

# 1999 Professional Survey

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*for the Professional Affairs Committee, COMP*

The format and data collection procedure for the 1999 COMP Professional Survey was similar to that used for the 1998 survey. Approximately 250 questionnaires were mailed out to all COMP full members currently residing in Canada, and 137 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. Four 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 1998 and 1999 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 1996 through 1999 for all Medical Physicists working in Canada, and also for subgroups by degree and certification.

The 1999 income data presented is for income received *during* 1999. Some groups obtained retroactive salary increases for 1999 after January 1, 2000, and some individuals were still waiting (as of July 1, 2000) for retroactive contract settlements. These salary increases are not included in the 1999 summary, but will be included in the report for 2000.

Individuals were asked to specify by what percentage their salaries increased or decreased between 1998 and 1999. Of the respondents who had at least three years experience in medical physics and had not changed jobs in the past two years, 4% reported that their salary decreased, 18% reported that their income did not change, and 78% reported that their income increased. For all these individuals the average increase was 5.6% and the median increase 4.0%. For the 78% who reported an increase in income the average increase was 7.7% and the median increase 5.0%.

The regular hours of work specified in employment contracts for full-time employees was, on average, 37.1 hours per week.

## **Benefits**

The average annual vacation allotment was 22.6 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, 68% reported receiving an allowance or reimbursement of at least \$100, 61% reported receiving reimbursement of at least \$1,000, 16% reported receiving no allowance or reimbursement, and 16% did not answer the question. For those receiving at least \$1,000 the average allocation was \$2,870 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](mailto:rick.hooper@cancerboard.ab.ca)).

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REGION	Number of Responses
British Columbia (BC)	11
Alberta (AB)	11
Saskatchewan (SK)	7
Manitoba (MB)	10
Ontario (ON)	61
Quebec (PQ)	28
New Brunswick (NB)	3
Nova Scotia (NS) and Prince Edward Island (PE)	4
Newfoundland (NF)	1
Not Specified	1
 Total	 137

Table 1: COMP 1999 Professional Survey responses by geographical region.

Degree	Certification				Total
	None	CCPM(M)	CCPM(F)	Other	
Bachelors	4	0	3	0	7
Masters	22	14	8	4	48
Doctorate	28	15	32	6	81
Other	0	0	1	0	1
Total	54	29	44	10	137

Table 2: COMP 1999 Professional Survey responses by degree and certification.

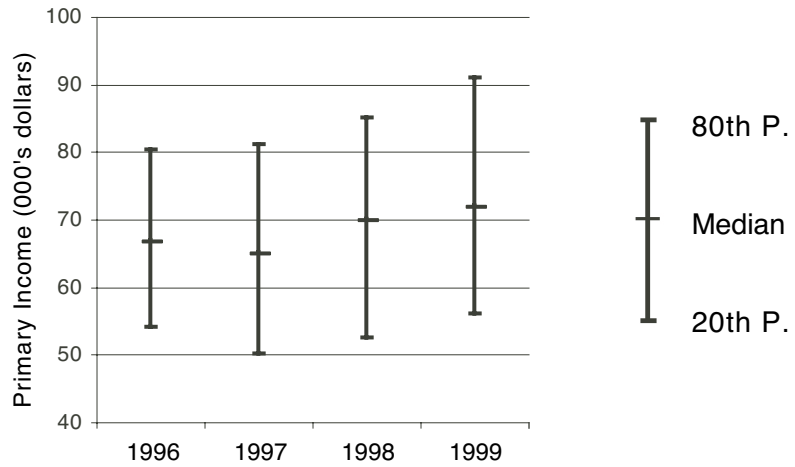
	Number	Ave Yrs Exper	PRIMARY INCOME				TOTAL INCOME			
			Average Income	20th Percentiles	Median	80th	Average Income	20th Percentiles	Median	80th
OVERALL (Canada)	133	12.4	73.7	56.0	72.0	90.9	76.5	57.8	74.0	91.0
PROVINCE										
BC + AB + SK + MB	39	11.8	78.7	61.6	78.0	91.7	80.8	63.6	80.0	93.4
ON	57	14.0	77.1	57.9	75.0	101.4	81.2	59.2	75.0	106.2
PQ	28	10.4	59.7	48.0	60.0	71.8	61.4	48.3	60.0	72.9
NB + NS + PE + NF	8	9.0	72.0		71.3		72.5		71.3	
EMPLOYER										
General Hospital	37	10.9	65.6	51.5	60.0	76.4	71.2	51.7	65.0	84.2
Cancer Institute	72	12.4	79.3	60.0	75.0	101.3	81.3	60.0	75.0	103.7
University or Government	19	12.4	70.4	54.3	75.0	77.7	70.8	54.7	75.0	77.7
FUNCTIONS (>= 50%)										
Clinical Service	77	9.9	69.3	57.8	70.0	80.1	71.2	58.0	72.0	82.0
Teaching + R&D	32	14.1	76.1	55.0	75.0	94.7	80.6	59.5	75.5	105.1
Administration	18	19.3	89.4	61.0	97.3	115.6	94.2	61.0	97.3	115.6
SPECIALTIES (>= 50%)										
RT	92	11.1	74.5	56.0	70.6	92.2	76.3	57.7	72.3	92.2
DR + NM + MR	26	14.4	74.4	57.8	75.0	87.8	82.3	59.7	76.0	101.8
RP	9	15.3	64.1		70.0		64.2		70.0	
YEARS EXPERIENCE										
< 5	29	2.5	50.2	43.9	51.0	57.7	51.9	43.9	51.6	58.0
5 - 9.9	35	6.8	68.8	60.5	70.0	75.0	70.1	61.0	72.5	76.5
10 - 14.9	21	11.5	77.1	66.5	74.3	89.1	78.6	67.2	75.0	90.6
15 - 19.9	16	16.5	90.8	78.5	88.4	108.0	93.1	79.6	91.0	108.6
20 - 24.9	15	22.1	86.8	65.0	92.0	107.6	96.1	67.5	99.9	119.0
25+	17	29.1	92.4	71.8	89.5	116.1	96.0	74.7	89.5	116.4
DEGREE/CERTIFICATION										
Bachelors/all	5	15.7	58.4		55.0		60.0		60.0	
Masters/all	46	11.8	66.5	51.5	65.5	76.3	68.3	51.9	70.0	77.3
Masters/no cert.	20	7.6	54.6	46.2	51.9	66.5	55.3	46.2	52.5	67.6
Masters/CCPM(M)	14	10.1	70.8	60.0	70.5	74.7	75.2	70.0	72.8	84.0
Masters/CCPM(F)	8	21.2	86.8		81.6		87.3		81.6	
Masters/CCPM(M or F)	22	14.2	76.6	62.7	72.3	87.4	79.6	70.0	74.5	87.5
Masters/other cert.	4									
Doctorate/all	81	12.3	78.3	59.8	75.0	95.8	81.8	60.0	76.0	105.0
Doctorate/no cert.	28	9.0	68.3	50.5	63.5	82.2	69.6	50.5	65.1	84.9
Doctorate/CCPM(M)	15	8.5	70.8	63.0	70.0	77.5	74.8	63.0	72.0	82.8
Doctorate/CCPM(F)	32	17.4	89.7	73.8	88.1	108.0	95.2	75.0	89.4	108.4
Doctorate/CCPM(M or F)	47	14.6	83.7	66.3	78.0	105.2	88.7	69.6	82.0	108.0
Doctorate/other cert.	6	9.5	83.5		77.5		84.5		78.0	
DEGREE/YEARS EXPER.										
Masters/< 10	24	4.4	56.0	47.6	52.8	67.9	59.0	47.6	56.2	72.9
Masters/10+	22	19.9	78.0	67.5	72.0	87.4	78.3	67.7	72.0	87.4
Doctorate/< 5	12	2.2	51.3	44.0	55.0	58.2	51.6	44.0	55.0	58.2
Doctorate/5 - 9.9	26	6.6	69.8	61.0	71.0	76.6	70.6	61.0	73.5	78.2
Doctorate/10 - 19.9	25	13.6	87.3	74.6	86.0	106.5	89.9	75.0	88.2	108.0
Doctorate/20+	18	25.3	96.1	80.2	96.9	114.5	106.8	80.5	105.5	137.2

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.

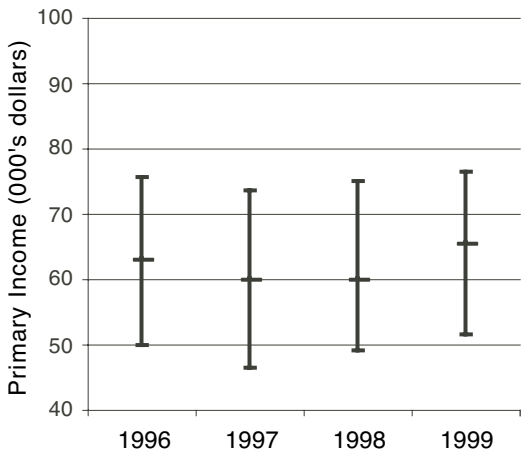
	PRIMARY INCOME				CHANGE IN PRIMARY INCOME (% of 1998 Income)	
	1998		1999		Average	Median
	Average	Median	Average	Median		
OVERALL (Canada)	69.6	70.0	73.7	72.0	5.9%	2.9%
PROVINCE						
BC + AB + SK + MB	73.9	74.5	78.7	78.0	6.5%	4.7%
ON	71.4	70.2	77.1	75.0	8.0%	6.8%
PQ	59.9	60.0	59.7	60.0	-0.3%	0.0%
EMPLOYER						
General Hospital	62.9	60.0	65.6	60.0	4.3%	0.0%
Cancer Institute	73.2	70.5	79.3	75.0	8.3%	6.4%
University or Government	68.2	71.1	70.4	75.0	3.2%	5.5%
FUNCTIONS (>= 50%)						
Clinical Service	64.6	63.0	69.3	70.0	7.3%	11.1%
Teaching + R&D	69.6	70.6	76.1	75.0	9.3%	6.2%
Administration	88.8	90.5	89.4	97.3	0.7%	7.5%
SPECIALTIES (>= 50%)						
RT	71.0	69.5	74.5	70.6	4.9%	1.6%
DR + NM + MR	67.3	69.5	74.4	75.0	10.5%	7.9%
YEARS EXPERIENCE						
< 5	47.5	48.0	50.2	51.0	5.7%	6.3%
5 - 9.9	63.6	62.5	68.8	70.0	8.2%	12.0%
10 - 14.9	78.8	75.0	77.1	74.3	-2.2%	-0.9%
15 - 19.9	81.0	80.0	90.8	88.4	12.1%	10.5%
20 - 24.9	79.4	85.0	86.8	92.0	9.3%	8.2%
25+	88.2	84.0	92.4	89.5	4.8%	6.5%
DEGREE/CERTIFICATION						
Masters/all	64.0	60.0	66.5	65.5	3.9%	9.2%
Masters/no cert.	51.9	49.0	54.6	51.9	5.2%	5.9%
Masters/CCPM(M or F)	72.7	71.5	76.6	72.3	5.4%	1.1%
Doctorate/all	72.7	71.8	78.3	75.0	7.7%	4.5%
Doctorate/no cert.	64.8	64.2	68.3	63.5	5.4%	-1.1%
Doctorate/CCPM(M or F)	78.7	76.0	83.7	78.0	6.4%	2.6%
DEGREE/YEARS EXPER.						
Masters/< 10	49.8	50.0	56.0	52.8	12.4%	5.6%
Masters/10+	75.4	73.5	78.0	72.0	3.4%	-2.0%
Doctorate/< 5	49.2	48.9	51.3	55.0	4.3%	12.5%
Doctorate/5 - 9.9	65.9	64.6	69.8	71.0	5.9%	9.9%
Doctorate/10 - 19.9	82.3	80.0	87.3	86.0	6.1%	7.5%
Doctorate/20+	90.1	91.0	96.1	96.9	6.7%	6.5%

Table 4: Comparison of average and median values for primary income in 1998 and 1999. Income values are in thousands of dollars, and change in income is specified as percentage of primary income in 1998. Only groups with at least 11 respondents in both years are included in this table.

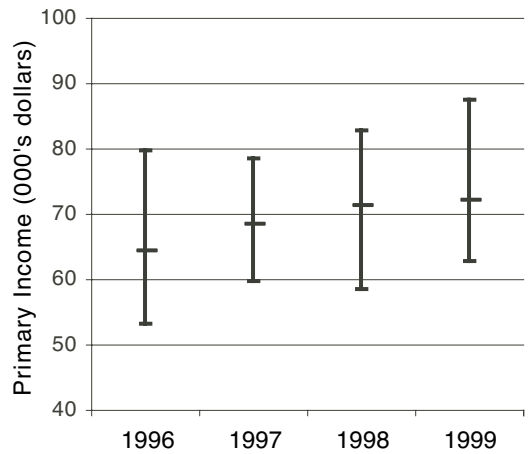
**a) Overall (all Canada)**



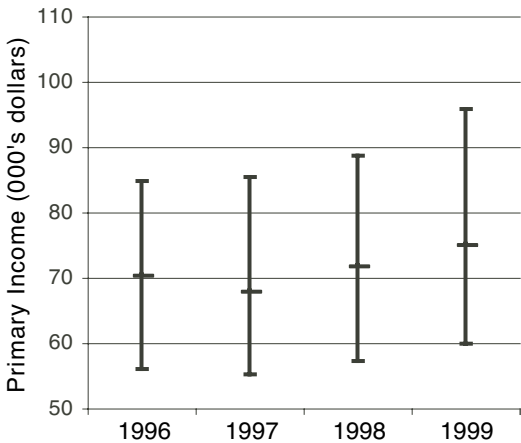
**b) Masters (all)**



**c) Masters (CCPM)**



**d) Doctorate (all)**



**e) Doctorate (CCPM)**

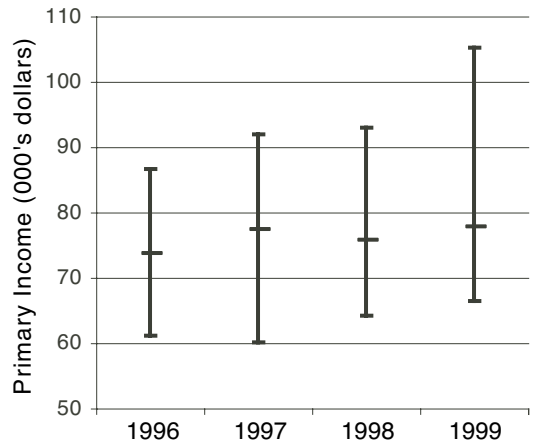


Figure 1: Percentile ranges of primary income from 1996 through 1999 for all Medical Physicists living in Canada, and for subgroups by degree and certification. CCPM designation includes both members and fellows.

Benefit	Yes (%)	No (%)	Unknown or N/A (%)
Basic and/or supplementary medical coverage	75	12	12
Dental coverage	77	13	9
Term life insurance	72	12	16
Disability insurance	67	15	18
Retirement pension plan (exclusive of CPP or QPP)	85	6	9
Sabbatical leave	23	50	27
Tuition benefits (self)	20	55	25
Tuition benefits (dependent)	12	66	22

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%.