

# OPA 2022 COMPENSATION SURVEY RESULTS



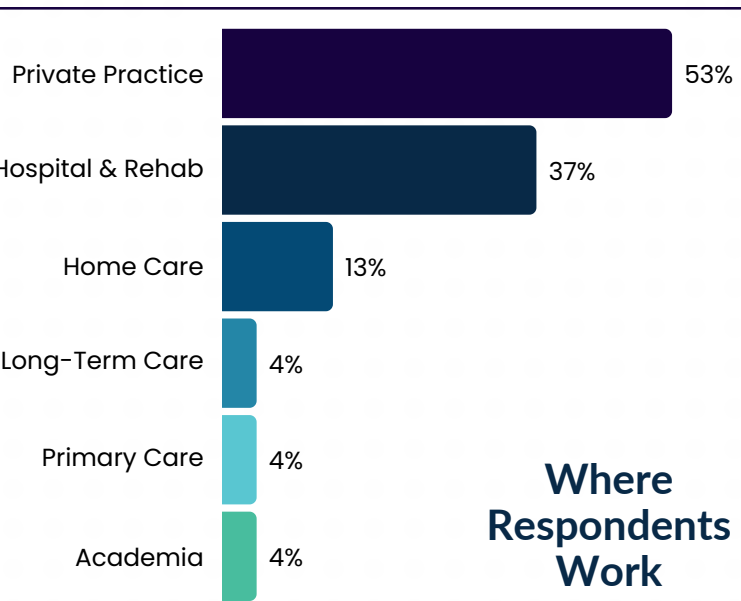
## PURPOSE

- 1 Explore differences in compensation across sectors and groups of physiotherapists
- 2 Identify factors influencing employment decisions and work satisfaction
- 3 Explore compensation levels and factors for PT residents, internationally educated PTs, advanced practice PTs, and PTAs.

## METHODS

<b>1. CREATE</b> the survey with ittracks	<b>2. CIRCULATE</b> to all PTs in Ontario
<b>3. COLLECT</b> data from Nov-Dec '22	<b>4. COLLATE</b> and identify themes

## RESPONDENTS



## COMPENSATION AND RESULTS

Comparing compensation across and within sectors is challenging, in part due to the diversity in compensation models. For the purpose of this report, we present an **effective hourly rate**, which was calculated for each respondent based on their reported compensation and hours worked per week.

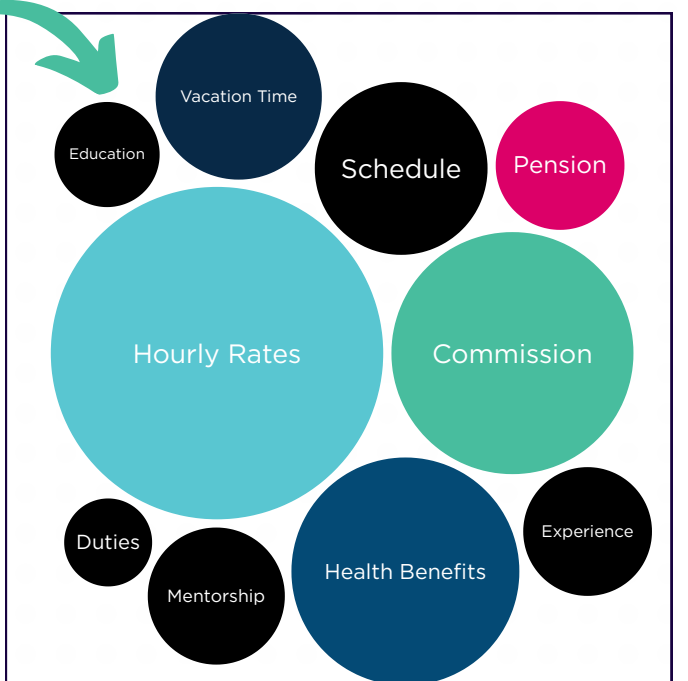
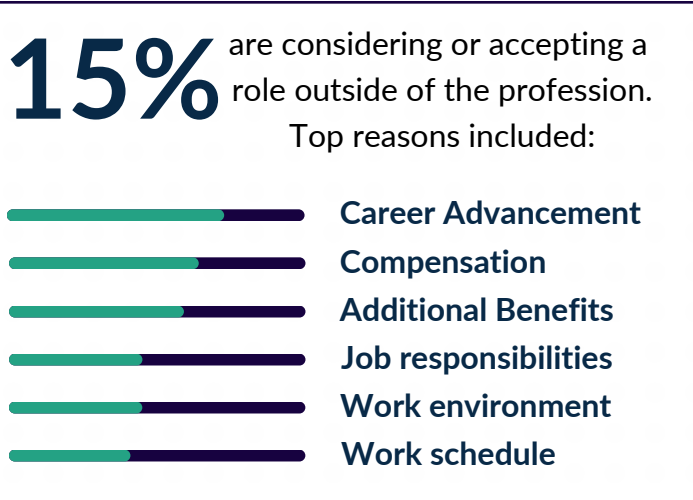
All forms of compensation other than hourly were converted as follows:

**Effective Hourly Rate = total annual income ÷ total annual hours worked**

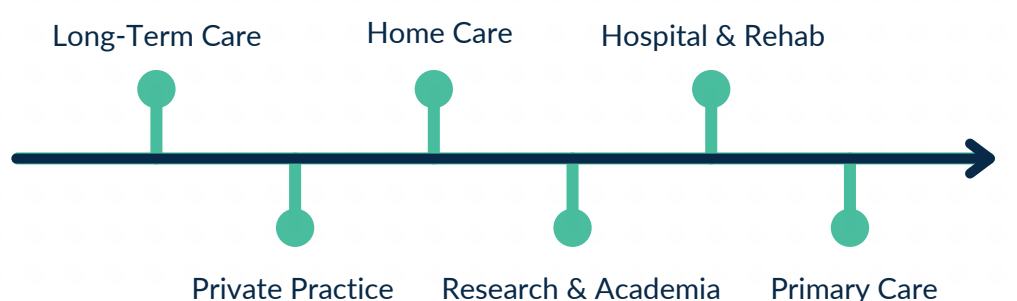
This conversion allowed for comparison within and across sectors in the context of money allotted for **time spent working**, rather than total annual compensation.

Sector	Mean Effective Rate	50% of Reported Rates Are
Primary Care	\$46.68	\$38.00 - \$48.00
Hospital & Rehab	\$47.00	\$42.00 - \$49.00
Long-Term Care	\$47.80	\$41.00 - \$50.00
Private Practice	\$49.03	\$36.00 - \$52.00
Home Care	\$50.50	\$38.00 - \$58.00
Research/Academia	\$56.92	\$38.00 - \$58.00

**Factors in compensation are diverse. Salary is not the whole picture.**



**Non-Salary Employment Benefits by Sector, Lowest to Highest**



The numbers presented are reported survey results that do not account for all physiotherapists in Ontario. These statistics are not intended to be used as fee or salary guidelines or recommendations.