

2014

Compensation Survey
Summary Report



SAIOH

Serving a noble profession



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Introduction

For the past number of years SAIOH has contemplated carrying out a survey among its members to determine annual prevailing salaries and total compensation paid to non-certified members and certified members at the various registration levels. The last survey of this nature carried out by SAIOH was in 2001.

This type of survey strives to achieve a number of objectives, which include:

- Providing human resource departments with an idea of compensation paid within the occupational hygiene sector,
- Providing insight into whether salaries within their respective companies are equitable to industry norms,
- Providing vocational guidance counsellors with a tool to provide to high school students when deciding upon a future career,
- Providing practicing occupational hygiene professionals with a means of comparing what they earn with the industry norm to enable better career planning.

SAIOH commissioned Consulta, a reputable South African based market research company, to carry out the survey on its behalf.

This was done for a number of reasons:

- 1.To ensure confidentiality throughout the study,
- 2.To ensure an acceptable level of experience and expertise in compiling the study questionnaire, and
- 3.Reliable data interpretation from feedback received.

The survey was carried out during the second quarter of 2014. All existing SAIOH members at the time were included in the study and questionnaires were distributed accordingly.

The member response to the survey was overwhelmingly positive with more than 30% participation. Such a comprehensive study relating to occupational hygiene professionals' compensation has never before been carried out in South Africa.

The overall results prove promising for occupational hygiene as a profession and show that experience and qualifications play a role in compensation received. The study furthermore provides school goers with proof that occupational hygiene is a rewarding profession and one worthy of consideration.

Methodology

The web based survey focussed on key areas such as industry, education, responsibilities, various demographics and salary.

It was sent to 691 SAIOH members with a response of 275 returned surveys. That translates to a 39.8% response rate, compared to the American Industrial Hygiene Association's response rate of only 25%.

The American survey did, however, have a greater respondent pool (17 838), which included both AIHA members and non-members.

Respondents

USA 24.5%
SOUTH AFRICA 39.8%

Response Rate Breakdown

The response rate can be broken down between the various disciplines, with the highest percentage of respondents coming from the Occupational Hygiene Assistant group.

ROLE	SAMPLE	PERCENTAGE
Occupational Hygiene Assistant	140	51%
Occupational Hygiene Technologist	58	21%
Occupational Hygienist	71	26%
Unspecified	6	2%

General Observations

The average salary throughout the 275 respondents is calculated at R 403,000 per annum.

The majority of SAIOH members either work at Approved Inspection Authorities (35%) or Private Companies within the Mining Industry (21%).

Private companies (mining or otherwise) are the highest paying sectors. Level of education plays a role in salary size with Masters and Doctoral Degree members earning the most – R 575,000 on average.

Occupational hygienists spend 42% of their time doing fieldwork.

The demographics of the respondents highlight the short time frame that Occupational Hygiene has been a recognized career path in South Africa;

- The average age of respondents is very young, being in their early thirties.
- Many respondents stated an Honours or BTech degree as their highest qualification and hold an Occupational Hygiene Assistant certificate.
- Respondents are also mainly found within the consulting (AIA) industry and was found to have less than 10 years' work experience in the field.

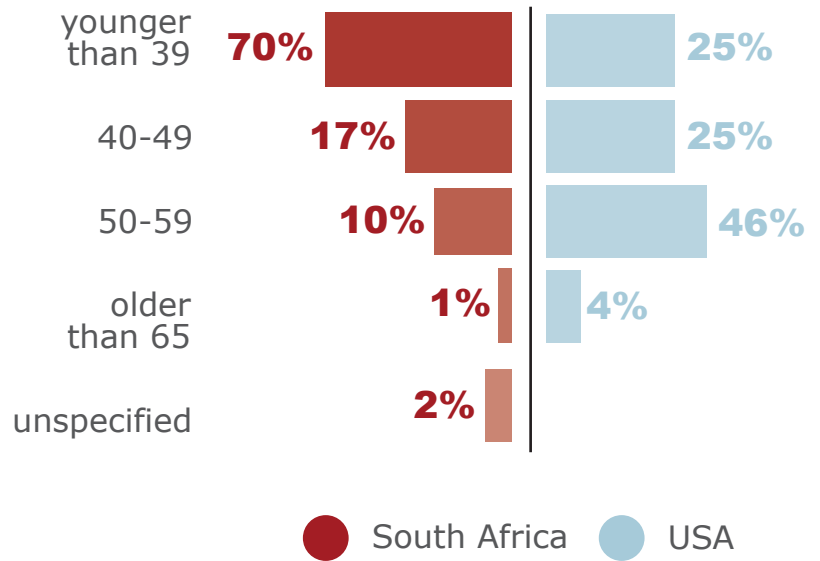
Demographics

Statistical data relating to the sample and particular groups within it.

Age

36% of respondents fall within the youngest age group of 20-29 years of age with 10% between 50-65 years and only 1% over 65 years old.

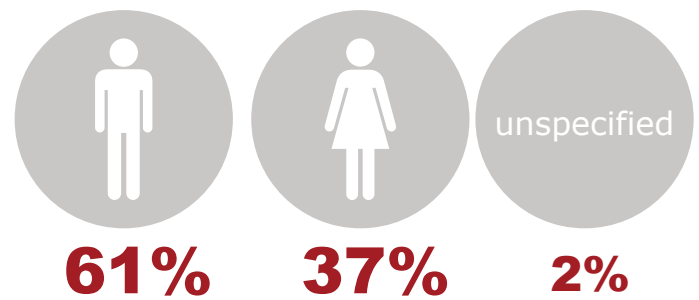
While the age ranges of the American study were very evenly spread, it is interesting to note that most of their respondents (34.3%) were over 55 years of age.



Gender

A higher proportion of the respondents are male (61%) compared to female (37%).

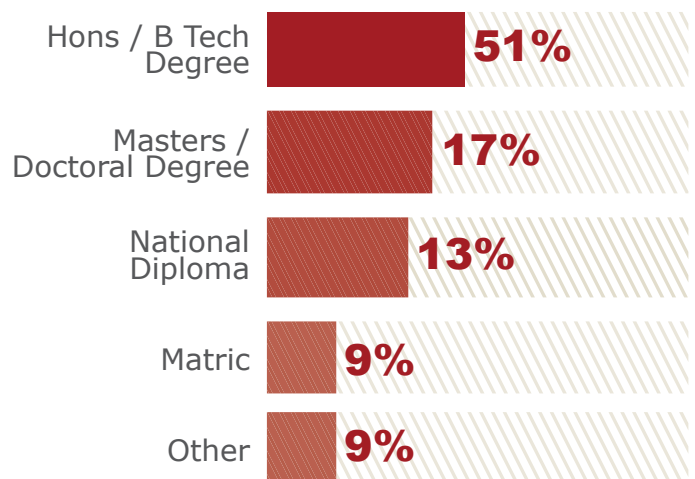
Occupational hygiene is a male dominated profession in both the USA and SA with the US being 69.8% male and 30.2% female.



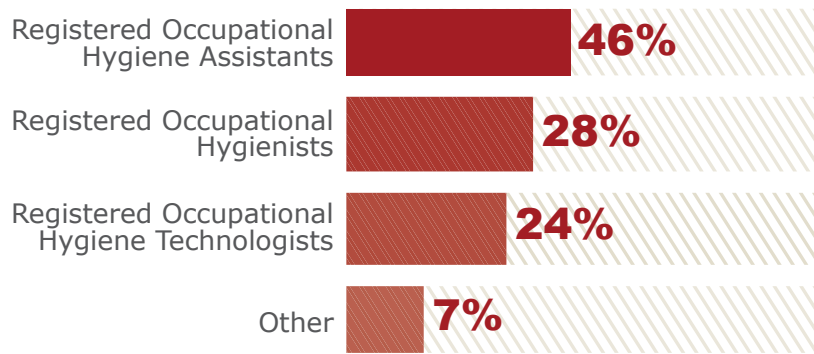
Highest Education Level

Over half of the respondents hold an Honours degree or equivalent (51%), Masters / Doctoral degree (17%), National Diploma (13%), Matric (9%), and 9% hold a different qualification.

The Americans are more qualified, with all respondents holding a tertiary institution qualification: Masters (23.4%), Doctorate (8.1%), Other Masters Degrees (22.2%), Bachelors degrees (27.5%). The rest is made up of varying other degrees.



Certification

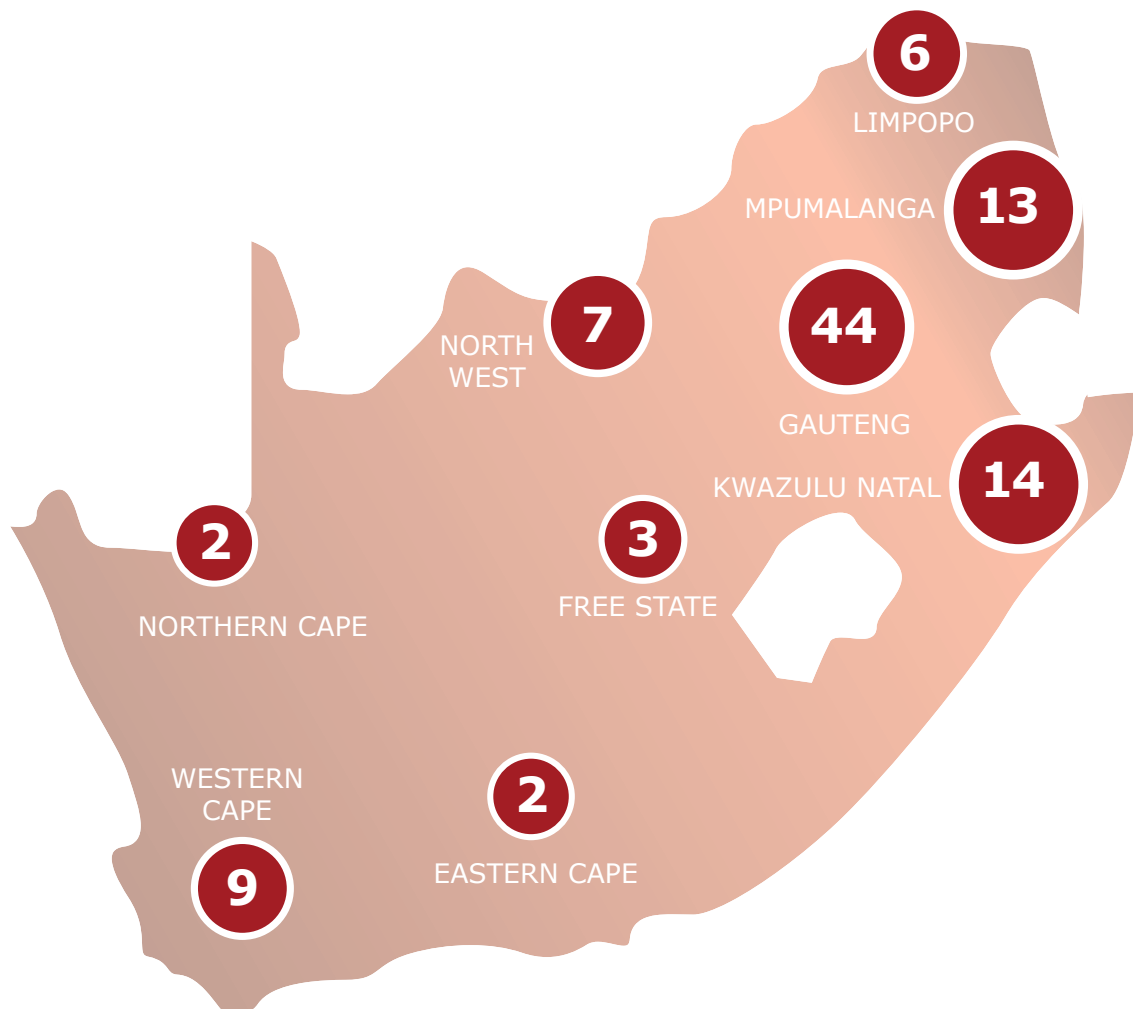


Respondents to the survey indicated certification in the following categories:

46% are Registered Occupational Hygiene Assistants, 28% are Registered Occupational Hygienists, 24% are Registered Occupational Hygiene Technologists and 7% hold varying certifications in environmental affairs and/or SHE.

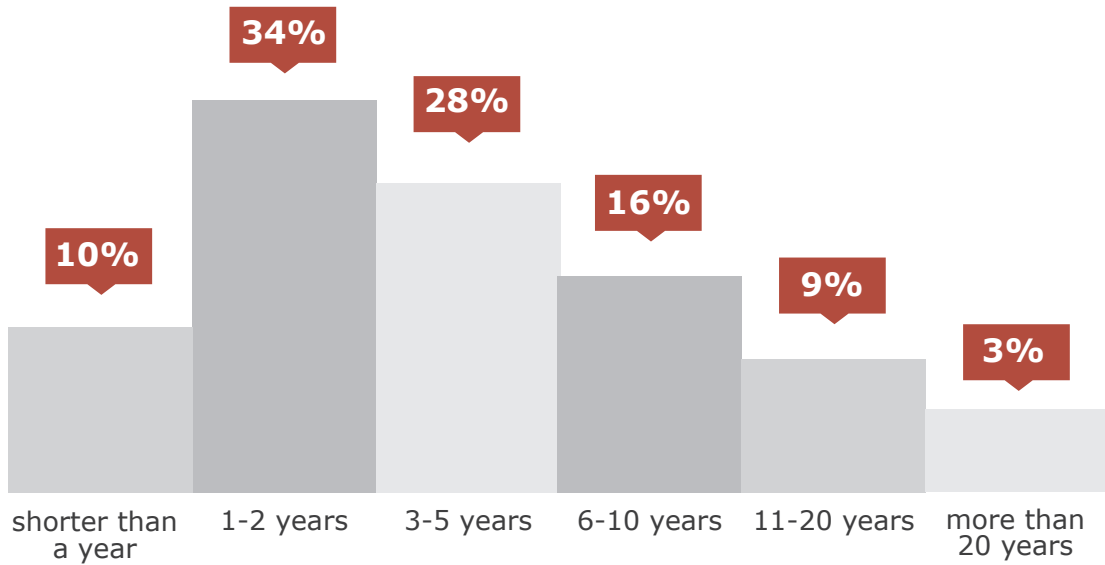
Province

At 44%, Gauteng has the largest proportion of SAIOH members, followed by KZN (13.5%) and Mpumalanga (12.7%).

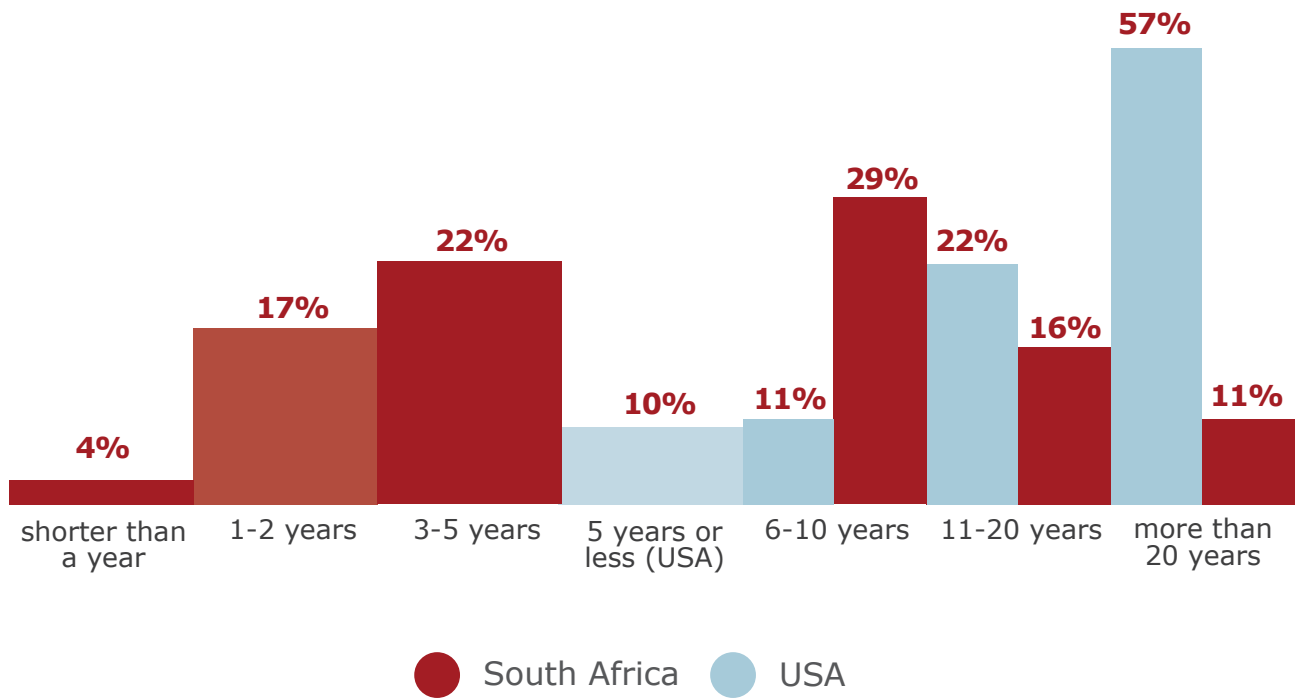


Years in current position

Respondents mainly have 10 years' or less experience. In comparison, the majority (24.6%) of US respondents have more than 30 years' experience.

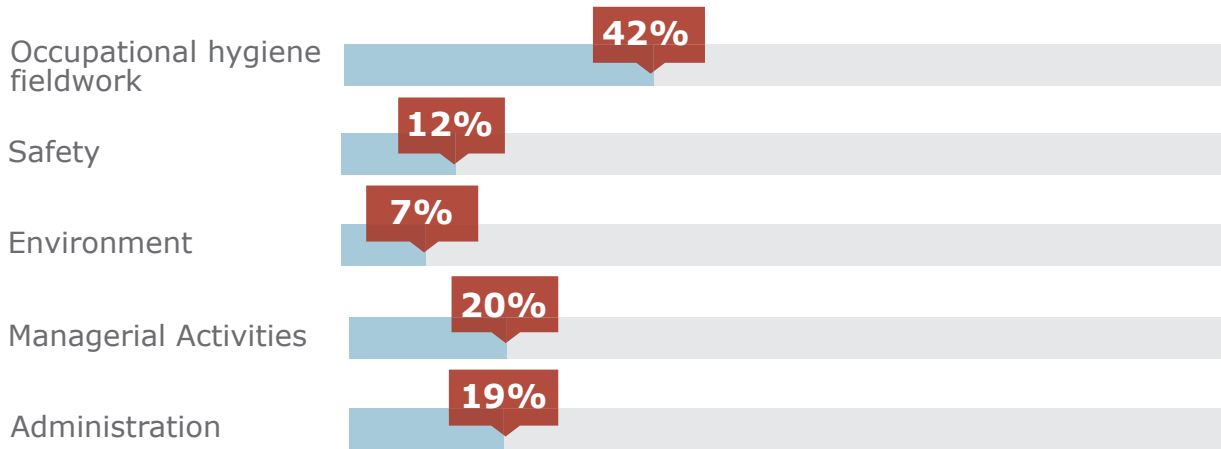


Years of experience



Work Discipline Breakdown

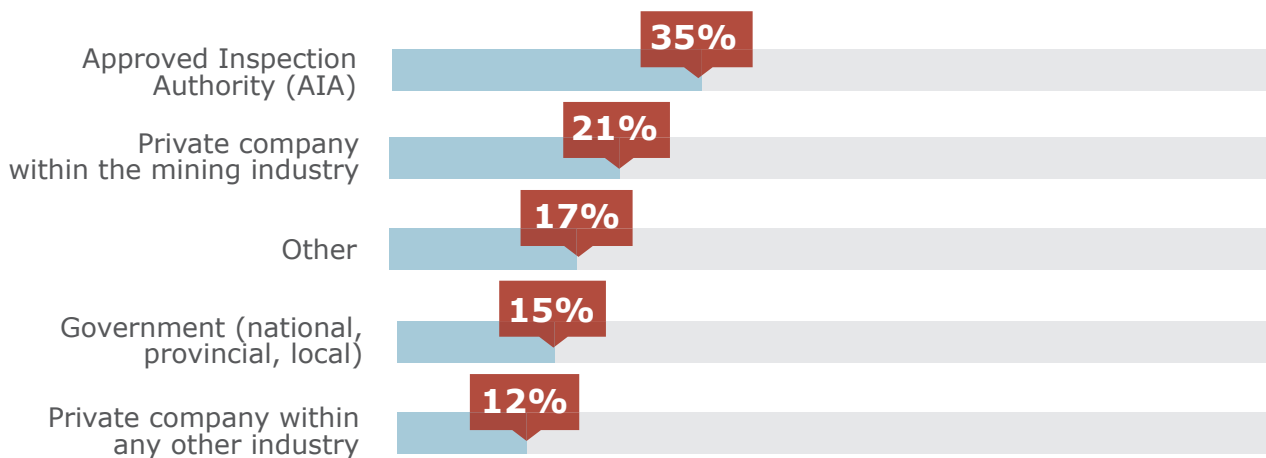
5% of respondents can be found in the consulting industry of AIA's, followed by 21% within the mining industry. The other category is made up of academic institutions, construction, laboratories, NGO's and electricity generation. 7% of respondents work in these industries.



The American report shows 19.6% of their respondents to be in the government sector, compared to SA's 15%. The manufacturing (15.6%) and consulting (14.9%) disciplines are the second and third biggest categories in the US.

Industry

35% of respondents can be found in the consulting industry of AIA's, followed by 21% within the mining industry. The other category is made up of academic institutions, construction, laboratories, NGO's and electricity generation. 17% of respondents work in these industries.



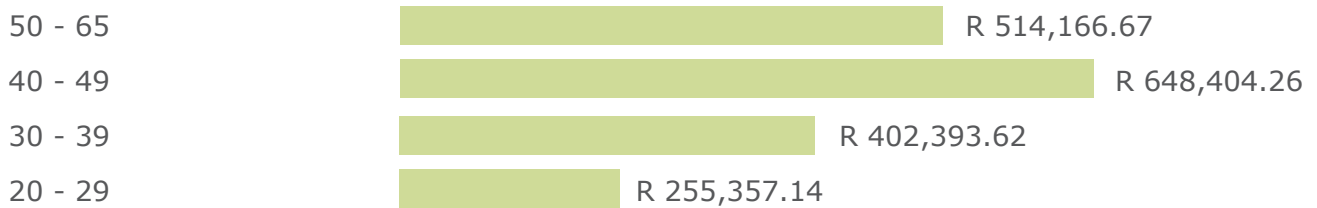
When compared to America they have 19.6% of their respondents in the government sector compared to SA's (15%). The manufacturing (15.6%) and consulting (14.9%) are the second and third biggest categories in the US.

Comparisons

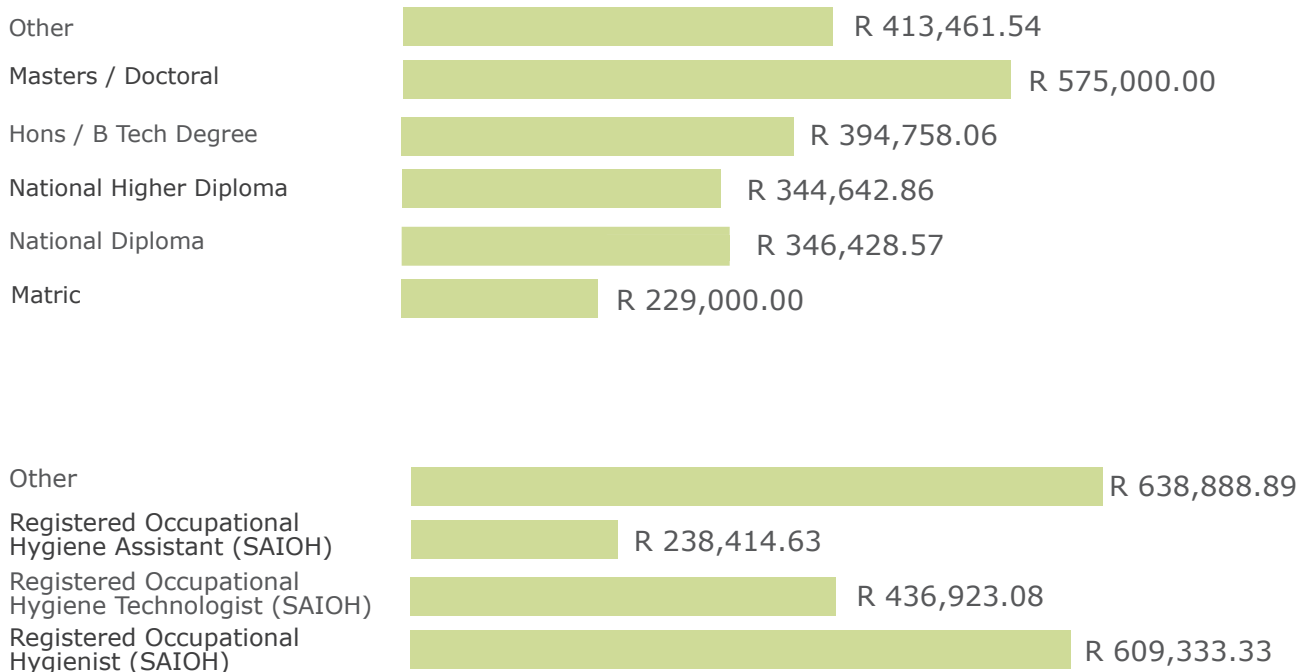
A consideration or estimate of the similarities or dissimilarities between two things or people.

Age vs Salary

It seems that the salary figure increases along with age, with the exception of the 50-65 years category. This is due to the small number of individuals within this pool in South Africa.

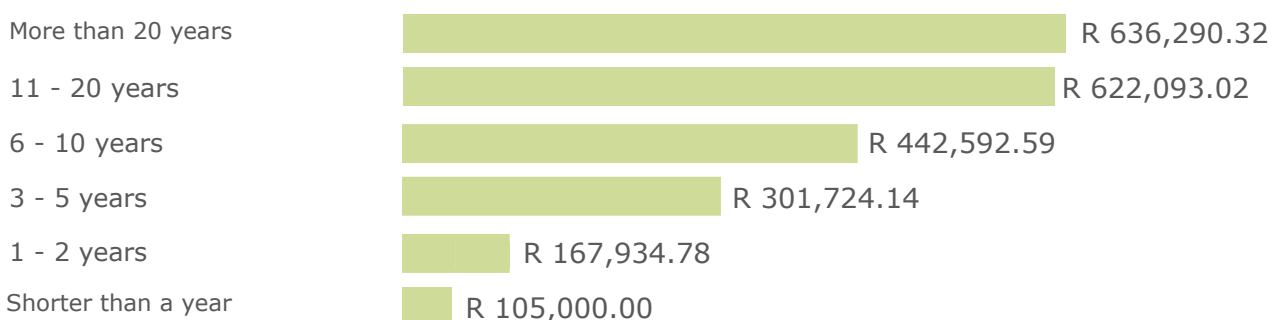


Education vs Salary



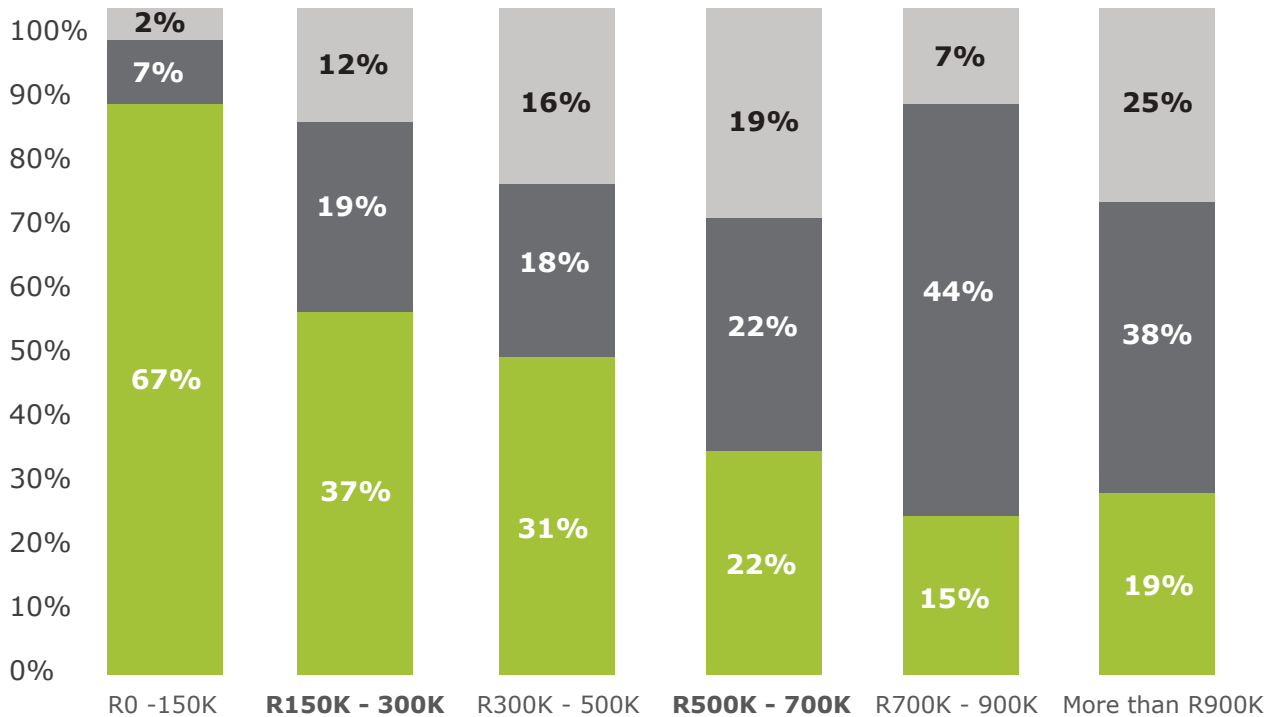
Experience vs Salary

This graph is a good depiction of experience in relation to salary earned:



AIA vs Corporates

Here is a depiction of salary ranges and how they compare between AIAs and private companies in the mining and other industries. The highest salaries are paid in the mining industry with 44% of respondents earning between R 700K and R 900K per annum. 67% of respondents working at an AIA, earn R 150K and below.



- Private company within any other industry
- Private company within the mining industry
- Approved Inspection Authority (AIA)

Industry Summaries

A brief statement or account of the main points of the survey's findings.

Government

National, Provincial, Local

Average age	34
Average years' experience	8.2
Average number of full time employees	11 576
Percent with Hons/Btech Degree	66%
Percent with Masters/Doctoral Degree	17%
Percent with Registered Occupational Hygienist (SAIOH) Certificate	17%
Percent with Registered Occupational Hygiene Technologist (SAIOH) Certificate	24%
Percent with Registered Occupational Hygiene Assistant (SAIOH) Certificate	51%
Average annual salary	R 442,948.72

Approved Inspection Authority

(AIA)

Average age	32
Average years' experience	7.2
Average number of full time employees	375
Percent with Hons/Btech Degree	56%
Percent with Masters/Doctoral Degree	9%
Percent with Registered Occupational Hygienist (SAIOH) Certificate	30%
Percent with Registered Occupational Hygiene Technologist (SAIOH) Certificate	22%
Percent with Registered Occupational Hygiene Assistant (SAIOH) Certificate	46%
Average annual salary	R 304,255.32

Private company

Within the mining industry

Average age	34
Average years' experience	9.3
Average number of full time employees	8 449
Percent with Hons/Btech Degree	37%
Percent with Masters/Doctoral Degree	9%
Percent with Registered Occupational Hygienist (SAIOH) Certificate	22%
Percent with Registered Occupational Hygiene Technologist (SAIOH) Certificate	22%
Percent with Registered Occupational Hygiene Assistant (SAIOH) Certificate	47%
Average annual salary	R 517,410.71

Private company

Within any other industry

Average age	35
Average years' experience	8.3
Average number of full time employees	6 551
Percent with Hons/Btech Degree	63%
Percent with Masters/Doctoral Degree	11%
Percent with Registered Occupational Hygienist (SAIOH) Certificate	28%
Percent with Registered Occupational Hygiene Technologist (SAIOH) Certificate	26%
Percent with Registered Occupational Hygiene Assistant (SAIOH) Certificate	36%
Average annual salary	R 477,142.86

Other

Average age 39

Average years' experience 9.6

Average number of full time employees 650

Percent with Hons/Btech Degree 37%

Percent with Masters/Doctoral Degree 33%

Percent with Registered Occupational Hygienist (SAIOH) Certificate 33%

Percent with Registered Occupational Hygiene Technologist (SAIOH) Certificate 21%

Percent with Registered Occupational Hygiene Assistant (SAIOH) Certificate 40%

Average annual salary R 375,543.48

This survey was actioned by the
Southern African Institute for Occupational Hygiene in 2014
and executed by Consulta Research (Pty) Ltd.



For more information on the SAIOH, please visit
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