2008 COMP PROFESSIONAL SURVEY

The 2008 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 June 2008.

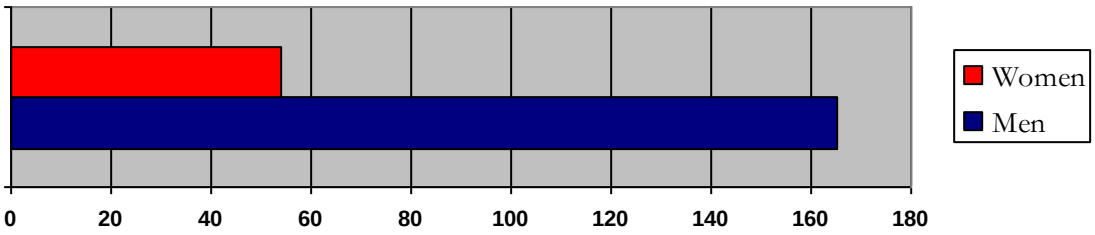
There were 221 Respondents to the survey. This is a 27 percent increase in response rate over the 2006 Survey which had 174 Respondents.

1. Age (n=212).

Age	21 - 30	31 – 40	41 – 50	51 – 60	61+	Average
Men	7	38	43	40	7	45.48
(n=135)	5.2%	28.1%	31.9%	29.6%	5.2%	
Women	9	22	10	1	0	36.95
(n=42)	21.4%	52.4%	23.8%	2.4%	n/a	

Since 2006, the average age of male respondents has increased by 1 year and the average age of female respondents have decreased by just under one-half of a year.

2. Gender (n=219)



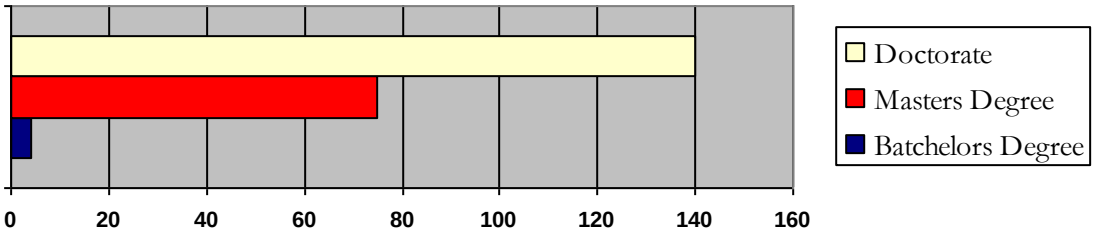
In total 165 men (75.3%) and 54 women (24.7%) responded to the survey.

3. Location (n=219)

BC	AB	SK	MB	ON	QC	NB	NS	NL	PEI	World
24	24	6	19	79	22	4	8	3	4	26
11.0%	11.0%	2.7%	8.7%	36.1%	10.0%	1.8%	3.7%	1.4%	1.8%	11.9%

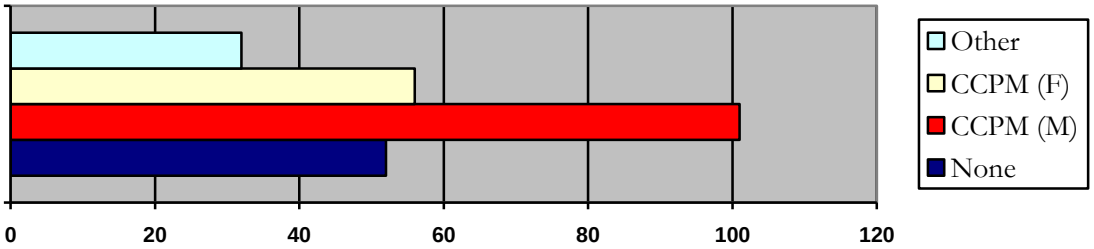
The distribution of the respondents has not changed significantly from the 2006 survey. The only province that had a significant change in the number of respondents was Manitoba, who nearly tripled their response rate of 7 in 2006.

4. Please indicate the highest level of education that you have attained (n=219)



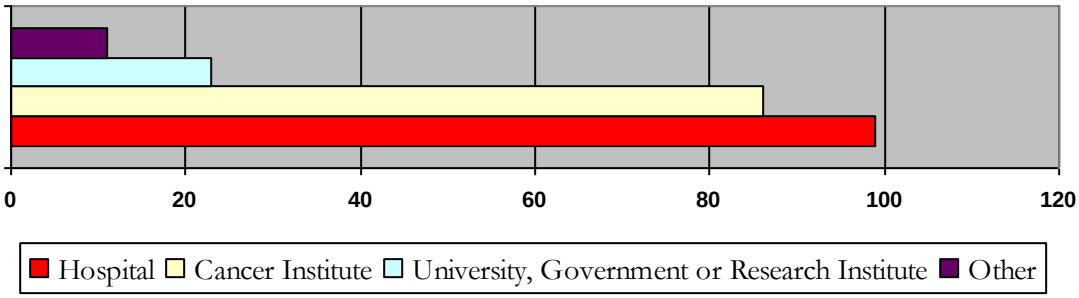
Of those who responded to the question, 63.9 percent had earned their Doctorate as their highest level of education, 34.2 percent had earned a Masters Degree and 1.8 percent had earned a Bachelors Degree. Interestingly, although the number of respondents has increased by 27 per cent, the distribution between each of the levels of education has remained exactly the same as the 2006 survey.

5. Please indicate your certification (n=219).



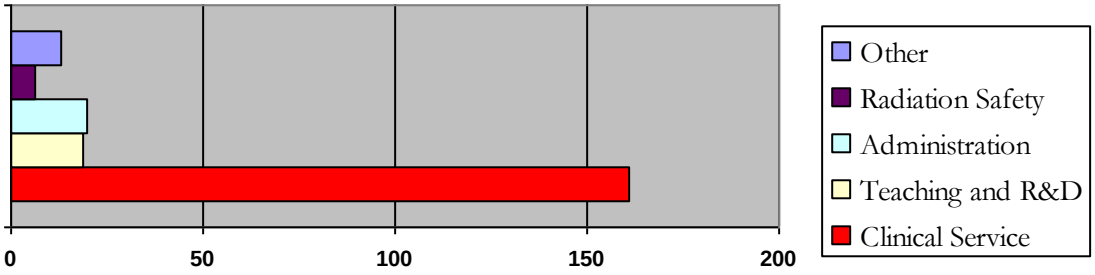
In the 2003 Survey 58 percent of the respondents had CCPM certification and in the 2006 Survey 64 percent. This now represents 71.6 percent of all Respondents, an increase of 23 percent over this timeframe. A professional certification of some form is held by 86.3 percent of respondents. Of those who had a certification other than the CCPM, the majority held a DABR.

6. Who is your primary employer (n=219)?



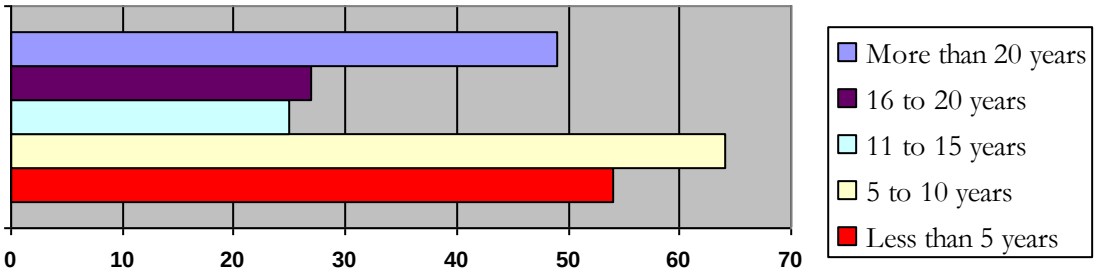
The primary employer for 99 of the 219 Respondents was a Hospital (45.2%) and 86 were employed by a Cancer Institute (39.3%), 23 were employed by a University, Government or Research Institute (10.5%), while 11 were employed by another organization (5%) Of those that responded other, the majority (7 out of 11) were Industry.

7. What is your primary function within your workplace (n=219)?



161 of the 219 Respondents (73.5%) worked in a Clinical Service capacity at their organization. This represents an increase from the 2006 figure of 67.2%. 19 (8.7%) worked in Teaching and Research & Development (a decrease from 14% in 2006). 20 (9.1%) worked in Administration, 6 (2.7%) worked in Radiation Safety, with the remainder (13 or 5.9%) working in another capacity.

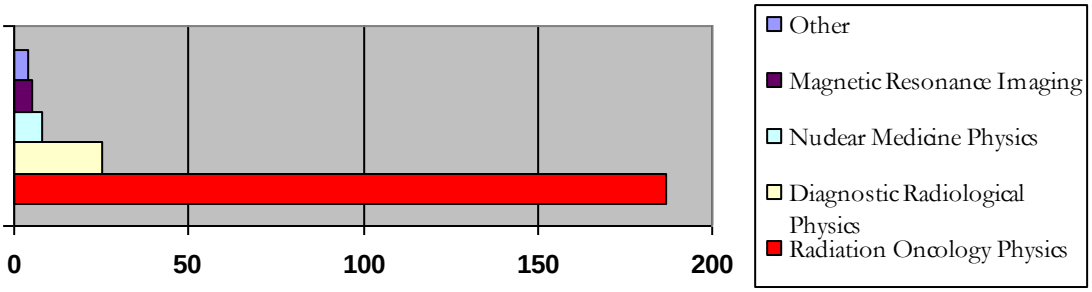
8. How many years of experience do you have within your field (n=219)?



This question represents two different cohorts within the field, in that the workforce has shown slight 'aging' since the 2006 survey, with more respondents moving into the 20+ years of experience category, as well as an influx of youth, with the first two categories increasing as well.

- 56 of the 219 Respondents (25.5%) had worked in the field for less than 5 years – a slight increase from the 24% of the 2006 Respondents,
- 64 Respondents (29%) had worked in the field for a period between 5 to 10 years – up from 24% two years ago,
- 25 Respondents (11%, down significantly from the figure of 21% two years ago) had worked in the field for 11 to 15 years,
- 27 Respondents (12.3%, nearly static from the figure of 12% in 2006) had worked in the field for 16 to 20 years, and
- 49 Respondents (22.4%, up from 20% two years ago) had worked in the field for more than 20 years.

9. What is your specialty (n=219)



187 of the 219 Respondents (85.4%) were specialists in Radiation Oncology Physics, an increase from 82% two years ago. 25 were specialists in Diagnostic Radiological Physics (11.4%), 8 were specialists in Nuclear Medicine Physics (4%, down from 7% two years ago), 5 were specialists in Medical Resonance Imaging (6%), with the remainder (4 or 3%) having a specialty in another field.

10 (a) Please indicate your level of employment in 2006 as a component of an FTE (n=173).

FTE	1.0	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1
Respondents	162	1	3	1	0	1	0	0	2	3

10 (b) What was your income for 2006 (n.b. the income has been adjusted to 1.0 FTE)?

2006 Income by Gender

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	2	17	23	24	39	14	14	123,654
(n=133)	1.5%	12.8%	17.3%	18.0%	29.3%	10.5%	10.5%	
Women	2	9	8	12	10	1	0	99,680
(n=42)	4.8%	21.4%	19.0%	28.6%	23.8%	2.4%	N/A	

The increase in income from 2005 for men was $7,906 or 6.8 percent and $21,248 or 27.1 percent for women. This significant increase in the income of women is likely due to the increased sample size from the previous survey (n=42 versus n=30), which has decreased the discrepancy between the salaries of men and women (48% in 2005 versus 24% in 2006).

2006 Income by Location

	BC (n=22)	AB (n=21)	SK (n=4)	MB (n=13)	ON (n=64)	QC (n=15)	Atlantic Canada (n=14)	World (n=21)
Income ($CDN)	99,574	115,136	100,500	129,574	128,443	76,037	115,380	139,586
Change from 2005	+6.5%	+9.5%	+11.3%	+3.0%	+14.8%	+2.1%	+2.6%	-6.5%

Note that the figures for Atlantic Canada are slightly skewed, in that in the previous survey Nova Scotia's figures were separated from the rest. However, the sample size dictated that they should be included with the rest of Atlantic Canada.

2006 Income by Specialty

Specialty	Income ($CDN)	Change from 2005
Radiation Oncology Physics (n=148)	117,747	+11.6%
Diagnostic Radiological Physics (n=15)	115,194	-9.0%
Nuclear Medicine Physics (n=5)	126,400	+17.2%
Magnetic Resonance Imaging (n=4)	134,000	+11.4%
Other (n=3)	103,333	+12.8%

Surprisingly, the income for Diagnostic Radiological Physics decreased significantly from 2005 to 2006. This is likely due to the discrepancy between the samples from each survey, given that their income increased from 2006 to 2007.

2006 Income by Level of Education

Level of Education	Income ($CDN)	Change from 2005
Bachelors Degree (n=3)	68,933	-12.6%
Masters Degree (n=60)	106,939	+13.3%
Doctorate (n=112)	125,083	+13.3%

Again, the discrepancy between the figures from 2005 and 2006 are likely due to the difference in the sample set.

11 (a) Please indicate your level of employment in 2007 as a component of an FTE (n=173).

FTE	1.0	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1
Respondents	166	1	3	0	0	3	0	0	0	0

11 (b) What was your income for 2007 (n.b. the income has been adjusted to 1.0 FTE)?

2007 Income by Gender

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=134)	1	7	22	29	40	13	22	133,144
	0.7%	5.2%	16.4%	21.6%	29.9%	9.7%	16.4%	
Women (n=42)	0	8	6	15	11	2	0	109,967
	n/a	19.0%	14.3%	35.7%	26.2%	4.8%	n/a	

The increase in income from 2006 for men was $9,490 or 7.7 percent and $10,287 or 10.3 percent for women. Most notably, the gap between men and women continues to decrease, as it has gone down from a 24% difference in 2006 to a 21% difference in 2007.

2007 Income by Location

	BC (n=22)	AB (n=21)	SK (n=5)	MB (n=13)	ON (n=64)	QC (n=16)	Atlantic Canada (n=14)	World (n=22)
Income ($CDN)	102,236	120,849	115,500	134,701	139,956	82,635	127,731	156,927
Change from 2006	+2.7%	+4.9%	+14.9%	+4.0%	+9.0%	+8.7%	+10.7%	+12.4%

As you can see, there is a consistent upwards trend in income for the majority of provinces. The skew between the figures from 2005-2006 versus 2006-2007 is likely due to different respondents. As such, the increase in income for each province for the 2006-2007 sample set is likely quite accurate for the province as a whole. For example, International respondents seemed to lose ground between 2005-2006, but gained it back in leaps and bounds between 2006-2007.

2007 Income by Specialty

Specialty	Income ($CDN)	Change from 2006
Radiation Oncology Physics (n=150)	127,623	+8.4%
Diagnostic Radiological Physics (n=15)	102,832	+8.4%
Nuclear Medicine Physics (n=5)	139,800	+10.6%
Magnetic Resonance Imaging (n=4)	142,550	+6.4%
Other (n=3)	102,667	-0.7%

As you can see, the difference between the 2005-2006 figures and the 2006-2007 figures are quite significant, in that the 2006-2007 figures vary less than the previous ones. The only area where there is a decrease in income is with the "Other" group, and this is directly related to the small sample size of the survey.

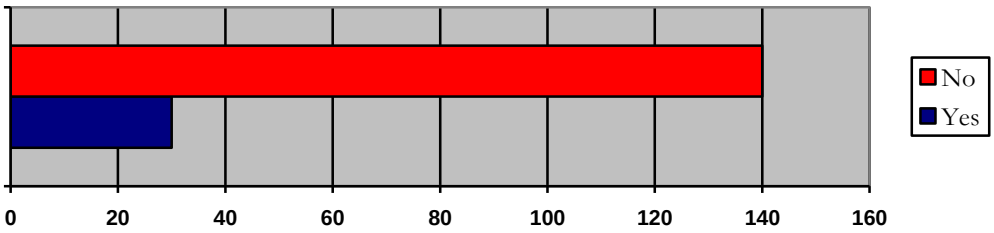
2007 Income by Level of Education

Level of Education	Income ($CDN)	Change from 2005
Bachelors Degree (n=3)	74,600	+8.2%
Masters Degree (n=60)	116,998	+9.4%
Doctorate (n=112)	134,959	+7.9%

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

Year	Annual Professional Allowance	Change from Previous Year
2006 (n=66)	$3,425	n/a
2007 (n=67)	$3,496	+2.1%

13(a) Did you perform any consulting work in 2007 (n=171)?



The number of respondents who did perform consulting work has increased from 15% in 2005 to 18% in 2007.

13(b) Please indicate your total income from consulting fees (n=19).

Income ($CDN)	1 – 5,000	5,001 – 10,000	10,001 – 15,000	15,001 – 20,000	20,001 – 25,000	25,000+	Average
	12	2	1	1	3	13	43,616

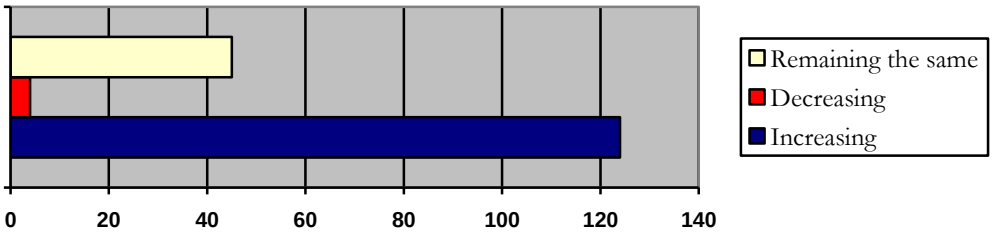
Of note there were 2 members whose income was solely derived from consulting

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

Hourly Rate ($CDN)	0 - 50	51 – 100	101 – 150	151 – 200	200+	Average
2007	1	5	19	4	2	146.67
2005	0	7	17	1	2	129.26

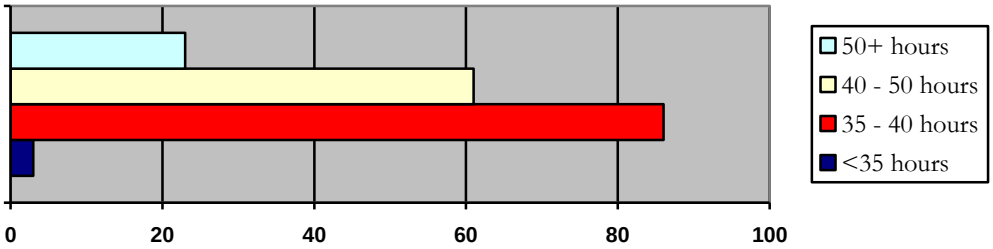
As you can see, the distribution of the nominal consulting hourly rate between 2005 and 2007 has stayed roughly the same, with the only significant change being the hourly rate.

14. Do you foresee your income increasing, decreasing, or remaining the same for the next year (n=173)?



124 of the 173 Respondents (72%) felt that their income would increase over the next year. Only 4 (2%) felt that their income would go down, with the remainder (45 or 26%) felt that it would remain the same.

15. How many hours do you work in a normal work week (n=173)?



86 of the 173 Respondents (50%) worked on average between 35 to 40 hours per week. 61 (35%) worked between 40 to 50 hours and 23 (13%) worked more than 50 hours in a week. Only 3 (2%) of the Respondents worked less than 35 hours in a week.

16. Please indicate which benefits are covered (in part or in whole) by your employer (n=146).

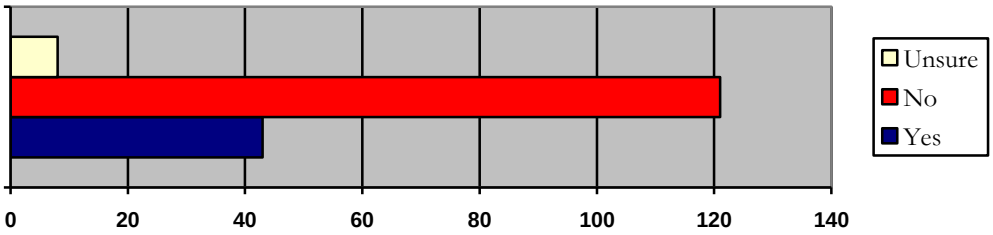
	Yes	No	Unknown
Medical Coverage	91.9%	2.3%	5.8%
Dental Coverage	87.8%	7.6%	4.7%
Term Life Insurance	82.6%	9.9%	7.6%
Disability Insurance	87.8%	7.6%	4.7%
Liability Insurance	46.5%	20.9%	32.6%
Retirement Pension Plan*	91.9%	4.7%	3.5%
Sabbatical Leave	27.3%	51.2%	21.5%
Tuition Benefits (self)	18.6%	55.8%	25.6%
Tuition Benefits (dependents)	8.7%	66.3%	25.0%

*Exclusive of CPP or QPP

17. How many vacation days do you get during a year (exclusive of statutory holidays)?

Vacation time	**Percentage Response**
15 or less Vacation Days	3.7%
16-20 Vacation Days	43.9%
21-25 Vacation Days	33.5%
26-30 Vacation Days	15.9%
>31 Vacation Days	3.0%

18. Do you expect to retire from full-time practice of medical physics within the next 10 years (n=147)?



A significant number of the Respondents (43 or 25%) will retire in the next ten years. This is up by 36 percent from the 18.4 percent reported in the 2006 Survey.