

2014 COMP PROFESSIONAL SURVEY

The 2014 edition of the COMP professional survey provides comprehensive documentation of compensation and benefits currently provided to members. The survey was sent out to all members in April 2014 concerning their 2012 and 2013 salary information. This survey was sent to 527 members of COMP.

There were 242 respondents to the survey. This is a 4 percent decrease in response rate from the 2012 Survey which received 252 responses.

1. Age (n=242).

| Age | 21 – 30 | 31 – 40 | 41 – 50 | 51 – 60 | 61+ | Average |
|---------------------|----------------|----------------|----------------|----------------|------------|----------------|
| Men (n=183) | 5 | 68 | 43 | 47 | 20 | 46.1 |
| | 2.7% | 37.2% | 23.5% | 25.7% | 10.9% | |
| Women (n=59) | 1 | 33 | 21 | 4 | 0 | 40.3 |
| | 1.7% | 55.9% | 35.6% | 6.8% | 0 | |

Since 2012, the average age of female respondents has increased by 1 year, while the average age of male respondents has increased by 0.4 years.

2. Gender (n=242).

In total 183 men (76%) and 59 women (24%) responded to the survey.

3. Location (n=242).

| BC | AB | SK | MB | ON | QC | NB | NS | NL | PEI | World |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|--------------|
| 28 | 31 | 7 | 15 | 83 | 26 | 5 | 20 | 5 | 3 | 19 |
| 11.6% | 12.8% | 2.9% | 6.2% | 34.3% | 10.7% | 2.1% | 8.3% | 2.1% | 1.2% | 7.9% |

The distribution of the respondents has varied somewhat since 2012. Most notably, the number of respondents from Ontario has dropped from 102 in 2012 (or 40.5% of all respondents) to 83 (34.3%), while respondents in Nova Scotia have nearly tripled from 7 in 2012 (or 2.8% of all respondents) to 20 (8.3%).

4. Please indicate the highest level of education that you have attained (n=242).

Of those who responded to the question, 66.9% (162 respondents) had earned their Doctorate as their highest level of education, 30.1% (73 respondents) had earned a Master's Degree and 1.6% (4 respondents) had earned a Bachelor's Degree. The distribution between the levels of education varied slightly from the 2012 survey, whereby those with Doctorates dropped from 70.2% to 66.9%, and those with Masters increased from 28.2% in 2012 to the current level of 30.1%. However, this is likely statistically insignificant given the variance in respondents between those surveys.

5. Please indicate your certification (n=242).

Since the 2006 Survey, the number of respondents who indicated they have a CCPM certification (either Membership or Fellowship) has grown from 64% to 75%, an increase of 17%. A professional certification of some form is held by 82% of respondents, which has held steady from the 2012 survey (83%). Of those who had a certification other than the CCPM, the majority (7 of 16) held the ABR certification.

6. Who is your primary employer (n=242)?

The primary employer for 129 of the 242 respondents was a Hospital (53%). 71 were employed by a Cancer Institute (29%), 27 were employed by a University, Government or Research Institute (11%), while 8 were employed by a private company (3%). Of those that responded "Private Company", the majority (5 of 8) were self-employed consultants.

7. How many years of experience do you have within your field (n=242)?

The most statistically significant trend in the past 3 surveys is in the 5 to 10 years of experience range, which went from 29% in 2010, down to 22% in 2012, and back up again to 29% for the 2014 survey.

- 39 (16%) had worked in the field for less than 5 years, significantly down from the 22% of respondents of the 2012 survey.
- 71 (29%) had worked in the field for a period between 5 to 10 years.
- 45 respondents (19%) had worked in the field for a period between 11 to 15 years, down slightly from 21% in 2012.
- 25 respondents (10%) had worked in the field for 16 to 20 years, down from 12% in 2010.
- 62 respondents (26%) had worked in the field for more than 20 years, up from 23% in 2010.

8. What is your specialty (n=242)?

204 of the 242 respondents (84%) were specialists in Radiation Oncology Physics, up slightly from the 83% of respondents from the 2012 survey. 22 were specialists in Diagnostic Radiological Physics (9%, down from 11% in 2012), 15 were specialists in Nuclear Medicine Physics (6%, up slightly from 5% two years ago), 6 were specialists in Magnetic Resonance Imaging (2.5%, down from 3% in 2012 and significantly down from the 6% in 2008), with the remainder (7 or 3%) having a specialty in another field.

Please note that 8 respondents (3%) identified that they had one, two or even three specialties. These multiple responses account for the discrepancy between the sum of the responses noted above (254) and the total number of respondents to the survey (n = 242).

9. Are you a Medical Physics Resident or a Physics Associate or Assistant (n=242)?

20 of the 242 respondents (8.3%) identified themselves as a Medical Physics Resident or a Physics Associate or Assistant.

10. If you are a Medical Physicist, please indicate the percentage of time that you engaged in each of these activities within your workplace (n=218):

| Workplace Activity | Percentage of time engaged in activity |
|--------------------------|--|
| Administration | 13.0% |
| Clinical Service | 55.4% |
| Radiation Safety | 5.7% |
| Research and Development | 15.9% |
| Teaching | 8.4% |
| Other | 1.6% |

11. Do you hold a Faculty position (n=218)?

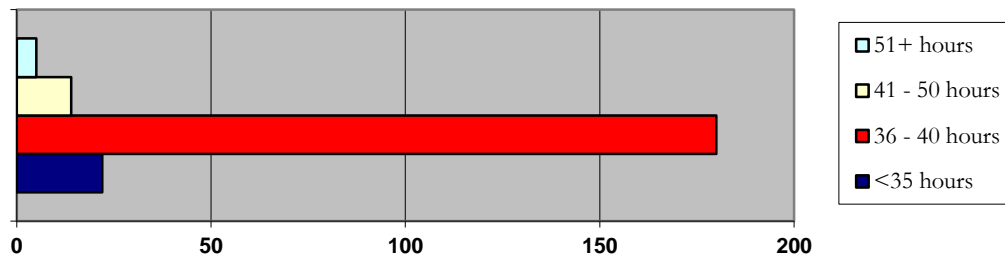
119 of the 218 respondents (54.6%) hold a Faculty position.

12. In which of the following teaching activities do you participate (n=111)?

| | |
|--|-------|
| Lecture radiology or oncology residents | 73.9% |
| Deliver all or part of a graduate-level course | 66.7% |
| Deliver all or part of an undergraduate-level course | 32.4% |
| Supervise graduate students | 61.3% |

Please note that respondents were allowed to choose more than one response for this question, hence the increased percentage of responses. Of the 18 respondents that chose "Other", 7 noted that they "lecture and mentor medical physics residents".

13. How many hours are you paid to work in a week (n=221)?



Similar to past surveys, the vast majority of respondents (81.5%) noted that they were paid to work between 36-40 hours per week.

14 Income by Category (note that incomes have been normalized to 1.0 FTE)

Please indicate your level of employment in 2010 as a component of an FTE (n=221)¹.

| FTE | 1.0 | 0.9 | 0.8 | 0.7 | 0.6 | 0.5 | 0.4 | 0.3 | 0.2 | 0.1 | 0.0 |
|---------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| For 2012 salary period (n=221) | 204 | 0 | 6 | 0 | 0 | 3 | 1 | 1 | 1 | 2 | 3 |
| For 2013 salary period (n=221) | 209 | 0 | 4 | 0 | 1 | 2 | 1 | 1 | 1 | 1 | 0 |

2012 Income by Gender (n=215)

| Income (\$CDN) | Less than 50,000 | 50,000 – 75,000 | 75,001 – 100,000 | 100,001 – 125,000 | 125,001 – 150,000 | 150,001 – 175,000 | 175,000 + | Average |
|------------------------|------------------|-----------------|------------------|-------------------|-------------------|-------------------|-------------|---------|
| Men (n=164) | 3 1.8% | 14 8.5% | 20 12.2% | 32 19.5% | 37 22.6% | 29 17.7% | 29 17.7% | 136,064 |
| Women (n=51) | 5 9.8% | 3 5.9% | 9 17.6% | 12 23.5% | 11 21.6% | 10 19.6% | 2 3.9% | |

Between 2011 and 2012 the average income for women decreased 5.0% from \$123,464 to \$117,596. During that same timeframe the average income for men decreased 1.0% from \$137,485 to \$136,064. Given the difference in respondents, the decrease in income for both men and women is likely a statistical anomaly and does not represent an actual decrease in income.

Please note that the gender based rates of increase calculated here are not adjusted for age, years of experience or other factors.

2013 Income by Gender (n=219)

¹ Please note those respondents who indicated a level of employment of FTE 0 did not factor into any of the income calculations

| Income (\$CDN) | Less than 50,000 | 50,000 – 75,000 | 75,001 – 100,000 | 100,001 – 125,000 | 125,001 – 150,000 | 150,001 – 175,000 | 175,000 + | Average |
|------------------------|------------------|-----------------|------------------|-------------------|-------------------|-------------------|-------------|----------------|
| Men (n=167) | 1 0.59% | 10 6.0% | 22 13.2% | 30 18.0% | 40 24.0% | 33 20.0% | 31 18.6% | 141,311 |
| Women (n=52) | 4 7.7% | 4 7.7% | 8 15.4% | 7 7.7% | 14 26.9% | 12 23.1% | 3 5.8% | |

Between 2012 and 2013 the average income for women increased 4.2% from \$117,596 to \$122,580. During that same timeframe the average income for men increased 3.9% from \$136,064 to \$141,310. In all, excluding the variance between 2011 and 2012, the increase in average income between men and women was virtually the same.

14 Income by Category (note that incomes have been normalized to 1.0 FTE)

2012 Income by Location (n=215)

| | BC (n=27) | AB (n=30) | SK (n=6) | MB (n=13) | ON (n=76) | QC (n=24) | Atlanti c Canad a (n=22) | World (n=17) |
|-------------------------|--------------|--------------|-------------|--------------|--------------|--------------|--------------------------------------|-----------------|
| Income (\$CDN) | 120,818 | 144,151 | 130,833 | 135,188 | 138,960 | 98,100 | 122,929 | 150,764 |
| Change from 2011 | -5.3% | +3.3% | -5.0% | -1.8% | +1.8% | +6.7% | -13.9% | -13.0% |

While the decrease in the world category is likely insignificant, the decrease in the Atlantic region is of interest and may be significant (n=22).

2013 Income by Location (n=231)

| | BC (n=27) | AB (n=31) | SK (n=7) | MB (n=14) | ON (n=77) | QC (n=24) | Atlanti c Canad a (n=22) | World (n=17) |
|-------------------------|--------------|--------------|-------------|--------------|--------------|--------------|--------------------------------------|-----------------|
| Income (\$CDN) | 124,818 | 151,087 | 137,333 | 136,390 | 147,518 | 100,433 | 122,751 | 158,738 |
| Change from 2012 | +3.3% | +4.8% | +5.0% | +0.9% | +6.2% | +2.3% | -0.1% | +5.3% |

Of note, growth in Manitoba and Atlantic Canada stagnated between 2012 and 2014, while the rest of Canada and the International group experienced similar solid growth of 3-5%.

14 Income by Category (note that incomes have been normalized to 1.0 FTE)

Income by Specialty (n=215 in 2012, n=219 in 2013)

| Specialty | 2012 Income (\$CDN) | Change from 2011 | 2013 Income (\$CDN) | Change from 2012 |
|--|----------------------------|-------------------------|----------------------------|-------------------------|
| Radiation Oncology Physics (n=180 in 2012, n=184 in 2013) | 131,415 | -4.3% | 136,727 | +4.0% |
| Diagnostic Radiological Physics (n=19 in 2012 and 2013) | 136,221 | +3.9% | 147,009 | +7.9% |
| Nuclear Medicine Physics (n=10 in 2012 and 2013) | 144,065 | +15.0% | 145,231 | +0.8% |
| Magnetic Resonance Imaging (n=6 in 2012 and 2013) | 120,462 | -9.3% | 124,753 | +3.6% |

The most statistically significant trend for income by specialty is the increase in income for Diagnostic Radiological Physics, which had a healthy 7.9% increase in income during the time period of this survey.

Income by Level of Education (n=214 in 2012, n=217 in 2013)

| Level of Education | 2012 Income (\$CDN) | Change from 2011 | 2013 Income (\$CDN) | Change from 2012 |
|---|----------------------------|-------------------------|----------------------------|-------------------------|
| Bachelor's Degree (n=4 in 2012 and 2013) | 130,950 | +20.7% | 120,850 | -7.7% |
| Master's Degree (n=65 in 2012 and 2013) | 119,085 | -3.1% | 125,642 | +5.5% |
| Doctorate (n=145 in 2012, n=148 in 2013) | 137,638 | -1.2% | 143,121 | +4.0% |

Given the small sample set for respondents with a Bachelor's degree, the increase from 2011 to 2012 is statistically unreliable.

15(a). Did you perform any consulting work (n=221 in 2012, 218 in 2013)?

30 of 221 (13.6%) respondents performed consulting work in 2012, down significantly from 16.7% in 2011. In 2013 there were 30 of 218 (or 13.8%) respondents that performed consulting work.

15(b). Please indicate your total income from consulting fees.

| Income (\$CDN) | 1 – 5,000 | 5,001 – 10,000 | 10,001 – 15,000 | 15,001 – 20,000 | 20,001 – 25,000 | 25,000+ | Average |
|----------------|-----------|----------------|-----------------|-----------------|-----------------|---------|---------|
| 2012 (n=27) | 9 | 4 | 7 | 3 | 2 | 2 | 12,989 |
| 2013 (n=28) | 11 | 3 | 4 | 2 | 4 | 4 | 14,870 |

Please note that the numbers shown exclude respondents whose income was solely derived from consulting fees. Including them would bias the overall average income from consulting.

It should be noted that total income from consulting fees increased significantly from the last survey, going from \$9,414 in 2011 to \$12,989 in 2012 and \$14,870 in 2013. This upwards slant is bucking the trend of previous two surveys where consulting income had decreased.

15(c). Please indicate your nominal consulting hourly rate.

| Hourly Rate (\$CDN) | 0 - 50 | 51 – 100 | 101 – 150 | 151 – 200 | 200+ | Average |
|---------------------|--------|----------|-----------|-----------|------|---------|
| 2012 (n=25) | 2 | 9 | 7 | 5 | 0 | 134.72 |
| 2013 (n=31) | 0 | 8 | 9 | 9 | 2 | 144.95 |

The hourly rate for consulting decreased from \$160.00 in 2011 to \$134.72 in 2012. However, the total income derived from consulting increased within that same period, indicating that more time was being devoted to consulting.

16. Do you foresee your income increasing, decreasing, or remaining the same for the next year (n=220)?

131 of the 220 Respondents (60%) felt that their income would increase over the next year. This is up from the 54% of respondents who felt that way in 2012. 76 (34.5%) felt that it would remain the same, while 13 felt it would decrease (5.9%).

17. If you expect your salary to increase, why (n=135)?

| Answer | Response Percent* | Response Count |
|-------------------------------------|-------------------|----------------|
| Cost of living increase | 38.5% | 52 |
| Movement within the salary scale | 46.7% | 63 |
| Global increase in the salary scale | 11.9% | 16 |
| Change of employers | 3.0% | 4 |
| Other (please specify) | 8.1% | 11 |

*Please note that the responses do not total 100% given that respondents could choose both an option and the 'Other' category

Of those who voted "Other", the predominant factor was a change in their full-time status (i.e. moving from Resident to Full-Time, coming off of leave, etc.)

18, 19. What was your Annual Professional Allowance (including all travel allowances)?

| Year | Annual Professional Allowance | Change from Previous Year |
|--------------|-------------------------------|---------------------------|
| 2012 (n=153) | \$2,880 | -16.9% |
| 2013 (n=157) | \$3,019 | +4.8% |

Whereas growth in the annual professional allowance was quite consistent from 2006 to 2010, it has decreased in the past 4 years, with a significant drop from \$3,464 in 2011 to \$2,880 in 2012. While it did go back up in 2013, this will be a significant trend to watch if it continues into the future.

20. On what are you permitted to spend your professional allowance? (check any that apply) (n=167)?

| Answer | Response Percent* | Response Count |
|------------------------|-------------------|----------------|
| Books | 77.2% | 129 |
| Conference Travel | 83.2% | 139 |
| Memberships | 80.8% | 135 |
| Electronic Devices | 62.9% | 105 |
| Other (please specify) | 12.0% | 20 |

*Please note that the responses do not total 100% given that respondents could choose both an option and the 'Other' category

The majority of respondents who chose 'Other' identified that their professional allowance allowed them to purchase software of some form.

21. Please indicate which benefits are covered (in part or in whole) by your employer (n=219).

| Benefit | Yes | No | Unknown or N/A |
|-------------------------------|-------------|-------------|----------------|
| Medical Coverage | 205 (93.6%) | 10 (4.6%) | 4 (1.8%) |
| Dental Coverage | 194 (88.6%) | 20 (9.1%) | 5 (2.3%) |
| Term Life Insurance | 183 (83.6%) | 20 (9.1%) | 16 (7.3%) |
| Disability Insurance | 189 (86.3%) | 19 (8.7%) | 11 (5.0%) |
| Retirement Pension Plan* | 206 (94.1%) | 10 (4.6%) | 3 (1.4%) |
| Sabbatical Leave | 75 (34.2%) | 101 (46.1%) | 43 (19.6%) |
| Tuition Benefits (self) | 41 (18.7%) | 135 (61.6%) | 43 (19.6%) |
| Tuition Benefits (dependents) | 26 (11.9%) | 151 (69%) | 42 (19.2%) |
| Parking | 29 (13.2%) | 177 (80.8%) | 13 (5.9%) |

*Exclusive of CPP or QPP

22. How many vacation days do you get during a year exclusive of statutory holidays (n=209)?

| Vacation time | Percentage Response |
|---------------------|---------------------|
| <15 Vacation Days | 3.3% |
| 16-20 Vacation Days | 45.0% |
| 21-25 Vacation Days | 33.0% |
| 26-30 Vacation Days | 13.9% |
| >31 Vacation Days | 4.3% |

23. At what

age do you expect to retire (n=219)?

The average expected age of retirement for respondents was 64.

24. Are you willing to volunteer time in support of COMP (n=219)?

| Response | Percentage Response |
|------------------------------|---------------------|
| Yes | 47.5% |
| No | 37.9% |
| I already volunteer for COMP | 14.6% |

25. If you are interested in volunteering, what would be your preference (n=83)?

| Preferred Volunteer Activity Type | Percentage of Respondents |
|---|----------------------------------|
| Member of the Professional Affairs Committee (PAC) | 30.9% |
| Member of the Communications Committee | 18.5% |
| Member of the Science and Education Committee | 48.1% |
| Member of the Quality Assurance and Radiation Safety Advisory Committee | 40.7% |
| Member of the Imaging Committee | 12.3% |
| Member of the Board of Directors | 12.3% |
| Expert Resource | 23.5% |
| Other (please specify) | 11.1% |

Of those that responded "Other", the majority of the respondents were uncertain as to which committee they wanted to join.

26. How useful you found the information published from past COMP professional surveys (n=217)?

| Usefulness of information | Percentage of Respondents |
|----------------------------------|----------------------------------|
| Not useful at all | 1.8% |
| Neither useful nor useless | 12.0% |
| Somewhat useful | 58.5% |
| Most useful | 25.3% |