

## **1998 Professional Survey**

**Richard Hooper**

*for the Professional Affairs Committee, COMP*

The format and data collection procedure for the 1998 COMP Professional Survey was similar to that used for the 1997 survey. Approximately 245 questionnaires were mailed out to all COMP full members currently residing in Canada, and 148 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. Three surveys were incomplete and were excluded from further 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 1997 and 1998 is provided in table 4. Only groups with at least 11 respondents in both years are included in this table. Figure 1 depicts percentile ranges of primary income in 1996, 1997 and 1998 for all Medical Physicists working in Canada, and also for subgroups by degree and certification.

Individuals were asked to specify by what percentage their salaries increased or decreased between 1997 and 1998. Of the respondents who had at least three years experience in medical physics and had not changed jobs in the past two years, 2% reported that their salary decreased, 31% reported that their income did not change, and 67% reported that their income increased. For all these individuals the average increase was 5.1% and the median increase 2.2%. For the 67% who reported an increase in income the average increase was 7.8% and the median increase 5.0%.

The regular hours of work specified in employment contracts for full-time employees was, on average, 37.2 hours per week.

### **Benefits**

The average annual vacation allotment was 22 days per year.

Some employers allocate each of their physicists an annual personal travel and/or professional expense allowance, while other employers reimburse these expenses on an ad-hoc basis. Of all the respondents who listed themselves as full-time employees, 75% reported receiving an

allowance or reimbursement of at least \$100, 69% reported receiving reimbursement of at least \$1,000, 15% reported receiving no allowance or reimbursement, and 10% did not answer the question. For those receiving at least \$1,000 the average allocation was \$2,748 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)	14
Alberta (AB)	9
Saskatchewan (SK)	8
Manitoba (MB)	11
Ontario (ON)	71
Quebec (PQ)	24
New Brunswick (NB)	4
Nova Scotia (NS) and Prince Edward Island (PE)	6
Newfoundland (NF)	1
Total	148

Table 1: COMP 1998 Professional Survey responses by geographical region.

Degree	Certification			Other	Total
	None	CCPM(M)	CCPM(F)		
Bachelors	2	0	3	0	5
Masters	20	13	11	4	48
Doctorate	38	17	34	6	95
Total	60	30	48	10	148

Table 2: COMP 1998 Professional Survey responses by degree and certification.

	Number	Ave Yrs Exper	PRIMARY INCOME				TOTAL INCOME			
			Average Income	20th Percentiles	Median	80th	Average Income	20th Percentiles	Median	80th
OVERALL (Canada)	145	12.3	69.6	52.5	70.0	85.0	71.8	54.0	70.5	86.9
PROVINCE										
BC + AB + SK + MB	42	12.2	73.9	56.8	74.5	87.2	75.3	56.8	77.4	90.5
ON	70	13.7	71.4	55.0	70.2	88.5	74.4	57.3	70.8	93.0
PQ	23	10.6	59.9	47.6	60.0	73.9	61.3	50.3	60.0	73.9
NB + NS + PE + NF	10	7.2	61.6		64.4		63.0		67.5	
EMPLOYER										
General Hospital	41	11.3	62.9	48.7	60.0	74.2	66.2	49.7	61.0	77.2
Cancer Institute	76	12.8	73.2	56.7	70.5	87.0	74.2	57.0	70.5	87.6
University or Government	19	12.2	68.2	47.9	71.1	83.7	70.8	47.9	75.0	88.5
FUNCTIONS (>= 50%)										
Clinical Service	77	9.7	64.6	52.9	63.0	75.0	65.7	53.1	64.0	76.2
Teaching + R&D	36	11.8	69.6	52.5	70.6	86.2	74.0	54.6	73.5	90.3
Administration	22	20.4	88.8	74.8	90.5	101.4	90.4	74.8	94.8	105.1
SPECIALTIES (>= 50%)										
RT	96	10.9	71.0	54.4	69.5	86.2	72.1	56.7	70.0	86.7
DR + NM + MR	32	13.1	67.3	53.6	69.5	80.5	72.3	53.6	71.6	90.1
RP	9	19.5	59.9		50.0		64.4		65.0	
YEARS EXPERIENCE										
< 5	33	2.5	47.5	40.0	48.0	54.8	48.8	40.0	49.0	59.7
5 - 9.9	34	6.8	63.6	57.2	62.5	70.0	64.1	57.8	62.5	70.0
10 - 14.9	24	11.4	78.8	68.6	75.0	88.3	81.6	71.4	76.5	90.7
15 - 19.9	17	16.5	81.0	74.7	80.0	86.9	83.3	74.7	80.0	87.4
20 - 24.9	19	21.2	79.4	60.9	85.0	94.8	86.8	65.3	85.0	105.4
25+	18	28.8	88.2	73.1	84.0	111.4	88.8	73.1	84.0	111.9
DEGREE/CERTIFICATION										
Bachelors/all	4									
Masters/all	47	12.8	64.0	48.9	60.0	75.0	65.3	49.9	63.0	75.0
Masters/no cert.	19	7.6	51.9	44.0	49.0	65.6	54.6	44.0	50.0	69.8
Masters/CCPM(M)	13	10.0	63.2	52.1	60.0	74.7	63.2	52.1	60.0	74.7
Masters/CCPM(F)	11	22.5	83.9	68.6	75.0	112.6	84.5	68.6	75.0	114.0
Masters/CCPM(M or F)	24	15.7	72.7	58.3	71.5	82.7	72.9	58.3	71.5	82.7
Masters/other cert.	4									
Doctorate/all	94	11.7	72.7	57.2	71.8	88.6	75.3	58.4	73.6	93.6
Doctorate/no cert.	38	9.5	64.8	47.2	64.2	81.9	67.8	47.2	64.6	84.8
Doctorate/CCPM(M)	17	7.6	65.9	59.8	64.0	70.3	66.7	59.8	64.0	72.8
Doctorate/CCPM(F)	34	16.8	85.0	73.2	84.2	98.1	88.1	73.2	86.0	102.8
Doctorate/CCPM(M or F)	51	13.7	78.7	64.0	76.0	92.8	80.9	64.0	79.0	98.1
Doctorate/other cert.	5	7.7	72.6		64.6		75.0		64.6	
DEGREE/YEARS EXPER.										
Masters/< 10	21	4.2	49.8	45.4	50.0	58.3	51.3	45.4	51.5	59.3
Masters/10+	26	19.8	75.4	65.0	73.5	81.0	76.7	69.8	74.0	81.0
Doctorate/< 5	19	2.6	49.2	40.0	48.9	60.0	49.9	40.0	49.0	60.5
Doctorate/5 - 9.9	26	6.7	65.9	59.3	64.6	72.7	66.2	59.3	64.6	73.1
Doctorate/10 - 19.9	29	13.4	82.3	72.3	80.0	93.0	85.8	75.0	82.0	93.6
Doctorate/20+	20	24.4	90.1	82.8	91.0	99.9	96.0	84.1	98.1	108.0

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 1997 Income)	
	1997		1998		Average	Median
	Average	Median	Average	Median		
OVERALL (Canada)	66.5	65.0	69.6	70.0	4.7%	7.7%
PROVINCE						
BC + AB + SK + MB	68.1	67.0	73.9	74.5	8.5%	11.2%
ON	68.4	67.5	71.4	70.2	4.4%	4.0%
PQ	57.1	58.5	59.9	60.0	4.9%	2.6%
EMPLOYER						
General Hospital	63.2	60.0	62.9	60.0	-0.5%	0.0%
Cancer Institute	68.4	67.9	73.2	70.5	7.0%	3.8%
University or Government	66.1	65.0	68.2	71.1	3.2%	9.4%
FUNCTIONS (>= 50%)						
Clinical Service	62.6	60.0	64.6	63.0	3.2%	5.0%
Teaching + R&D	65.0	64.2	69.6	70.6	7.1%	10.0%
Administration	82.5	82.0	88.8	90.5	7.6%	10.4%
SPECIALTIES (>= 50%)						
RT	65.9	65.0	71.0	69.5	7.7%	6.9%
DR + NM + MR	67.3	67.0	67.3	69.5	0.0%	3.7%
YEARS EXPERIENCE						
< 5	48.7	48.1	47.5	48.0	-2.5%	-0.2%
5 - 9.9	62.3	60.0	63.6	62.5	2.1%	4.2%
10 - 14.9	75.4	78.0	78.8	75.0	4.5%	-3.8%
15 - 19.9	82.9	81.4	81.0	80.0	-2.3%	-1.7%
20 - 24.9	82.8	84.5	79.4	85.0	-4.1%	0.6%
25+	76.7	74.1	88.2	84.0	15.0%	13.4%
DEGREE/CERTIFICATION						
Masters/all	61.0	60.0	64.0	60.0	4.9%	0.0%
Masters/no cert.	49.2	46.5	51.9	49.0	5.5%	5.4%
Masters/CCPM(M or F)	69.1	68.5	72.7	71.5	5.2%	4.4%
Doctorate/all	69.9	68.0	72.7	71.8	4.0%	5.6%
Doctorate/no cert.	61.2	60.0	64.8	64.2	5.9%	7.0%
Doctorate/CCPM(M or F)	76.6	77.6	78.7	76.0	2.7%	-2.1%
DEGREE/YEARS EXPER.						
Masters/< 10	51.4	48.6	49.8	50.0	-3.1%	2.9%
Masters/10+	71.0	70.0	75.4	73.5	6.2%	5.0%
Doctorate/< 5	51.1	53.9	49.2	48.9	-3.7%	-9.3%
Doctorate/5 - 9.9	65.1	65.0	65.9	64.6	1.2%	-0.6%
Doctorate/10 - 19.9	84.2	83.4	82.3	80.0	-2.3%	-4.1%
Doctorate/20+	84.9	86.0	90.1	91.0	6.1%	5.8%

Table 4: Comparison of average and median values for primary income in 1997 and 1998. Income values are in thousands of dollars, and change in income is specified as percentage of primary income in 1997. Only groups with at least 11 respondents in both years are included in this table.

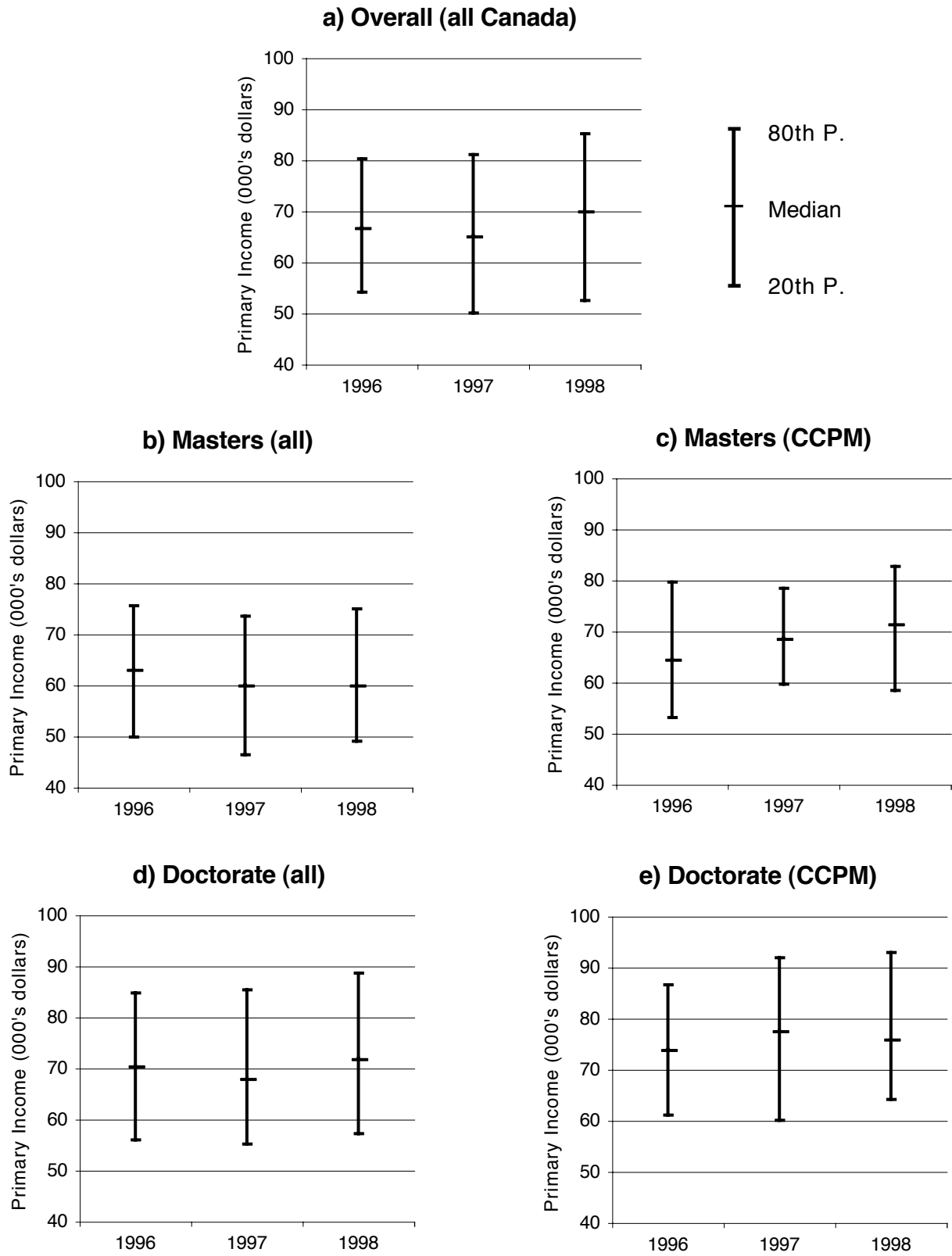


Figure 1: Percentile ranges of primary income in 1996, 1997 and 1998 for all Medical Physicists living in Canada, and for subgroups by degree and certification. CCPM designation includes both members and fellows.

Benefit	Yes (%)	No (%)	Unknown or N/A (%)
Basic and/or supplementary medical coverage	79	13	7
Dental coverage	80	13	7
Term life insurance	70	15	15
Disability insurance	69	20	11
Retirement pension plan (exclusive of CPP or QPP)	86	7	7
Sabbatical leave	23	55	22
Tuition benefits (self)	13	68	19
Tuition benefits (dependent)	7	77	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%.