

2019 COMP PROFESSIONAL REPORT

The 2019 edition of the COMP professional report provides comprehensive documentation of compensation and benefits currently provided to members. The report was completed based on information provided by members on an opt-in basis during the 2019 membership renewal process in March 2019.

Five hundred and thirty-nine (539) members of COMP provided information. This is a 55% percent increase in the response rate from the 2014 Survey which received 242 responses. This significant increase is most likely a result of integrating the questionnaire into the membership renewal process. The number of respondents varies per question as respondents were not obligated to answer every question.

1. Age (n=362).

| Age | 21 – 30 | 31 – 40 | 41 – 50 | 51 – 60 | 61+ | Average |
|--------------|---------|---------|---------|---------|-------|---------|
| Men (n=270) | 4 | 78 | 88 | 66 | 34 | 47.7 |
| | 1.5% | 28.9% | 32.6% | 24.4% | 12.5% | 100% |
| Women (n=92) | 6 | 35 | 38 | 12 | 1 | 42.3 |
| | 6.5% | 38.0% | 41.3% | 13.0% | 1.1% | 100% |

Since 2014, the average age of female respondents has increased by 2 years, while the average age of male respondents has increased by 1.6 years.

2. Gender Distribution (n=528).

In total, 388 men (73.5%) and 140 women (26.5%) responded to the survey.

3. Location (n=539).

| BC | AB | SK | MB | ON | QC | NB | NS | NL | PEI | World |
|-------|------|------|------|-------|-------|------|------|------|------|-------|
| 63 | 49 | 11 | 22 | 183 | 82 | 11 | 10 | 8 | 6 | 94 |
| 11.7% | 9.1% | 2.0% | 4.1% | 33.9% | 15.2% | 2.0% | 1.9% | 1.5% | 1.1% | 17.4% |

The distribution of the respondents has varied somewhat since 2013. Most notably, the number of respondents from the world (outside of Canada) has increased from 19 in 2013 (or 7.9% of all respondents) to 94 (17.4%) while respondents in Nova Scotia decreased from 20 (or 8.3% of all respondents) to 10 (1.9%). Respondents in Quebec have increased from 26 in 2013 (or 10.7% of all respondents) to 82 (15.2%).

4. Please indicate the highest level of education that you have attained (n=229).

| Highest Education Level | Percentage | Number of Respondents |
|-------------------------|------------|-----------------------|
| Bachelor's Degree | 0.4% | 1 |
| Masters's Degree | 23.1% | 53 |
| Doctorate | 76.4% | 175 |

The distribution between the levels of education varied slightly from the 2013 data, whereby those with Doctorates increased from 66.9% to 76.4%, and those with a Master's decreased from 30.1% in 2013 to the current level of 23.1%.

5. Please indicate your type of professional certification (n=425).

| Certification | Percentage 2013 | Percentage 2018 | Change |
|--------------------------|-----------------|-----------------|---------|
| CCPM | | | |
| Membership or Fellowship | 75.0% | 94.0% | + 19.0% |
| Other (incl ABR) | 6.6% | 12.7% | +6.1% |
| ABR | 2.9% | 5.2% | +2.3% |
| Any Certification | 82.0% | 98.8% | +16.8% |

Note that percentages are normalized to the n = 425 respondents to the question and not the 539 respondents to the survey overall.

6. Which institution is your primary employer (n=439)?

| Primary Institution of Employment | Percentage | Number of Respondents |
|--|------------|-----------------------|
| Cancer Centre | 51.4% | 226 |
| Hospital | 50.7% | 223 |
| University, Government or Research Institute | 28.8% | 127 |
| Private Company | 6.6% | 29 |
| Other | 1.3% | 6 |

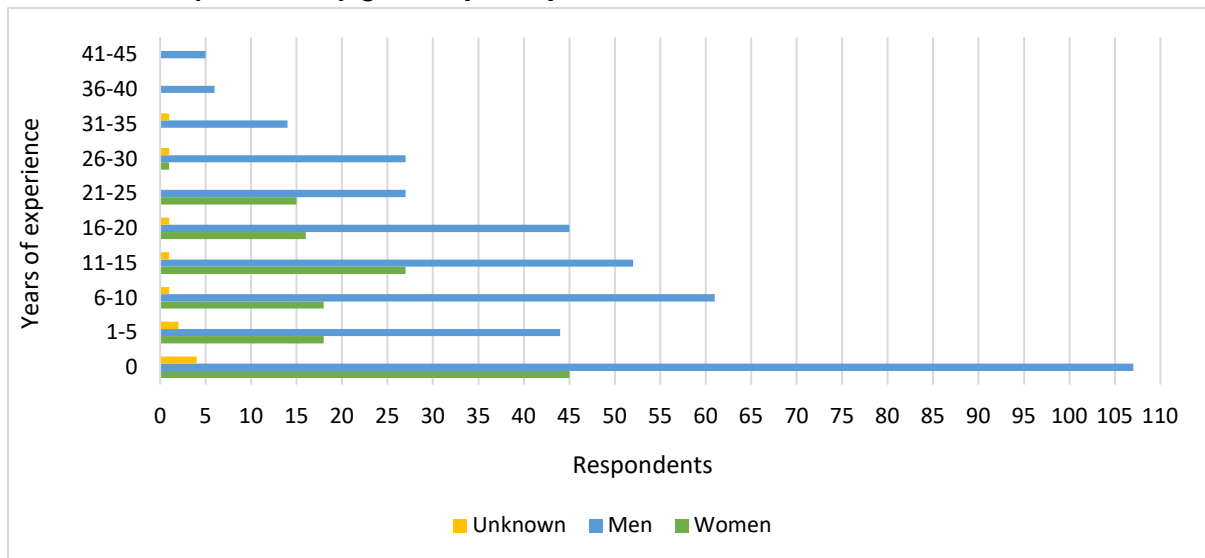
Please note that 131 respondents (29.8%) reported being employed by a combination of two or three employers. These multiple responses account for the discrepancy between the sum of responses noted above (611) and the total number of respondents to the question (439).

7. How many years of experience do you have within your field of specialty (n=539)?

The most statistically significant trends from 2014 compared to 2019 are the increase in respondents with less than 5 years of experience and the decrease in respondents with more than 20 years of experience.

- 203 (37.6%) have worked in the field for less than 5 years, significantly up from the 16% of respondents of the 2014 survey.
- 97 (17.9%) have worked in the field for a period between 5 to 10 years.
- 80 respondents (14.8%) have worked in the field for a period between 11 to 15 years, down from 19% in 2013.
- 62 respondents (11.5%) have worked in the field for 16 to 20 years, down from 12% in 2010.
- 97 respondents (17.9%) have worked in the field for more than 20 years, down from 26% in 2013.

Years of experience by gender (n=539)



* Please note that the default response is "0" which likely skewed results.

8. What is your specialty in your current employment situation (n=461)?

| Specialty | Percentage 2013 | Percentage 2018 | Change |
|------------------------------------|-----------------|-----------------|--------|
| Radiation Oncology Physics | 84.3% | 86.6% | + 2.3% |
| Diagnostic Radiological Physics | 9.1% | 8.2% | +6.1% |
| Nuclear Medicine Physics | 6.2% | 3.9% | -2.3% |
| Magnetic Resonance Imaging Physics | 2.5% | 3.9% | +1.4% |
| Mammography Physics | not tracked | 6.3% | - |
| Medical Health Physics | not tracked | 1.5% | - |

Please note that 44 respondents (9.5%) identified that they had more than one specialty. These multiple responses account for the discrepancy between the sum of the responses noted above (501) and the total number of respondents to the question (n = 461).

9. Are you a Medical Physics Resident/Postdoctoral Fellow or a Physics Associate (n=539)?

18 of the 539 respondents (3.3%) identified themselves as a Medical Physics Resident/Postdoctoral Fellow or a Physics Associate. Responses from these individuals are included in the salary data unless otherwise stated.

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=341):

| Workplace Activity | Percentage of time engaged in activity |
|--------------------------|--|
| Administration | 9.9% |
| Clinical Service | 56.9% |
| Radiation Safety | 6.3% |
| Research and Development | 15.0% |
| Teaching | 7.0% |
| Other | 3.1% |

11. Do you hold a Faculty position (n=426)?

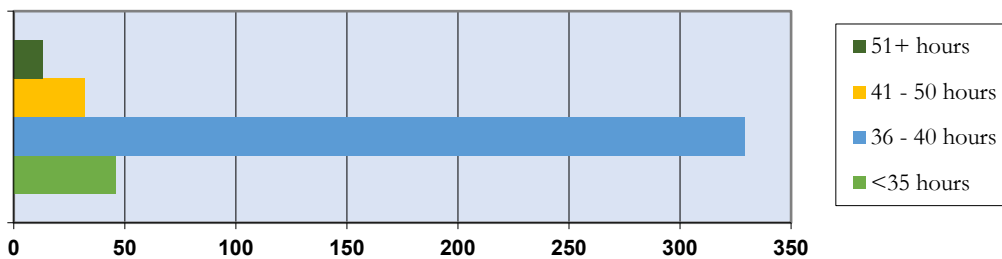
221 of the 426 respondents (51.8%) held a Faculty position in 2018.

12. In which of the following teaching activities do you participate (n=232)?

| Teaching Activity | Percentage of respondents |
|---|---------------------------|
| Residency Training (Physics or Radiation Oncology) | 91.8% |
| Mentor | 25.0% |
| Program Administration (Director, Lead, Committee member) | 12.5% |
| Lecturer/Instructor | 7.3% |
| Clinical Instructor/Preceptor | 6.0% |

Please note that this question was open-ended resulting in a variety of responses. The above categories of teaching activities were developed based on an analysis of the responses. In some cases, the respondents indicated more than one category.

13. How many hours are you paid to work in a week (n=420)?



Similar to past surveys, the vast majority of respondents (80.2%) noted that they were paid to work between 36-40 hours per week.

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

The overall national median income is \$141,000. The national median income (excluding residents, physics associates and postdoctoral fellows) is \$147,000.

Level of employment in 2018 as a component of an FTE (n=539)

| FTE | 1.0 | 0.9 | 0.8 | 0.7 | 0.6 | 0.5 | 0.4 | 0.3 | 0.25 | 0.21 | 0.2 | 0.1 | 0.0 |
|---------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|-----|-----|-----|
| For 2013 salary period (n=221) | 209 | 0 | 4 | 0 | 1 | 2 | 1 | 1 | 0 | 0 | 1 | 1 | 0 |
| For 2018 salary period (n=539) | 385 | 2 | 8 | 1 | 1 | 4 | 0 | 0 | 2 | 1 | 0 | 3 | 132 |

* Please note that the default response is "0" which is likely why such a high number of responses were "0".

2013 Income by Gender (n=219)

| 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 13.5% | 14 26.9% | 12 23.1% | 3 5.8% | |

2018 Income by Gender (n=372)

| 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=232) | 3 1.2% | 10 4.3% | 26 11.2% | 42 18.1% | 45 19.3% | 50 21.5% | 56 24.1% | 147,493 |
| Women (n=74) | 5 6.7% | 7 9.4% | 5 6.7% | 13 17.5% | 20 27.0% | 19 25.6% | 5 6.7% | |

Between 2013 and 2018 the average income for women increased from \$122,580 to \$127,714. During that same timeframe the average income for men increased from \$141,310 to \$ 147,493.

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

2013 Average Income by Location (n=231)

| | BC (n=27) | AB (n=31) | SK (n=7) | MB (n=14) | ON (n=77) | QC (n=24) | Atlantic Canada (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% |

2018 Average Income by Location (n=313)

| | BC (n=35) | AB (n=35) | SK (n=7) | MB (n=6) | ON (n=97) | QC (n=54) | Atlantic Canada (n=28) | World (n=51) |
|-------------------------|--------------|--------------|-------------|-------------|--------------|--------------|------------------------------|-----------------|
| Income (\$CDN) | 138,833 | 141,871 | 124,785 | 153,166 | 149,951 | 104,846 | 146,072 | 168,747 |
| Change from 2013 | +10.1% | -6.5% | -10.0% | +10.9% | +1.6% | +4.2% | +15% | +5.9% |

From 2013 to 2018, increases in average salary were only in BC and Atlantic Canada. Saskatchewan had a significant decrease in average salary from \$137,333 in 2013 to \$124,785 in 2018.

Average Income by Specialty (n=219 in 2013, n=312)

| Specialty | 2013 Income (\$CDN) | Change from 2012 | 2018 Income (\$CDN) | Change from 2013 |
|---|----------------------------|-------------------------|----------------------------|-------------------------|
| Radiation Oncology Physics (n=184 in 2013, n=251) | 136,727 | +4.0% | 148,379 | +7.8% |
| Diagnostic Radiological Physics (n=19 in 2013, n=24) | 147,009 | +7.9% | 132,708 | -10.7% |
| Nuclear Medicine Physics (n=10 2013, n=11) | 145,231 | +0.8% | 147,800 | +1.7% |
| Magnetic Resonance Imaging (n=6 in 2013, n=10) | 124,753 | +3.6% | 145,500 | +14.2% |
| Mammography Physics (n=14) | | | 108,071 | |

*Please note that the responses do not total 100% given that respondents could choose more than one specialty. The most statistically significant trend for income by specialty is the decrease in average income for Diagnostic Radiological Physics by -10.7%. This opposes the trend between 2012 and 2013 when the average income for Diagnostic Radiological Physics

increased by +7.9%. All other specialties had a significant increase except for nuclear medicine physics which had a 1.7% increase. Mammography Physics and Medical Health Physics were not previously tracked.

Average Income by Level of Education (n=217 in 2013, n= 149)

| Level of Education | 2013 Income (\$CDN) | Change from 2012 | 2018 Income (\$CDN) | Change from 2013 |
|--------------------------------------|---------------------|------------------|---------------------|------------------|
| Bachelor's Degree (n=4 in 2013, n=1) | 120,850 | +20.7% | n/a | n/a |
| Master's Degree (n=65 in 2013, n=37) | 125,642 | -3.1% | 120,694 | -4.1% |
| Doctorate (n=148 in 2013, n=111) | 143,121 | -1.2% | 133,519 | -7.1% |

Average Income by Gender and Years of Experience

| Experience | 1-5 years | 6-10 years | 11-15 years | 16-20 years | >20 years |
|--------------|-----------|------------|-------------|-------------|-----------|
| Men (n=223) | \$111,466 | \$135,714 | \$153,596 | \$162,673 | \$164,500 |
| Women (n=69) | \$102,324 | \$122,692 | \$134,250 | \$136,186 | \$149,909 |
| All (n=299) | \$109,355 | \$133,173 | \$147,318 | \$154,571 | \$160,920 |

Please note that "All" data includes those who did not identify their gender. As well, data does not include those who responded with default answer "0" years of experience.

Average Income by Gender and Years of Experience (FTE = 1)

| Experience | 1-5 years | 6-10 years | 11-15 years | 16-20 years | >20 years |
|--------------|-----------|------------|-------------|-------------|-----------|
| Men (n=210) | \$115,389 | \$137,512 | \$155,776 | \$166,775 | \$173,105 |
| Women (n=58) | \$114,289 | \$129,416 | \$143,333 | \$159,142 | \$161,625 |
| All (n=274) | \$115,024 | \$136,077 | \$151,797 | \$163,750 | \$171,136 |

Please note that reported salaries of < \$70,000 have been disregarded for the above FTE=1 analysis.

15(a). Did you perform any consulting work (n=218 in 2013, n= 395)?

49 of 395 (12.4%) respondents performed consulting work in 2018, down slightly from 2013 (13.6%).

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

| Income (\$CDN) | 1 – 5,000 | 5,001 – 10,000 | 10,001 – 15,000 | 15,001 – 20,000 | 20,001 – 25,000 | 25,000+ | Average |
|----------------|-----------|----------------|-----------------|-----------------|-----------------|---------|---------|
| 2013 (n=28) | 11 | 3 | 4 | 2 | 4 | 4 | 14,870 |
| 2018 (n= 41) | 12 | 4 | 5 | 3 | 3 | 11 | 22,207 |

It should be noted that total income from consulting fees increased significantly from the last survey, continuing the upward trend since 2011 going from \$9,414 in 2011 to \$12,989 in 2012 to \$14,870 in 2013 and \$22,207 in 2018.

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

| Hourly Rate (\$CDN) | 0 - 50 | 51 – 100 | 101 – 150 | 151 – 200 | 200+ | Average |
|---------------------|--------|----------|-----------|-----------|------|---------|
| 2013 (n=31) | 0 | 8 | 9 | 9 | 2 | 144.95 |
| 2018 (n=40) | 1 | 3 | 16 | 12 | 8 | 170.43 |

The average hourly rate for consulting increased from \$144.95 in 2013 to \$170.43 in 2018.

16. Do you foresee your income increasing, decreasing, or remaining the same for the next year (n=391)?

217 of the 391 respondents (69%) feel that their income will increase over the next year. This is up from the 60% of respondents who felt that way in 2013. 162 (41.4%) feel that it will remain the same, while 12 felt it would decrease (3%).

17. If you expect your salary to increase, why (n=243)?

| Answer | Response Percent* | Response Count |
|-------------------------------------|-------------------|----------------|
| Cost of living increase | 41% | 100 |
| Movement within the salary scale | 48% | 117 |
| Global increase in the salary scale | 20% | 49 |
| Change of employers | 2.8% | 7 |
| Other | 0% | 0 |

*Please note that the responses do not total 100% given that respondents could choose multiple options. No option was given for respondents to specify what "other" meant.

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

| Year | Annual Professional Allowance | Change from Previous Survey |
|--------------|-------------------------------|-----------------------------|
| 2013 (n=157) | \$3,019 | +4.8% |
| 2018 (n=209) | \$3,565 | +15.31% |

The average annual professional allowance increased significantly (15.31%) from 2013 to 2018.

19. On what are you permitted to spend your professional allowance? (check any that apply) (n=238)?

| Answer | Response Percent* | Response Count |
|------------------------|-------------------|----------------|
| Books | 72% | 172 |
| Conference Travel | 83% | 198 |
| Memberships | 82% | 195 |
| Electronic Devices | 52% | 124 |
| Other (please specify) | 11% | 26 |

*Please note that the responses do not total 100% given that respondents could choose both an option and the 'Other' category. There was no option for respondents to specify how "other" items their professional allowance could be spent.

20. Please indicate which benefits are covered (in part or in whole) by your employer (n=350).

| Benefit | Response Percent * | Response Count |
|-------------------------------|--------------------|----------------|
| Medical Coverage | 94.8% | 332 |
| Dental Coverage | 87.4% | 306 |
| Term Life Insurance | 69.7% | 244 |
| Disability Insurance | 77.4% | 271 |
| Retirement Pension Plan* | 85.1% | 298 |
| Sabbatical Leave | 27.1% | 95 |
| Tuition Benefits (self) | 10.2% | 36 |
| Tuition Benefits (dependents) | 4.0% | 14 |
| Parking | 8.5% | 30 |

*Exclusive of CPP or QPP

*Please note that the responses do not total 100% given that respondents could choose multiple options.

21. How many vacation days do you get during a year exclusive of statutory holidays (n=360)?

| Vacation time | Percentage Response | Response Count |
|---------------------|---------------------|----------------|
| <15 Vacation Days | 10.0% | 36 |
| 16-20 Vacation Days | 40.2% | 145 |
| 21-25 Vacation Days | 29.4% | 106 |
| 26-30 Vacation Days | 12.7% | 46 |
| >31 Vacation Days | 7.5% | 27 |

22(a). At what age do you expect to retire (n=228)?

The average expected age of retirement for respondents is 64, the same average age that was indicated in 2013.

22(b). Projected retirements for members in Canada (n=220).

| Year | Percentage Response | Response Count |
|-------------|---------------------|----------------|
| 2019 – 2023 | 11.8% | 26 |
| 2024 – 2028 | 11.8% | 26 |
| 2029 – 2033 | 13.1% | 29 |
| 2034 – 2038 | 12.7% | 28 |
| 2039 – 2043 | 11.3% | 25 |
| 2044 – 2048 | 11.8% | 26 |
| 2049 – 2053 | 13.1% | 29 |
| 2054 – 2058 | 13.6% | 30 |
| 2059 – 2063 | 0% | 0 |
| 2064 – 2068 | 0% | 0 |
| 2069 - 2073 | 0.45% | 1 |

23. Are you willing to volunteer time in support of COMP (n=448)?

| Response | Percentage Response | Response Count |
|------------------------------|---------------------|----------------|
| Yes | 32.1% | 144 |
| No | 51.1% | 229 |
| I already volunteer for COMP | 16.7% | 75 |

24. If you are interested in volunteering, what would be your preference (n=144)?

| Preferred Volunteer Activity Type | Percentage of Respondents | Response Count |
|--|---------------------------|----------------|
| Professional Affairs | 44.4% | 64 |
| Communications | 13.8% | 20 |
| Science | 58.3% | 84 |
| Education | 38.1% | 55 |
| Collaboration with others on topics such as imaging | 29.1% | 42 |
| Collaboration with others on topics such as QA and radiation safety advisory | 44.4% | 64 |
| COMP awards and nominations | 17% | 25 |
| Other (please specify) | 6.2% | 9 |

*Please note that the responses do not total 100% given that respondents could choose multiple options.

Of those who responded "Other", four showed interest in volunteering with exams, one with translation, one for small projects, one for communities of practice, one for AAPM liaison, and one for writing for InterActions.

25. COMP membership by type

| Year | Full Member | | | Student Member | | | Combine Student and Full | | |
|------|-------------|-----|-------|----------------|-----|-------|--------------------------|-----|-------|
| | Women | Men | Total | Women | Men | Total | Women | Men | Total |
| 2013 | 120 | 323 | 443 | 44 | 91 | 135 | 164 | 414 | 578 |
| 2018 | 163 | 452 | 615 | 56 | 80 | 136 | 219 | 532 | 751 |

*Please note that survey statistics are drawn from full members only.

26. CCPM Full membership by certification

| Year | Diagnostic Radiological Physics | Radiation Oncology Physics | Magnetic Resonance Imaging | Nuclear Medicine Physics | Mammography | Total |
|------|---------------------------------|----------------------------|----------------------------|--------------------------|-------------|-------|
| 2013 | 20 | 314 | 9 | 14 | 12 | 369 |
| 2018 | 28 | 419 | 10 | 17 | 22 | 496 |

27. New CCPM members

| Year | Diagnostic Radiological Physics | Radiation Oncology Physics | Magnetic Resonance Imaging | Nuclear Medicine Physics | Mammography | Total |
|------|---------------------------------|----------------------------|----------------------------|--------------------------|-------------|-------|
| 2013 | 0 | 17 | 1 | 0 | 0 | 18 |
| 2018 | 1 | 19 | 0 | 1 | 2 | 23 |

Data for questions 25, 26 and 27 were derived from the COMP and CCPM databases.