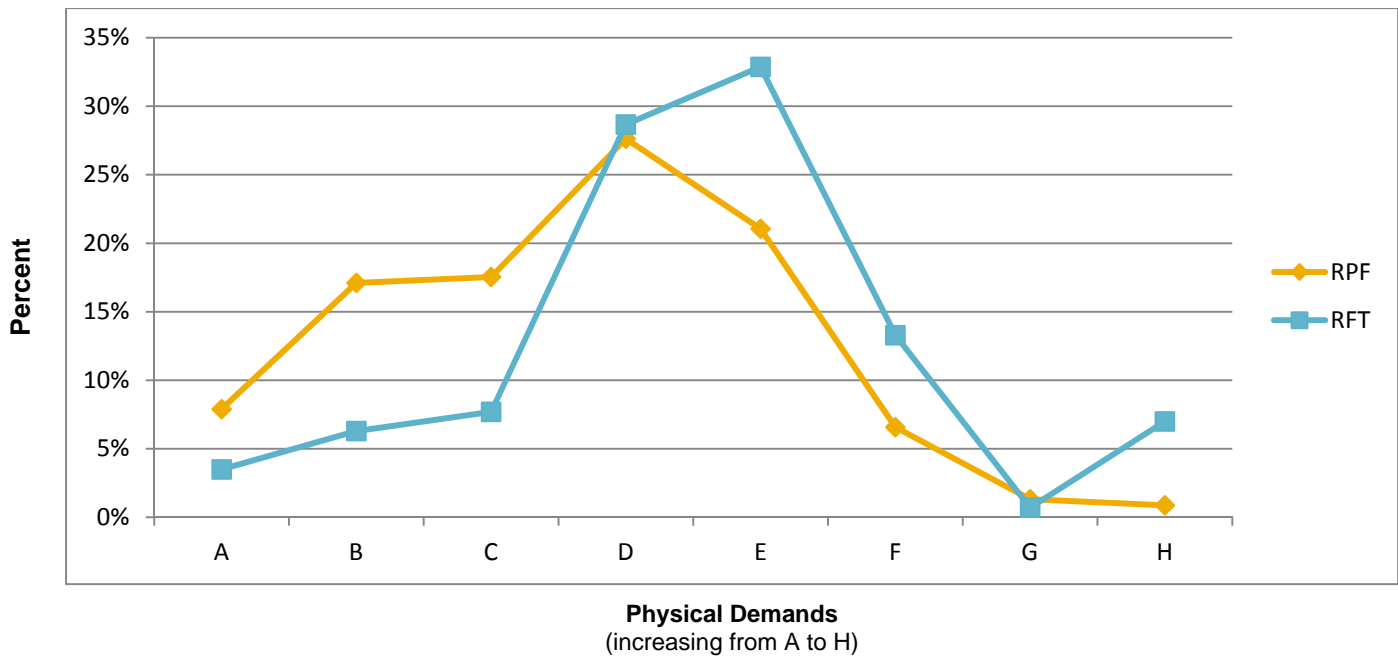


Physical Demands

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.'

Consulting RFTs tended to have higher exertion demands than RPFs and higher exertion demands than the ABCFP membership overall [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)].

Figure 36: Consultant Physical Demands by Member Status



Job Conditions

The job environment refers to the amount and condition of office or field work. Over half of the ABCFP membership (54%) conducts field and office work close to the base of operations, compared to 44% for consultants. In addition, more consultants (29%) also undertake field work under all weather conditions.

Figure 37: Consultant 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	26%	51%	19%	4%	-
RFT	7%	43%	39%	10%	-
Retired	-	*	*	-	-
FIT	10%	24%	46%	20%	-
FP	-	-	-	-	-
TFT	21%	-	43%	36%	-
On Leave	40%	40%	20%	-	-
ALL VALID RESPONSES	18%	44%	29%	8%	-

* = small sample size

Absence from base of operations measures the demands that ABCFP members' jobs place upon them in terms of travel. Compared to the overall ABCFP membership, a considerably lower percentage of consultants are "rarely absent" and a considerably higher percentage of consultants are "frequently absent, commonly for a couple of days a week, sometimes longer, with considerable travel," or "are absent more than 50 percent of the time, sometimes including weekends, with much travel".

Figure 38: Consultant 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	I am absent more than 50 percent of the time, sometimes including weekends, with much travel	I am absent for long periods from base of operations and/or travel on an almost continuous basis
Northeast	14%	43%	7%	14%	21%	-
Cariboo	30%	33%	11%	17%	9%	-
Thompson/Okanagan	36%	17%	21%	16%	9%	-
Kootenay/Boundary	40%	25%	15%	18%	-	2%
Omineca	15%	21%	26%	21%	13%	5%
Skeena	33%	13%	20%	27%	7%	-
South Coast	25%	21%	23%	19%	10%	2%
Outside of BC	13%	25%	25%	25%	13%	-
Outside of Canada	-	-	*	-	-	-
West Coast Region	31%	17%	17%	31%	3%	-
ALL VALID RESPONSES	29%	22%	20%	19%	9%	1%

* = small sample size

Job Security, Pressure to Perform and Downsizing

When asked if members feel more pressure to perform at work than three years ago, 65% of consultants answered 'yes' which is very similar to the ABCFP membership at large (67%**). Overall, however, more consulting RPFs and consulting RFTs felt more pressure to perform at work than non-consultants.

Figure 39: Consultant Pressure to Perform by Membership Status

	Yes	No
RPF	67%	33%
RFT	65%	35%
Retired	*	*
FIT	46%	54%
FP	-	-
TFT	86%	14%
On Leave	60%	40%
ALL	65%	35%

* = small sample size

** = reprinted from the ABCFP's 2011 Report on Members' Compensation & Benefits

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

Fewer consultants were willing to take a pay cut/freeze to ensure job security (45% 'yes' vs. 55% 'no'). In keeping with the overall ABCFP survey results, those consultants living in the Northeast and Kootenay/ Boundary regions were less likely to accept a pay cut/freeze to keep job security.

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

	Willing	Unwilling
Northeast	29%	71%
Cariboo	54%	46%
Thompson/Okanagan	47%	53%
Kootenay/Boundary	25%	75%
Omineca	54%	46%
Skeena	64%	36%
South Coast	42%	58%
Outside of BC	*	*
Outside of Canada	-	*
West Coast Region	59%	41%
ALL RESPONDENTS	45%	55%

* = small sample size

The majority of consultants (80%) have not received a promotion in the last 12 months – slightly below the ABCFP membership as a whole. Consultants in the Northeast and the West Coast were most likely to have received a promotion in the past 12 months.

Figure 41: Consultant Promotion by Forest Region

	Yes	No
Northeast	36%	64%
Cariboo	17%	83%
Thompson/Okanagan	13%	87%
Kootenay/Boundary	4%	96%
Omineca	28%	72%
Skeena	21%	79%
South Coast	21%	79%
Outside of BC	*	*
Outside of Canada	*	-
West Coast Region	34%	66%
ALL RESPONDENTS	20%	80%

* = small sample size

Figure 42: Consultant Job Seeking by Employer

In the ABCFP’s 2011 Report on Members' Compensation & Benefits, consultants are already selected out in Figure 42. Results show that fewer consultants or self-employed consultants are currently seeking or thinking of seeking a new job. Please see the 2011 Report on Members' Compensation & Benefits at http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

Of those consultants seeking a new job, only 58% are willing or somewhat willing to relocate, compared to 70% of the ABCFP membership in general.

Figure 43: Consultant Willingness to Relocate

Willing to relocate	23%
Somewhat willing to relocate	35%
Not willing to relocate	42%

Figure 44: Consultant Pay Raise to Leave Job by Employer

In the ABCFP's 2011 Report on Members' Compensation & Benefits, consultants are already selected out in Figure 44. In terms of the percentage pay raise offered to entice members to leave their current jobs, and compared to the ABCFP membership in general, fewer consultants would require a minimum of an 8% pay raise in leave their current job (only 38% compared to 48% overall). Please see the 2011 Report on Members' Compensation & Benefits at

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

Job Satisfaction

Figure 45: Consultant Salary Satisfaction by Employer

In the ABCFP's 2011 Report on Members' Compensation & Benefits, consultants are already selected out in Figure 45. Consultants are pretty evenly split on their satisfaction with current salaries. Please see the 2011 Report on Members' Compensation & Benefits at

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf

Work/Life Balance

Only 59% of consultants are satisfied with the level of work/life balance experienced in their jobs, compared to 72% of ABCFP members as a whole. Those with part-time positions or temporary assignments were most likely to report being satisfied, much more so than the ABCFP membership in general with that employment status (please see the 2011 Report on Members' Compensation & Benefits at

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf).

Figure 46: Consultant Work/Life Balance Satisfaction by Employment Status

	Yes	No
Full-time position	53%	47%
Part-time position	83%	17%
Temporary assignments	83%	17%
Student	*	-
Self-employed consultant	70%	30%
Unemployed	60%	40%
ALL RESPONDENTS	59%	41%

* = small sample size

Consulting RPFs, RFTs, FITs and those consultants on leave are more likely to be satisfied with their work/life balance than TFTs.

Figure 46a: Consultant Work/Life Balance Satisfaction by Membership Status

	Yes	No
RPF	61%	39%
RFT	60%	40%
FIT	59%	41%
TFT	29%	71%
On Leave	60%	40%
Retired	*	-
ALL RESPONDENTS	59%	41%

* = small sample size

Consultants Only Section

The majority of consultants live in the Nanaimo District, followed pretty closely by the Kamloops District.

Figure 47 – Distribution of Consultants by Forest District

Cranbrook	3%
Fort St. John	3%
Kamloops	22%
Nanaimo	26%
Outside of BC	2%
Outside of Canada	1%
Prince George	14%
Smithers	4%
Surrey	10%
Williams Lake	7%

Of those consultants consenting to share their information, only 12% are CFBC members.

Figure 48 – CFBC Membership among Consultants

	No	Yes
RPF	84%	16%
RFT	77%	23%
Forester-in-Training	83%	18%
Trainee Forest Technologist	93%	7%
On Leave	50%	50%
Retired Member	*	*
All Responses	82%	18%

* = small sample size

Most consultants have chosen consulting, but roughly one third feel that they do it out of necessity.

Figure 49 - Reason for Consulting by Membership Status

	RPF	RFT	FIT	TFT	On Leave	Retired Member
By choice	69%	58%	51%	50%	-	-
By necessity	24%	34%	41%	36%	67%	*
Other	6%	7%	7%	14%	33%	-

* = small sample size

The majority of consultants tend to do the majority of their work for industry or government. Many consultants working for First Nations, other consultants, or other industries outside of forestry tend to have only a small fraction of work with those clients, indicating that their businesses do not depend on those clients.

Figure 50 – Percent of Business by Client Category

(Q: Approximately what percentage of work do you do for the following?)

Percent of Business	Client Category				
	Government	Industry	First Nations	Other Consultants	Other Industries
0-25%	58%	36%	87%	90%	81%
26-50%	18%	24%	8%	8%	10%
51-75%	12%	20%	1%	1%	4%
76-100%	10%	20%	3%	1%	4%

The opinions about whether or not consultants are fairly compensated are generally evenly divided between yes and no. FITs were the most dissatisfied at 61%.

Figure 51 – Fair Compensation by Membership Status

	No	Yes
RPF	47%	53%
RFT	56%	44%
Forester-in-Training	61%	39%
Trainee Forest Technologist	43%	57%
On Leave	33%	67%
Retired Member	*	*
ALL RESPONDENTS	51%	49%

* = small sample size

In all membership classes, except for on leave, the majority of consultants have not seen a change in their level of compensation in the last year. Roughly one third of RPFs, FITs and TFTs received increases in compensation while one third of RFTs received decreases.

Figure 52 – Compensation Change by Membership Status over the Last Year

	Decreased	Increased	Remained the same
RPF	18%	29%	53%
RFT	26%	20%	54%
Forester-in-Training	17%	37%	46%
Trainee Forest Technologist	7%	29%	64%
On Leave	67%	-	33%
Retired Member	*	*	*
ALL RESPONDENTS	21%	27%	53%

* = small sample size

Most respondents anticipate an improved compensation package in the next two years, and FITs have the greatest expectation for improvement.

Figure 53 – Expectations of Improved Compensation

	No	Not sure	Yes
RPF	36%	18%	46%
RFT	43%	15%	43%
Forester-in-Training	15%	15%	71%
Trainee Forest Technologist	43%	36%	21%
On Leave	67%	*	33%
Retired Member	*	*	*
ALL RESPONDENTS	36%	17%	47%

* = small sample size

Over 80% of respondents have some form of reimbursement for travel to the field.

Figure 54 – Field Work Travel Costs Covered

	No	Yes
RPF	84%	16%
RFT	77%	23%
Forester-in-Training	83%	18%
Trainee Forest Technologist	93%	7%
On Leave	50%	50%
Retired Member	*	*
ALL RESPONDENTS	82%	18%

* = small sample size

While most consultants who are RPFs are not subject to seasonal layoffs, over 50% of all other categories experience seasonal layoffs. Registered professional consultants are less likely to be subject to layoffs than trainees; RPFs less so than RFTs.

Figure 55 – Subject to Seasonal Layoffs

	No	Yes
RPF	69%	31%
RFT	49%	51%
Forester-in-Training	54%	46%
Trainee Forest Technologist	50%	50%
On Leave	33%	67%
Retired Member	*	*
ALL RESPONDENTS	60%	40%

* = small sample size

The majority of senior professionals found layoffs to be either neutral or good, whereas trainees are more likely to consider seasonal layoffs bad.

Figure 56 - Do you consider seasonal layoffs...

	Bad	Good	Neutral
RPF	35%	14%	51%
RFT	39%	16%	46%
Forester-in-Training	51%	2%	46%
Trainee Forest Technologist	50%	14%	36%
On Leave	67%	-	33%
Retired Member	*	*	*
ALL RESPONDENTS	39%	13%	48%

* = small sample size

Flexibility ranked as the number one benefit of overall compensation, followed by location and job satisfaction. Money ranked fourth after these other factors.

Figure 57 – Top Five Benefits of Overall Compensation for Consultants

1. Flexibility
2. Location
3. Job Satisfaction
4. Money
5. Work Diversity

The more junior respondents see themselves as having good opportunity for advancement.

Figure 58 – Opportunities for Advancement for Consultants

	No	Yes
RPF	54%	46%
RFT	55%	45%
Forester-in-Training	24%	76%
Trainee Forest Technologist	29%	71%
On Leave	*	*
Retired Member	*	*
ALL RESPONDENTS	51%	49%

* = small sample size

Close to two thirds of consulting respondents say their organization works with them to manage development and performance.

Figure 59 – Managing Development and Performance

	No	Yes
RPF	38%	62%
RFT	39%	61%
Forester-in-Training	37%	63%
Trainee Forest Technologist	36%	64%
On Leave	33%	67%
Retired Member	*	*
ALL RESPONDENTS	38%	62%

* = small sample size

While most consultants have some access to training, it appears most don't have a full package for managing skills development.

Figure 60 – Access to Training

	Yes	No	Not sure
Access to Training	73%	22%	5%
Formal Performance Evaluations	50%	46%	4%
Development Plans	43%	50%	7%
Mentorship	42%	54%	4%
Career Pathing	24%	65%	11%

* = small sample size

Most consultants plan to stay in the forest industry for the next three years. The percentage of trainees “not sure” in Figures 62 and 63 is very high, which is a concern as they are the future of the industry.

Figure 61 – Plans to Continue in Forest Industry

	Yes	Not sure	No
RPF	59%	32%	10%
RFT	60%	33%	7%
Forester-in-Training	63%	29%	7%
Trainee Forest Technologist	36%	57%	7%
On Leave	*	*	*
Retired Member	*	*	*
ALL RESPONDENTS	58%	33%	9%

* = small sample size

While the majority of more senior consultants plan to stay in consulting, there appears to be a high level of uncertainty for more junior respondents.

Figure 62 – Plans to Continue Consulting

	Yes	Not sure	No
RPF	56%	39%	4%
RFT	52%	40%	8%
Forester-in-Training	39%	46%	15%
Trainee Forest Technologist	29%	64%	7%
On Leave	*	*	*
Retired Member	*	*	*
ALL RESPONDENTS	52%	42%	7%

* = small sample size

The majority of consultants feel they have adequate resources to do their jobs.

Figure 63 – Adequacy of Resources

	No	Yes
RPF	12%	88%
RFT	12%	88%
Forester-in-Training	7%	93%
Trainee Forest Technologist	14%	86%
On Leave	*	*
Retired Member	*	*
ALL RESPONDENTS	12%	88%

* = small sample size

The vast majority of consultants feel under pressure to do their jobs some or all of the time.

Figure 64 – Job Pressure

	All of the time	Some of the time	Not often	Never
RPF	52%	36%	11%	-
RFT	47%	43%	7%	2%
Forester-in-Training	37%	51%	12%	-
Trainee Forest Technologist	43%	43%	14%	-
On Leave	*	*	*	*
Retired	*	*	*	*
ALL RESPONDENTS	48%	40%	10%	1%

* = small sample size

Appendix 1: 2011 ABCFP Salary Survey Questions

The 2011 ABCFP Salary Survey cannot be reprinted without permission. For a complete list of survey questions, including “Consultants Only Section”, please see the 2011 Report on Members' Compensation & Benefits at

http://www.abcfp.ca/publications_forms/publications/documents/ABCFP_2011_Salary_Survey_Report_FINAL.pdf