

1997 Professional Survey

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for the Professional Affairs Committee, COMP

The format and data collection procedure for the 1997 COMP Professional Survey was almost identical to that used for the 1996 survey. Approximately 280 questionnaires were mailed out to all COMP full members, and 169 surveys were returned to the COMP Secretariat. All survey responses were handled in the strictest confidence so as to ensure the anonymity of respondents. Responses are summarized by geographic area and degree/certification in tables 1 and 2 below. Five surveys were excluded from further analysis because they were incomplete or had been answered by students or retired physicists. Another twelve responses were from individuals working outside Canada, and these surveys were also excluded from the salary and benefits analysis.

Salaries

A summary of the salary data for Medical Physicists working in Canada is provided in table 3 below. Full statistics are provided for groups with at least 11 respondents. Only average and median 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.

A comparison of average and median salaries for 1996 and 1997 is provided in table 4. Only groups with at least 11 respondents in both years are included in this table. While average salaries in all listed geographical regions decreased, average salaries for both CCPM certified and some non-certified groups increased between 1996 and 1997. This seeming discrepancy is resolved by noting that the proportion of respondents who were CCPM certified dropped from about 60% in the 1996 survey to about 50% in the 1997 survey. Since CCPM certified physicists generally earn more than non-certified physicists, the apparent decrease in income across Canada is likely due to this difference in survey population rather than to a significant drop in individual salaries.

Individuals were asked to specify by what percentage their salaries increased or decreased between 1996 and 1997. Of the respondents who were working in Canada, had at least three years experience in medical physics, and had not changed jobs in the past two years, 7% reported that their salary decreased, 36% reported that their income did not change, and 57% reported that their income increased. For all these individuals the average increase was 2.8% and the median increase 2.0%. For the 57% who reported an increase in income, the average increase was 5.5% and the median increase 3.8%.

The regular hours of work specified in employment contracts for full-time employees was, on average, 37.3 hours per week.

Benefits

The average annual vacation allotment was 22 days per year.

The data regarding travel and professional expense allowances was difficult to interpret. Some individuals reported the value of their personal annual allowance. Others, who did not have a personal allowance but were reimbursed for travel and other expenses on an ad-hoc basis, reported the specific amount reimbursed by their employer. Still others reported group or department travel allotments. 75% of respondents reported receiving an allowance or reimbursement of at least \$100. 70% of respondents received an allowance or reimbursement of between \$1,000 and \$5,000, and for these individuals the average allocation was \$2,544 and the median allocation \$2,000.

Other benefits data is summarized in table 5.

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 (rick.hooper@cancerboard.ab.ca).

REGION	Number of Responses
British Columbia (BC)	17
Alberta (AB)	12
Saskatchewan (SK)	8
Manitoba (MB)	10
Ontario (ON)	76
Quebec (PQ)	24
New Brunswick (NB)	3
Nova Scotia (NS) and Prince Edward Island (PE)	4
Newfoundland (NF)	2
Other	13
Total	169

Table 1: COMP 1997 Professional Survey responses by geographical region.

Degree	Certification				Total
	None	CCPM(M)	CCPM(F)	Other	
Bachelors	4	0	3	1	8
Masters	21	15	12	4	52
Doctorate	44	18	33	14	109
Total	69	33	48	19	169

Table 2: COMP 1997 Professional Survey responses by degree and certification.

	Number	Ave Yrs Exper	PRIMARY INCOME				TOTAL INCOME			
			Average Income	Percentiles		80th	Average Income	Percentiles		80th
				20th	Median			20th	Median	80th
OVERALL (Canada)	152	11.9	66.5	50.0	65.0	81.1	68.5	51.2	66.0	84.0
PROVINCE										
BC + AB + SK + MB	47	10.7	68.1	51.2	67.0	81.9	69.2	52.8	67.0	84.0
ON	74	13.0	68.4	55.0	67.5	85.0	71.4	55.6	68.5	88.4
PQ	22	9.9	57.1	44.8	58.5	63.6	57.4	44.8	59.0	63.6
NB + NS + PE + NF	9	13.8	66.1		70.0		67.8		70.0	
EMPLOYER										
General Hospital	46	11.3	63.2	45.8	60.0	80.3	66.4	46.1	63.0	84.2
Cancer Institute	83	11.5	68.4	54.8	67.9	81.8	70.0	55.1	68.0	81.8
University or Government	17	12.6	66.1	42.7	65.0	82.5	67.3	42.7	65.0	89.4
FUNCTIONS (>= 50%)										
Clinical Service	77	9.2	62.6	52.8	60.0	73.4	63.2	53.9	60.0	73.8
Teaching + R&D	44	10.5	65.0	40.6	64.2	85.0	69.4	40.6	65.0	92.7
Administration	21	20.6	82.5	69.7	82.0	95.3	83.9	69.7	85.5	95.9
SPECIALTIES (>= 50%)										
RT	98	10.8	65.9	51.6	65.0	79.9	66.7	54.1	65.0	80.9
DR + NM + MR	37	12.3	67.3	52.7	67.0	83.2	72.9	52.7	70.0	95.0
RP	8	19.2	63.1		66.6		68.1		74.6	
YEARS EXPERIENCE										
< 5	41	2.5	48.7	40.0	48.1	57.3	49.3	40.0	48.1	59.0
5 - 9.9	40	6.8	62.3	57.0	60.0	68.8	62.8	57.0	60.0	69.5
10 - 14.9	19	11.9	75.4	61.5	78.0	85.4	75.4	61.5	78.0	85.4
15 - 19.9	10	16.5	82.9		81.4		88.6		82.9	
20 - 24.9	22	21.5	82.8	69.5	84.5	95.1	88.9	69.5	90.4	106.1
25+	20	28.6	76.7	69.5	74.1	87.2	79.8	70.0	75.4	93.6
DEGREE/CERTIFICATION										
Bachelors/all	7	16.3	56.6		56.0		58.4		59.0	
Masters/all	47	12.3	61.0	46.4	60.0	73.4	62.5	46.4	63.0	74.1
Masters/no cert.	19	6.7	49.2	42.3	46.5	56.3	52.1	42.3	46.5	63.2
Masters/CCPM(M)	14	10.8	63.8	55.6	66.0	70.0	63.8	55.6	66.0	70.0
Masters/CCPM(F)	11	21.8	75.8	66.8	75.0	83.5	77.3	66.8	75.0	91.4
Masters/CCPM(M or F)	25	15.6	69.1	59.5	68.5	78.4	69.8	59.5	68.5	78.4
Masters/other cert.	3									
Doctorate/all	98	11.4	69.9	55.2	68.0	85.4	72.0	56.1	69.5	91.5
Doctorate/no cert.	38	7.4	61.2	45.6	60.0	75.7	63.2	45.6	60.0	75.8
Doctorate/CCPM(M)	18	5.9	63.3	57.0	60.0	68.8	63.6	57.0	60.0	70.4
Doctorate/CCPM(F)	32	18.8	84.1	70.0	84.4	96.4	87.4	70.0	85.0	100.2
Doctorate/CCPM(M or F)	50	14.1	76.6	60.0	77.6	91.9	78.8	60.0	77.6	94.0
Doctorate/other cert.	10	12.6	69.0		72.0		71.6		72.0	
DEGREE/YEARS EXPER.										
Masters/< 10	24	4.6	51.4	43.4	48.6	59.7	52.0	43.4	48.6	60.0
Masters/10+	23	20.4	71.0	63.2	70.0	80.5	73.5	65.2	72.0	81.8
Doctorate/< 5	28	2.6	51.1	40.0	53.9	59.0	51.4	40.0	53.9	59.9
Doctorate/5 - 9.9	26	6.8	65.1	59.0	65.0	70.0	65.9	59.0	65.0	70.2
Doctorate/10 - 19.9	18	13.4	84.2	78.1	83.4	94.8	86.5	78.1	83.4	94.8
Doctorate/20+	26	24.0	84.9	72.4	86.0	96.0	90.4	72.4	90.4	106.3

Table 3: Salary data for 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 and median values are reported for groups of 5 to 10 respondents.

	PRIMARY INCOME				CHANGE IN PRIMARY INCOME (% of 1996 Income)	
	1996		1997		Average	Median
	Average	Median	Average	Median		
OVERALL (Canada)	67.6	66.8	66.5	65.0	-1.6%	-2.7%
PROVINCE						
BC + AB + SK + MB	68.7	70.0	68.1	67.0	-0.9%	-4.3%
ON	70.2	69.5	68.4	67.5	-2.6%	-2.9%
PQ	58.3	59.0	57.1	58.5	-2.1%	-0.8%
EMPLOYER						
General Hospital	65.1	60.0	63.2	60.0	-2.9%	0.0%
Cancer Institute	69.2	68.0	68.4	67.9	-1.2%	-0.1%
University or Government	64.5	66.7	66.1	65.0	2.5%	-2.5%
FUNCTIONS (>= 50%)						
Clinical Service	62.1	60.5	62.6	60.0	0.8%	-0.8%
Teaching + R&D	74.1	74.0	65.0	64.2	-12.3%	-13.2%
Administration	80.4	92.3	82.5	82.0	2.6%	-11.2%
SPECIALTIES (>= 50%)						
RT	67.3	64.0	65.9	65.0	-2.1%	1.6%
DR + NM + MR	67.1	69.0	67.3	67.0	0.3%	-2.9%
YEARS EXPERIENCE						
< 5	49.2	48.0	48.7	48.1	-1.0%	0.2%
5 - 9.9	61.6	60.5	62.3	60.0	1.1%	-0.8%
10 - 14.9	74.4	72.0	75.4	78.0	1.3%	8.3%
15 - 19.9	77.7	76.2	82.9	81.4	6.7%	6.8%
20 - 24.9	79.0	79.0	82.8	84.5	4.8%	7.0%
25+	85.4	87.0	76.7	74.1	-10.2%	-14.8%
DEGREE/CERTIFICATION						
Masters/all	63.8	63.0	61.0	60.0	-4.4%	-4.8%
Masters/CCPM(M or F)	67.9	64.5	69.1	68.5	1.8%	6.2%
Doctorate/all	70.4	70.5	69.9	68.0	-0.7%	-3.5%
Doctorate/no cert.	61.0	57.0	61.2	60.0	0.3%	5.3%
Doctorate/CCPM(M or F)	75.0	73.9	76.6	77.6	2.1%	5.0%
DEGREE/YEARS EXPER.						
Masters/< 10	52.4	52.0	51.4	48.6	-1.9%	-6.5%
Masters/10+	73.2	70.0	71.0	70.0	-3.0%	0.0%
Doctorate/< 5	51.8	49.4	51.1	53.9	-1.4%	9.1%
Doctorate/5 - 9.9	63.9	63.0	65.1	65.0	1.9%	3.2%
Doctorate/10 - 19.9	81.7	77.0	84.2	83.4	3.1%	8.3%
Doctorate/20+	84.6	83.5	84.9	86.0	0.4%	3.0%

Table 4: Comparison of average and median values for primary income in 1996 and 1997. Income values are in thousands of dollars, and change in income is specified as percentage of primary income in 1996. Only groups with at least 11 respondents in both years are included in this table.

Benefit	Yes (%)	No (%)	Unknown or N/A (%)
Medical coverage	68	19	13
Supplementary health care	72	19	9
Dental coverage	81	14	5
Term life insurance	68	19	14
Disability insurance	70	17	13
Retirement pension plan (exclusive of CPP or QPP)	89	4	6
Sabbatical leave	22	51	26
Tuition benefits (self)	16	64	19
Tuition benefits (dependent)	5	79	16

Table 5: Percentage of full-time employees 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%.