

2002 Professional Survey

Richard Hooper

for the Professional Affairs Committee, COMP/CCPM

The format and data collection procedure for the 2002 COMP Professional Survey was similar to that used for the 2001 survey. Approximately 250 questionnaires were mailed out to all COMP full members currently residing in Canada, and 132 surveys were returned. 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. Some surveys were incomplete and could not be used in all or parts of the remaining 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 2001 and 2002 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 from 1998 through 2002 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 2001 and 2002. Of the respondents who had at least three years experience in medical physics, worked as full-time employees, and had not changed jobs in the past two years, 2% reported that their salary decreased, 14% reported that their income did not change, and 84% reported that their income increased. For all these individuals the average increase was 5.3% and the median increase 3.5%. For the 84% who reported an increase in income the average increase was 6.5% and the median increase 5.0%.

The regular hours of work specified in employment contracts for full-time employees was, on average, 37.4 hours per week.

Benefits

The average annual vacation allotment was 23.6 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, 70% reported receiving reimbursement of at least \$1,000 while 26% either did not answer the question or reported

receiving no reimbursement. For those receiving at least \$1,000 the average allocation was \$3,074 and the median allocation \$2,500.

Other benefits data is summarized in table 5.

Retirements

A new question on the survey this year asked COMP members to indicate if they expected to retire from the full-time practice of medical physics within the next 10 years, and if they did, to indicate the expected year of retirement. The results from this question are summarized in table 6.

Additional information regarding survey data, 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)	16
Alberta (AB)	17
Saskatchewan (SK)	5
Manitoba (MB)	12
Ontario (ON)	51
Quebec (QC)	19
New Brunswick (NB)	4
Nova Scotia (NS) and Prince Edward Island (PE)	6
Newfoundland (NF)	1
Not Specified	1
Total	132

Table 1: COMP 2002 Professional Survey responses by geographical region.

Degree	Certification				Total
	None	CCPM(M)	CCPM(F)	Other	
Bachelors	4	0	0	0	4
Masters	14	13	12	5	44
Doctorate	27	17	32	7	83
Other	1	0	0	0	1
Total	46	30	44	12	132

Table 2: COMP 2002 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)	127	13.5	96.4	73.8	96.0	120.1	99.3	74.9	100.0	123.0
PROVINCE										
BC + AB + SK + MB	49	12.2	98.0	71.8	104.0	119.5	99.1	71.8	105.0	120.0
ON	48	15.2	103.1	77.0	109.5	125.0	107.8	82.0	111.0	132.0
QC	18	14.1	78.4	72.6	79.0	87.9	79.9	72.9	79.5	88.9
NB + NS + PE + NF	11	10.8	88.6	59.6	92.0	115.1	94.3	64.0	92.0	115.1
EMPLOYER										
General Hospital	32	14.2	89.7	73.8	86.5	107.2	96.4	73.9	88.5	120.8
Cancer Institute	77	12.5	100.8	76.4	107.0	122.1	101.9	76.4	108.9	123.0
University, Government, or Research Institute	15	15.2	88.9	64.4	76.0	117.5	93.3	71.2	82.0	128.5
FUNCTIONS (>= 50%)										
Clinical Service	77	10.8	93.7	76.0	94.0	115.0	95.6	76.0	96.2	117.0
Teaching + R&D	33	14.6	94.1	70.0	89.0	125.0	100.5	70.6	100.0	131.8
Administration	18	21.0	111.4	75.7	128.8	134.9	115.1	75.7	130.5	140.4
SPECIALTIES (>= 50%)										
RT	93	12.5	98.7	76.0	100.0	120.9	99.8	76.0	104.0	120.9
DR + NM + MR	25	16.7	95.0	75.0	90.0	121.0	102.9	75.0	104.0	129.0
RP	4									
YEARS EXPERIENCE										
< 5	23	3.0	67.6	55.1	70.0	79.8	69.1	55.1	70.0	79.9
5 - 9.9	26	6.9	86.7	63.5	86.0	109.8	88.9	64.0	89.0	114.9
10 - 14.9	27	11.8	102.0	89.9	105.0	112.4	102.8	89.9	105.0	112.4
15 - 19.9	18	16.7	109.5	86.1	116.5	131.6	111.2	88.7	116.5	132.4
20 - 24.9	11	21.5	118.1	102.7	118.2	130.6	131.7	117.7	128.0	143.4
25+	22	28.0	109.6	79.5	112.5	135.5	113.0	79.5	118.2	137.5
DEGREE/CERTIFICATION										
Bachelors/all	3									
Masters/all	41	13.7	85.3	66.4	85.0	105.8	86.3	66.4	87.0	110.6
Masters/no cert.	13	7.8	67.0	50.5	65.0	86.4	67.6	50.5	65.0	88.8
Masters/CCPM(M)	11	11.5	82.4	69.4	78.5	97.7	82.4	69.4	78.5	97.7
Masters/CCPM(F)	12	19.3	105.5	88.6	104.2	123.5	106.8	88.7	105.0	123.5
Masters/CCPM(M or F)	23	15.6	94.5	76.2	92.0	114.7	95.2	76.2	94.0	114.7
Masters/other cert.	5	20.0	91.0		87.1		94.2		87.1	
Doctorate/all	82	13.5	103.2	77.8	107.5	125.0	107.3	79.9	110.0	130.2
Doctorate/no cert.	27	8.7	87.8	57.9	90.0	118.2	90.0	57.9	90.0	118.2
Doctorate/CCPM(M)	17	9.5	98.9	84.1	105.0	114.3	102.8	89.5	107.0	117.1
Doctorate/CCPM(F)	31	19.7	117.9	105.0	120.0	133.9	124.4	106.4	124.0	137.9
Doctorate/CCPM(M or F)	48	16.1	111.2	95.1	110.0	125.9	116.8	101.7	117.5	132.0
Doctorate/other cert.	7	14.0	108.4		106.0		108.5		106.0	
DEGREE/YEARS EXPER.										
Masters/< 10	16	4.9	71.1	55.0	70.0	87.7	72.6	55.0	70.0	89.0
Masters/10+	25	19.3	94.5	78.0	90.0	115.0	95.1	78.0	92.0	115.0
Doctorate/< 5	16	3.1	70.1	54.2	75.0	90.0	72.3	54.2	75.2	90.0
Doctorate/5 - 9.9	15	7.2	95.7	71.0	96.0	119.0	97.8	77.0	100.0	119.0
Doctorate/10 - 19.9	29	13.7	113.4	105.0	114.0	127.8	114.6	105.0	114.0	128.1
Doctorate/20+	22	25.2	119.2	104.1	120.7	140.0	129.4	109.6	129.0	145.6

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 2001 Income)	
	2001		2002		Average	Median
	Average	Median	Average	Median		
OVERALL (Canada)	92.3	92.0	96.4	96.0	4.4%	4.3%
PROVINCE						
BC + AB + SK + MB	96.2	100.0	98.0	104.0	1.9%	4.0%
ON	95.9	100.5	103.1	109.5	7.5%	9.0%
QC	73.3	74.5	78.4	79.0	7.0%	6.0%
EMPLOYER						
General Hospital	83.1	79.0	89.7	86.5	7.9%	9.5%
Cancer Institute	97.6	103.0	100.8	107.0	3.3%	3.9%
University, Government, or Research Institute	86.4	87.5	88.9	76.0	2.9%	-13.1%
FUNCTIONS (>= 50%)						
Clinical Service	89.1	92.0	93.7	94.0	5.2%	2.2%
Teaching + R&D	91.0	90.0	94.1	89.0	3.4%	-1.1%
Administration	114.6	119.8	111.4	128.8	-2.8%	7.5%
SPECIALTIES (>= 50%)						
RT	92.3	92.0	98.7	100.0	6.9%	8.7%
DR + NM + MR	90.3	91.1	95.0	90.0	5.2%	-1.2%
YEARS EXPERIENCE						
< 5	64.6	65.5	67.6	70.0	4.6%	6.9%
5 - 9.9	87.5	91.0	86.7	86.0	-0.9%	-5.5%
10 - 14.9	96.8	100.0	102.0	105.0	5.4%	5.0%
15 - 19.9	106.4	112.5	109.5	116.5	2.9%	3.6%
20 - 24.9	109.0	116.6	118.1	118.2	8.3%	1.4%
25+	111.6	110.0	109.6	112.5	-1.8%	2.3%
DEGREE/CERTIFICATION						
Masters/all	84.2	80.4	85.3	85.0	1.3%	5.7%
Masters/no cert.	66.0	61.7	67.0	65.0	1.5%	5.3%
Masters/CCPM(M or F)	101.8	105.0	94.5	92.0	-7.2%	-12.4%
Doctorate/all	97.0	100.0	103.2	107.5	6.4%	7.5%
Doctorate/no cert.	82.3	82.2	87.8	90.0	6.7%	9.5%
Doctorate/CCPM(M or F)	107.3	107.0	111.2	110.0	3.6%	2.8%
DEGREE/YEARS EXPER.						
Masters/< 10	64.2	61.7	71.1	70.0	10.7%	13.5%
Masters/10+	99.4	105.0	94.5	90.0	-4.9%	-14.3%
Doctorate/< 5	65.2	68.4	70.1	75.0	7.5%	9.6%
Doctorate/5 - 9.9	95.6	98.0	95.7	96.0	0.1%	-2.0%
Doctorate/10 - 19.9	104.6	107.0	113.4	114.0	8.4%	6.5%
Doctorate/20+	114.3	115.1	119.2	120.7	4.3%	4.9%

Table 4: Comparison of average and median values for primary income in 2001 and 2002. Income values are in thousands of dollars, and change in income is specified as percentage of primary income in 2001. Only groups with at least 11 respondents in both years are included in this table.

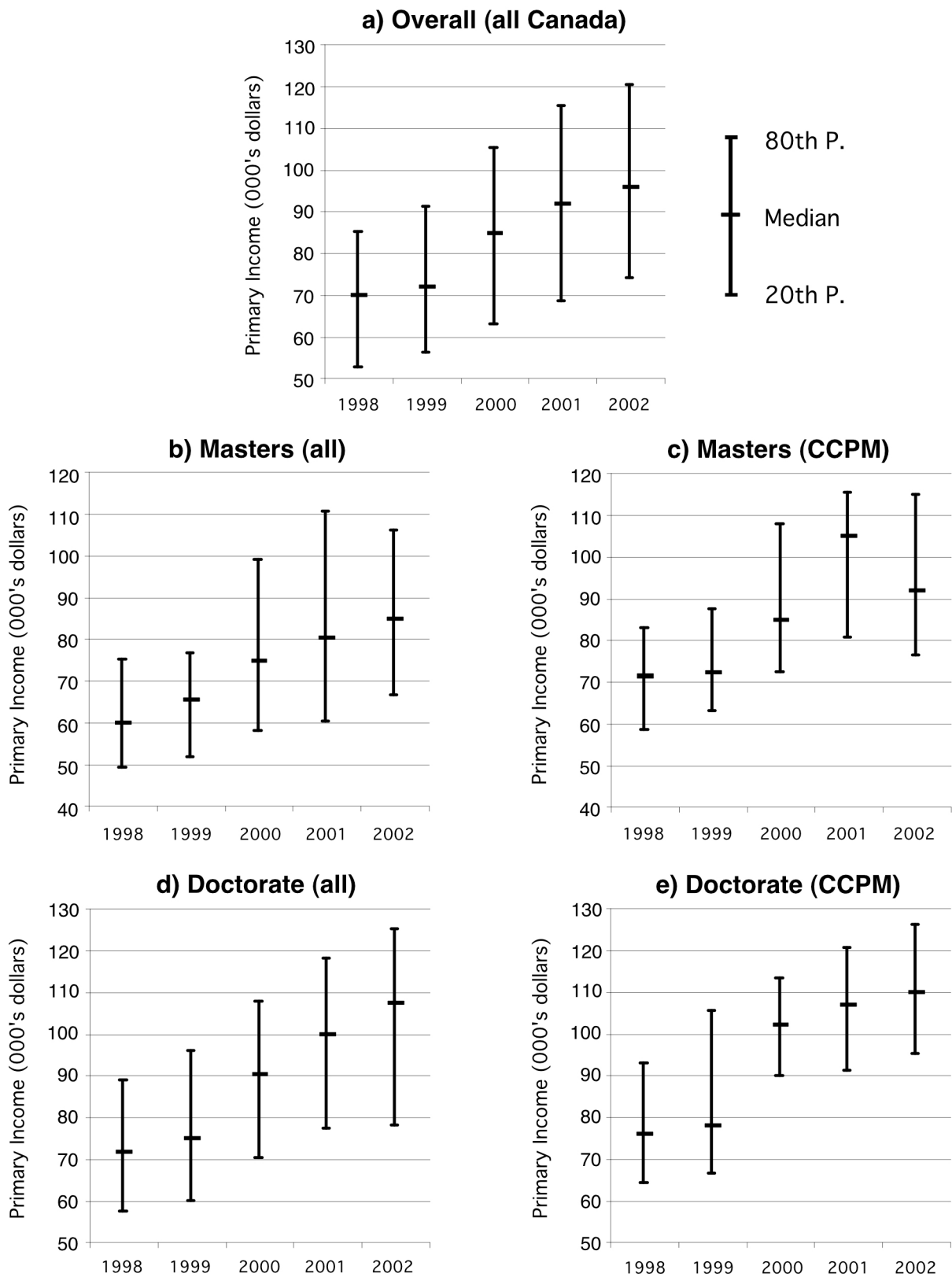


Figure 1: Percentile ranges of primary income from 1998 through 2002 for all Medical Physicists living in Canada, and for subgroups by degree and certification. CCPM designation includes both members and fellows.

Benefit	Yes (%)	No (%)	Unknown or N/A (%)
Medical coverage	86	7	7
Dental coverage	82	9	8
Term life insurance	73	13	14
Disability insurance	77	13	10
Retirement pension plan (exclusive of CPP or QPP)	89	4	7
Sabbatical leave	28	47	25
Tuition benefits (self)	16	59	25
Tuition benefits (dependent)	7	70	23

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%.

Category	Count	%
Do not expect to retire within the next 10 years	84	73.0
Do expect to retire within the next 10 years		
2003 through 2007	13	11.3
2008 through 2012	15	13.0
Yes, but no year specified	3	2.6

Table 6: Expected retirements in medical physics over the next 10 years. Only individuals who answered the survey question and were either full-time employees or consultants are included in this table.