

2003 Professional Survey

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for the Professional Affairs Committee, COMP/CCPM

The format and data collection procedure for the 2003 COMP Professional Survey was similar to that used for the 2002 survey. Approximately 295 questionnaires were mailed out to all COMP full members currently residing in Canada, and 123 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 2002 and 2003 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 1999 through 2003 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 2002 and 2003. 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, 1% reported that their salary decreased, 10% reported that their income did not change, and 89% reported that their income increased. For all these individuals the average increase was 6.4% and the median increase 4.0%. For the 89% who reported an increase in income the average increase was 7.2% and the median increase 5.0%.

The regular hours of work specified in employment contracts for full-time employees was, on average, 37.5 hours per week.

Benefits

The average annual vacation allotment was 22.4 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 25% either did not answer the question or reported receiving no reimbursement. For those receiving at least \$1,000 the average allocation was \$3,196 and the median allocation \$2,900.

Other benefits data is summarized in table 5.

Additional Questions

COMP members were asked 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.

A new question on the survey this year asked COMP members if they were interested in purchasing extra liability insurance, and if they were, to indicate how much they would be willing to pay annually for such insurance. The results from this question are summarized in table 7. On a related topic, only about one quarter of respondents who work as full time employees reported that they were covered by an employer funded liability insurance program, and about one third did not know if their employer provided this benefit (see table 5).

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)	12
Alberta (AB)	11
Saskatchewan (SK)	3
Manitoba (MB)	9
Ontario (ON)	55
Quebec (QC)	20
New Brunswick (NB)	4
Nova Scotia (NS) and Prince Edward Island (PE)	5
Newfoundland (NF)	3
Not Specified	1
Total	123

Table 1: COMP 2003 Professional Survey responses by geographical region.

Degree	Certification				Total
	None	CCPM(M)	CCPM(F)	Other	
Bachelors	1	0	1	0	2
Masters	14	9	15	3	41
Doctorate	26	16	30	7	79
Other	1	0	0	0	1
Total	42	25	46	10	123

Table 2: COMP 2003 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)	119	13.8	101.0	75.0	104.0	130.0	103.5	75.0	105.0	132.3
PROVINCE										
BC + AB + SK + MB	33	13.4	103.4	75.1	110.0	126.6	104.0	75.1	110.0	131.5
ON	54	15.4	108.3	80.3	112.0	136.0	112.1	80.3	118.5	139.1
QC	19	12.0	83.3	71.5	77.5	102.1	84.9	71.5	77.5	102.8
NB + NS + PE + NF	12	11.4	91.0	67.2	99.5	110.0	94.3	67.2	99.5	110.0
EMPLOYER										
General Hospital	38	14.8	98.7	75.0	101.5	130.9	102.8	75.0	102.0	134.6
Cancer Institute	64	13.6	107.2	80.0	110.0	132.3	109.3	80.0	110.0	136.4
University, Government, or Research Institute	14	13.0	82.8	66.5	81.8	102.5	83.3	66.5	81.8	102.6
FUNCTIONS (>= 50%)										
Service	76	11.5	95.2	73.4	98.5	118.8	96.2	73.4	98.5	120.0
Teaching + R&D	28	14.3	100.1	75.0	96.0	130.9	105.0	76.3	96.1	140.0
Administration	11	24.5	124.8	105.6	120.0	150.7	132.5	105.6	123.5	154.3
SPECIALTIES (>= 50%)										
RT	91	12.3	102.0	75.0	104.0	131.3	103.4	75.0	108.0	132.1
DR + NM + MR	23	17.6	97.2	75.0	92.0	114.9	106.4	76.1	92.3	135.9
RP	3									
YEARS EXPERIENCE										
< 5	25	2.7	68.4	54.5	70.0	82.0	68.4	54.5	70.0	82.0
5 - 9.9	25	7.4	92.5	75.0	90.0	108.3	93.7	75.0	90.0	111.0
10 - 14.9	19	11.5	104.5	86.2	110.0	122.4	106.0	86.2	110.0	122.4
15 - 19.9	18	16.6	116.5	93.2	123.8	139.8	116.7	93.4	123.8	139.8
20+	32	27.3	122.2	106.8	121.0	137.0	129.6	109.7	131.5	152.9
DEGREE/CERTIFICATION										
Bachelors/all	2									
Masters/all	39	13.6	92.7	71.2	87.9	115.8	93.5	71.2	87.9	118.2
Masters/no cert.	13	5.2	68.9	51.2	70.0	79.8	68.9	51.2	70.0	79.8
Masters/CCPM(M)	8	8.1	91.7		84.9		91.7		84.9	
Masters/CCPM(F)	15	20.6	111.4	91.5	110.0	132.0	113.4	91.5	118.0	132.0
Masters/CCPM(M or F)	23	16.3	104.5	82.0	105.0	129.0	105.8	82.0	108.0	129.0
Masters/other cert.	3									
Doctorate/all	77	13.7	106.0	77.8	110.0	132.5	109.5	79.8	110.0	137.0
Doctorate/no cert.	25	9.7	84.2	62.0	81.0	117.9	84.6	62.0	81.0	117.9
Doctorate/CCPM(M)	16	9.3	101.7	86.3	106.3	114.3	102.6	86.3	106.3	117.0
Doctorate/CCPM(F)	29	19.6	126.0	107.9	131.0	139.5	134.2	113.4	136.0	144.1
Doctorate/CCPM(M or F)	45	16.0	117.4	100.0	116.7	137.0	122.9	102.0	121.0	140.0
Doctorate/other cert.	7	13.9	111.1		120.0		111.6		120.0	
DEGREE/YEARS EXPER.										
Masters/< 10	19	4.3	75.3	67.9	75.9	86.1	76.1	67.9	75.9	86.1
Masters/10+	20	22.4	109.2	91.5	110.0	131.5	110.0	91.5	110.0	131.5
Doctorate/< 5	14	3.1	68.9	56.0	64.5	89.2	68.9	56.0	64.5	89.2
Doctorate/5 - 9.9	16	7.5	95.9	75.0	98.5	111.5	96.9	75.0	98.5	114.7
Doctorate/10 - 19.9	27	13.4	113.6	91.7	116.7	137.1	114.2	91.7	117.0	137.1
Doctorate/20+	20	26.6	129.9	119.1	128.0	143.0	141.5	120.0	136.2	161.0

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 2002 Income)	
	2002		2003		Average	Median
	Average	Median	Average	Median		
OVERALL (Canada)	96.4	96.0	101.0	104.0	4.8%	8.3%
PROVINCE						
BC + AB + SK + MB	98.0	104.0	103.4	110.0	5.5%	5.8%
ON	103.1	109.5	108.3	112.0	5.0%	2.3%
QC	78.4	79.0	83.3	77.5	6.2%	-1.9%
NB + NS + PE + NF	88.6	92.0	91.0	99.5	2.7%	8.2%
EMPLOYER						
General Hospital	89.7	86.5	98.7	101.5	10.0%	17.3%
Cancer Institute	100.8	107.0	107.2	110.0	6.3%	2.8%
University, Government, or Research Institute	88.9	76.0	82.8	81.8	-6.9%	7.6%
FUNCTIONS (>= 50%)						
Clinical Service	93.7	94.0	95.2	98.5	1.6%	4.8%
Teaching + R&D	94.1	89.0	100.1	96.0	6.4%	7.9%
Administration	111.4	128.8	124.8	120.0	12.0%	-6.8%
SPECIALTIES (>= 50%)						
RT	98.7	100.0	102.0	104.0	3.3%	4.0%
DR + NM + MR	95.0	90.0	97.2	92.0	2.3%	2.2%
YEARS EXPERIENCE						
< 5	67.6	70.0	68.4	70.0	1.2%	0.0%
5 - 9.9	86.7	86.0	92.5	90.0	6.7%	4.7%
10 - 14.9	102.0	105.0	104.5	110.0	2.5%	4.8%
15 - 19.9	109.5	116.5	116.5	123.8	6.4%	6.3%
20+	112.4	117.8	122.2	121.0	8.7%	2.7%
DEGREE/CERTIFICATION						
Masters/all	85.3	85.0	92.7	87.9	8.7%	3.4%
Masters/no cert.	67.0	65.0	68.9	70.0	2.8%	7.7%
Masters/CCPM(M or F)	94.5	92.0	104.5	105.0	10.6%	14.1%
Doctorate/all	103.2	107.5	106.0	110.0	2.7%	2.3%
Doctorate/no cert.	87.8	90.0	84.2	81.0	-4.1%	-10.0%
Doctorate/CCPM(M or F)	111.2	110.0	117.4	116.7	5.6%	6.1%
DEGREE/YEARS EXPER.						
Masters/< 10	71.1	70.0	75.3	75.9	5.9%	8.4%
Masters/10+	94.5	90.0	109.2	110.0	15.6%	22.2%
Doctorate/< 5	70.1	75.0	68.9	64.5	-1.7%	-14.0%
Doctorate/5 - 9.9	95.7	96.0	95.9	98.5	0.2%	2.6%
Doctorate/10 - 19.9	113.4	114.0	113.6	116.7	0.2%	2.4%
Doctorate/20+	119.2	120.7	129.9	128.0	9.0%	6.0%

Table 4: Comparison of average and median values for primary income in 2002 and 2003. Income values are in thousands of dollars, and change in income is specified as percentage of primary income in 2002. Only groups with at least 11 respondents in both years are included in this table.

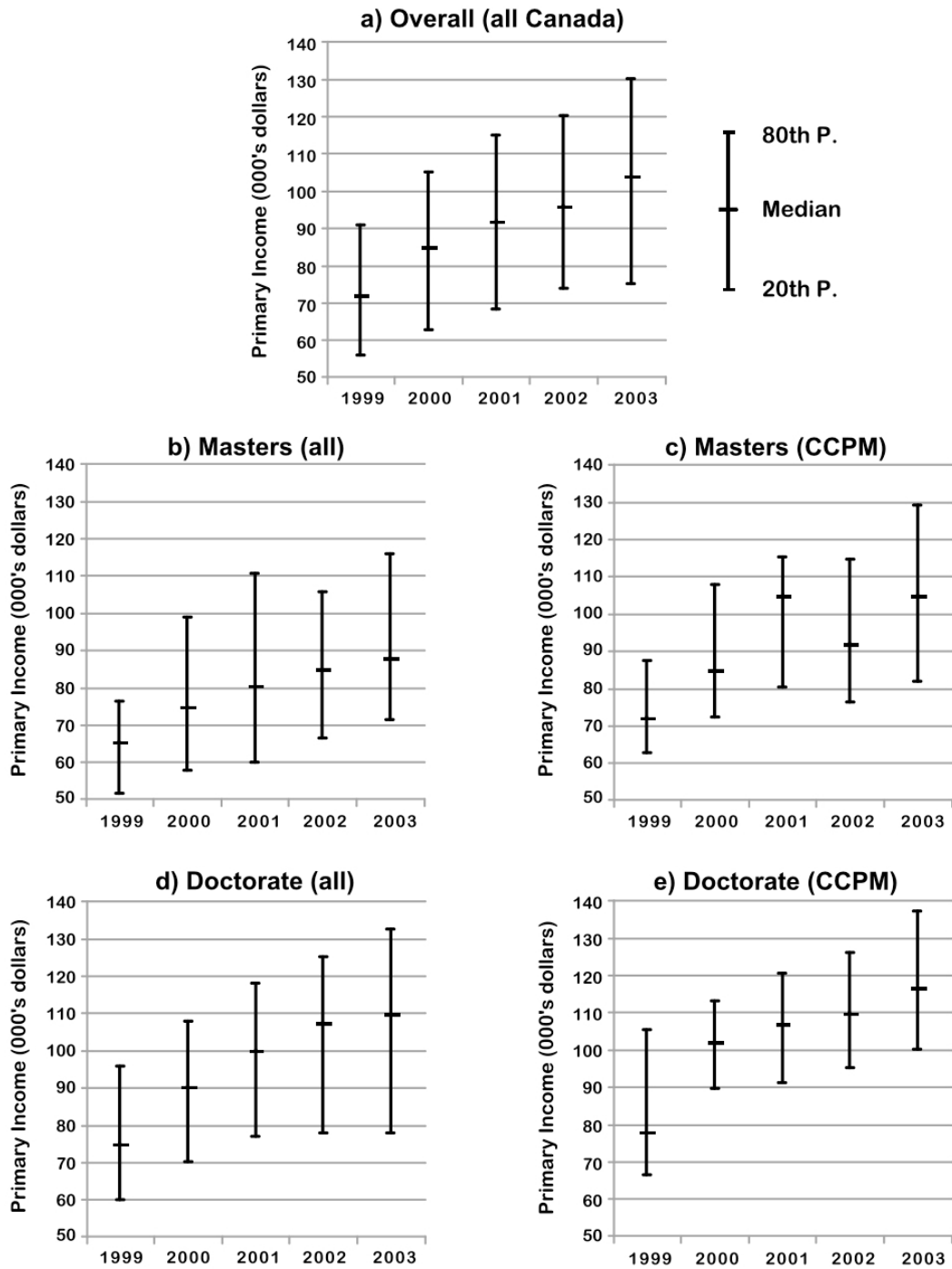


Figure 1: Percentile ranges of primary income from 1999 through 2003 for all Medical Physicists living in Canada, and for subgroups by degree and certification. CCPM designation includes both members and fellows.

Benefit	Yes (%)	No (%)	Unknown or N/A (%)
Medical coverage	83	9	8
Dental coverage	77	16	7
Term life insurance	71	16	13
Disability insurance	72	19	9
Liability insurance	24	44	32
Retirement pension plan (exclusive of CPP or QPP)	86	5	9
Sabbatical leave	23	56	21
Tuition benefits (self)	14	65	21
Tuition benefits (dependent)	8	72	20

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	75.0
Do expect to retire within the next 10 years		
2004 through 2008	10	8.9
2009 through 2013	14	12.5
Yes, but no year specified	4	3.6

Table 6: Expected retirements in medical physics over the next 10 years.

Category	Count	%
Not interested in purchasing extra professional liability insurance	89	76.1
Interested in purchasing extra professional liability insurance, and willing to pay an annual premium of ...		
< \$250	13	11.1
\$250 - \$499	11	9.4
\$500 - \$999	4	3.4

Table 7: Interest in purchasing extra professional liability insurance.