

2012 COMP PROFESSIONAL SURVEY

The 2012 edition of the COMP professional survey provides comprehensive documentation of compensation and benefits currently provided to members. The survey was sent out to all members in June 2012 concerning their 2010 and 2011 salary information. This survey was sent to 511 members of COMP.

There were 252 Respondents to the survey. This is a 4 percent decrease in response rate from the 2010 Survey which had 263 Respondents.

1. Age (n=252).

Age	21 - 30	31 – 40	41 – 50	51 – 60	61+	Average
Men	10	59	60	46	20	45.7
(n=195)	5.1%	30.3%	30.8%	23.6%	10.3%	
Women	3	33	16	3	2	39.3
(n=57)	5.3%	57.9%	28.1%	5.3%	3.5%	

Since 2010, the average age of both male and female respondents has increased by 1 year.

2. Gender (n=252).

In total 195 men (77%) and 57 women (23%) responded to the survey.

3. Location (n=252).

BC	AB	SK	MB	ON	QC	NB	NS	NL	PEI	World
26	25	5	14	102	32	11	7	3	5	22
10.3%	9.9%	2.0%	5.5%	40.5%	12.7%	4.4%	2.8%	1.2%	2.0%	8.7%

The distribution of the respondents has varied somewhat since 2010. Most notably, the number of international respondents has dropped from 11.8% (31 respondents) in 2010 to 8.7% (22 respondents). Within Canada, the only province to see a significant change was Quebec. The response rate in Quebec increased from 9.1% (24 respondents) in 2010 to 12.7% (32 respondents) in 2012.

4. Please indicate the highest level of education that you have attained (n=252).

Of those who responded to the question, 70.2% (177 respondents) had earned their Doctorate as their highest level of education, 28.2% (71 respondents) had earned a Master's Degree and 1.2% (3 respondents) had earned a Bachelor's Degree. The distribution between each of the levels of education has not varied significantly since the 2010 survey, and has in fact remained relatively static since 2008.

5. Please indicate your certification (n=252).

Since the 2006 Survey, the number of respondents that indicated they have a CCPM certification has grown from 64% to 73%, an increase of 14%. A professional certification of some form is held by 83% of respondents, which is up from 76% in 2010. Of those who had a certification other than the CCPM, the majority (15 of 24) held the ABR certification.

6. Who is your primary employer (n=252)?

The primary employer for 135 of the 252 respondents was a Hospital (54%). 71 were employed by a Cancer Institute (28%), 32 were employed by a University, Government or Research Institute (13%), while 14 were employed by another organization (6%) Of those that responded "Other", the majority (8 of 14) were employed in Industry.

7. Please indicate the percentage of time that you engaged in each of these activities within your workplace (n=252)?

Workplace Activity	Percentage of time engaged in activity
Administration	12.2%
Clinical Service	50.7%
Radiation Safety	4.9%
Research and Development	15.5%
Teaching	9.3%
Physics Resident	4.5%
Physics Support	1.3%
Other	1.6%

8. How many years of experience do you have within your field (n=252)?

Since 2010, the most statistically significant trend is in the 5 to 10 years of experience range, which went from 29% in 2010 to 22% in 2012.

- 55 (22%) had worked in the field for less than 5 years, an increase from 21% of the 2010 respondents,
- 56 (22%) had worked in the field for a period between 5 to 10 years,
- 52 respondents (21%) had worked in the field for a period between 11 to 15 years which is the same percentage as in 2010,
- 30 respondents (12%) had worked in the field for 16 to 20 years, up from 8% in 2010, and
- 59 respondents (23%) had worked in the field for more than 20 years, up from 22% in 2010.

9. What is your specialty (n=252)?

208 of the 252 respondents (83%) were specialists in Radiation Oncology Physics, the same percentage as 2010. 27 were specialists in Diagnostic Radiological Physics (11%, up from 6% in 2010), 12 were specialists in Nuclear Medicine Physics (5%, up slightly from 4% two years ago), 7 were specialists in Medical Resonance Imaging (3%, down from 4% in 2010 and significantly down from the 6% in 2008), with the remainder (6 or 2%) having a specialty in another field. Please note that 7 respondents (3%) 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 2010 as a component of an FTE (n=241)¹.

FTE	1.0	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	0.0
For 2010 salary period (n=241)	229	0	3	0	0	2	0	2	0	0	5
For 2011 salary period (n=234)	228	0	2	0	0	1	0	0	0	0	3

2010 Income by Gender (n=234)

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=185)	2 1.1%	19 10.3%	25 13.5%	35 18.9%	44 23.8%	34 18.4%	26 14.1%	132,800
Women (n=49)	0 0%	6 12.2%	10 20.4%	12 24.5%	14 28.6%	5 10.2%	2 4.1%	
								118,748

Between 2009 and 2010 the income for women increased 7.6% from \$110,344 to \$118,748. During that same timeframe the income for men increased 2.0% from \$130,136 to \$132,800. The gender based rates of increase calculated here are not adjusted for age, years of experience or other factors.

2011 Income by Gender (n=231)

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=181)	2 1.1%	6 3.3%	34 18.8%	28 15.5%	46 25.4%	33 18.2%	32 17.7%	137,485
Women (n=50)	0 0%	2 4.0%	13 26.0%	13 26.0%	12 24.0%	8 16.0%	2 4.0%	
								123,464

Between 2010 and 2011 the income for women increased 4.0% from \$118,748 to \$123,464. During that same timeframe the income for men increased 3.5% from \$132,800 to \$137,485. While the pace slackened somewhat from the previous reporting period, the income for women was still increasing at a greater pace than that of men.

¹ Please note those respondents who indicated a level of employment of FTE 0 did not factor into any of the income calculations

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

2010 Income by Location (n=234)

	BC (n=22)	AB (n=24)	SK (n=5)	MB (n=14)	ON (n=93)	QC (n=31)	Atlantic Canada (n=24)	World (n=21)
Income (\$CDN)	126,604	134,577	124,494	131,599	134,268	89,635	138,661	168,492
Change from 2009	-6.7%	+11.6%	+9.8%	+6.6%	+5.8%	-13.7%	+21.6%	+11.4%

Notably, the income for British Columbia and Quebec decreased significantly between 2009 and 2010, decreasing 6.7% and 13.7% respectively. On the flip side, Atlantic Canada and Alberta increased by 21.6% and 11.6% respectively.

2011 Income by Location (n=231)

	BC (n=23)	AB (n=24)	SK (n=5)	MB (n=13)	ON (n=93)	QC (n=30)	Atlantic Canada (n=24)	World (n=19)
Income (\$CDN)	127,496	139,500	137,707	137,616	136,476	91,914	142,726	173,159
Change from 2010	+0.7%	+3.6%	+9.6%	+4.4%	+1.7%	+2.5%	+2.8%	+2.7%

Given that Saskatchewan had such a small sample set it is difficult to use those numbers as accurate predictors of income growth. However, both Alberta and Manitoba had strong growth at 3.6% and 4.4% respectively.

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

Income by Specialty (n=235 in 2010, n=231 in 2011)

Specialty	2010 Income (\$CDN)	Change from 2009	2011 Income (\$CDN)	Change from 2010
Radiation Oncology Physics (n=192 in 2010, n=189 in 2011)	132,877	+2.1%	137,242	+3.2%
Diagnostic Radiological Physics (n=26 in 2010, n=25 in 2011)	128,955	+19.7%	131,154	+1.7%
Nuclear Medicine Physics (n=8)	125,288	+5.3%	125,246	-0.003%
Magnetic Resonance Imaging (n=6)	128,534	+26.4%	132,744	+3.2%

The most statistically significant trend for income by specialty is the increase in income for Radiation Oncology Physics. It has steadily increased from 130,128 in 2009 to 137,242 in 2011

Income by Level of Education (n=234 in 2010, n=231 in 2011)

Level of Education	2010 Income (\$CDN)	Change from 2009	2011 Income (\$CDN)	Change from 2010
Bachelor's Degree (n=2 in 2010 and 2011)	103,000	+20.4%	108,500	+5.1%
Master's Degree (n=68 in 2010, n=67 in 2011)	117,001	+1.5%	122,805	+4.8%
Doctorate (n=163 in 2010, n=161 in 2011)	135,980	+2.0%	139,243	+2.4%

Given the small sample set for respondents with a Bachelor's degree, the increase from 2009 to 2010 is statistically unreliable.

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

38 of 239 (15.9%) respondents performed consulting work in 2010, down slightly from 16% in 2009. In 2011 there were 39 of 234 (or 16.7%) respondents that performed consulting work.

12(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
2010 (n=32)	20	5	1	4	0	2	10,051
2011 (n=34)	18	6	2	6	0	2	9,414

Please note that the numbers shown exclude respondents whose income was solely derived from consulting fees. Including them would bias the overall average income from consulting. It should be noted that total income from consulting fees decreased from the last survey, going from 12,731 to 10,051 in 2010 and 9,414 in 2011. This appears to be a trend, as the income from consulting fees decreased between 2008 and 2009 as well.

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

Hourly Rate (\$CDN)	0 - 50	51 – 100	101 – 150	151 – 200	200+	Average
2010 (n=30)	2	7	11	6	4	151.77
2011 (n=32)	3	8	9	7	4	160.00

The hourly rate for consulting went up from \$150.34 in 2009 to \$151.77 in 2010 and \$160.00 in 2011. It appears, then, that while the hourly rate continues to increase, the amount of consulting work available has decreased, leading to a drop in the income garnered from consulting.

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

Year	Annual Professional Allowance	Change from Previous Year
2010 (n=183)	\$3,832	+0.9%
2011 (n=177)	\$3,464	-10.6%

Whereas growth in the annual professional allowance was quite consistent from 2006 to 2010, it decreased in the past year. This may be a significant trend if it continues in the future.

14. What are you permitted to spend your professional allowance on (check any that apply) (n=215)?

Item	Responses	Percentage of Respondents*
Books	35	16.3%
Conference Travel	93	43.3%
Memberships	27	12.6%
Electronic Devices	36	16.7%
Other (please specify)	116	54.0%

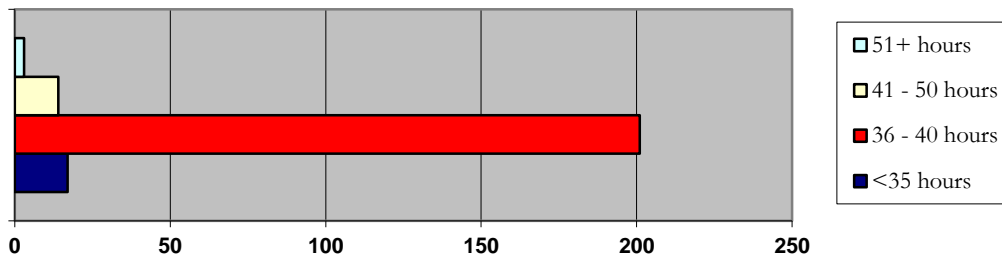
*Please note that the responses do not total 100% given that respondents could choose both an option and the 'Other' category

Of note, the majority of respondents (66 of 116 or 56.9%) who chose 'Other' identified that their professional allowance allowed them to purchase all of the items listed.

15. Do you foresee your income increasing, decreasing, or remaining the same for the next year (n=235)?

127 of the 235 Respondents (54%) felt that their income would increase over the next year. This is up slightly from the 50% of respondents who felt that way in 2009. 101 respondents (43%) felt their income would remain the same, as compared to 46% who felt that way in 2008. Only 7 of the 235 respondents (3%) felt that their income would decrease.

16. How many hours are you paid to work in a week (n=235)?



The vast majority of respondents (201 of 235, or 86%) were paid to work a 36-40 hour work week. This number corresponds with the previous survey, where 82% of respondents noted that they paid to work between 35 and 40 hours per week.

17. Please indicate which benefits are covered (in part or in whole) by your employer (n=234).

	Yes	No	Unknown
Medical Coverage	93.2% (218)	3.4% (8)	3.4% (8)
Dental Coverage	91.9% (215)	6.0% (14)	2.1% (5)
Term Life Insurance	85.9% (201)	6.8% (16)	7.3% (17)
Disability Insurance	86.8% (203)	7.7% (18)	5.6% (13)
Retirement Pension Plan*	95.3% (223)	0.9% (2)	3.8% (9)
Sabbatical Leave	29.1% (68)	48.7% (114)	22.2% (52)
Tuition Benefits (self)	14.5% (34)	63.7% (149)	21.8% (51)
Tuition Benefits (dependents)	9.4% (22)	69.2% (162)	21.4% (50)
Parking	13.2% (31)	78.6% (184)	8.1% (19)

*Exclusive of CPP or QPP

18. How many vacation days do you get during a year exclusive of statutory holidays (n=231)?

Vacation time	Percentage Response
15 or less Vacation Days	6.1%
16-20 Vacation Days	50.2%
21-25 Vacation Days	27.3%
26-30 Vacation Days	10.8%
>31 Vacation Days	5.6%

19. Do you hold a faculty position (n=234)?

122 of the 234 respondents (52.1%) acknowledged that they currently hold a faculty position.

20. Which of the following teaching activities do you participate in (n=169)?

Teaching activities	Percentage of Respondents
Lecture radiology or oncology residents	65.7%
Deliver all or part of a graduate-level course	58.6%
Deliver all or part of an undergraduate-level course	23.7%
Supervise graduate students	52.1%
Other	21.3%

Please note that respondents were able to select more than one response for this question. For those respondents that chose "Other", 25% (9 of 36) were involved in teaching residents.

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

46 of 233 respondents (19.8%) identified that they will retire in the next ten years. This number is identical to the previous survey's finding of 20%. Of note, 20 (8.6%) of the respondents were unsure.

22. Please list any voluntary medical physics-related activities in which you participate (n=83).

The most frequent response was a reviewer of some form of medical physics journal, with 23 of the 83 respondents (or 27.8%). The next most frequent response was a committee member, with 16 of 83 respondents (or 19.3%).

23 (a). Are you willing to volunteer time in support of COMP (n=233)?

136 of 233 respondents (58.4%) of respondents were willing to volunteer their time in support of COMP.

23 (b). If so, what would be your preference (n=224)?

Preferred Volunteer Activity Type	Percentage of Respondents
Member of the Professional Affairs Committee (PAC)	15.2%
Member of the Communications Committee	8.0%
Member of the Science and Education Committee	22.3%
Member of the Quality Assurance and Radiation Safety Advisory Committee	19.2%
Member of the Board of Directors	8.0%
Expert Resource	18.8%
Other (please specify)	8.5%

Of those that responded "Other", the primary vein was that they were willing to help in whatever capacity

24. On a scale of 1 to 5, with 5 being most useful, please rank how useful you found the information published from past COMP professional surveys (n=234)?

Preferred Volunteer Activity Type	Percentage of Respondents
Not useful at all	1.3%
Somewhat useful	26.5%
Neither useful nor useless	7.7%
Useful	41.9%
Most useful	22.6%