

2001 Professional Survey

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for the Professional Affairs Committee, COMP/CCPM

The format and data collection procedure for the 2001 COMP Professional Survey was similar to that used for the 2000 survey. Approximately 250 questionnaires were mailed out to all COMP full members currently residing in Canada, and 137 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 2000 and 2001 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 1997 through 2001 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 2000 and 2001. 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, 5% reported that their salary decreased, 8% reported that their income did not change, and 87% reported that their income increased. For all these individuals the average increase was 5.5% and the median increase 4.0%. For the 87% who reported an increase in income the average increase was 6.7% 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 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, 62% reported receiving reimbursement of at least \$1,000 while 29% either did not answer the question or reported

receiving no reimbursement. For those receiving at least \$1,000 the average allocation was \$4,347 and the median allocation \$2,400.

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).

<u>REGION</u>	<u>Number of Responses</u>
British Columbia (BC)	15
Alberta (AB)	13
Saskatchewan (SK)	6
Manitoba (MB)	12
Ontario (ON)	59
Quebec (QC)	21
New Brunswick (NB)	3
Nova Scotia (NS) and Prince Edward Island (PE)	5
Newfoundland (NF)	1
Not Specified	2
Total	137

Table 1: COMP 2001 Professional Survey responses by geographical region.

Degree	Certification			Total
	None	CCPM(M)	CCPM(F)	
Bachelors	3	0	2	5
Masters	19	6	13	41
Doctorate	34	15	34	90
Other	1	0	0	1
Total	57	21	49	137

Table 2: COMP 2001 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)	129	12.8	92.3	68.3	92.0	115.0	94.4	69.3	97.0	115.0
PROVINCE										
BC + AB + SK + MB	45	12.4	96.2	78.0	100.0	117.5	97.0	78.0	103.0	117.5
ON	56	14.5	95.9	70.0	100.5	114.3	99.2	74.7	101.5	115.0
QC	20	10.1	73.3	64.0	74.5	81.2	73.8	65.0	74.5	82.5
NB + NS + PE + NF	7	12.2	95.4		92.0		102.0		95.4	
EMPLOYER										
General Hospital	33	12.3	83.1	65.0	79.0	100.0	88.7	65.1	80.0	108.6
Cancer Institute	77	12.6	97.6	78.8	103.0	116.1	98.3	78.8	103.0	116.1
University or Government	18	15.3	86.4	66.4	87.5	118.6	88.4	66.6	87.8	118.6
FUNCTIONS (>= 50%)										
Clinical Service	75	9.8	89.1	65.5	92.0	110.0	89.2	65.9	92.0	110.0
Teaching + R&D	33	13.4	91.0	70.0	90.0	120.2	95.7	72.0	98.0	120.2
Administration	14	27.1	114.6	88.6	119.8	138.2	119.7	89.8	123.8	143.7
SPECIALTIES (>= 50%)										
RT	93	10.9	92.3	67.0	92.0	115.1	93.1	67.0	95.5	115.1
DR + NM + MR	26	15.7	90.3	68.8	91.1	107.4	98.1	71.8	97.5	114.5
RP	6	23.5	89.2		94.8		89.2		94.8	
YEARS EXPERIENCE										
< 5	30	2.2	64.6	52.2	65.5	79.0	65.0	52.2	65.9	79.2
5 - 9.9	25	6.7	87.5	69.0	91.0	102.5	88.0	69.0	92.5	102.5
10 - 14.9	25	11.7	96.8	87.0	100.0	109.5	98.5	90.5	100.0	109.5
15 - 19.9	14	16.7	106.4	84.4	112.5	125.7	106.6	84.4	112.5	125.7
20 - 24.9	14	21.4	109.0	87.9	116.6	126.3	116.4	93.9	116.6	136.8
25+	21	28.3	111.6	99.8	110.0	132.7	116.6	99.8	110.4	144.0
DEGREE/CERTIFICATION										
Bachelors/all	4									
Masters/all	37	12.8	84.2	60.0	80.4	110.5	84.5	60.0	80.4	110.5
Masters/no cert.	18	6.2	66.0	51.6	61.7	79.9	66.3	51.6	61.7	79.9
Masters/CCPM(M)	6	13.6	94.7		98.5		94.7		98.5	
Masters/CCPM(F)	11	20.5	105.7	82.9	111.0	124.8	106.2	82.9	111.0	125.7
Masters/CCPM(M or F)	17	18.1	101.8	80.4	105.0	115.3	102.1	80.4	105.0	115.3
Masters/other cert.	2									
Doctorate/all	87	12.6	97.0	77.0	100.0	118.0	100.0	79.2	100.0	118.0
Doctorate/no cert.	34	8.2	82.3	61.8	82.2	104.2	82.8	61.8	82.2	104.2
Doctorate/CCPM(M)	15	9.2	94.8	82.0	98.0	106.0	98.9	88.4	100.0	109.5
Doctorate/CCPM(F)	32	18.5	113.1	98.0	115.0	128.1	118.4	100.9	115.5	129.7
Doctorate/CCPM(M or F)	47	15.5	107.3	91.0	107.0	120.4	112.2	97.8	110.0	121.4
Doctorate/other cert.	6	14.3	100.6		100.0		102.3		101.5	
DEGREE/YEARS EXPER.										
Masters/< 10	16	3.5	64.2	52.6	61.7	79.0	64.5	52.6	61.7	79.0
Masters/10+	21	19.9	99.4	81.5	105.0	113.6	99.7	81.5	105.0	113.6
Doctorate/< 5	18	1.9	65.2	47.0	68.4	79.3	65.5	47.0	68.4	80.5
Doctorate/5 - 9.9	19	7.1	95.6	86.3	98.0	103.0	96.2	86.3	98.0	103.0
Doctorate/10 - 19.9	27	13.3	104.6	90.9	107.0	118.1	106.3	91.9	107.0	118.2
Doctorate/20+	23	24.7	114.3	98.3	115.1	129.5	122.9	103.3	118.0	151.2

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 2000 Income)	
	2000		2001		Average	Median
	Average	Median	Average	Median		
OVERALL (Canada)	86.0	85.0	92.3	92.0	7.3%	8.2%
PROVINCE						
BC + AB + SK + MB	92.6	95.0	96.2	100.0	3.9%	5.3%
ON	87.6	90.0	95.9	100.5	9.5%	11.7%
QC	69.6	70.0	73.3	74.5	5.3%	6.4%
EMPLOYER						
General Hospital	75.2	75.0	83.1	79.0	10.5%	5.3%
Cancer Institute	92.6	95.0	97.6	103.0	5.4%	8.4%
University or Government	75.8	76.0	86.4	87.5	14.0%	15.1%
FUNCTIONS ($\geq 50\%$)						
Clinical Service	82.7	83.0	89.1	92.0	7.7%	10.8%
Teaching + R&D	82.9	77.3	91.0	90.0	9.8%	16.4%
Administration	107.7	113.5	114.6	119.8	6.4%	5.6%
SPECIALTIES ($\geq 50\%$)						
RT	87.9	88.3	92.3	92.0	5.0%	4.2%
DR + NM + MR	81.8	79.8	90.3	91.1	10.4%	14.2%
YEARS EXPERIENCE						
< 5	65.7	59.0	64.6	65.5	-1.7%	11.0%
5 - 9.9	79.5	81.0	87.5	91.0	10.1%	12.3%
10 - 14.9	88.0	87.0	96.8	100.0	10.0%	14.9%
15 - 19.9	106.4	109.0	106.4	112.5	0.0%	3.2%
20 - 24.9	98.9	105.1	109.0	116.6	10.2%	10.9%
25+	104.3	104.5	111.6	110.0	7.0%	5.3%
DEGREE/CERTIFICATION						
Masters/all	79.1	75.0	84.2	80.4	6.4%	7.2%
Masters/no cert.	65.7	59.0	66.0	61.7	0.5%	4.6%
Masters/CCPM(M or F)	91.1	85.0	101.8	105.0	11.7%	23.5%
Doctorate/all	90.4	90.5	97.0	100.0	7.3%	10.5%
Doctorate/no cert.	77.7	76.0	82.3	82.2	5.9%	8.2%
Doctorate/CCPM(M or F)	100.9	102.3	107.3	107.0	6.3%	4.6%
DEGREE/YEARS EXPER.						
Masters/< 10	62.8	61.2	64.2	61.7	2.2%	0.8%
Masters/10+	94.7	95.0	99.4	105.0	5.0%	10.5%
Doctorate/< 5	70.2	67.0	65.2	68.4	-7.1%	2.1%
Doctorate/5 - 9.9	86.2	89.8	95.6	98.0	10.9%	9.1%
Doctorate/10 - 19.9	96.4	95.5	104.6	107.0	8.5%	12.0%
Doctorate/20+	108.3	107.0	114.3	115.1	5.5%	7.6%

Table 4: Comparison of average and median values for primary income in 2000 and 2001. Income values are in thousands of dollars, and change in income is specified as percentage of primary income in 2000. Only groups with at least 11 respondents in both years are included in this table.

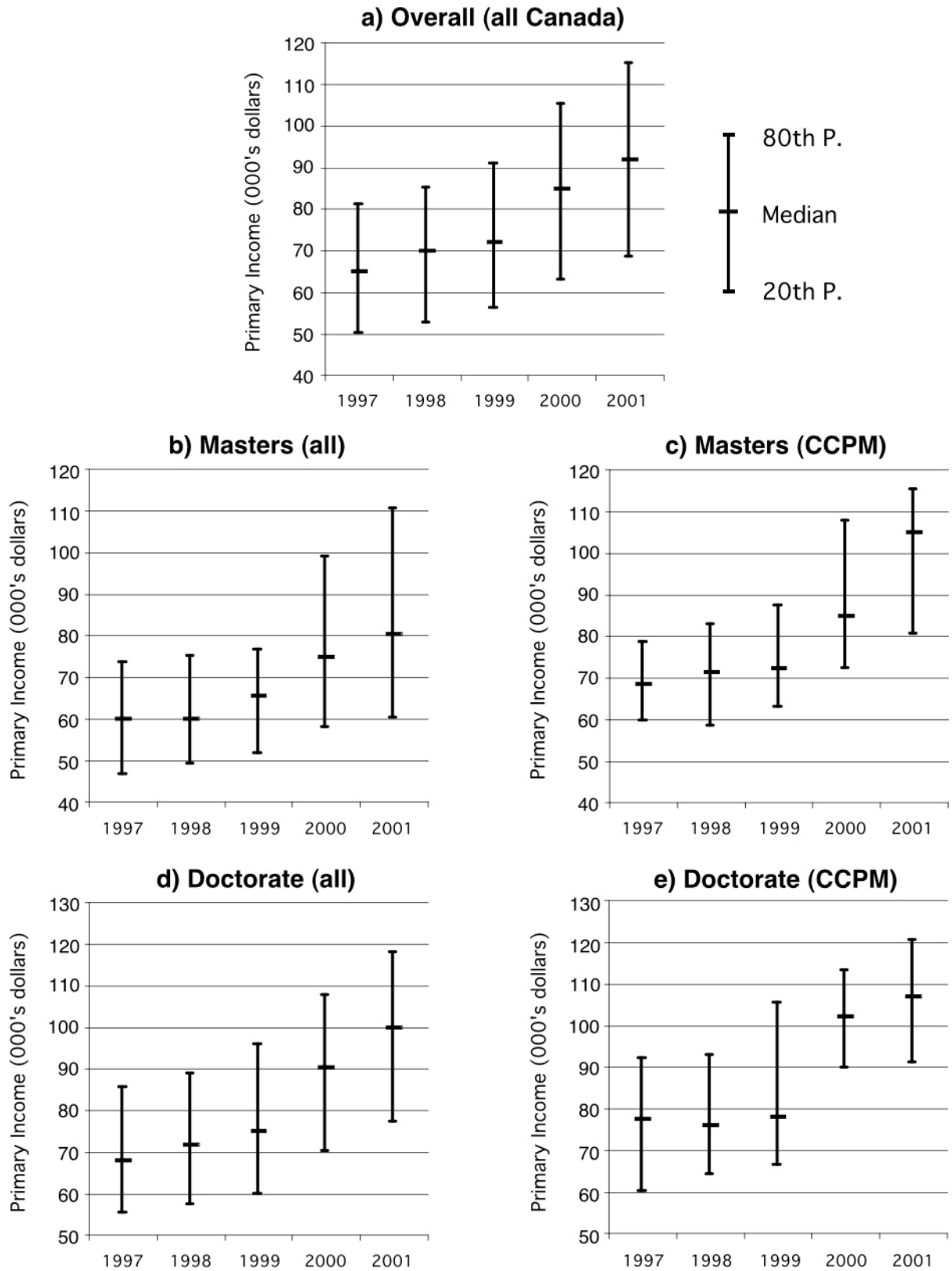


Figure 1: Percentile ranges of primary income from 1997 through 2001 for all Medical Physicists living in Canada, and for subgroups by degree and certification. CCPM designation includes both members and fellows.

Benefit	Yes (%)	No (%)	Unknown or N/A (%)
Medical coverage	79	10	11
Dental coverage	81	12	7
Term life insurance	70	14	16
Disability insurance	69	14	18
Retirement pension plan (exclusive of CPP or QPP)	86	6	7
Sabbatical leave	20	57	23
Tuition benefits (self)	16	65	19
Tuition benefits (dependent)	6	74	19

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%.