

# *Atlantic Canada Engineering Salary and Benefits Survey 2024 Report*

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*Prepared for:*



*Prepared by:*



*October 30, 2024*

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**Member Salary and Benefits Survey 2024**

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### **Survey Background**

This year the Engineers Nova Scotia, the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB), Engineers PEI, and the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL) agreed to jointly complete an engineering salary and benefits survey. Many members, employers, and those considering a career in engineering have expressed an interest in obtaining current statistics on engineering salaries in the Atlantic region. It has been three years since members were asked to participate in the last survey.

The 2024 salary and benefits survey was conducted and compiled by Truverus. The survey ran from July 2<sup>nd</sup> to July 26<sup>th</sup>. This year 12,617 members were asked to participate in the survey, with 3,780 responding for an overall participation rate of 30.0%. By association, response rates were 45.6% for Engineers PEI, 31.4% for Engineers NS, 29.5% for APEGNB, and 23.2% for PEGNL. The margin of error (MOE) for the survey overall was 0.8%. By association, the MOE was 1.2% for Engineers NS, 1.5% for APEGNB, 1.6% for PEGNL, and 3.8% for Engineers PEI .

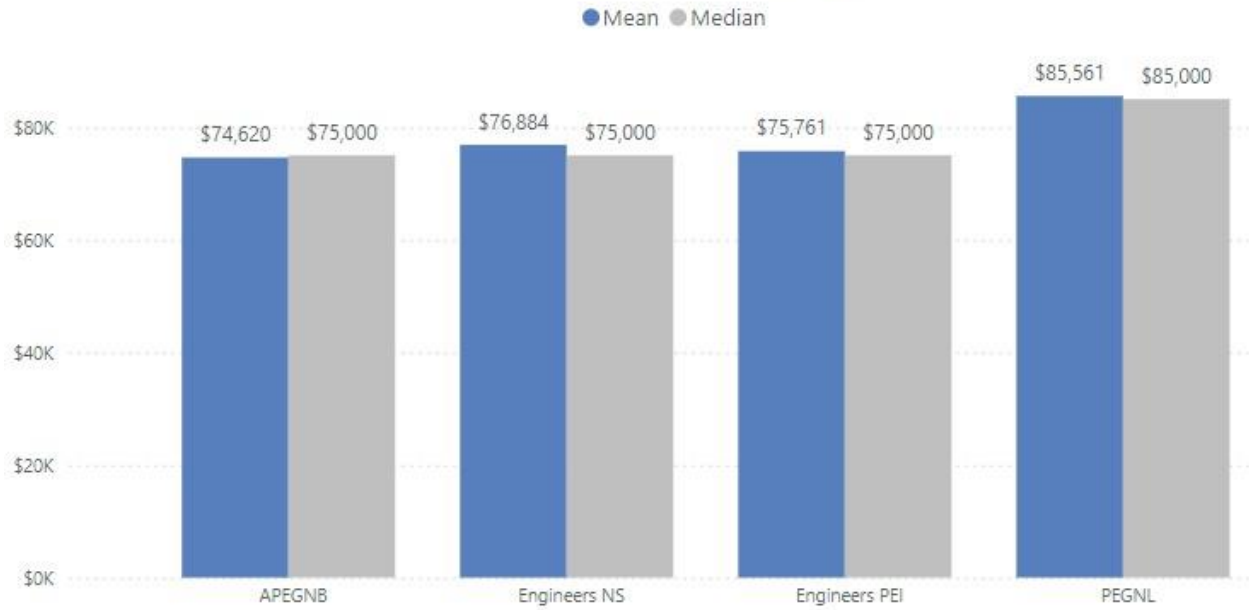
Only the aggregated data has been presented in this report. Individual members data will be kept confidential, and Truverus will not share that data with anyone. Data for groups under 5 has been suppressed within the report but is still included in the aggregate data.

The mean, median, lower, and upper quartiles were calculated using the midpoint of each of the salary ranges. Where the mean is the average, median is the 50th percentile, lower quartile is the 25th percentile and the upper quartile is the 75th percentile.

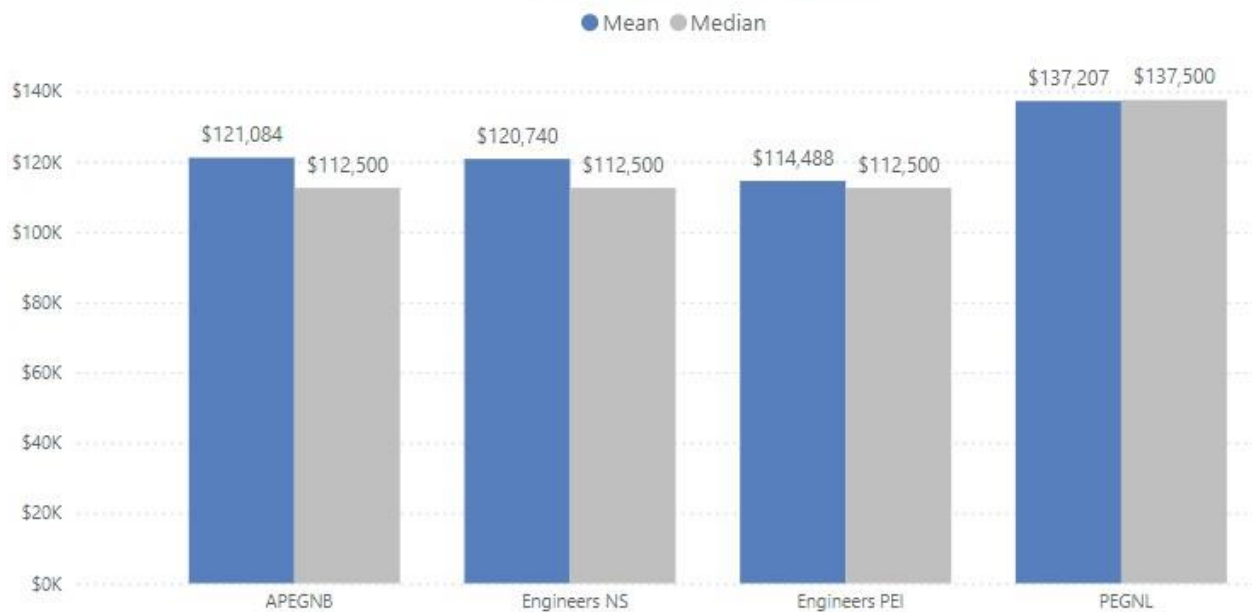
## Member Salary and Benefits Survey 2024

### Salary by Membership Status

#### 1 - Engineer-in-Training



#### 2 - Professional Engineer



## Member Salary and Benefits Survey 2024

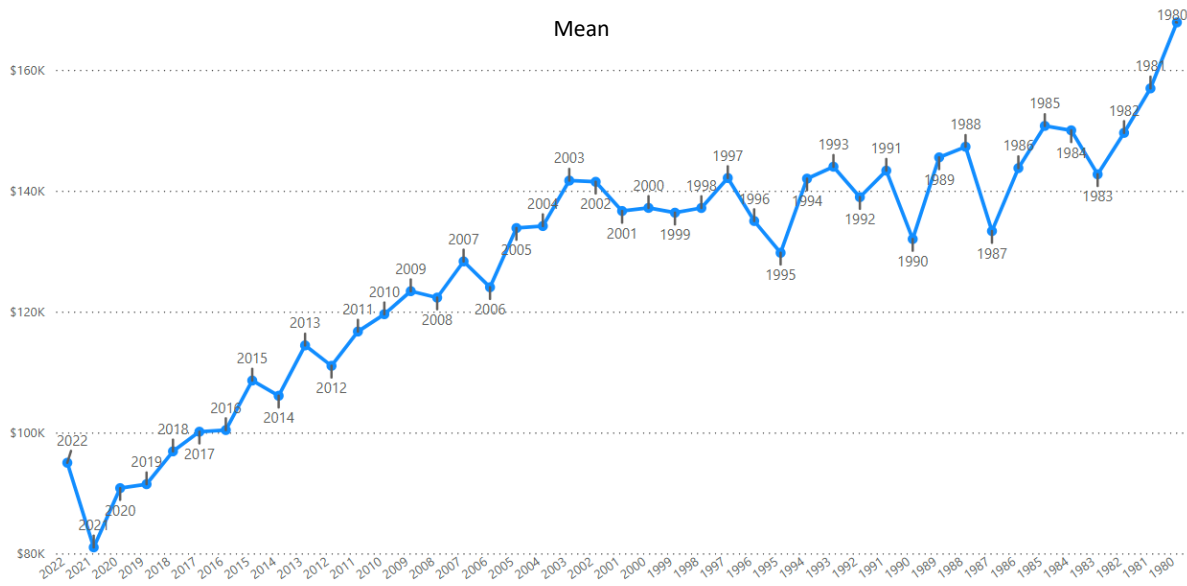
### ***Salary by Membership Status: Comparison Between 2021 and 2024***

Survey Year		2024					2021				
Membership Status	Association #	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile	
Engineer-in-Training (EIT)	<b>Total</b>	<b>783</b>	<b>\$77,573</b>	<b>\$75,000</b>	<b>\$65,000</b>	<b>\$85,000</b>	<b>554</b>	<b>\$64,544</b>	<b>\$65,000</b>	<b>\$55,000</b>	<b>\$75,000</b>
	APEGNB	134	\$74,620	\$75,000	\$65,000	\$85,000	127	\$61,789	\$65,000	\$55,000	\$75,000
	Engineers NS	414	\$76,884	\$75,000	\$65,000	\$85,000	341	\$64,234	\$65,000	\$55,000	\$65,000
	Engineers PEI	118	\$75,761	\$75,000	\$65,000	\$85,000	86	\$69,821	\$65,000	\$55,000	\$75,000
	PEGNL	117	\$85,561	\$85,000	\$75,000	\$95,000	62	\$75,351	\$75,000	\$57,500	\$85,000
Professional Engineer (P.Eng.)	<b>Total</b>	<b>2997</b>	<b>\$123,186</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$137,500</b>	<b>2944</b>	<b>\$109,480</b>	<b>\$95,000</b>	<b>\$85,000</b>	<b>\$112,500</b>
	APEGNB	880	\$121,084	\$112,500	\$95,000	\$137,500	862	\$105,615	\$95,000	\$85,000	\$112,500
	Engineers NS	1450	\$120,740	\$112,500	\$95,000	\$137,500	1377	\$105,930	\$95,000	\$85,000	\$112,500
	Engineers PEI	180	\$114,488	\$112,500	\$85,000	\$137,500	143	\$101,154	\$95,000	\$75,000	\$112,500
	PEGNL	487	\$137,207	\$137,500	\$112,500	\$162,500	562	\$126,396	\$112,500	\$95,000	\$137,500

## Member Salary and Benefits Survey 2024

### Salary by Year of Graduation

3 - Salary by Year of Graduation  
(All Associations)



Survey Year	2024					2021					
	Graduation Year	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
2024	2024	30	\$69,052	\$65,000	\$65,000	\$75,000					
2023	2023	112	\$69,409	\$65,000	\$65,000	\$75,000					
2022	2022	162	\$72,615	\$75,000	\$65,000	\$75,000					
2021	2021	142	\$75,074	\$75,000	\$65,000	\$85,000	18	\$58,056	\$55,000	\$55,000	\$65,000
2020	2020	139	\$84,534	\$80,000	\$75,000	\$95,000	85	\$57,887	\$55,000	\$55,000	\$65,000
2019	2019	147	\$86,783	\$85,000	\$75,000	\$95,000	113	\$61,757	\$65,000	\$55,000	\$65,000
2018	2018	137	\$93,816	\$95,000	\$85,000	\$112,500	115	\$65,000	\$65,000	\$55,000	\$75,000
2017	2017	150	\$95,879	\$95,000	\$85,000	\$112,500	130	\$68,837	\$65,000	\$65,000	\$75,000
2016	2016	145	\$97,948	\$95,000	\$85,000	\$112,500	140	\$72,696	\$75,000	\$65,000	\$85,000
2015	2015	140	\$105,093	\$112,500	\$85,000	\$112,500	129	\$81,074	\$85,000	\$65,000	\$85,000
2014	2014	135	\$104,489	\$112,500	\$85,000	\$112,500	138	\$80,274	\$75,000	\$65,000	\$85,000
2013	2013	129	\$112,602	\$112,500	\$95,000	\$137,500	125	\$86,352	\$85,000	\$75,000	\$95,000
2012	2012	125	\$109,016	\$112,500	\$95,000	\$112,500	125	\$87,940	\$85,000	\$75,000	\$95,000
2011	2011	114	\$115,863	\$112,500	\$112,500	\$137,500	119	\$94,655	\$95,000	\$75,000	\$112,500
2010	2010	159	\$116,823	\$112,500	\$95,000	\$137,500	131	\$97,231	\$95,000	\$85,000	\$112,500
2009	2009	126	\$121,680	\$112,500	\$112,500	\$137,500	132	\$102,713	\$95,000	\$85,000	\$112,500
2008	2008	134	\$121,128	\$112,500	\$112,500	\$137,500	149	\$102,772	\$95,000	\$85,000	\$112,500
2007	2007	96	\$127,876	\$137,500	\$112,500	\$137,500	121	\$105,500	\$112,500	\$85,000	\$112,500
2006	2006	88	\$121,824	\$112,500	\$112,500	\$137,500	97	\$105,342	\$95,000	\$85,000	\$112,500
2005	2005	81	\$132,342	\$137,500	\$112,500	\$162,500	99	\$112,653	\$112,500	\$95,000	\$112,500

## Member Salary and Benefits Survey 2024

Survey Year	2024					2021				
Graduation Year	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
2004	101	\$133,724	\$137,500	\$112,500	\$162,500	93	\$113,077	\$112,500	\$95,000	\$137,500
2003	92	\$141,361	\$137,500	\$112,500	\$162,500	96	\$119,787	\$112,500	\$95,000	\$137,500
2002	72	\$139,472	\$137,500	\$112,500	\$162,500	72	\$128,838	\$112,500	\$112,500	\$162,500
2001	78	\$134,426	\$137,500	\$112,500	\$162,500	76	\$116,111	\$112,500	\$95,000	\$137,500
2000	80	\$137,342	\$137,500	\$112,500	\$162,500	76	\$120,367	\$112,500	\$95,000	\$137,500
1999	64	\$135,397	\$137,500	\$112,500	\$162,500	73	\$122,218	\$112,500	\$95,000	\$137,500
1998	74	\$137,153	\$137,500	\$112,500	\$162,500	83	\$121,463	\$112,500	\$95,000	\$137,500
1997	69	\$142,045	\$137,500	\$112,500	\$162,500	73	\$126,581	\$112,500	\$108,125	\$137,500
1996	41	\$135,000	\$137,500	\$112,500	\$162,500	52	\$125,650	\$125,000	\$99,375	\$137,500
1995	64	\$129,741	\$125,000	\$112,500	\$137,500	61	\$124,107	\$112,500	\$112,500	\$137,500
1994	63	\$142,008	\$137,500	\$112,500	\$162,500	49	\$128,021	\$112,500	\$95,000	\$162,500
1993	63	\$143,983	\$137,500	\$112,500	\$162,500	70	\$122,000	\$112,500	\$99,375	\$137,500
1992	51	\$138,950	\$137,500	\$112,500	\$162,500	44	\$121,591	\$112,500	\$95,000	\$137,500
1991	39	\$143,333	\$137,500	\$112,500	\$175,000	49	\$127,660	\$112,500	\$103,750	\$150,000
1990	40	\$131,014	\$112,500	\$95,000	\$162,500	55	\$121,154	\$112,500	\$95,000	\$137,500
1989	39	\$145,526	\$137,500	\$137,500	\$162,500	56	\$127,963	\$125,000	\$112,500	\$137,500
1988	51	\$147,287	\$137,500	\$112,500	\$187,500	54	\$126,394	\$112,500	\$112,500	\$137,500
1987	34	\$133,333	\$137,500	\$112,500	\$156,250	71	\$131,231	\$112,500	\$112,500	\$162,500
1986	23	\$143,750	\$137,500	\$131,250	\$162,500	34	\$131,970	\$137,500	\$112,500	\$137,500
1985	19	\$150,735	\$137,500	\$137,500	\$162,500	31	\$137,593	\$137,500	\$112,500	\$162,500
1984	21	\$150,000	\$137,500	\$137,500	\$181,250	28	\$133,068	\$137,500	\$112,500	\$162,500
1983	14	\$142,727	\$137,500	\$112,500	\$162,500	29	\$135,652	\$137,500	\$112,500	\$175,000
1982	20	\$149,583	\$150,000	\$112,500	\$171,875	35	\$126,111	\$137,500	\$112,500	\$137,500
1981	13	\$156,944	\$162,500	\$137,500	\$162,500	32	\$123,800	\$112,500	\$95,000	\$137,500
1980	12	\$167,857	\$162,500	\$150,000	\$187,500	20	\$146,875	\$150,000	\$112,500	\$168,750
<b>Total</b>	<b>3780</b>	<b>\$113,683</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>	<b>3485</b>	<b>\$102,218</b>	<b>\$95,000</b>	<b>\$75,000</b>	<b>\$112,500</b>

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**Member Salary and Benefits Survey 2024**

**Salary by Year of Graduation and Gender Identity**

Gender	Man		Woman		Other	
	Response Count	Mean Salary	Response Count	Mean Salary	Response Count	Mean Salary
2024	18	\$69,861	9	\$68,333	3	-
2023	84	\$67,202	21	\$76,905	7	\$75,000
2022	107	\$73,481	37	\$70,676	18	\$70,000
2021	97	\$75,438	36	\$73,056	9	\$87,500
2020	92	\$84,505	33	\$86,591	14	\$78,000
2019	96	\$87,839	41	\$83,902	10	\$89,583
2018	87	\$91,580	34	\$93,456	16	\$111,042
2017	107	\$96,215	31	\$97,984	12	\$81,429
2016	109	\$98,211	26	\$95,769	10	\$100,750
2015	96	\$104,557	33	\$105,833	11	\$109,583
2014	92	\$104,891	34	\$101,912	9	\$112,917
2013	94	\$110,878	21	\$120,238	14	\$112,813
2012	83	\$110,783	29	\$104,052	13	\$108,750
2011	85	\$116,412	20	\$111,250	9	\$121,563
2010	112	\$116,652	33	\$113,939	14	\$128,250
2009	90	\$122,389	24	\$120,208	12	\$118,125
2008	100	\$124,250	21	\$112,500	13	\$110,208
2007	76	\$126,053	15	\$134,167	5	\$150,000
2006	65	\$124,883	17	\$112,059	6	\$114,375
2005	54	\$135,324	15	\$128,500	12	\$122,000
2004	68	\$130,037	23	\$134,886	10	\$161,875
2003	64	\$142,266	20	\$130,875	8	\$166,667
2002	56	\$143,036	12	\$115,000	4	-
2001	56	\$137,545	18	\$120,294	4	-
2000	58	\$138,147	17	\$127,206	5	\$168,750
1999	44	\$140,398	17	\$119,688	3	-
1998	52	\$138,824	15	\$127,167	7	\$147,917
1997	36	\$147,986	23	\$132,717	10	\$142,143
1996	27	\$140,556	9	\$110,938	5	\$156,250
1995	49	\$127,908	8	\$136,786	7	\$150,000
1994	54	\$141,204	5	\$142,500	4	-
1993	52	\$143,873	7	\$142,143	4	-



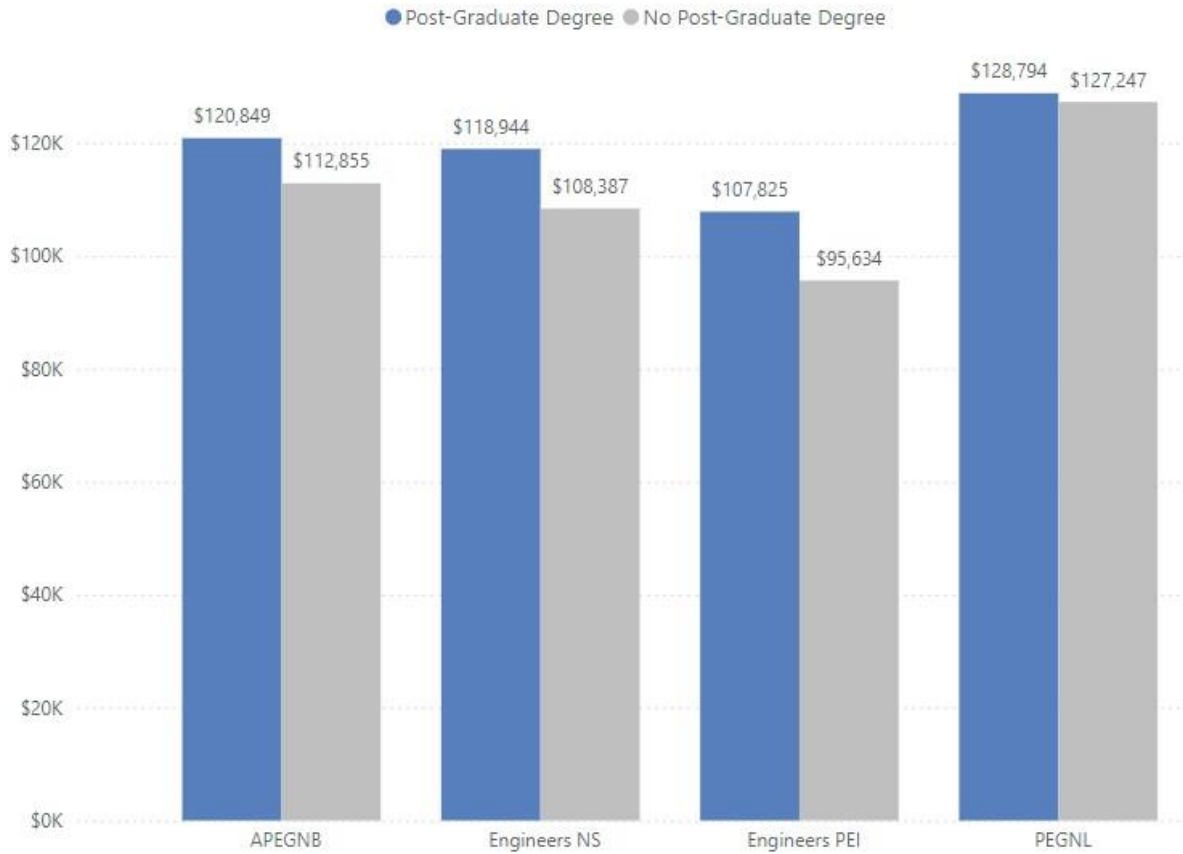
## Member Salary and Benefits Survey 2024

Gender	Man		Woman		Other	
Graduation Year	Response Count	Mean Salary	Response Count	Mean Salary	Response Count	Mean Salary
1992	43	\$138,779	4	-	4	-
1991	33	\$145,909	3	-	3	-
1990	32	\$133,750	7	\$119,286	1	-
1989	31	\$146,532	4	-	4	-
1988	43	\$148,256	2	-	6	\$175,000
1987	27	\$135,769	2	-	5	\$106,250
1986	21	\$144,079	1	-	1	-
1985	15	\$151,786	2	-	2	-
1984	15	\$152,885	1	-	5	\$112,500
1983	11	\$147,500			3	-
1982	16	\$154,545			4	-
1981	10	\$156,250			3	-
1980	8	\$167,857			4	-

**Member Salary and Benefits Survey 2024**

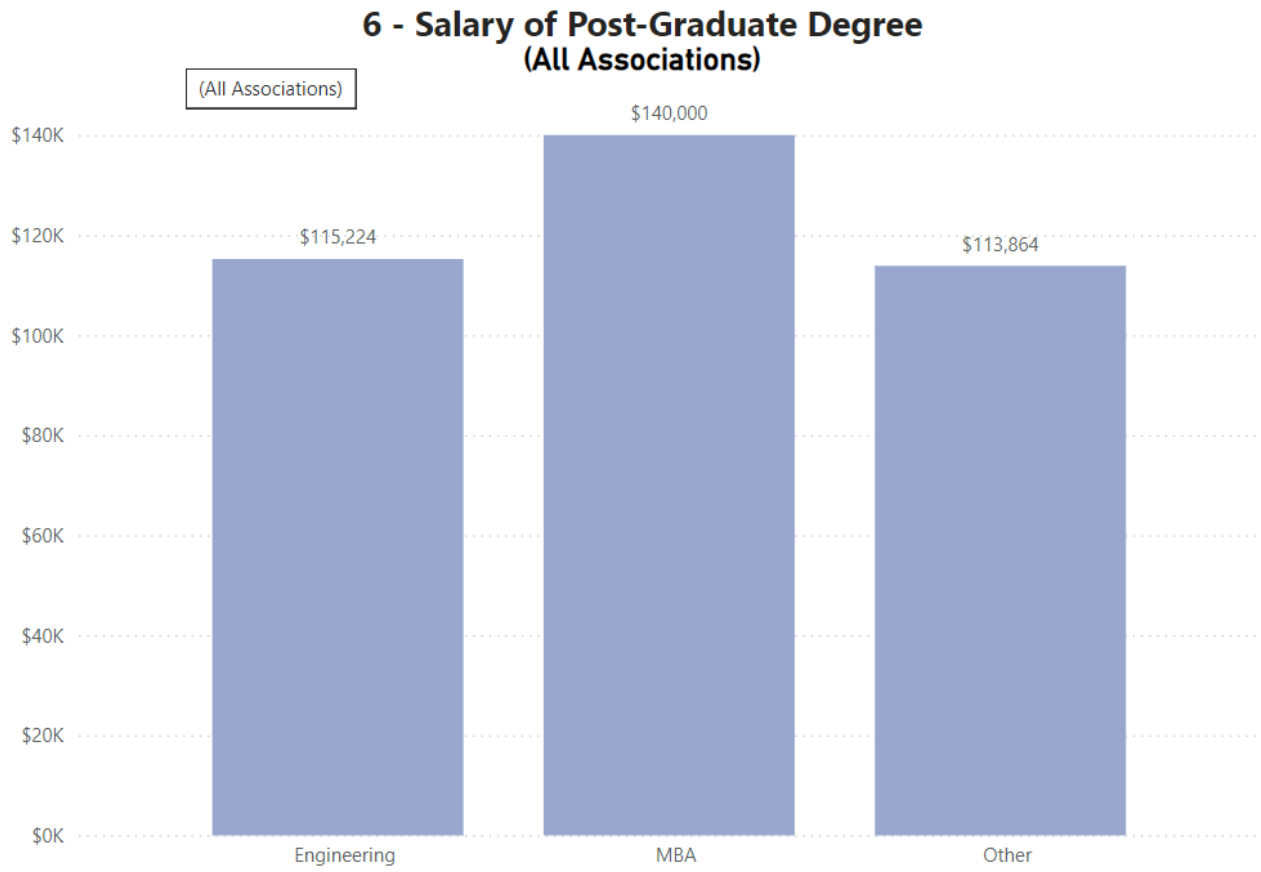
**Salary by Post-Graduate Studies**

**5 - Salary by Post-Graduate Studies  
Mean Salary**



Post-Grad Status	No Post-Graduate Degree					Post-Graduate Degree				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
APEGNB	727	\$112,855	\$112,500	\$85,000	\$137,500	287	\$120,849	\$112,500	\$95,000	\$137,500
Engineers NS	1442	\$108,387	\$112,500	\$85,000	\$137,500	422	\$118,944	\$112,500	\$95,000	\$137,500
Engineers PEI	219	\$95,634	\$85,000	\$75,000	\$112,500	79	\$107,825	\$112,500	\$75,000	\$137,500
PEGNL	453	\$127,247	\$112,500	\$95,000	\$162,500	151	\$128,794	\$112,500	\$112,500	\$162,500
<b>Total</b>	<b>2841</b>	<b>\$111,573</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>	<b>939</b>	<b>\$120,153</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$137,500</b>

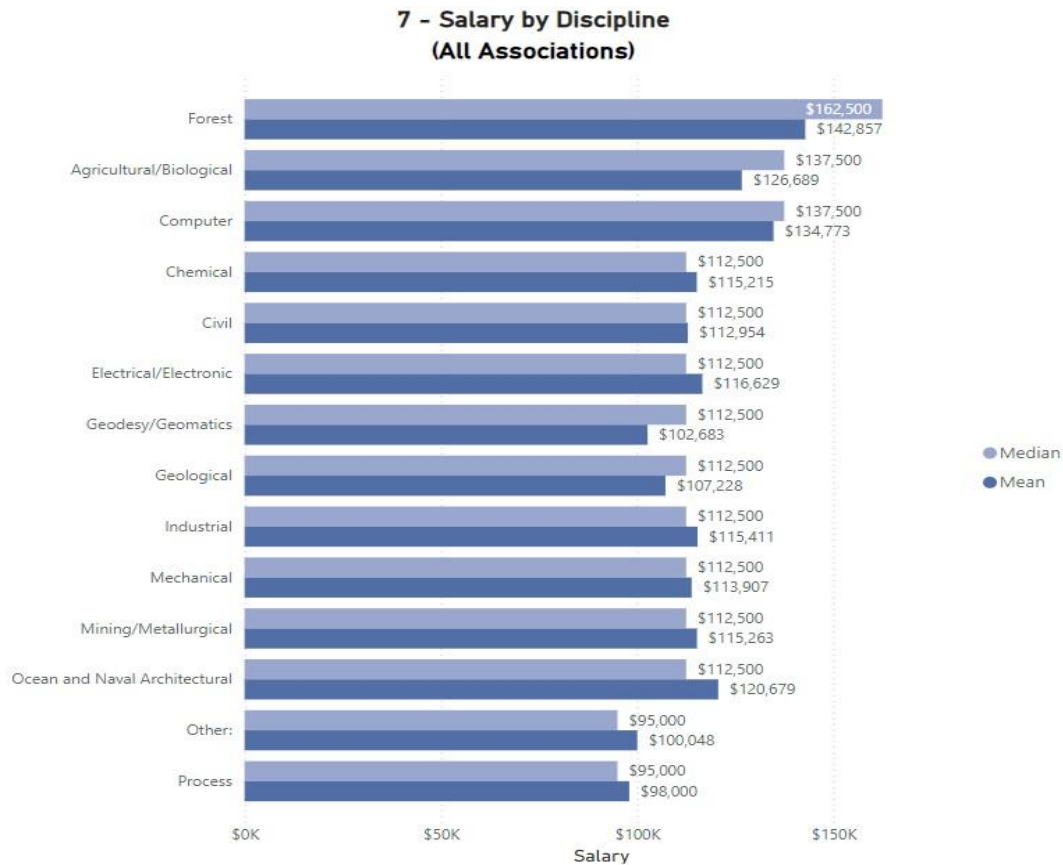
**Mean Salary by Post-Graduate Degree**



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## Member Salary and Benefits Survey 2024

### Salary by Discipline

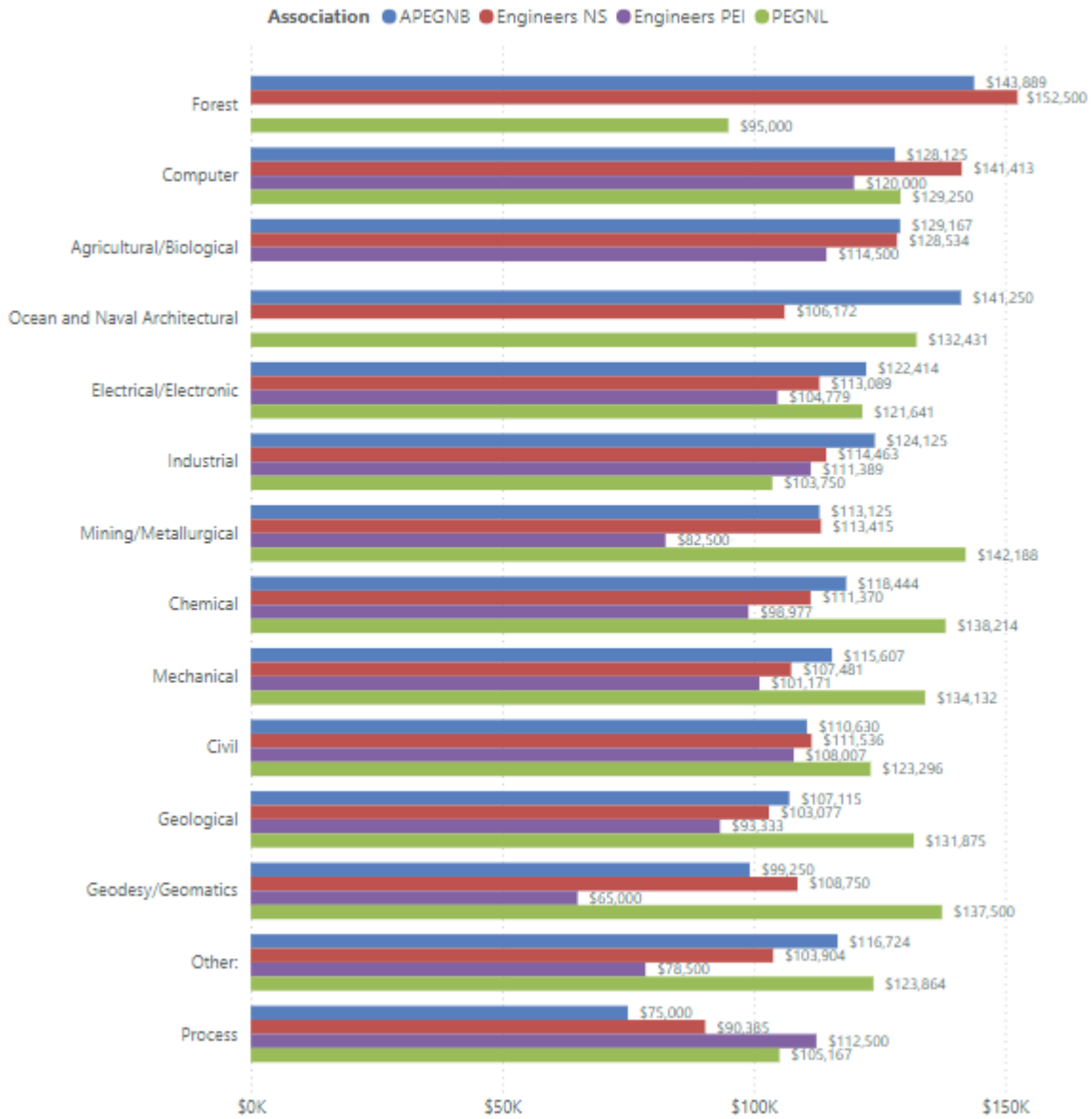


### Other Disciplines:

Biomedical Mechanical, Software, Structural, Environmental, Biomedical, Systems Design, Environmental, Systems, Aerospace, Building Science, Architectural Conservation and Sustainability, Materials, Environmental Engineering, Sustainable Design Engineering, Design, materials science, Sustainable Design - Mechatronic systems, mechatronics, Surveying, Environment, Building Engineering, Sustainable design, Sustainable Design Engineer, Industrial, Engineering, Industrial & Manufacturing, Mechatronic, Bioresource Engineering, Civil - Earth and Environment, Aeronautical, Engineering Physics, Design Engineering, Civil Engineering with Environmental Option, Automated Production Engineering, Materials Science and Engineering, Water Resources, Biological with Environmental Option, Agriculture, Material Science and Engineering, Metallurgical, Nuclear, Petroleum, Environmental- Water/Wastewater, BSc. Sustainable Design Engineering, Sustainable and Renewable Energy Engineering, Instrumentation and Controls, Biological, Water Resource Engineering, Ocean Engineering, Metallurgical Engineering, Bioresources, Engineering-Physics

Member Salary and Benefits Survey 2024

8 - Salary by Discipline  
Mean Salary



## Member Salary and Benefits Survey 2024

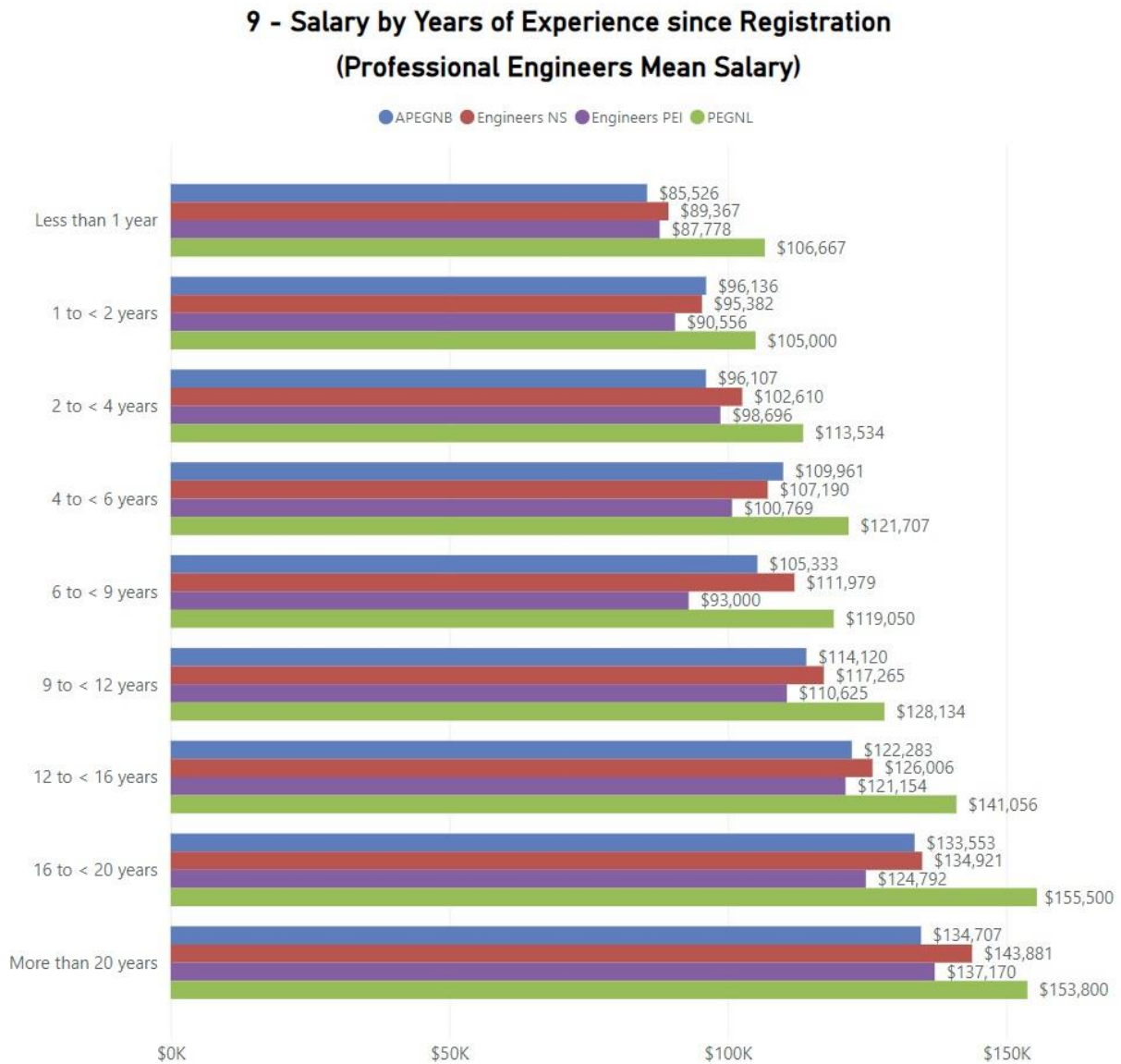
### Mean Salary by Discipline

Discipline	Association	Response Count	Mean	Median	Lower Quartile	Upper Quartile
Agricultural/Biological	<b>Total</b>	<b>38</b>	<b>\$126,689</b>	<b>\$137,500</b>	<b>\$112,500</b>	<b>\$137,500</b>
	APEGNB	3	-	-	-	-
	Engineers NS	30	\$128,534	\$137,500	\$112,500	\$162,500
	Engineers PEI	5	\$114,500	\$112,500	\$85,000	\$137,500
Chemical	<b>Total</b>	<b>279</b>	<b>\$115,215</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>
	APEGNB	103	\$118,444	\$112,500	\$95,000	\$137,500
	Engineers NS	128	\$111,370	\$112,500	\$75,000	\$137,500
	Engineers PEI	24	\$98,977	\$95,000	\$77,500	\$112,500
	PEGNL	24	\$138,214	\$112,500	\$112,500	\$187,500
Civil	<b>Total</b>	<b>1134</b>	<b>\$112,954</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>
	APEGNB	385	\$110,630	\$112,500	\$85,000	\$137,500
	Engineers NS	493	\$111,536	\$112,500	\$85,000	\$137,500
	Engineers PEI	70	\$108,007	\$112,500	\$85,000	\$137,500
	PEGNL	186	\$123,296	\$112,500	\$95,000	\$137,500
Computer	<b>Total</b>	<b>45</b>	<b>\$134,773</b>	<b>\$137,500</b>	<b>\$112,500</b>	<b>\$162,500</b>
	APEGNB	8	\$128,125	\$125,000	\$112,500	\$137,500
	Engineers NS	24	\$141,413	\$137,500	\$103,750	\$162,500
	Engineers PEI	3	-	-	-	-
	PEGNL	10	\$129,250	\$125,000	\$112,500	\$137,500
Electrical/Electronic	<b>Total</b>	<b>563</b>	<b>\$116,629</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>
	APEGNB	150	\$122,414	\$112,500	\$95,000	\$137,500
	Engineers NS	274	\$113,089	\$112,500	\$85,000	\$137,500
	Engineers PEI	36	\$104,779	\$95,000	\$77,500	\$112,500
	PEGNL	103	\$121,641	\$112,500	\$92,500	\$137,500
Forest	<b>Total</b>	<b>15</b>	<b>\$142,857</b>	<b>\$162,500</b>	<b>\$99,375</b>	<b>\$181,250</b>
	APEGNB	9	\$143,889	\$162,500	\$112,500	\$187,500
	Engineers NS	5	\$152,500	\$162,500	\$143,125	\$171,875
	PEGNL	1	-	-	-	-
Geodesy/Geomatics	<b>Total</b>	<b>42</b>	<b>\$102,683</b>	<b>\$112,500</b>	<b>\$75,000</b>	<b>\$137,500</b>
	APEGNB	20	\$99,250	\$103,750	\$75,000	\$112,500
	Engineers NS	19	\$108,750	\$112,500	\$75,000	\$137,500
	Engineers PEI	2	-	-	-	-
	PEGNL	1	-	-	-	-
Geological	<b>Total</b>	<b>46</b>	<b>\$107,228</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$112,500</b>
	APEGNB	26	\$107,115	\$112,500	\$85,000	\$112,500
	Engineers NS	13	\$103,077	\$112,500	\$85,000	\$112,500
	Engineers PEI	3	-	-	-	-
	PEGNL	4	-	-	-	-
Industrial	<b>Total</b>	<b>157</b>	<b>\$115,411</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$137,500</b>
	APEGNB	20	\$124,125	\$112,500	\$95,000	\$137,500
	Engineers NS	125	\$114,463	\$112,500	\$85,000	\$137,500
	Engineers PEI	10	\$111,389	\$112,500	\$112,500	\$137,500
	PEGNL	2	-	-	-	-

## Member Salary and Benefits Survey 2024

Discipline	Association	Response Count	Mean	Median	Lower Quartile	Upper Quartile
Mechanical	<b>Total</b>	<b>1077</b>	<b>\$113,907</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>
	APEGNB	253	\$115,607	\$112,500	\$85,000	\$137,500
	Engineers NS	541	\$107,481	\$112,500	\$85,000	\$137,500
	Engineers PEI	84	\$101,171	\$95,000	\$75,000	\$112,500
	PEGNL	199	\$134,132	\$137,500	\$112,500	\$162,500
Mining/Metallurgical	<b>Total</b>	<b>59</b>	<b>\$115,263</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$137,500</b>
	APEGNB	5	\$113,125	\$125,000	\$100,625	\$137,500
	Engineers NS	42	\$113,415	\$112,500	\$95,000	\$137,500
	Engineers PEI	4	-	-	-	-
	PEGNL	8	\$142,188	\$137,500	\$112,500	\$162,500
Ocean and Naval Architectural	<b>Total</b>	<b>72</b>	<b>\$120,679</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$137,500</b>
	APEGNB	2	-	-	-	-
	Engineers NS	33	\$106,172	\$95,000	\$92,500	\$112,500
	PEGNL	37	\$132,431	\$137,500	\$108,125	\$162,500
Other:	<b>Total</b>	<b>221</b>	<b>\$100,048</b>	<b>\$95,000</b>	<b>\$75,000</b>	<b>\$112,500</b>
	APEGNB	29	\$116,724	\$112,500	\$75,000	\$162,500
	Engineers NS	123	\$103,904	\$112,500	\$85,000	\$112,500
	Engineers PEI	56	\$78,500	\$75,000	\$65,000	\$90,000
	PEGNL	13	\$123,864	\$112,500	\$95,000	\$150,000
Process	<b>Total</b>	<b>32</b>	<b>\$98,000</b>	<b>\$95,000</b>	<b>\$77,500</b>	<b>\$112,500</b>
	APEGNB	1	-	-	-	-
	Engineers NS	14	\$90,385	\$85,000	\$75,000	\$112,500
	Engineers PEI	1	-	-	-	-
	PEGNL	16	\$105,167	\$95,000	\$85,000	\$125,000
<b>All Disciplines</b>		<b>3780</b>	<b>\$113,683</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>

**Mean Salary by Years of Experience as a Professional Engineer**



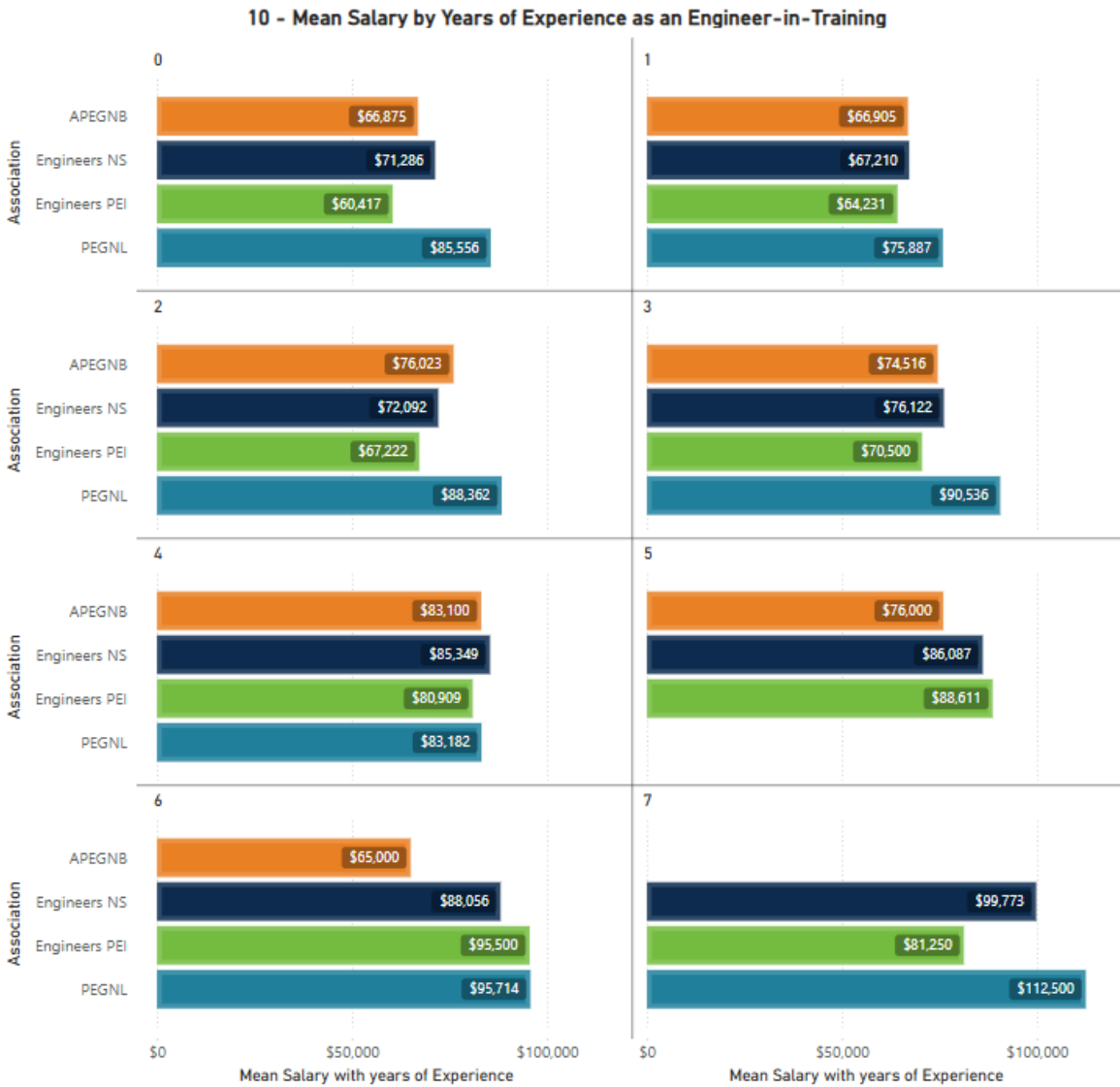


**Member Salary and Benefits Survey 2024**

***Salary by Years of Experience Since Registration (Professional Engineers Mean Salary)***

Years of Experience	Association	Response Count	Mean	Median	Lower Quartile	Upper Quartile
Less than 1 year	<b>Total</b>	<b>121</b>	<b>\$89,634</b>	<b>\$85,000</b>	<b>\$75,000</b>	<b>\$95,000</b>
	APEGNB	19	\$85,526	\$75,000	\$75,000	\$95,000
	Engineers NS	87	\$89,543	\$85,000	\$75,000	\$95,000
	Engineers PEI	9	\$87,778	\$85,000	\$75,000	\$95,000
	PEGNL	6	\$106,667	\$112,500	\$99,375	\$112,500
1 to < 2 years	<b>Total</b>	<b>133</b>	<b>\$96,423</b>	<b>\$95,000</b>	<b>\$85,000</b>	<b>\$112,500</b>
	APEGNB	34	\$96,136	\$95,000	\$85,000	\$112,500
	Engineers NS	74	\$95,382	\$95,000	\$85,000	\$95,000
	Engineers PEI	9	\$90,556	\$85,000	\$75,000	\$85,000
	PEGNL	16	\$105,000	\$112,500	\$92,500	\$112,500
2 to < 4 years	<b>Total</b>	<b>255</b>	<b>\$101,928</b>	<b>\$95,000</b>	<b>\$85,000</b>	<b>\$112,500</b>
	APEGNB	61	\$96,107	\$85,000	\$85,000	\$112,500
	Engineers NS	142	\$102,610	\$95,000	\$85,000	\$112,500
	Engineers PEI	23	\$98,696	\$95,000	\$85,000	\$112,500
	PEGNL	29	\$113,534	\$112,500	\$95,000	\$112,500
4 to < 6 years	<b>Total</b>	<b>244</b>	<b>\$110,073</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$112,500</b>
	APEGNB	65	\$109,961	\$112,500	\$85,000	\$112,500
	Engineers NS	125	\$107,190	\$112,500	\$95,000	\$112,500
	Engineers PEI	13	\$100,769	\$95,000	\$85,000	\$112,500
	PEGNL	41	\$121,707	\$112,500	\$95,000	\$137,500
6 to < 9 years	<b>Total</b>	<b>312</b>	<b>\$110,561</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$112,500</b>
	APEGNB	78	\$105,333	\$112,500	\$85,000	\$112,500
	Engineers NS	166	\$111,979	\$112,500	\$95,000	\$112,500
	Engineers PEI	16	\$93,000	\$95,000	\$85,000	\$103,750
	PEGNL	52	\$119,050	\$112,500	\$112,500	\$137,500
9 to < 12 years	<b>Total</b>	<b>320</b>	<b>\$118,376</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$137,500</b>
	APEGNB	74	\$114,120	\$112,500	\$95,000	\$137,500
	Engineers NS	154	\$117,265	\$112,500	\$112,500	\$137,500
	Engineers PEI	24	\$110,625	\$112,500	\$85,000	\$112,500
	PEGNL	68	\$128,134	\$137,500	\$112,500	\$137,500
12 to < 16 years	<b>Total</b>	<b>403</b>	<b>\$127,372</b>	<b>\$112,500</b>	<b>\$112,500</b>	<b>\$137,500</b>
	APEGNB	129	\$122,283	\$112,500	\$95,000	\$137,500
	Engineers NS	185	\$126,006	\$112,500	\$112,500	\$137,500
	Engineers PEI	14	\$121,154	\$137,500	\$112,500	\$137,500
	PEGNL	75	\$141,056	\$137,500	\$112,500	\$150,000
16 to < 20 years	<b>Total</b>	<b>303</b>	<b>\$138,565</b>	<b>\$137,500</b>	<b>\$112,500</b>	<b>\$162,500</b>
	APEGNB	97	\$133,553	\$112,500	\$112,500	\$162,500
	Engineers NS	128	\$134,921	\$137,500	\$112,500	\$156,250
	Engineers PEI	12	\$124,792	\$112,500	\$112,500	\$137,500
	PEGNL	66	\$155,500	\$162,500	\$137,500	\$162,500
More than 20 years	<b>Total</b>	<b>906</b>	<b>\$141,586</b>	<b>\$137,500</b>	<b>\$112,500</b>	<b>\$162,500</b>
	APEGNB	323	\$134,707	\$137,500	\$112,500	\$162,500
	Engineers NS	389	\$143,881	\$137,500	\$112,500	\$162,500
	Engineers PEI	60	\$137,170	\$137,500	\$112,500	\$162,500
	PEGNL	134	\$153,800	\$162,500	\$137,500	\$187,500
<b>All Experience Levels</b>		<b>2997</b>	<b>\$123,186</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$137,500</b>

**Mean Salary by Years of Experience as an Engineer-in-Training**



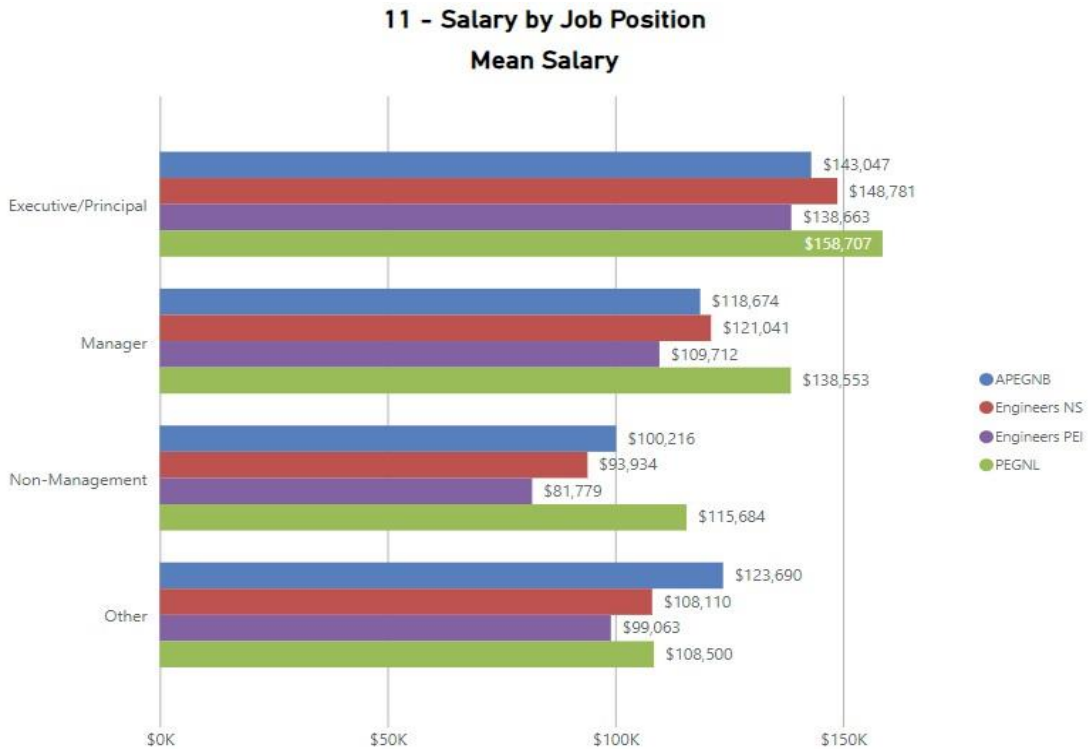
## Member Salary and Benefits Survey 2024

### ***Engineers-in-Training Salary by Years of Experience since Registration***

Years of Experience	Association	Response Count	Mean Salary	Median Salary	Lower Quartile	Upper Quartile
0	<b>Total</b>	<b>79</b>	<b>\$70,478</b>	<b>\$65,000</b>	<b>\$65,000</b>	<b>\$75,000</b>
	APEGNB	15	\$66,875	\$70,000	\$55,000	\$75,000
	Engineers NS	38	\$71,286	\$65,000	\$65,000	\$75,000
	Engineers PEI	12	\$60,417	\$65,000	\$55,000	\$65,000
	PEGNL	14	\$85,556	\$85,000	\$75,000	\$95,000
1	<b>Total</b>	<b>139</b>	<b>\$68,881</b>	<b>\$65,000</b>	<b>\$65,000</b>	<b>\$75,000</b>
	APEGNB	22	\$66,905	\$65,000	\$55,000	\$75,000
	Engineers NS	72	\$67,210	\$65,000	\$65,000	\$75,000
	Engineers PEI	13	\$64,231	\$65,000	\$55,000	\$65,000
	PEGNL	32	\$75,887	\$75,000	\$65,000	\$85,000
2	<b>Total</b>	<b>187</b>	<b>\$74,517</b>	<b>\$75,000</b>	<b>\$65,000</b>	<b>\$75,000</b>
	APEGNB	26	\$76,023	\$65,000	\$65,000	\$85,000
	Engineers NS	100	\$72,092	\$75,000	\$65,000	\$75,000
	Engineers PEI	30	\$67,222	\$65,000	\$60,000	\$75,000
	PEGNL	31	\$88,362	\$75,000	\$65,000	\$85,000
3	<b>Total</b>	<b>164</b>	<b>\$76,551</b>	<b>\$75,000</b>	<b>\$65,000</b>	<b>\$85,000</b>
	APEGNB	32	\$74,516	\$65,000	\$65,000	\$85,000
	Engineers NS	101	\$76,122	\$75,000	\$65,000	\$85,000
	Engineers PEI	15	\$70,500	\$75,000	\$65,000	\$75,000
	PEGNL	16	\$90,536	\$80,000	\$75,000	\$85,000
4	<b>Total</b>	<b>90</b>	<b>\$83,917</b>	<b>\$75,000</b>	<b>\$75,000</b>	<b>\$92,500</b>
	APEGNB	25	\$83,100	\$75,000	\$65,000	\$95,000
	Engineers NS	43	\$85,349	\$85,000	\$75,000	\$90,000
	Engineers PEI	11	\$80,909	\$75,000	\$75,000	\$80,000
	PEGNL	11	\$83,182	\$85,000	\$80,000	\$85,000
5	<b>Total</b>	<b>42</b>	<b>\$84,226</b>	<b>\$85,000</b>	<b>\$75,000</b>	<b>\$95,000</b>
	APEGNB	10	\$76,000	\$75,000	\$65,000	\$85,000
	Engineers NS	23	\$86,087	\$85,000	\$75,000	\$95,000
	Engineers PEI	9	\$88,611	\$85,000	\$75,000	\$95,000
6	<b>Total</b>	<b>22</b>	<b>\$91,136</b>	<b>\$95,000</b>	<b>\$77,500</b>	<b>\$108,125</b>
	APEGNB	1	-	-	-	-
	Engineers NS	9	\$88,056	\$95,000	\$75,000	\$95,000
	Engineers PEI	5	\$95,500	\$112,500	\$85,000	\$112,500
	PEGNL	7	\$95,714	\$95,000	\$90,000	\$103,750
7	<b>Total</b>	<b>18</b>	<b>\$94,306</b>	<b>\$95,000</b>	<b>\$85,000</b>	<b>\$108,125</b>
	Engineers NS	11	\$99,773	\$95,000	\$85,000	\$103,750
	Engineers PEI	6	\$81,250	\$80,000	\$67,500	\$92,500
	PEGNL	1	-	-	-	-

## Member Salary and Benefits Survey 2024

### Mean Salary by Job Position

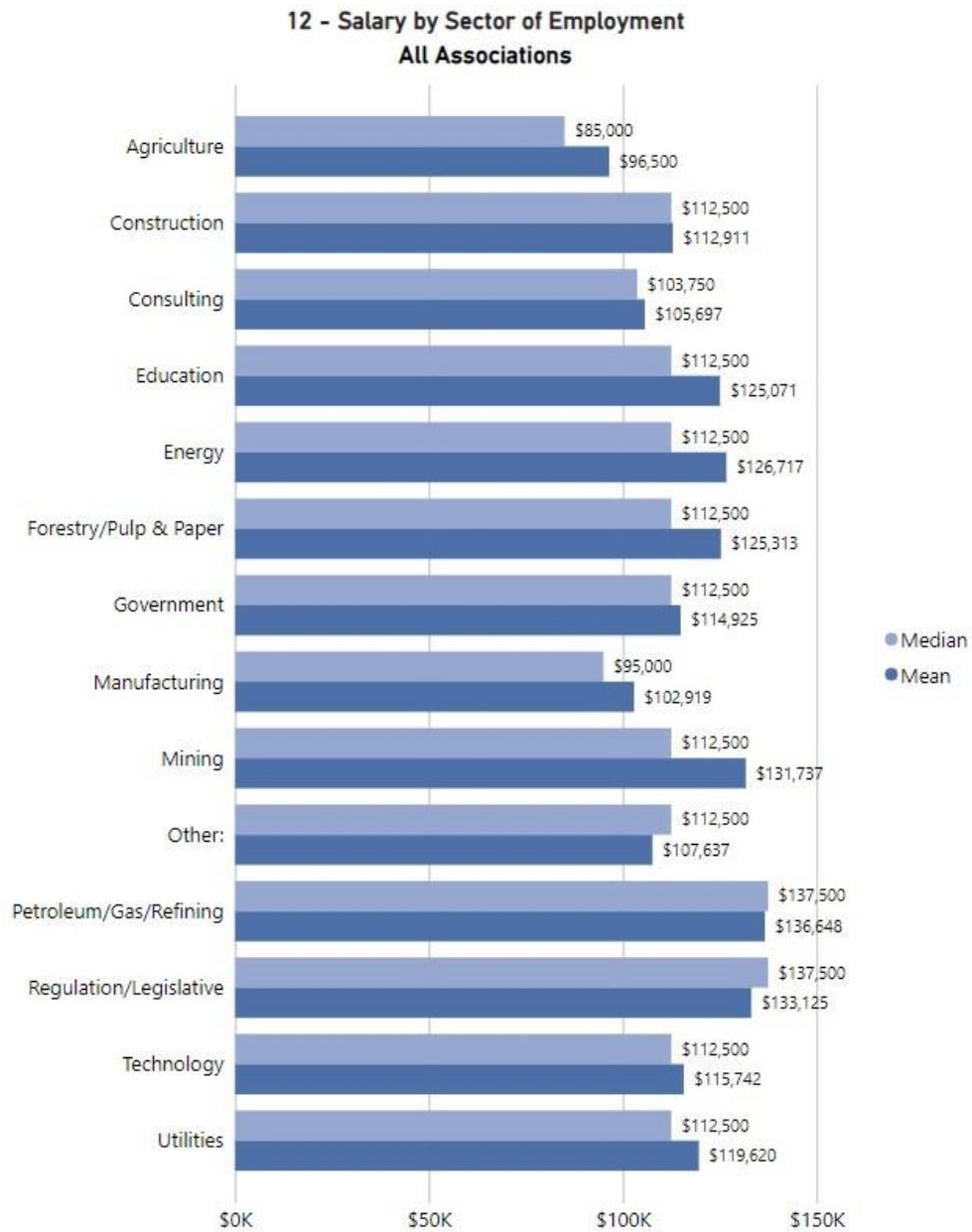


Job Position	Association	Response Count	Mean	Median	Lower Quartile	Upper Quartile
Executive/Principal	<b>Total</b>	<b>520</b>	<b>\$147,157</b>	<b>\$137,500</b>	<b>\$112,500</b>	<b>\$187,500</b>
	APEGNB	169	\$143,047	\$137,500	\$112,500	\$162,500
	Engineers NS	248	\$148,781	\$137,500	\$137,500	\$187,500
	Engineers PEI	45	\$138,663	\$137,500	\$112,500	\$162,500
	PEGNL	58	\$158,707	\$162,500	\$137,500	\$187,500
Manager	<b>Total</b>	<b>1229</b>	<b>\$122,439</b>	<b>\$112,500</b>	<b>\$112,500</b>	<b>\$137,500</b>
	APEGNB	363	\$118,674	\$112,500	\$95,000	\$137,500
	Engineers NS	590	\$121,041	\$112,500	\$112,500	\$137,500
	Engineers PEI	78	\$109,712	\$112,500	\$95,000	\$112,500
	PEGNL	198	\$138,553	\$137,500	\$112,500	\$162,500
Non-Management	<b>Total</b>	<b>1778</b>	<b>\$98,166</b>	<b>\$95,000</b>	<b>\$75,000</b>	<b>\$112,500</b>
	APEGNB	419	\$100,216	\$95,000	\$75,000	\$112,500
	Engineers NS	901	\$93,934	\$95,000	\$75,000	\$112,500
	Engineers PEI	150	\$81,779	\$75,000	\$65,000	\$95,000
	PEGNL	308	\$115,684	\$112,500	\$90,000	\$137,500
Other	<b>Total</b>	<b>253</b>	<b>\$110,134</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>
	APEGNB	63	\$123,690	\$112,500	\$112,500	\$137,500
	Engineers NS	125	\$108,110	\$112,500	\$85,000	\$112,500
	Engineers PEI	25	\$99,063	\$90,000	\$75,000	\$112,500
	PEGNL	40	\$108,500	\$112,500	\$75,000	\$137,500
<b>All Positions</b>		<b>3780</b>	<b>\$113,683</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>

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**Member Salary and Benefits Survey 2024**

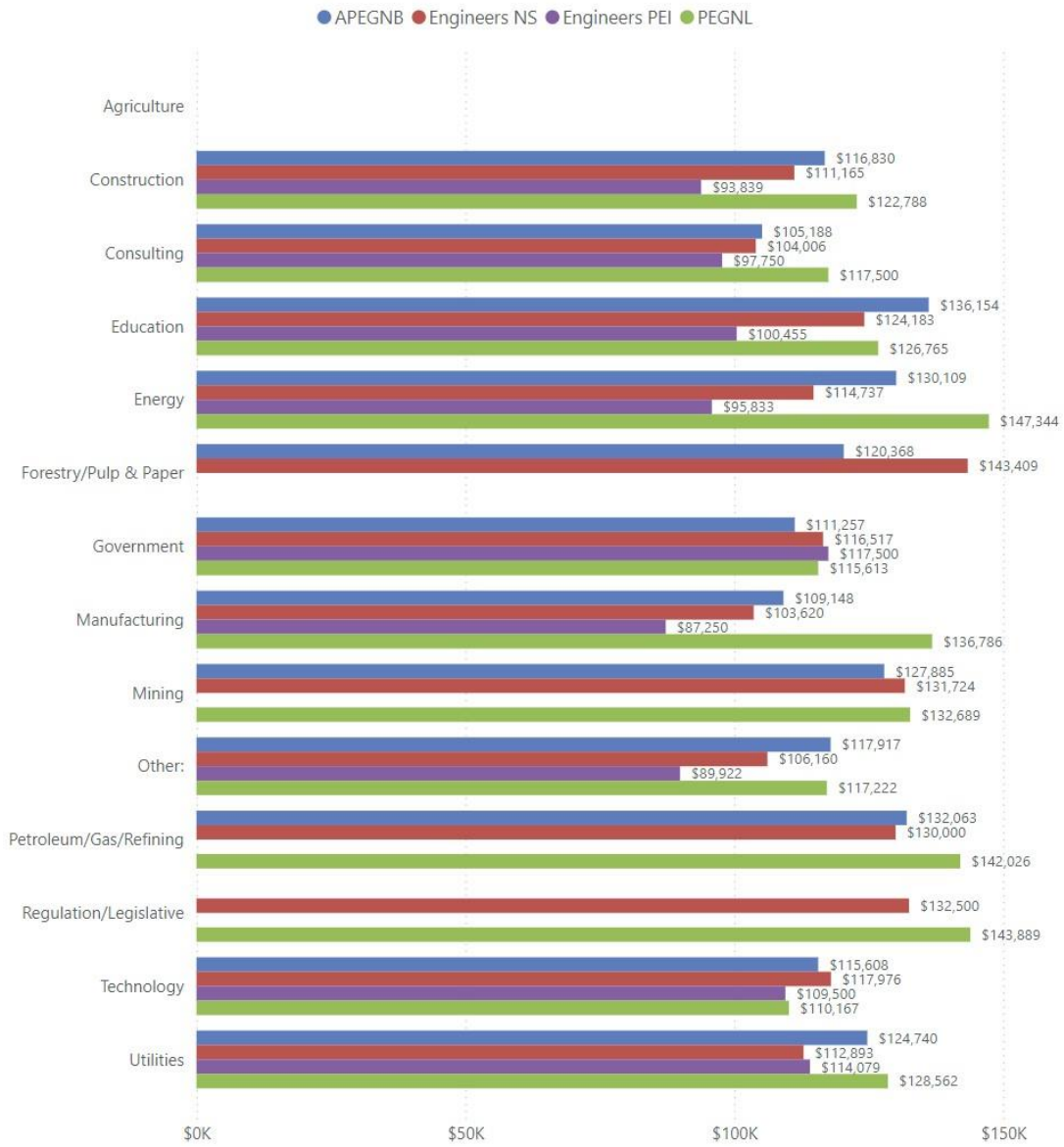
**Salary by Sector of Employment**



# Member Salary and Benefits Survey 2024

## 13 - Salary by Sector of Employment

### Mean Salary



## Member Salary and Benefits Survey 2024

Survey Year		2024					2021				
Sector	Association	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Agriculture	<b>Total</b>	<b>5</b>	<b>\$96,500</b>	<b>\$85,000</b>	<b>\$85,000</b>	<b>\$112,500</b>	<b>18</b>	<b>\$81,324</b>	<b>\$75,000</b>	<b>\$55,000</b>	<b>\$108,125</b>
	APEGNB	2	-	-	-	-	6	\$68,333	\$65,000	\$57,500	\$72,500
	Engineers NS	2	-	-	-	-	11	\$87,750	\$85,000	\$55,000	\$112,500
	Engineers PEI	1	-	-	-	-	1	-	-	-	-
Construction	<b>Total</b>	<b>385</b>	<b>\$112,911</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>	<b>351</b>	<b>\$101,103</b>	<b>\$95,000</b>	<b>\$75,000</b>	<b>\$112,500</b>
	APEGNB	97	\$116,830	\$112,500	\$85,000	\$137,500	92	\$97,201	\$85,000	\$75,000	\$112,500
	Engineers NS	208	\$111,165	\$112,500	\$85,000	\$137,500	178	\$98,065	\$95,000	\$75,000	\$112,500
	Engineers PEI	28	\$93,839	\$80,000	\$65,000	\$112,500	20	\$88,375	\$75,000	\$62,500	\$99,375
	PEGNL	52	\$122,788	\$112,500	\$85,000	\$143,750	61	\$120,292	\$112,500	\$85,000	\$137,500
Consulting	<b>Total</b>	<b>849</b>	<b>\$105,697</b>	<b>\$103,750</b>	<b>\$85,000</b>	<b>\$137,500</b>	<b>802</b>	<b>\$92,912</b>	<b>\$85,000</b>	<b>\$65,000</b>	<b>\$112,500</b>
	APEGNB	258	\$105,188	\$95,000	\$85,000	\$112,500	267	\$92,490	\$85,000	\$65,000	\$112,500
	Engineers NS	418	\$104,006	\$95,000	\$75,000	\$112,500	378	\$90,661	\$85,000	\$65,000	\$112,500
	Engineers PEI	62	\$97,750	\$85,000	\$75,000	\$112,500	42	\$77,738	\$75,000	\$57,500	\$85,000
	PEGNL	111	\$117,500	\$112,500	\$95,000	\$137,500	115	\$106,853	\$95,000	\$75,000	\$137,500
Education	<b>Total</b>	<b>108</b>	<b>\$125,071</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$162,500</b>	<b>126</b>	<b>\$115,471</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>
	APEGNB	26	\$136,154	\$137,500	\$112,500	\$162,500	45	\$117,667	\$112,500	\$85,000	\$137,500
	Engineers NS	54	\$124,183	\$112,500	\$95,000	\$162,500	55	\$116,275	\$95,000	\$80,000	\$137,500
	Engineers PEI	11	\$100,455	\$112,500	\$85,000	\$112,500	7	\$84,286	\$85,000	\$65,000	\$98,750
	PEGNL	17	\$126,765	\$112,500	\$112,500	\$162,500	19	\$119,605	\$112,500	\$95,000	\$137,500

## Member Salary and Benefits Survey 2024

Survey Year		2024					2021				
Sector	Association	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Energy	<b>Total</b>	<b>167</b>	<b>\$126,717</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$162,500</b>		-	-	-	-
	APEGNB	46	\$130,109	\$137,500	\$112,500	\$156,250		-	-	-	-
	Engineers NS	58	\$114,737	\$112,500	\$75,000	\$137,500		-	-	-	-
	Engineers PEI	15	\$95,833	\$95,000	\$70,000	\$112,500		-	-	-	-
	PEGNL	48	\$147,344	\$150,000	\$112,500	\$190,625		-	-	-	-
Forestry/Pulp & Paper	<b>Total</b>	<b>49</b>	<b>\$125,313</b>	<b>\$112,500</b>	<b>\$108,125</b>	<b>\$137,500</b>	<b>69</b>	<b>\$110,978</b>	<b>\$95,000</b>	<b>\$75,000</b>	<b>\$137,500</b>
	APEGNB	34	\$120,368	\$112,500	\$95,000	\$137,500	56	\$107,500	\$95,000	\$75,000	\$137,500
	Engineers NS	11	\$143,409	\$137,500	\$125,000	\$162,500	13	\$125,962	\$137,500	\$95,000	\$162,500
	PEGNL	4	-	-	-	-		-	-	-	-
Government	<b>Total</b>	<b>569</b>	<b>\$114,925</b>	<b>\$112,500</b>	<b>\$95,000</b>	<b>\$137,500</b>	<b>519</b>	<b>\$101,668</b>	<b>\$95,000</b>	<b>\$85,000</b>	<b>\$112,500</b>
	APEGNB	173	\$111,257	\$112,500	\$95,000	\$137,500	146	\$98,293	\$95,000	\$85,000	\$112,500
	Engineers NS	296	\$116,517	\$112,500	\$95,000	\$137,500	272	\$103,069	\$95,000	\$85,000	\$112,500
	Engineers PEI	47	\$117,500	\$112,500	\$95,000	\$137,500	38	\$92,105	\$90,000	\$75,000	\$112,500
	PEGNL	53	\$115,613	\$112,500	\$95,000	\$137,500	63	\$109,246	\$112,500	\$85,000	\$125,000
Manufacturing	<b>Total</b>	<b>377</b>	<b>\$102,919</b>	<b>\$95,000</b>	<b>\$75,000</b>	<b>\$112,500</b>	<b>408</b>	<b>\$91,583</b>	<b>\$85,000</b>	<b>\$65,000</b>	<b>\$112,500</b>
	APEGNB	88	\$109,148	\$103,750	\$82,500	\$137,500	88	\$95,369	\$85,000	\$75,000	\$112,500
	Engineers NS	221	\$103,620	\$95,000	\$85,000	\$112,500	245	\$89,887	\$85,000	\$65,000	\$112,500
	Engineers PEI	61	\$87,250	\$85,000	\$65,000	\$112,500	68	\$88,272	\$85,000	\$65,000	\$112,500
	PEGNL	7	\$136,786	\$112,500	\$112,500	\$162,500	7	\$135,000	\$137,500	\$125,000	\$137,500



## Member Salary and Benefits Survey 2024

Survey Year		2024					2021				
Sector	Association	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Mining	<b>Total</b>	<b>96</b>	<b>\$131,737</b>	<b>\$112,500</b>	<b>\$112,500</b>	<b>\$162,500</b>	<b>91</b>	<b>\$120,431</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>
	APEGNB	14	\$127,885	\$112,500	\$95,000	\$137,500	17	\$127,344	\$137,500	\$85,000	\$137,500
	Engineers NS	29	\$131,724	\$112,500	\$112,500	\$162,500	27	\$113,438	\$95,000	\$70,000	\$137,500
	PEGNL	53	\$132,689	\$112,500	\$112,500	\$162,500	47	\$121,649	\$112,500	\$95,000	\$137,500
Other:	<b>Total</b>	<b>330</b>	<b>\$107,637</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>	<b>437</b>	<b>\$97,576</b>	<b>\$85,000</b>	<b>\$65,000</b>	<b>\$112,500</b>
	APEGNB	60	\$117,917	\$112,500	\$95,000	\$137,500	82	\$94,055	\$95,000	\$75,000	\$112,500
	Engineers NS	211	\$106,160	\$112,500	\$85,000	\$112,500	282	\$95,208	\$85,000	\$65,000	\$112,500
	Engineers PEI	32	\$89,922	\$85,000	\$72,500	\$112,500	25	\$94,800	\$85,000	\$75,000	\$112,500
	PEGNL	27	\$117,222	\$112,500	\$85,000	\$150,000	48	\$119,565	\$112,500	\$82,500	\$143,750
Petroleum/Gas/ Refining	<b>Total</b>	<b>180</b>	<b>\$136,648</b>	<b>\$137,500</b>	<b>\$112,500</b>	<b>\$162,500</b>	<b>221</b>	<b>\$133,900</b>	<b>\$137,500</b>	<b>\$95,000</b>	<b>\$162,500</b>
	APEGNB	63	\$132,063	\$137,500	\$112,500	\$162,500	54	\$117,269	\$112,500	\$85,000	\$137,500
	Engineers NS	20	\$130,000	\$137,500	\$75,000	\$162,500	23	\$136,786	\$137,500	\$80,000	\$162,500
	Engineers PEI	2	-	-	-	-	1	-	-	-	-
	PEGNL	95	\$142,026	\$137,500	\$112,500	\$187,500	143	\$140,375	\$137,500	\$112,500	\$162,500
Regulation/ Legislative	<b>Total</b>	<b>21</b>	<b>\$133,125</b>	<b>\$137,500</b>	<b>\$95,000</b>	<b>\$162,500</b>	<b>22</b>	<b>\$113,571</b>	<b>\$95,000</b>	<b>\$85,000</b>	<b>\$137,500</b>
	APEGNB	3	-	-	-	-	6	\$102,500	\$90,000	\$85,000	\$108,125
	Engineers NS	7	\$132,500	\$112,500	\$95,000	\$175,000	6	\$107,917	\$90,000	\$77,500	\$126,875
	Engineers PEI	2	-	-	-	-	3	-	-	-	-
	PEGNL	9	\$143,889	\$162,500	\$137,500	\$162,500	7	\$147,917	\$137,500	\$112,500	\$162,500

## Member Salary and Benefits Survey 2024

Survey Year		2024					2021				
Sector	Association	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Technology	<b>Total</b>	<b>184</b>	<b>\$115,742</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$137,500</b>		-	-	-	-
	APEGNB	37	\$115,608	\$112,500	\$85,000	\$137,500		-	-	-	-
	Engineers NS	106	\$117,976	\$112,500	\$85,000	\$137,500		-	-	-	-
	Engineers PEI	10	\$109,500	\$112,500	\$75,000	\$137,500		-	-	-	-
	PEGNL	31	\$110,167	\$112,500	\$87,500	\$137,500		-	-	-	-
Utilities	<b>Total</b>	<b>309</b>	<b>\$119,620</b>	<b>\$112,500</b>	<b>\$112,500</b>	<b>\$137,500</b>	<b>387</b>	<b>\$107,441</b>	<b>\$112,500</b>	<b>\$85,000</b>	<b>\$112,500</b>
	APEGNB	77	\$124,740	\$112,500	\$112,500	\$137,500	113	\$108,415	\$112,500	\$95,000	\$112,500
	Engineers NS	140	\$112,893	\$112,500	\$95,000	\$118,750	165	\$100,767	\$95,000	\$75,000	\$112,500
	Engineers PEI	19	\$114,079	\$112,500	\$90,000	\$125,000	22	\$110,909	\$103,750	\$85,000	\$131,250
	PEGNL	73	\$128,562	\$137,500	\$112,500	\$137,500	87	\$117,936	\$112,500	\$95,000	\$137,500

**Vacation Time by Employment Sector**

**14 - Mean Annual Vacation Days by Employment Sector  
All Associations**



Sector	Response Count	Mean Vacation Time (Days)	Median Vacation Time (Days)	0-5 Days (%)	6-10 Days (%)	11-15 Days (%)	16-20 Days (%)	21-25 Days (%)	26+ Days (%)
Agriculture	5	17	18			40%	40%	20%	
Construction	376	17	18	4%	6%	32%	33%	19%	7%
Consulting	840	16	18	2%	8%	32%	40%	15%	3%
Energy	165	18	18	4%	4%	25%	30%	24%	14%
Forestry/Pulp & Paper	45	19	18	2%		20%	31%	31%	16%
Government	561	19	18	1%	0%	23%	34%	28%	13%
Manufacturing	362	17	18	2%	6%	35%	33%	16%	8%
Mining	94	18	18	4%	5%	33%	21%	16%	20%
Other:	323	17	18	0%	5%	35%	30%	22%	8%
Petroleum/Gas/Refining	178	20	18	1%	1%	18%	35%	29%	16%
Regulation/Legislative	20	19	18		5%	10%	45%	25%	15%
Technology	179	18	18	1%	7%	27%	31%	20%	15%
Utilities	303	18	18	2%	2%	27%	34%	22%	13%
<b>All Sectors</b>	<b>3558</b>	<b>18</b>	<b>18</b>	<b>2%</b>	<b>5%</b>	<b>29%</b>	<b>34%</b>	<b>21%</b>	<b>10%</b>

## Member Salary and Benefits Survey 2024

Sector	Association	Response Count	0-5 Days (%)	6-10 Days (%)	11-15 Days (%)	16-20 Days (%)	21-25 Days (%)	26+ Days (%)
Agriculture	<b>Total</b>	<b>5</b>			<b>40%</b>	<b>40%</b>	<b>20%</b>	
	APEGNB	2	-	-	-	-	-	-
	Engineers NS	2	-	-	-	-	-	-
	Engineers PEI	1	-	-	-	-	-	-
Construction	<b>Total</b>	<b>376</b>	<b>4%</b>	<b>6%</b>	<b>32%</b>	<b>33%</b>	<b>19%</b>	<b>7%</b>
	APEGNB	96	2%	6%	27%	28%	29%	7%
	Engineers NS	200	3%	6%	31%	39%	16%	6%
	Engineers PEI	28	7%	11%	54%	14%	7%	7%
	PEGNL	52	8%	2%	33%	29%	17%	12%
Consulting	<b>Total</b>	<b>840</b>	<b>2%</b>	<b>8%</b>	<b>32%</b>	<b>40%</b>	<b>15%</b>	<b>3%</b>
	APEGNB	254	4%	7%	26%	44%	17%	2%
	Engineers NS	413	1%	8%	38%	36%	15%	2%
	Engineers PEI	62		16%	32%	39%	8%	5%
	PEGNL	111	2%	6%	24%	48%	15%	5%
Education	<b>Total</b>	<b>107</b>	<b>1%</b>	<b>4%</b>	<b>9%</b>	<b>22%</b>	<b>39%</b>	<b>24%</b>
	APEGNB	26		4%	4%	35%	38%	19%
	Engineers NS	53	2%	4%	9%	26%	34%	25%
	Engineers PEI	11		9%	9%	9%	64%	9%
	PEGNL	17			18%		41%	41%
Energy	<b>Total</b>	<b>165</b>	<b>4%</b>	<b>4%</b>	<b>25%</b>	<b>30%</b>	<b>24%</b>	<b>14%</b>
	APEGNB	46			11%	35%	33%	22%
	Engineers NS	57		4%	46%	25%	19%	7%
	Engineers PEI	14		21%	29%	29%	21%	
	PEGNL	48	15%	2%	13%	31%	21%	19%
Forestry/Pulp & Paper	<b>Total</b>	<b>45</b>	<b>2%</b>		<b>20%</b>	<b>31%</b>	<b>31%</b>	<b>16%</b>
	APEGNB	30			30%	40%	13%	17%
	Engineers NS	11				18%	64%	18%
	PEGNL	4	-	-	-	-	-	-

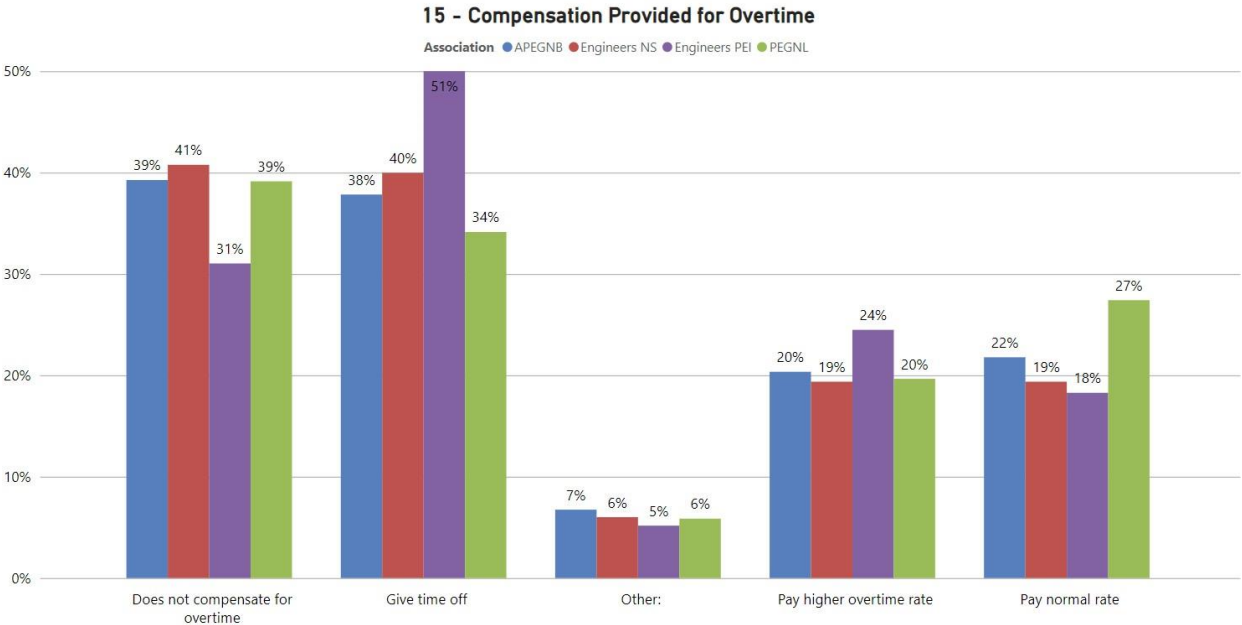
## Member Salary and Benefits Survey 2024

Sector	Association	Response Count	0-5 Days (%)	6-10 Days (%)	11-15 Days (%)	16-20 Days (%)	21-25 Days (%)	26+ Days (%)
Government	<b>Total</b>	<b>561</b>	<b>1%</b>	<b>0%</b>	<b>23%</b>	<b>34%</b>	<b>28%</b>	<b>13%</b>
	APEGNB	172	2%	1%	23%	34%	28%	12%
	Engineers NS	292	0%	0%	22%	37%	29%	11%
	Engineers PEI	45	2%		24%	24%	24%	24%
Manufacturing	<b>Total</b>	<b>362</b>	<b>2%</b>	<b>6%</b>	<b>35%</b>	<b>33%</b>	<b>16%</b>	<b>8%</b>
	APEGNB	84	1%	6%	30%	33%	20%	10%
	Engineers NS	214	2%	2%	39%	33%	15%	9%
	Engineers PEI	57	2%	19%	32%	30%	14%	4%
	PEGNL	7				71%	29%	
Mining	<b>Total</b>	<b>94</b>	<b>4%</b>	<b>5%</b>	<b>33%</b>	<b>21%</b>	<b>16%</b>	<b>20%</b>
	APEGNB	14	7%		43%	21%	21%	7%
	Engineers NS	28	4%	4%	46%	18%	21%	7%
	PEGNL	52	4%	8%	23%	23%	12%	31%
Other:	<b>Total</b>	<b>323</b>	<b>0%</b>	<b>5%</b>	<b>35%</b>	<b>30%</b>	<b>22%</b>	<b>8%</b>
	APEGNB	60		7%	17%	28%	30%	18%
	Engineers NS	204		3%	42%	31%	20%	4%
	Engineers PEI	32		19%	28%	25%	16%	13%
	PEGNL	27	4%		30%	30%	26%	11%
Petroleum/Gas/Refining	<b>Total</b>	<b>178</b>	<b>1%</b>	<b>1%</b>	<b>18%</b>	<b>35%</b>	<b>29%</b>	<b>16%</b>
	APEGNB	62			11%	45%	24%	19%
	Engineers NS	20			20%	30%	40%	10%
	Engineers PEI	2	-	-	-	-	-	-
	PEGNL	94	2%	1%	20%	30%	31%	16%
Regulation/Legislative	<b>Total</b>	<b>20</b>		<b>5%</b>	<b>10%</b>	<b>45%</b>	<b>25%</b>	<b>15%</b>
	APEGNB	3	-	-	-	-	-	-
	Engineers NS	7				43%	29%	29%
	Engineers PEI	2	-	-	-	-	-	-
	PEGNL	8		13%	13%	38%	25%	13%

## Member Salary and Benefits Survey 2024

Sector	Association	Response Count	0-5 Days (%)	6-10 Days (%)	11-15 Days (%)	16-20 Days (%)	21-25 Days (%)	26+ Days (%)
Technology	<b>Total</b>	<b>179</b>	<b>1%</b>	<b>7%</b>	<b>27%</b>	<b>31%</b>	<b>20%</b>	<b>15%</b>
	APEGNB	36		3%	25%	31%	22%	19%
	Engineers NS	102	1%	6%	28%	35%	19%	11%
	Engineers PEI	10		20%	50%	10%	20%	
Utilities	<b>Total</b>	<b>303</b>	<b>2%</b>	<b>2%</b>	<b>27%</b>	<b>34%</b>	<b>22%</b>	<b>13%</b>
	APEGNB	74	1%	3%	11%	36%	27%	22%
	Engineers NS	139	1%	2%	39%	39%	12%	8%
	Engineers PEI	19		11%	32%	26%	21%	11%
	PEGNL	71	4%		21%	23%	37%	15%
<b>All Sectors</b>		<b>3558</b>	<b>2%</b>	<b>5%</b>	<b>29%</b>	<b>34%</b>	<b>21%</b>	<b>10%</b>

**Compensation Provided for Overtime**



## Member Salary and Benefits Survey 2024

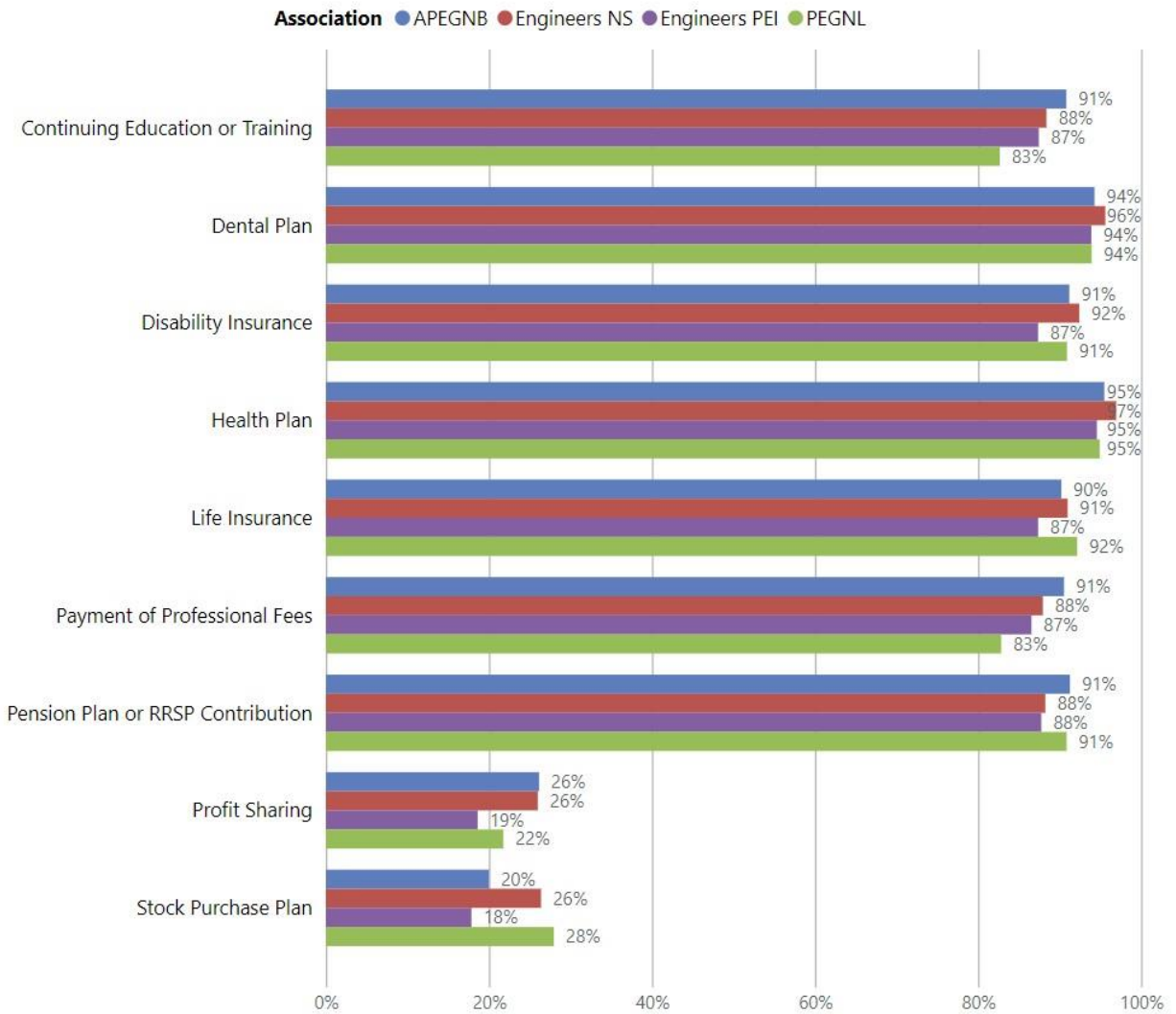
### Compensation Provided for Overtime

Compensation	Association	Response Count	Compensated (%)	Not Compensated (%)
Does not compensate for overtime	<b>Total</b>	<b>3629</b>	<b>39%</b>	<b>61%</b>
	APEGNB	978	39%	61%
	Engineers NS	1781	41%	59%
	Engineers PEI	290	31%	69%
	PEGNL	580	39%	61%
Give time off	<b>Total</b>	<b>3629</b>	<b>39%</b>	<b>61%</b>
	APEGNB	978	38%	62%
	Engineers NS	1781	40%	60%
	Engineers PEI	290	51%	49%
	PEGNL	580	34%	66%
Other:	<b>Total</b>	<b>3629</b>	<b>6%</b>	<b>94%</b>
	APEGNB	978	7%	93%
	Engineers NS	1781	6%	94%
	Engineers PEI	290	5%	95%
	PEGNL	580	6%	94%
Pay higher overtime rate	<b>Total</b>	<b>3629</b>	<b>20%</b>	<b>80%</b>
	APEGNB	978	20%	80%
	Engineers NS	1781	19%	81%
	Engineers PEI	290	24%	76%
	PEGNL	580	20%	80%
Pay normal rate	<b>Total</b>	<b>3629</b>	<b>21%</b>	<b>79%</b>
	APEGNB	978	22%	78%
	Engineers NS	1781	19%	81%
	Engineers PEI	290	18%	82%
	PEGNL	580	27%	73%
<b>Total</b>		<b>3629</b>	<b>25%</b>	<b>75%</b>



**Benefits**

**16 - Benefits Provided by Employer**



## Member Salary and Benefits Survey 2024

Benefit	Association	Number of Responses	Provided/Cost Shared	Not Provided
Continuing Education or Training	<b>Total</b>	<b>3718</b>	<b>88%</b>	<b>12%</b>
	APEGNB	999	91%	9%
	Engineers NS	1828	88%	12%
	Engineers PEI	298	87%	13%
	PEGNL	593	83%	17%
Dental Plan	<b>Total</b>	<b>3719</b>	<b>95%</b>	<b>5%</b>
	APEGNB	999	94%	6%
	Engineers NS	1828	96%	4%
	Engineers PEI	298	94%	6%
	PEGNL	594	94%	6%
Disability Insurance	<b>Total</b>	<b>3719</b>	<b>91%</b>	<b>9%</b>
	APEGNB	999	91%	9%
	Engineers NS	1828	92%	8%
	Engineers PEI	298	87%	13%
	PEGNL	594	91%	9%
Health Plan	<b>Total</b>	<b>3718</b>	<b>96%</b>	<b>4%</b>
	APEGNB	998	95%	5%
	Engineers NS	1829	97%	3%
	Engineers PEI	298	95%	5%
	PEGNL	593	95%	5%
Life Insurance	<b>Total</b>	<b>3719</b>	<b>91%</b>	<b>9%</b>
	APEGNB	999	90%	10%
	Engineers NS	1829	91%	9%
	Engineers PEI	298	87%	13%
	PEGNL	593	92%	8%
Payment of Professional Fees	<b>Total</b>	<b>3719</b>	<b>88%</b>	<b>12%</b>
	APEGNB	999	91%	9%
	Engineers NS	1828	88%	12%
	Engineers PEI	298	87%	13%
	PEGNL	594	83%	17%

## Member Salary and Benefits Survey 2024

Pension Plan or RRSP Contribution	<b>Total</b>	<b>3721</b>	<b>89%</b>	<b>11%</b>
	APEGNB	999	91%	9%
	Engineers NS	1830	88%	12%
	Engineers PEI	298	88%	12%
	PEGNL	594	91%	9%
Profit Sharing	<b>Total</b>	<b>3719</b>	<b>25%</b>	<b>75%</b>
	APEGNB	999	26%	74%
	Engineers NS	1828	26%	74%
	Engineers PEI	298	19%	81%
	PEGNL	594	22%	78%
Stock Purchase Plan	<b>Total</b>	<b>3720</b>	<b>24%</b>	<b>76%</b>
	APEGNB	999	20%	80%
	Engineers NS	1829	26%	74%
	Engineers PEI	298	18%	82%
	PEGNL	594	28%	72%

**Overall Satisfaction with Remuneration**

**17 - Level of Satisfaction with Remuneration**

