

## **1996 Professional Survey**

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*for the Professional Affairs Committee, COMP*

The format and data collection procedure for the COMP Professional Survey changed this year. In previous years surveys were sent to various medical physics administrators who were asked to provide information on staff and students in their organization. For the 1996 Professional Survey individual questionnaires were sent to all COMP full members. Because of this change in format, the results from this year's survey cannot be directly compared with results from previous years.

All survey responses were handled in the strictest confidence so as to ensure the anonymity of respondents. Approximately 245 questionnaires were mailed out, and 124 surveys were returned. These responses are summarized by geographic area and degree/certification in tables 1 and 2 below. Two surveys were returned incomplete and were not included in the salary and benefits analysis. Eleven responses were from individuals working outside Canada, two were from physicists enrolled in clinical training programs in Canada, and one was from a self-employed consultant. Due to the small sample sizes, salary and benefits data are not reported for these groups.

### **Salaries**

A summary of the salary data for full-time Medical Physicists working in Canada is provided in table 3 below. Full statistics are provided for groups with at least 11 respondents. Only average results are provided for groups of 5 to 10 respondents. Data for groups of fewer than 5 could jeopardize confidentiality and thus are not listed.

Of the respondents who were working full-time in Canada, had at least three years experience in medical physics, and had not changed jobs in the past two years, 49% reported that their total income did not change between 1995 and 1996, and 2% reported that their salary decreased. For the remaining 49% who reported an increase, the average increase was 4.8% and the median increase 4.0%.

The regular hours of work specified in employment contracts for full-time employees was, on average, 37.2 hours per week. Several respondents commented that they actually worked much longer than the hours specified. A few individuals noted that they did not have employment contracts.

### **Benefits**

The average annual vacation allotment was 22 days per year.

The data regarding travel and professional expense allowances was difficult to interpret. Many individuals reported the value or values of their personal annual allowances. Several others reported that they did not receive individual allowances but did receive reimbursement from their employers for travel and other expenses on an ad-hoc basis. 69% of respondents reported receiving an allowance or reimbursement of from \$100 to over \$25,000. 60% of respondents received an allocation of at least \$1,000 but less than \$10,000, and for these the average allocation was \$2,662 and the median allocation \$2,500.

Other benefits data is summarized in table 4.

Additional information regarding salaries or benefits, such as a detailed summary for a particular geographical region, is available upon request provided the data can be reported without jeopardizing confidentiality. Requests for further information or comments regarding the survey should be directed to Richard Hooper.

### **Acknowledgment**

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REGION	Number of Responses
British Columbia (BC)	11
Alberta (AB)	10
Saskatchewan (SK)	5
Manitoba (MB)	8
Ontario (ON)	54
Quebec (PQ)	17
New Brunswick (NB)	3
Nova Scotia (NS) and Prince Edward Island (PE)	4
Newfoundland (NF)	1
Other	11
Total	124

Table 1: COMP 1996 Professional Survey responses by geographical region.

Degree	Certification				Total
	None	CCPM(M)	CCPM(F)	Other	
Bachelors	2	1	2	0	5
Masters	7	18	10	3	38
Doctorate	32	16	26	7	81
Total	41	35	38	10	124

Table 2: COMP 1996 Professional Survey responses by degree and certification.

	Number	Ave Yrs Exper	PRIMARY INCOME				TOTAL INCOME			
			Average Income	Percentiles 20th	Median	80th	Average Income	Percentiles 20th	Median	80th
OVERALL (Canada)	108	11.9	67.6	54.0	66.8	80.2	69.2	54.7	67.6	83.8
PROVINCE										
BC + AB + SK + MB	33	11.0	68.7	51.6	70.0	81.0	69.9	51.6	71.6	84.2
ON	50	12.9	70.2	56.0	69.5	86.6	72.7	56.0	69.5	89.4
PQ	17	11.8	58.3	47.4	59.0	66.4	58.7	47.6	59.0	66.4
NB + NS + PE + NF	8	8.9	67.1				67.8			
EMPLOYER										
General Hospital	31	12.5	65.1	49.4	60.0	83.4	68.2	49.6	63.0	87.0
Cancer Institute	65	11.1	69.2	55.1	68.0	83.0	70.3	55.1	68.0	83.0
University or Government	11	12.7	64.5	49.8	66.7	77.6	65.3	50.2	67.3	77.6
FUNCTIONS (>= 50%)										
Clinical Service	60	9.5	62.1	52.2	60.5	72.7	62.5	52.2	60.5	72.7
Teaching + R&D	28	14.2	74.1	59.4	74.0	87.6	78.3	60.8	74.0	92.6
Administration	16	15.7	80.4	50.2	92.3	98.5	83.0	50.2	92.3	101.2
SPECIALTIES (>= 50%)										
RT	71	10.1	67.3	55.0	64.0	79.3	67.9	55.0	64.0	79.3
DR + NM + MR	27	14.1	67.1	49.8	69.0	85.0	71.5	49.8	69.0	88.2
YEARS EXPERIENCE										
< 5	23	2.7	49.2	42.1	48.0	56.4	49.6	42.3	48.0	57.0
5 - 9.9	30	6.7	61.6	55.4	60.5	68.0	61.8	55.4	60.5	68.0
10 - 14.9	16	11.7	74.4	62.1	72.0	88.4	75.6	62.3	73.5	91.2
15 - 19.9	14	16.9	77.7	60.0	76.2	96.0	82.3	67.0	76.2	102.0
20 - 24.9	14	21.1	79.0	71.0	79.0	85.0	83.0	71.0	80.8	101.1
25+	11	27.1	85.4	69.4	87.0	102.7	87.3	69.4	87.0	103.1
DEGREE/CERTIFICATION										
Bachelors/all	5	14.0	54.6				58.0			
Masters/all	33	13.0	63.8	49.8	63.0	75.5	63.9	49.9	63.0	75.5
Masters/no cert.	6	4.3	45.9				45.9			
Masters/CCPM(M)	15	10.3	61.0	50.4	60.0	70.0	61.0	50.4	60.0	70.0
Masters/CCPM(F)	9	19.8	79.5				80.2			
Masters/CCPM(M or F)	24	13.8	67.9	53.0	64.5	79.5	68.2	53.0	64.5	79.5
Masters/other cert.	3									
Doctorate/all	70	11.2	70.4	56.0	70.5	84.7	72.5	56.0	71.0	87.0
Doctorate/no cert.	25	7.9	61.0	45.0	57.0	78.6	63.6	45.0	60.0	78.6
Doctorate/CCPM(M)	15	6.3	63.8	56.1	61.0	73.1	65.0	56.1	61.0	74.0
Doctorate/CCPM(F)	25	16.5	81.8	70.2	80.0	95.2	84.2	70.2	81.0	100.0
Doctorate/CCPM(M or F)	40	12.7	75.0	61.0	73.9	86.6	77.0	61.0	74.0	89.4
Doctorate/other cert.	5	15.8	80.1				81.7			
DEGREE/YEARS EXPER.										
Masters/< 10	15	5.3	52.4	44.2	52.0	62.4	52.4	44.2	52.0	62.4
Masters/10+	18	19.4	73.2	59.8	70.0	86.0	73.5	59.8	70.0	90.0
Doctorate/< 5	16	2.8	51.8	44.4	49.4	59.2	52.2	44.4	49.4	61.0
Doctorate/5 - 9.9	20	6.6	63.9	56.7	63.0	69.8	64.2	57.3	63.0	69.8
Doctorate/10 - 19.9	19	13.8	81.7	71.0	77.0	96.0	85.0	73.0	81.0	100.0
Doctorate/20+	15	23.1	84.6	72.5	83.5	91.4	89.7	72.5	85.8	102.6

Table 3: Salary data for full-time Medical Physicists working in Canada. Salaries are in thousands of dollars. In order to ensure confidentiality, data are not listed for subgroups of less than 5, and only average values are reported for groups of 5 to 10 respondents. Data from individuals in training positions and for respondents working outside Canada are not included in this table.

Benefit	Yes (%)	No (%)	Unknown or N/A (%)
Medical coverage	76	16	8
Supplementary health care	75	20	5
Dental coverage	85	11	4
Term life insurance	70	19	11
Disability insurance	78	18	5
Retirement pension plan (exclusive of CPP or QPP)	93	5	3
Sabbatical leave	29	54	18
Tuition benefits (self)	20	70	9
Tuition benefits (dependent)	6	82	12

Table 4: Percentage of respondents who received at least 50% funding from their employer for the listed benefits. Due to roundoff error, totals do not necessarily add up to 100%.