

2010 COMP PROFESSIONAL SURVEY: FINAL REPORT

The 2010 edition of the COMP professional survey provides comprehensive documentation of compensation and benefits currently provided to members. The survey was sent out to all 489 members in May 2010 concerning their 2008 and 2009 salary information.

There were 263 Respondents to the survey. This represents a 4% percent increase in response rate compared to the 2008 survey.

1. Age (n=262).

Age	21 - 30	31 – 40	41 – 50	51 – 60	61+	Average
Men	8	64	73	44	14	45
(n=203)	3.1%	24.4%	27.9%	16.8%	5.3%	
Women	9	32	13	4	1	38
(n=59)	3.4%	12.2%	5.0%	1.5%	0.4%	

Since 2008, the average age of male respondents has decreased by 0.3 years and the average age of female respondents has increased by 1.5 years.

2. Gender (n=263).

In total 203 men (77%) and 60 women (23%) responded to the survey.

3. Location (n=263).

BC	AB	SK	MB	ON	QC	NB	NS	NL	PEI	INT'L
33	23	7	17	101	24	6	15	5	1	31
12.5%	8.8%	2.7%	6.5%	38.4%	9.1%	2.3%	5.7%	1.9%	0.4%	11.8%

The distribution of the respondents has not changed significantly from the 2008 survey. The only province that had a significant change in the number of respondents was Nova Scotia, who nearly doubled their response rate of 8 in 2008.

4. Please indicate the highest level of education that you have attained (n=263).

Of those who responded to the question, 67% had earned their Doctorate as their highest level of education, 30% had earned a Master's Degree and 3% had earned a Bachelor's Degree. The distribution between each of the levels of education has not varied significantly since the 2008 survey.

5. Please indicate your certification (n=263).

In the 2006 Survey 64% of respondents had CCPM certification. This number grew to 72% in the 2008 Survey. For the current survey 68% of all respondents held a CCPM certification. Given the variance in respondents, the difference between the 2008 and 2010 surveys is statistically insignificant. A professional certification of some form is held by 76% of respondents. Of those who had a certification other than the CCPM, the majority (12 of 21) held the ABR certification.

6. Who is your primary employer (n=263)?

The primary employer for 136 of the 263 respondents was a Hospital (52%) and 76 were employed by a Cancer Institute (29%), 31 were employed by a University, Government or Research Institute (12%), while 20 were employed by another organization (8%). Of those that responded Other, the majority (13 of 20) were employed in Industry.

7. What is your primary function within your workplace (n=262)?

175 of the 263 Respondents (67%) worked in a Clinical Service capacity at their organization. This represents a decrease from the 2008 figure of 74%. 35 (13%) worked in Teaching and Research & Development (an increase from 9% in 2008). 21 (8%) worked in Administration, 10 (4%) worked in Radiation Safety, 5 (2%) as Physics Residents, 6 (2%) in Physics Support, with the remainder (10 or 4%) working in another capacity.

8. How many years of experience do you have within your field (n=263)?

Since 2008, the most statistically significant trend is in the 11 to 15 years of experience range, which went from 25 of 219 respondents (11%) in 2008 to 54 of 263 (21%) respondents in 2010. This represents a near doubling of that range of respondents.

- 55 of the 263 respondents (21%) had worked in the field for less than 5 years, a decrease from 26% of the 2008 respondents,
- 76 respondents (29%) had worked in the field for a period between 5 to 10 years, which is the same percentage of respondents from the 2008 survey,
- 20 respondents (8%) had worked in the field for 16 to 20 years, down from 12% in 2008, and
- 58 respondents (22%) had worked in the field for more than 20 years, which is the same percentage as in 2008.

9. What is your specialty (n=263)?

219 of the 263 respondents (83%) specialized in Radiation Oncology Physics, a slight decrease from 85% two years ago. 16 specialized in Diagnostic Radiological Physics (6%, down from 11% in 2008), 11 specialized in Nuclear Medicine Physics (4%, the same as two years ago), 11 specialized in Magnetic Resonance Imaging (4%, down from 6% in 2008), with the remainder (6 or 2%) having a specialty in another field. Please note that 11 respondents (4%) identified that they had multiple specialties.

10, 11. Income by Category (note that incomes have been normalized to 1.0 FTE).

Please indicate your level of employment in 2008 as a component of an FTE.

FTE	1.0	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	0.0
For 2008 salary period (n=244)	228	1	2	4	1	2	1	0	0	0	5
For 2009 salary period (n=239)	226	1	3	3	1	1	1	0	0	0	3

2008 Income by Gender (n=236)

Income (\$CDN)	Less than 50,000	50,000 – 75,000	75,001 – 100,000	100,001 – 125,000	125,001 – 150,000	150,001 – 175,000	175,000 +	Average
Men (n=186)	2 1.0%	17 9.1%	36 19.4%	44 23.7%	45 24.2%	23 12.4%	19 10.2%	124,242
Women (n=50)	2 4.0%	13 26.0%	10 20.0%	12 24.0%	6 12.0%	5 10.0%	2 4.0%	

Interestingly, income for both men and women decreased between 2007 and 2008. The decrease for men was \$8,902 or 7% and \$6,462 or 6% for women. This could be due to the increased sample size (n=236 in 2008 and n=176 in 2007).

2009 Income by Gender (n=233)

Income (\$CDN)	Less than 50,000	50,000 – 75,000	75,001 – 100,000	100,001 – 125,000	125,001 – 150,000	150,001 – 175,000	175,000 +	Average
Men (n=184)	4 2.2%	8 4.4%	30 16.3%	45 24.5%	50 27.2%	24 13.0%	23 12.5%	130,136
Women (n=49)	2 4.1%	9 18.4%	9 18.4%	13 26.5%	8 16.3%	6 12.2%	2 4.1%	

In contrast to the 2007-2008 comparison, the income for both men and women increased between 2008 and 2009. For men it increased \$5,894 or 4% and for women it increased \$6,839 or 6%. Therefore it can be safely assumed that the decrease between 2007 and 2008 is more likely due to a discrepancy between the sample size of the two surveys and a difference in the number of respondents rather than an actual decrease in overall salary. **Discrepancies such as this underscore the importance of a high survey response rate.**

2008 Income by Location (n=237)

	BC (n=26)	AB (n=21)	SK (n=7)	MB (n=15)	ON (n=95)	QC (n=23)	Atlantic Canada (n=23)	Int'l (n=27)
Income (\$CDN)	124,719	111,955	107,143	126,622	123,104	95,009	107,826	145,444
Change from 2007	+22%	-8%	-7%	-6%	-12%	+15%	-16%	-7%

Notably, the income for British Columbia rose significantly between 2007 and 2008, with only a nominal increase in the number of respondents (n=26 in 2007 and n=22 in 2008), while Alberta decreased by 8% with the same number of respondents (n=21 for 2007 and 2008). Of the other areas in Canada, only Quebec saw a rise in Income between 2007 and 2008.

2009 Income by Location (n=234)

	BC (n=26)	AB (n=21)	SK (n=7)	MB (n=16)	ON (n=93)	QC (n=22)	Atlantic Canada (n=22)	Int'l (n=27)
Income (\$CDN)	135,634	120,544	113,386	123,469	126,863	103,804	114,048	151,270
Change from 2008	+8%	+7%	+6%	-3%	+3%	+8%	+5%	+4%

With the exception of Manitoba, income rose at a fairly uniform rate in Canada and internationally between 2008 and 2009.

Income by Specialty (n=238 in 2008, n=233 in 2009)

Specialty	2008 Income (\$CDN)	Change from 2007	2009 Income (\$CDN)	Change from 2008
Radiation Oncology Physics (n=198)	123,203	-4%	130,128	+5%
Diagnostic Radiological Physics (n=15)	105,286	+2%	103,622	-2%
Nuclear Medicine Physics (n=10)	109,853	-22%	118,599	+7%
Magnetic Resonance Imaging (n=9)	104,798	-26%	94,691	-11%
Other (n=6)	103,000	+1%	108,200	+5%

Income by Level of Education (n=235 in 2008, n=231 in 2009)

Level of Education	Income (\$CDN)	Change from 2007	Income (\$CDN)	Change from 2008
Bachelor's Degree	85,020	+14%	81,988	-4%
Master's Degree	113,650	-3%	115,231	+1%
Doctorate	125,318	-7%	133,278	+6%

The difference between 2007 and 2008 for those with a Bachelor's degree is likely due to the increased sample size (n=3 in 2007 and n=6 in 2008).

12. What was your Annual Professional Allowance for (including all travel allowances)?

Year	Annual Professional Allowance	Change from Previous Year
2008 (n=176)	\$3,559	+2%
2009 (n=177)	\$3,801	+7%

Growth in the annual professional allowance has been quite consistent over the past 4 years. It has gone from \$3,425 in 2006 to \$3,801 in 2010, a growth of approximately 10% over that timeframe.

13. Are there restrictions on how your professional allowance can be spent (n=213)?

132 of the 213 respondents (62%) identified that there were restrictions on how their professional allowance could be spent. Of those who identified the restrictions on their professional allowance, the majority (42 of 118) identified restrictions on their travel budget.

14(a). Did you perform any consulting work?

The number of respondents who performed consulting work was 33 or 14% in 2008 and 36 or 16% in 2009.

14(b). Please indicate your total income from consulting fees.

Income (\$CDN)	1 – 5,000	5,001 – 10,000	10,001 – 15,000	15,001 – 20,000	20,001 – 25,000	25,000+	Average
2008	13	4	3	2	2	7	14,994
2009	20	5	0	2	1	8	12,731

Please note that the numbers shown for 2008 exclude 2 respondents whose income was solely derived from consulting fees. Including them would bias the overall average income from consulting.

14(c). Please indicate your nominal consulting hourly rate.

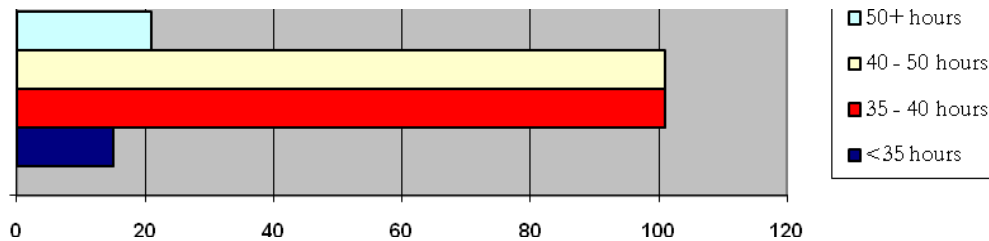
Hourly Rate (\$CDN)	0 - 50	51 - 100	101 - 150	151 - 200	200+	Average
2008	0	0	25	6	4	150.76
2009	0	2	26	2	5	150.34

The hourly rate for consulting went up from \$146.67 in 2007 to \$150.76 in 2008, representing an increase of 3%. The hourly rate stayed virtually static between 2008 and 2009.

15. Do you foresee your income increasing, decreasing, or remaining the same for the next year (n=238)?

119 of the 238 Respondents (50%) felt that their income would increase over the next year. This is down significantly from the 72% of respondents who felt that way in 2008. Similarly, 109 respondents (46%) felt their income would remain the same, as compared to 26% who felt that way in 2008.

16. How many hours do you work in a normal work week (n=238)?



Interestingly, the responses for both 35 to 40 hours and 40 to 50 hours were identical at 101 of the 238 respondents (42% for both). 21 (9%) worked more than 50 hours in a week, which is down from 13% in 2008. 15 (6%) of the respondents worked less than 35 hours in a week, up from 2% in 2008.

16. Please indicate which benefits are covered (in part or in whole) by your employer (n=237).

	Yes	No	Unknown
Medical Coverage	92%	6%	2%
Dental Coverage	89%	10%	1%
Term Life Insurance	84%	9%	7%
Disability Insurance	86%	8%	6%
Retirement Pension Plan*	90%	6%	4%
Sabbatical Leave	31%	48%	21%
Tuition Benefits (self)	17%	58%	25%
Tuition Benefits (dependents)	9%	65%	26%
Parking	14%	79%	7%

*Exclusive of CPP or QPP

17 (a). Does your employer provide liability insurance (n=237)?

Only 81 of 237 respondents (34%) identified that their employer provided liability insurance.

17 (b). Depending on cost, would you be interested in purchasing additional liability insurance through COMP to top up what is currently being provided by your employer (n=177)?

Only 54 of 177 respondents (31%) identified that they would be interested in purchasing liability insurance through COMP.

17 (c). If so, how much would you be willing to pay for additional insurance?

The majority of respondents (30 of 63 or 48%) preferred to pay a \$400 premium for \$1,000,000 of coverage.

18. How many vacation days do you get during a year exclusive of statutory holidays (n=235)?

Vacation time	Percentage Response	# of yrs service
15 or less Vacation Days	12%	9
16-20 Vacation Days	41%	9
21-25 Vacation Days	31%	13
26-30 Vacation Days	12%	16
>31 Vacation Days	4%	15

The discrepancy between years of service and vacation time for the 26-30 vacation day group and the >31 vacation day group is likely due to the smaller sample size for the >31 vacation day group.

19. Do you expect to retire from full-time practice of medical physics within the next 10 years (n=233)?

47 of 233 respondents (20%) identified that they will retire in the next ten years. This is down from 25% of respondents in the 2008 survey.